



Impact in 2019 Plans for 2020



Letter from the CEO

As I write this letter, the covid-19 pandemic is rapidly spreading throughout the countries we work in - namely India, Nepal, Ethiopia, Thailand, Myanmar and Brazil - and risks wreaking devastation on the vulnerable communities we serve there.

Desperate former workers are at risk of being lured and coerced by traffickers into situations of forced and bonded labour. Others will take appalling risks to migrate in search of work, incurring debts to unscrupulous moneylenders and often will end up in bondage. Severe financial stress in vulnerable communities leads to greater sexual violence and abuse against women and girls, as well as the early marriage and trafficking of girls.

We have responded to this crisis by launching an emergency response fund to help our partners meet urgent needs, which is detailed on the following page. Over the medium term, the work of our frontline partners - and hence the Freedom Fund - will be ever more crucial in tackling slavery and other forms of exploitation of those made even more vulnerable by the pandemic.

Though it's hard to see beyond the pandemic and its impact right now, we do have more positive news to share in this impact report.

In 2019, we received powerful external validation of our hotspot model. This model works to concentrate resources by bringing frontline organisations together to collectively tackle exploitation in their communities. Several evaluations of our community-based programs in India by leading research organisations documented a sharp reduction in the prevalence of debt bondage, a slavery-like practice that is illegal but still common within India's caste system.

These evaluations found that the prevalence of households in bonded labour in our target areas fell by 80% - from 56% to 11% - over a three-year period. That translates to roughly 125,000 fewer men, women and children in bondage in these communities than would have otherwise been the case.

We believe these findings validate the hotspot approach as a powerful model for tackling slavery in high-prevalence countries. We are working to encourage others to learn from and build on these findings.

Our work would not be possible without the generous support of all our investors, for which we are grateful. In 2019, we were pleased to welcome the Cassiopeia Foundation as our newest anchor donor, joining our dedicated community of visionary investors in the fight to end modern slavery.

While more needs to be done to accelerate progress to end slavery, we can take encouragement from the fact that we now have data and proven strategies to better fight this scourge.



A handwritten signature in black ink that reads "Nick Gromo".

Covid-19 emergency response fund

As the devastating impact of the covid-19 pandemic became clear, the Freedom Fund moved quickly to set up an emergency response fund to offer immediate small-scale funding to our 100 or so frontline partners working with highly vulnerable communities in India, Nepal, Myanmar, Ethiopia, Thailand and Brazil.

The pandemic has put an enormous strain on vulnerable groups, especially migrants, children and adults. In the countries where we operate, individuals in forced or bonded labour continue to face hunger, disease, abuse and an inability to move to safe places. We are also conscious that severe financial stress often leads to greater sexual violence and abuse against women and girls, and to the early marriage and trafficking of girls.

To help our frontline partners provide life-saving assistance to those most in need, the Freedom Fund is making emergency financial assistance available with short turnaround times and minimal bureaucracy. As we went to print (May 2020), the covid-19 emergency response fund had raised \$2m thanks to the generosity of a number of our core donors, and has begun deploying funds to meet the following objectives to bring immediate support to those most vulnerable:

- **Emergency relief to affected groups, including food, shelter, sanitation needs, protective equipment for shelter staff, transportation, healthcare-related costs.** Distributed as emergency grants of up to \$4,000 per frontline NGO.
- **Surge capacity for NGO advocacy, to monitor the needs of vulnerable groups, ensure government response is appropriate and reaching those who need assistance.** Up to \$5,000 per NGO for staff costs.
- **Microgrants to savings and loans groups, self-help groups, and other existing community structures to provide credit and help absorb financial shocks.** Up to \$1,000 per community group.

The Freedom Fund remains committed to supporting the world's most vulnerable communities. We will continue to prioritise getting vital funds to those in need as quickly and flexibly as possible, and we thank everyone who has joined us in this effort.



What is modern slavery?

Over 40 million people are enslaved in the world today, and 71% are women and girls.

Modern slavery entraps men, women and children forced to work long days in dangerous and punishing conditions. Victims of modern slavery are controlled and exploited for commercial or personal gain. Slavery causes terrible suffering to its victims, and it also eats away at the wider health of our economies and communities. Ending slavery not only extinguishes an injustice, it allows people to freely contribute to their community, creating greater prosperity.



Common types of modern slavery



Forced labour

Around the world, men, women and children are forced to work against their will under the threat of penalty or violence, whether by government authorities, private businesses or individuals.



Debt bondage

In fields, factories and households, people are indebted, often through deception and forced to work to repay the "loan" under unlawful and exploitative conditions, sometimes over generations.



Commercial sexual exploitation

An estimated 4.8 million women, children and men are victims of forced sexual exploitation, imprisoned by force or deception into slavery for the purpose of sex.



Forced marriage

Around the world, girls and women are coerced into marriage against their will, usually for money.

What we do

Our mission is to mobilise the knowledge, capital and will needed to end modern slavery.

The Freedom Fund is a leader in the global movement to end modern slavery. We identify and invest in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. Partnering with visionary investors, governments, anti-slavery organisations and those at risk of exploitation, we tackle the systems that allow slavery to persist and thrive. Working together, we protect vulnerable populations, liberate and reintegrate those enslaved and prosecute those responsible.

The Freedom Fund contributes to exponential impact in four ways:



We are a world leader in supporting frontline organisations to drive systems change. Our frontline partners and hotspots are already driving change from the bottom up. We plan to deepen this impact in our current hotspot countries and do the same in a limited number of additional countries, whilst also strengthening networks of civil society and other partners – thereby achieving impact for millions.



We generate knowledge and solutions to influence key actors. We influence governments, international organisations, businesses and funders by identifying the most effective models to drive measurable and sustainable change. Our work with frontline partners ensures that our research and our global initiatives are both informed by the experiences of those in slavery or at risk of it and help serve these same communities. This focus on the frontlines gives our work greater credibility in the eyes of those we are seeking to influence.



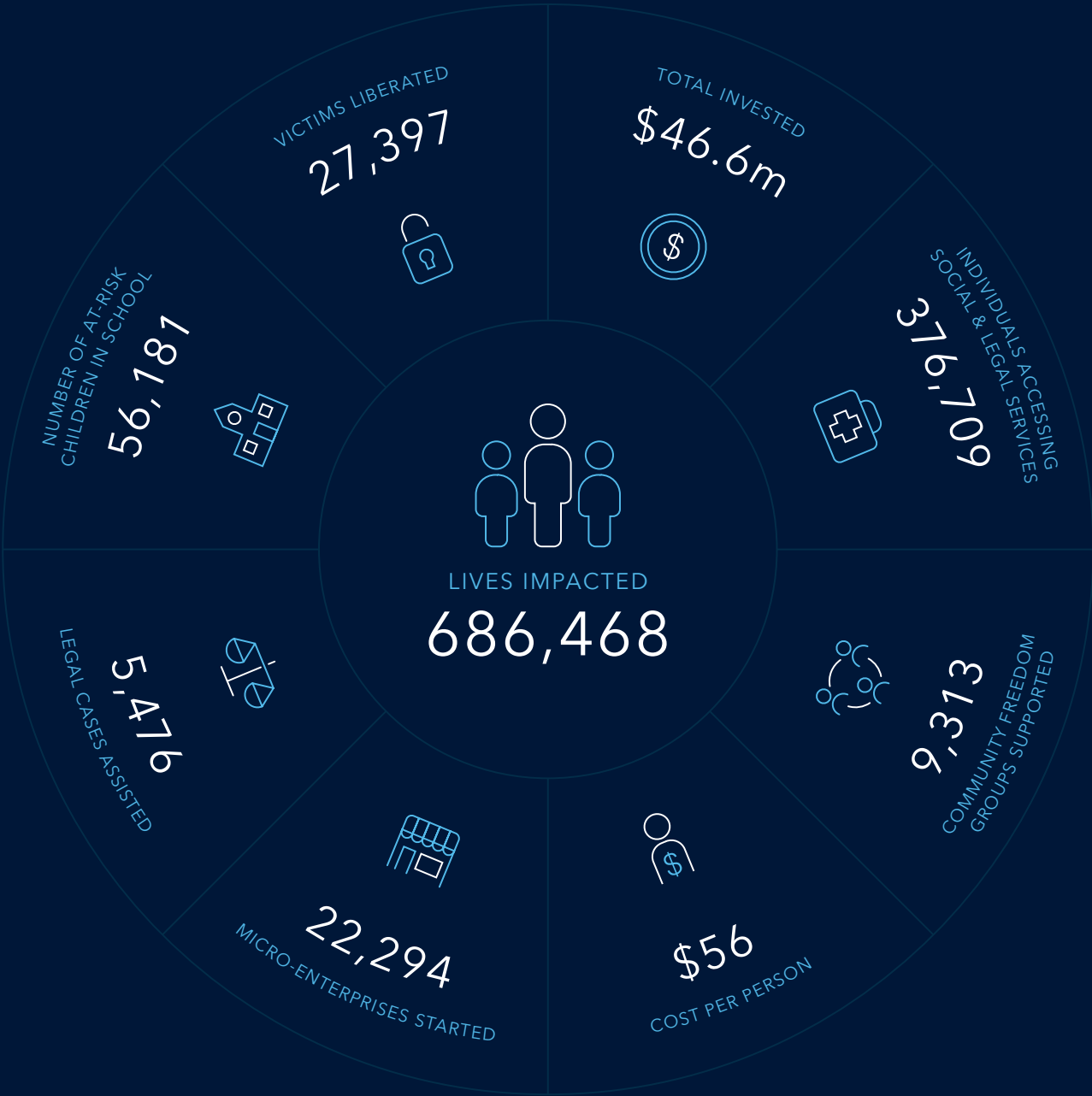
We empower the global anti-slavery movement. We support and mobilise a new generation of frontline leaders who together can challenge the systems that underpin slavery. We are investing in networks of these leaders through our new “Freedom Rising” program, with emphasis on promoting women leaders and survivors in the movement.



We are the vehicle of choice for funders who wish to direct their resources to the frontlines. While supporting frontline organisations is highly impactful if done well, it also carries significant challenges and risks. By deploying the necessary monitoring and support systems to responsibly fund frontline civil society groups, we make it more attractive for donors to invest in these organisations.

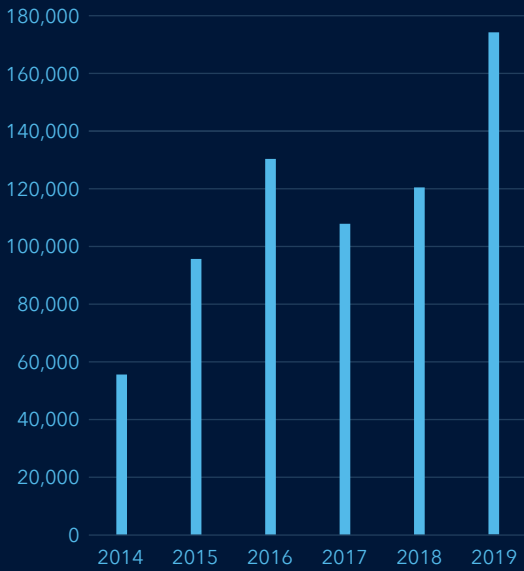
Our impact

January 2014 - December 2019

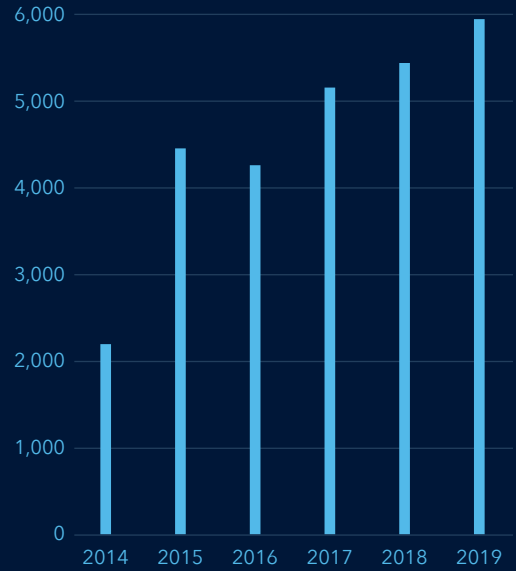




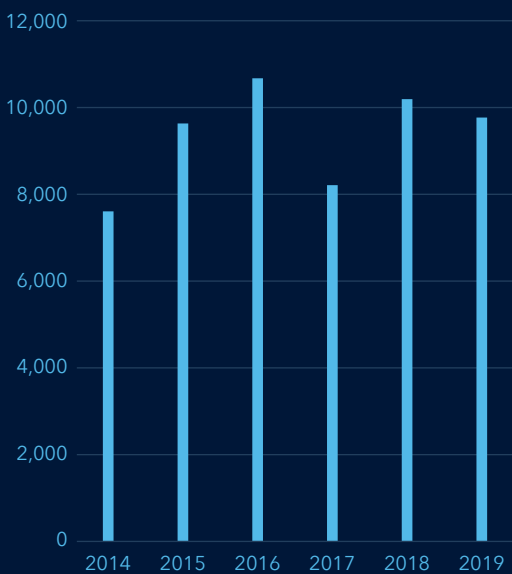
LIVES IMPACTED ACROSS ALL HOTSPOTS (NEW INDIVIDUALS, PER ANNUM)



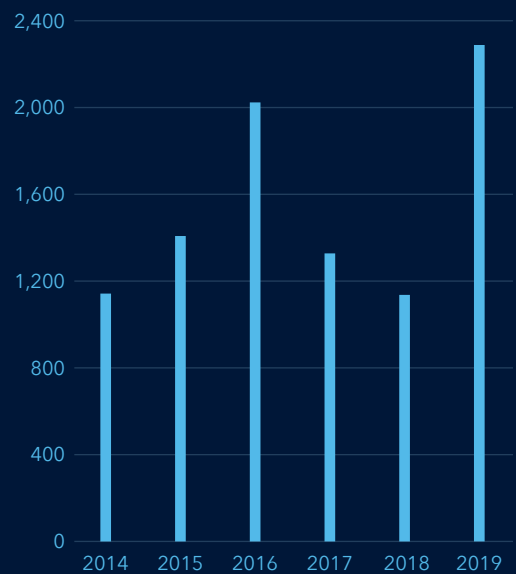
PEOPLE LIBERATED ACROSS ALL HOTSPOTS (NEW CASES, PER ANNUM)



AT-RISK CHILDREN IN SCHOOL ACROSS ALL HOTSPOTS (ENROLMENTS, PER ANNUM)



COMMUNITY FREEDOM GROUPS SUPPORTED (NEW GROUPS, PER ANNUM)



Objectives

By 2025, the Freedom Fund will:

Transform the systems affecting 10 million people in slavery hotspots.



Empower the global anti-slavery movement by supporting a new generation of frontline Freedom Leaders and by directly strengthening at least 200 civil society organisations.



Generate the knowledge and solutions to drive government and business action and mobilise funding for the anti-slavery cause.



Ensure that the Freedom Fund is the vehicle of choice for investors who wish to direct their funding to the frontlines of the fight against slavery.



Our hotspot programs

A “hotspot” refers to a geographic area known to have a high incidence of modern slavery. We currently support some 140 partners in eight hotspots across five countries. Our hotspot model, summarised below, is a highly effective way to fight slavery and provides excellent value for money. It is based on six principles.

1. **Concentrate resources:** Many attempts to solve human rights challenges fail because philanthropic resources are spread too thinly. We focus our efforts on a small number of slavery hotspots, investing in a range of interventions that reinforce each other to achieve outsized impact.

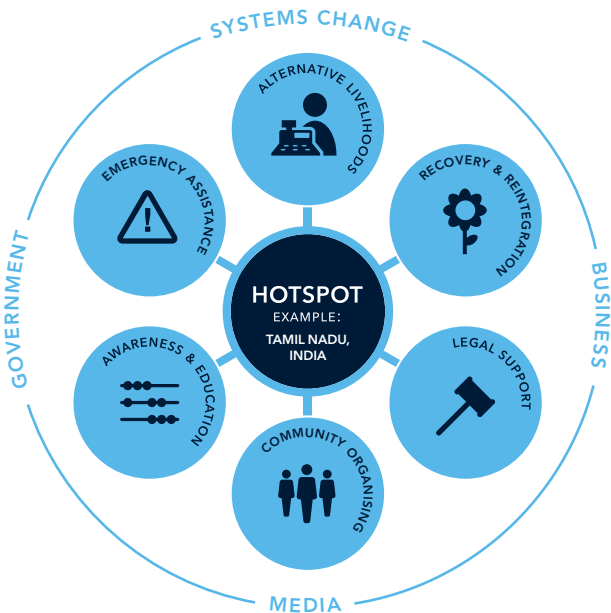
2. **Help frontline organisations lead the fight:** Grassroots organisations know what it takes to end slavery in their communities, but too often they are overlooked by funders. We back frontline NGOs with the funding and support they need to protect the most vulnerable.

3. **Build powerful coalitions:** No single organisation can end slavery. We support clusters of NGOs in each hotspot and help them work together, learn from each other, and advocate to government and business for stronger action against slavery.

4. **Invest in organisations, not just projects:** Frontline organisations need time and money to develop. We ring-fence a proportion of our funding for this, and provide a range of training opportunities.

5. **Prioritise data and research:** The anti-slavery sector lacks good data. We place great emphasis on data collection by our partners, and bring in independent research institutions to evaluate what is working. We document how impact has been achieved so that successes can be applied on a broader scale around the world.

6. **Amplify frontline voices on the global stage:** The voices of frontline organisations are too rarely heard on the global stage. We help our partners participate in international policy fora and represent their views in our own contributions to global debates. We connect them to other NGOs, experts and funders, and expose them to anti-slavery practices in different settings to help them improve their programs.





Where we work

- 1 **Brazilian** children are vulnerable to commercial sexual exploitation, particularly in urban areas.
- 2 **Ethiopian** women and girls are trafficked into domestic servitude in the Middle East and in Ethiopian towns and cities.
- 3 In **Rajasthan**, children are forced to work in hazardous conditions in handicraft workshops.
- 4 Lower caste families in **northern India** are held in debt bondage and made to work in brick kilns, stone quarries and agriculture.
- 5 In **Tamil Nadu**, teenage girls are abused in cotton spinning mills.
- 6 Men, women and children are trapped in agricultural bonded labour in south-eastern **Nepal**, and children are exploited for sex in the **Kathmandu Valley**.
- 7 In **Bangladesh**, children are exploited in the commercial sex industry.
- 8 **Myanmar** women and girls are trafficked into **China** and coerced into forced marriages.
- 9 Men from Laos, Cambodia, and Myanmar are trafficked to **Thailand** and forced to work on fishing vessels and in seafood processing plants.



* For the hotspots in Brazil and Bangladesh, operations have not yet begun.



Northern India

PEOPLE LIBERATED	COST PER PERSON
17,877	\$52
TOTAL INVESTED	LIVES IMPACTED
\$12.1m	206,261
NO. OF HOTSPOT PARTNERS	
26	



Northern India hotspot achievements in 2019



21,987 persons received new access to government services: In 2019, Freedom Fund partners worked at the community level to generate social demand and at the government level to support efforts to make sure essential services were delivered. This year's numbers represent a 23% increase over the previous year, much of it due to specific focus on labour registrations and access to health insurance, key factors in reducing vulnerability to debt bondage.



124 additional communities became resilient to debt bondage and trafficking, impacting a total of 29,781 people: Notably, the example set by these communities resulted in ripple effects to neighbouring non-project communities. Their actions demonstrated how government can work for the poor, inspiring others to begin registering for entitlements, take action against corrupt officials, stop child labour, encourage better functioning of schools and other community-level protection mechanisms.



30 policy changes informed by grassroots data and evidence: Connecting grassroots voices and evidence with decision-makers led to tangible changes in the way policy was implemented. These policy changes spanning national, state and district levels brought more resources and focused attention to interventions on child protection, child marriage, child labour, labour rights, health insurance coverage, child sexual exploitation, Dalit inclusion and minimum wages.



525 media stories generated: Through a proliferation of media stories the program increased its focus on bringing issues of vulnerability and bondage into the mainstream to generate widespread social demand for a debt bondage free India.

The northern India hotspot aims to reduce the prevalence of all forms of trafficking, bonded labour and harmful child labour in select districts of Bihar and Uttar Pradesh by empowering communities to protect themselves against exploitation and claim their rights and entitlements while also ensuring that the government's anti-trafficking structures and systems are effective and wide-reaching.

In 2019, the program made great strides in connecting communities to critical government services that reduce their vulnerability to exploitation in the future. Community groups are growing more confident in helping community members to access those services directly and demand improvements where necessary. Notably, the government's health insurance scheme is an important opportunity to reduce debt as a result of medical needs. The effectiveness of these community initiatives has influenced neighbouring non-project communities to replicate such efforts.

This year, our partners increased their strategic engagement with relevant government offices to share learning from project communities and flag shortcomings in the implementation of government processes that aim to support at-risk communities and survivors of exploitation. This has resulted in a wide range of improvements in policy implementation. The member organisations of the program's Human Liberty Network are beginning to jointly identify priorities that can bring about the wider systems change necessary for long-term and sustainable change.



Southern India

PEOPLE LIBERATED	COST PER PERSON
4,371	\$38
TOTAL INVESTED	LIVES IMPACTED
\$6.8m	157,656
NO. OF HOTSPOT PARTNERS	
27	



Southern India hotspot achievements in 2019



Government representation: When local government elections were held in Tamil Nadu after a delay of three years, over 550 individuals connected with the hotspot's community work seized the opportunity to stand for positions for the first time. Partner NGOs helped prepare these village candidates, with amazing results: 258 were successful. Over 65% of them are women, and 41% are Dalit. The hotspot is helping these newly-elected village officials to engage with mill owners about working conditions.



Mill inspections: Tamil Nadu Alliance worked closely with local government to register mill hostels, so that they can be inspected by social welfare officials. Workers staying in these hostels suffer the most from excessive and sometimes forced overtime and they lack freedom of movement. The first inter-departmental inspection teams, with NGO involvement, are now being set up and trained in one pilot district. TNA helped prepare the protocol for conducting the inspections so that they tackle risks of forced and bonded labour.



United voice for textile worker rights: In 2019, Tamil Nadu Alliance increased its emphasis on connecting frontline expertise with international efforts for reform in the apparel sector. We enabled TNA to work with supply chain experts to create a Declaration and Framework of Action, aimed at gaining specific commitments from brands and retailers to promote decent working conditions further along their supply chains. While TNA will collaborate with committed brands on their implementation plans, we'll also help consumers internationally join with local textile workers to communicate with brands about the changes needed.

This hotspot works to reduce bonded labour, mainly among adolescent girls and women in the textile industry in Tamil Nadu. The program is now active in 445 communities and 144 workplaces, with 15 community NGO partners. These partners are organizing 42,000 community members in adolescent groups, adult groups and worker groups, providing an important platform for them to collectively address key issues and claim their rights. Issues emerging from across this community work are what drives the hotspot's efforts to strengthen the government's worker protections as well as pushing for improvements across the business supply chain.

At the community level, many of the groups are now able to work more proactively, and they are uniting across clusters of villages through Federations of Community Support Groups to jointly tackle issues. They are preventing risky recruitment, motivating village government bodies to protect children, and helping adolescents to access education or vocational training. In 2019, these community groups enabled a huge number of individuals - 62,852 - to gain new access to government services.

During 2019, the hotspot strengthened the Tamil Nadu Alliance (TNA), a forum of NGO networks that represents over 100 grassroots organisations. TNA now works effectively towards agreed policy goals to protect textile workers. For example, it contributed significantly to the state policy guidelines being prepared by the State Commission for Women and State Labour Department. This highlights the key rights of textile workers under national and state laws.



Rajasthan

PEOPLE LIBERATED

896

LIVES IMPACTED

10,291

TOTAL INVESTED

\$2.3m

NO. OF HOTSPOT PARTNERS

16

Rajasthan hotspot achievements in 2019



3,315 people receiving government benefits: In targeted neighbourhoods in Jaipur with high levels of child labour, more than 3,000 community members have been assisted in getting government benefits and sensitised to the importance of resisting child labour and keeping children in school. CLFJ engagement with the government led to a state-wide Department of Education Order requiring that all names of School Management Committee members be publicly displayed in the school. This simple action will increase schools' accountability to parents.



598 returnee children receiving follow-up support: In 2019, 598 children who had been returned home to the state of Bihar were receiving follow-up support. 40 NGO field workers conduct regular home visits, supporting the children to enrol in school and assisting their families to receive government benefits. Out of all the children repatriated by CLFJ since 2018, only 1.6% have been re-trafficked, a massive change from the high levels of re-trafficking taking place previously.



3 new convictions: By December 2019, Jaipur courts had achieved three child labour convictions, two with life imprisonment. The convictions include the first life sentence issued in India for a case of trafficking for child labour using the key Indian Penal Code section that carries more serious penalties. CLFJ partners helped Jaipur's legal system to achieve these convictions in many different ways, including locating the children involved and bringing them back from Bihar to Jaipur, to testify. The High Court has now ordered that children should give complete testimony to the courts before they return home.



Child Labour Free Jaipur (CLFJ) is a united strategy aiming to eliminate child exploitation by curbing child labour in workshops in the city of Jaipur. Through the Child Labour Free Jaipur model,

the Freedom Fund collaborates closely with the Rajasthan government and brings together local Jaipur businesses, NGOs, and communities towards this common goal. The program protects children, increases education and livelihood opportunities, helps strengthen government enforcement and enables Jaipur businesses to build child labour free supply chains. CLFJ works directly in targeted Jaipur neighbourhoods as well as with the government of the state of Bihar, where the majority of the trafficked children are from, to repatriate children home and provide continuous follow-up support.

After close engagement with stakeholders within the Jaipur justice system, in 2019, Jaipur courts issued a series of landmark legal convictions against child traffickers, putting the city on the map as a leader against child exploitation. Meanwhile, three international retailers and seven Jaipur business leaders (with 11 more in the pipeline) are pioneering child labour free products by tracing their supply chains, with 150 subcontractors and 555 home-based workers being monitored. British Asian Trust, Children's Investment Fund Foundation, Laudes Foundation and Dorothea Haus Ross Foundation are providing funding and strategic partnership for CLFJ. The website www.CLFJaipur.org provides detailed updates from the field and information on the model.



South-Eastern Nepal

PEOPLE LIBERATED	COST PER PERSON
1,229	\$111
TOTAL INVESTED	LIVES IMPACTED
\$5.4m	43,892
NO. OF HOTSPOT PARTNERS	
19	



South-Eastern Nepal hotspot achievements in 2019



Municipalities introduce minimum wage policies: Freedom Fund partners worked with municipal governments in our program districts to introduce minimum wage directives, in line with the provision under the Labour Act (2017). As a result, many Harawa-Charawa labourers have been paid minimum wages for the first time. Partner organisation CDF supported local Harawa-Charawa community groups to successfully negotiate equal wages for 85 Harawa-Charawa women in their working areas.



The Harawa-Charawa Network holds its first elections: With technical support from Rastriya Dalit Network (RDN), the Harawa-Charawa Network have grown into an impressive activist group and are also working to build their organisational capability. This year the Network, supported by local NGO partners, held their first democratic elections to appoint representatives at the ward, municipality and district levels. An impressive number of Harawa-Charawa community members took part in the election process with 964 participants in Saptari district, 787 in Siraha and 350 in Dhanusa.



Harawa-Charawa elected as local representatives: This year 30 Harawa-Charawa women have been elected as ward level representatives, for the first time. The program continues to support more Harawa-Charawa to build their capacity and leadership skills to take part in local politics.



Effective interventions at the community level: In 2019, Freedom Fund partners liberated 473 Harawa-Charawa from bonded labour, double 2018 figures. Partners also supported 2,456 people to gain new access to government services including citizenship and birth registration, education, social security, healthcare and electricity. This is a significant increase from last year and reflects partners' increased engagement with local government.

This hotspot mobilises frontline NGOs and hundreds of community groups to create a movement to eliminate a form of agricultural bonded labour known as Harawa-Charawa, affecting approximately 97,000 adults and 13,000 children, predominantly Dalit, living in the south-east of Nepal.

This year the program increased its advocacy focus. With the shift to federalism and the introduction of a new constitution in 2015, the government of Nepal has introduced legislation and policies to address poverty and issues affecting the most marginalised group. We have supported the survivor-led Harawa-Charawa Network, local NGOs and the Forced Labour Elimination Advocacy Group (FLEAG) to use this opportunity to demand action on the issue of bonded labour. We are now seeing a significant change in the government's recognition of the Harawa Charawa and efforts to address it.

In May 2019, the Minister of Finance announced 5.1 billion NPR for the Prime Minister's Employment Programme which will provide 100 days of paid employment for 50,000 citizens, prioritising Haliya, Kamaiya, Harawa-Charawa and Kamlari bonded labour groups. Our partners have already supported hundreds of people to access the scheme, enabling Harawa-Charawa to receive wage labour, disrupting traditional power dynamics and financial dependence on their landlords.



Central Nepal

PEOPLE LIBERATED	COST PER PERSON
2,258	\$96
TOTAL INVESTED	LIVES IMPACTED
\$4.9m	47,513
NO. OF HOTSPOT PARTNERS	
21	



Central Nepal hotspot achievements in 2019



Nepal ratifies the Palermo Protocol: This is a historic milestone in the government's commitment to combat trafficking. Critical to the hotspot work, this means that all forms of child sex trafficking no longer need to demonstrate force, fraud or coercion to constitute a child trafficking offence, closing gaps in Nepal's domestic trafficking legislation.



Reduction in the number of minors in the AES: A prevalence study undertaken by City University of New York for the Freedom Fund estimated the population of minors working in the AES in Kathmandu to be 1,650, significantly lower than previous studies. This evidence, together with an external evaluation of the hotspot undertaken in 2019 (see research section) affirms the power of the Freedom Fund's hotspot model to change systems and create strong deterrents to CSEC.



Our partners supported 681 liberations from commercial sexual exploitation in 2019, a slight increase of 6% from 2018: Although liberations overall have increased, the proportion of those liberated who are minors has decreased. This year minors represented 53% of those liberated, down from 64% the year before. This trend aligns with reports that there are fewer minors working in the AES.

The central Nepal hotspot is working to radically reduce the number of children at risk of commercial sexual exploitation in the adult entertainment industry in Kathmandu.

The program equips minors with the knowledge, skills and services they need to avoid or exit jobs where they are vulnerable to exploitation while also working directly with employers and customers to reduce the demand for minors in the sector. With intensive technical support, our partners have become increasingly focused on longer-term systems change with impressive results. Last year they successfully advocated for amendments to the Children's Act (2018) which now prohibits anyone under the age of 18 from entering any Adult Entertainment Sector (AES) venue.

This year, our partners' persistent calls for robust implementation of the laws bore fruit. The government established a Task Force Committee on the AES to inspect venues in Kathmandu, ensure compliance with all regulation and rescue, and rehabilitate minors found working on the premises. The program has also worked with local government, police and AES venue owners, to raise awareness of their obligations under the new laws and their duties to enforce them. As a result, there have been unprecedented levels of monitoring and transformed business practices. Partner field workers report that they are finding significantly fewer minors in venues.



Ethiopia

LIVES IMPACTED

128,140

COST PER PERSON

\$47

TOTAL INVESTED

\$6.4m

NO. OF HOTSPOT PARTNERS

17

Ethiopia hotspot achievements in 2019



19,198 individuals supported through 897 community groups: In 2019, partners built upon key lessons learned under their previous grants and expanded the reach of the community freedom groups to engage over 18,000 individuals. Partners supported a variety of groups including community groups, school groups and multi-stakeholder groups of local leaders.



5,167 individuals received social or legal services: In 2019, our hotspot partners provided a variety of social and legal services, including school supplies to help young girls stay in school, assistance in navigating the legal system for women seeking to migrate to the Middle East, and psychosocial counselling and support for returnees. Within 2019, our partner Agar almost doubled their anticipated target and provided shelter-based support services to 230 women and children returning from the Middle East.



837 women received vocational training for both employment within Ethiopia and abroad: Our partners provided vocational training for women looking to work abroad as domestic workers as well as those looking for local employment. Given that bilateral agreements had been signed between Ethiopia and Middle Eastern countries in late 2018, a more intentional focus was given to vocational training to support women who, after consideration of all options and information available, choose to pursue work abroad as domestic workers. The training ensures that women are equipped with the skills needed to be employed as domestic workers and to promote their safety within their migration journey, reducing the risk of servitude.



The Ethiopia hotspot, established in July 2015, focuses on promoting safer migration by enabling women and girls to make informed decisions when considering migrating to the Middle East for domestic work. In 2019, the second phase of the Ethiopia hotspot began with a continued focus on raising awareness about safer migration, providing support to potential and returnee migrant workers and engaging with various government offices to promote better migration management and prevent human trafficking. Building off the 2015-2018 strategy, the hotspot applied lessons learned in conducting community freedom groups, expanded activities to provide training and support to women following the newly opened legal processes for migration and explored ways to more meaningfully engage Ethiopian domestic workers within the Middle East.

Working in Addis Ababa and the Amhara region, our hotspot partners focused on raising awareness of the legal channels and processes available to aspiring migrant domestic workers. Given that these processes were fairly new in 2019, they were able to provide support in assisting individuals to navigate the process and ensure that they met the legal requirements. Furthermore, partners played a critical role in making sure that the newly registered employment agencies were operating within the legal requirements and identified cases when documents were being falsified. Partners also expanded into new communities and strengthened the capacity of existing anti-trafficking task forces. The hotspot also continued to think through ways to more meaningfully engage Ethiopian domestic workers in the Middle East and commissioned a research study to explore potential areas of engagement.



Thailand

PEOPLE LIBERATED	COST PER PERSON
766	\$42
TOTAL INVESTED	LIVES IMPACTED
\$8.4m	61,950
NO. OF HOTSPOT PARTNERS	
26	

Thailand hotspot achievements in 2019



Passing two critical domestic laws: Including an amendment to the Anti-Human Trafficking Act to incorporate an offence of forced labour and a new Work in Fishing law to regulate working and living conditions of fishers in line with the ILO Convention on Work in Fishing.



Focus on both oversight and accompaniment: The hotspot worked to both monitor and assist the implementation of reforms, including progressing a responsible recruitment pilot with a large number of seafood companies. Three reports were published: after receiving our report on electronic payment of fishers, the government ordered local PIPO officials to strengthen monitoring of ATM card control, whilst the responsible recruitment and assessment of business progress reports were discussed at key forums and are likely to lead to some change over the coming year.



Improving migrant worker representation: Out of the migrant workers supported through the hotspot, 254 were provided specialist training and coaching to be migrant worker leaders. These leaders represent their community and workplace members either through negotiating with employers or through facilitated meetings with government officials.



Providing services to migrant workers: 12,857 new migrant workers were provided with legal and social services when affected by or vulnerable to forced labour. In 2019, a number of key strategic cases were undertaken, including HRDF and MWRN finalising the multi-year Ao Noi case resulting in two brokers being convicted of human trafficking and 10 survivors provided with significant compensation.



In 2019, the hotspot focused on the comprehensive implementation of new laws, policies and processes to enable the promise of the seafood reforms to be fully realised on the ground by workers. This included grants to partners to monitor the progress of reforms and improve government and business implementation. In relation to monitoring reforms, the hotspot published critical research: an analysis of the electronic payment system for fishers with recommendations for improvement; an analysis of an ethical recruitment model with recommendations for companies to learn and build on; and an evaluation of the progress of business and the Seafood Task Force to reform their practices with recommendations for action. The Thai CSO Coalition on Ethical and Sustainable Seafood undertook research to track how reforms have actually affected workers' conditions in reality.

In relation to the accompaniment and assistance to government and business, the hotspot focused on: assistance to government to implement a strong vessel monitoring, control and surveillance system; monitoring and providing advice in relation to the operation of Port-In and Port-Out (PIPO) centres; assisting the government to improve case management at human trafficking shelters; and starting a pilot with a number of large seafood companies to improve responsible recruitment.

At the community level, partners worked to support migrant worker networks and leaders, building skills and knowledge to enable leaders to assist and represent their community. Partners also directly supported migrant workers facing high vulnerability or exploitation at work through the provision of legal and social services, including undertaking strategic cases.



Global initiatives

The Freedom Fund's global initiatives are a critical component of our commitment to the frontline. These initiatives generate knowledge, solutions and actions that influence governments, inter-governmental organisations, businesses and funders to end modern slavery.

Each global initiative addresses a key issue or approach that is related to modern slavery prevention or eradication. The initiatives link organisations and strategies at the global level with the grassroots approaches of our hotspot partners - facilitating collaboration between multiple organisations to encourage greater combined impact.

Safer migration

Globally, labour migration is on the rise. The terms "high-risk" and "safe" or "fair" migration have recently emerged to describe interventions aimed at preventing the exploitation of migrant workers. Yet there is little evidence available about which factors, such as knowledge levels, actions or routes, make migration in various contexts riskier than others.

In 2019, with Freedom Fund support, the London School of Hygiene and Tropical Medicine (LSHTM) completed their analyses of the International Organization for Migration's Victims of Trafficking Database (VoTD). The VoTD contains cases of 49,032 victims of trafficking, covering 144 nationalities and 170 destination countries, and is a rich source of data for exploring the risk factors for exploitation and violence. LSHTM has carried out two large scale research projects using this dataset: exploring gendered patterns of violence and exploitation by sector and region, and exploring the role of recruitment in safe migration. Both projects are due to be published in 2020.

Legal strategies

Laws prohibit and criminalise modern slavery or create civil avenues of recourse to pursue abusers, but all too often these mechanisms are poorly enforced and the organisations seeking to use them are too poorly resourced. Our legal strategies initiative seeks to ensure that the perpetrators of slavery or those benefiting from slavery, including individuals and corporations, are held to account.

In 2019 we continued to provide funding for strategic litigation, supporting nine innovative legal actions to hold corporations accountable for modern slavery in their business operations and supply chains. In collaboration with Humanity United, we launched the Tariff Act Legal Fund, a new initiative to push for active enforcement of the U.S. Tariff Act forced labour import ban by funding on-the-ground investigations of forced labour that can be linked to products being imported into the United States.

We also published a report, *Pathways to Justice: How grassroots organisations are harnessing the law to tackle modern slavery*, documenting emerging best practices from legal interventions in the Freedom Fund's hotspot programs. The report highlights the potential of the law to affect change by looking beyond criminal justice approaches to improve access to justice and strengthen the rule of law.

Mental health

Mental health support is one of the greatest gaps in the global response to modern slavery. The Freedom Fund's mental health global initiative aims to identify and promote effective approaches to responding to the mental health needs of survivors and victims of modern slavery. In 2019, the Freedom Fund continued to integrate mental health initiatives into some of our hotspot interventions. Notably, the following projects were new additions to our portfolio this year.

In Rajasthan, our partner, the Police University Centre for Child Protection, trained 24 counsellors, caseworkers and outreach workers to help create a child-friendly environment for rescued children and ensure counselling before the children provide their legal witness statements.

In Bihar and Uttar Pradesh, with the help of a mental expert, our partners participated in two rounds of training to equip staff to better be able to address the mental health needs of communities and individuals affected by slavery and to make appropriate referrals, where necessary.

In Tamil Nadu, the program continued its efforts to build local mental health capacity. MSC Trust, a local NGO focused on mental health, collaborated with Sanar Institute, a U.S.-based mental health organisation, to develop a series of trainings for hotspot partner staff and community volunteers to help them better understand common mental health concerns faced by young woman workers in the textile industry and learn about trauma and resiliency.



Supply chains

Many of those trapped in modern slavery are working within vast and complex supply chains that deliver products to consumers across the world. Increased attention on modern slavery risks in recent years has resulted in many corporations taking positive steps to address harm in their supply chains. However, this has not yet resulted in a concrete shift in business practices required to drive up anti-slavery standards.

In 2019 the supply chains initiative continued to support efforts to catalyse government and business action on transparency and human rights due diligence in global supply chains. We provided funding to push for the introduction and implementation of supply chains legislation in the UK, Canada and the Netherlands, and supported the development of worker-driven monitoring and enforcement programs in the construction and apparel industry.

We also launched two new supply chains projects. The Moving the Market initiative, a partnership between Humanity United and UBS Optimus Foundation, is supporting innovative strategies to leverage the influence of the investment community to tackle modern slavery. A global apparel program, in collaboration with the southern India hotspot, is pushing for action by international brands and retailers to address forced labour beyond the first tier of their supply chains.

Research and evaluation

Research and evaluation are integral to the work of the Freedom Fund. Our mission is to invest in the most effective interventions, to share knowledge and to support the movement with the overall aim of reducing the prevalence of slavery.

It is therefore critical that we understand the nature and scale of the problem, as well as what works for whom in what context, so that anti-slavery efforts can be more efficiently targeted.

During 2019, we collaborated with 16 research institutions to advance our understanding of modern slavery and evaluate the effectiveness of our interventions.

- City University of New York
- Development Solutions
- European Center for Constitutional and Human Rights
- Focus on Labour Exploitation (FLEX)
- Impactt
- Institute of Development Studies, UK
- Institute of Development Studies, Jaipur
- London School of Hygiene & Tropical Medicine
- Population Council
- Praxis Institute for Participatory Practices
- Praxis Labs
- Progress Inc.
- Rapid Asia
- University of Hong Kong
- University of Nottingham
- World Vision Canada

Date	Report Title	Research Partner
Jan 2019	Accountability for forced labour in a globalized economy: Lessons and challenges in litigation, with examples from Qatar	European Center for Constitutional and Human Rights
Feb 2019	"But now, I know how to migrate properly, safely and legally" Final report for the process evaluation of the Freedom Fund's Ethiopia hotspot program	London School of Hygiene & Tropical Medicine
Apr 2019	Prevalence of minors in Kathmandu's adult entertainment sector	City University of New York
May 2019	Pathways to justice: How grassroots organisations are harnessing the law to tackle modern slavery	The Freedom Fund
May 2019	The straight goods: Canadian business insights on modern slavery in supply chains	World Vision Canada
Jul 2019	Summary report from technical convening: Methodologies for measuring the prevalence of modern slavery	The Freedom Fund
Aug 2019	Participatory statistics to measure prevalence in bonded labour hotspots in Tamil Nadu: Findings of the base- and endline study	Institute of Development Studies
Aug 2019	Participatory statistics to measure prevalence in bonded labour hotspots in Uttar Pradesh and Bihar: Findings of the base- and endline study	Institute of Development Studies
Sep 2019	Evaluation of the 'Child Labour Free Jaipur' hotspot: Baseline report	Development Solutions & Institute of Development Studies, Jaipur
Sep 2019	Evaluation of the electronic payment system in the Thai fishing industry	Rapid Asia
Sep 2019	Unlocking what works: How community-based interventions are ending bonded labour in India	The Freedom Fund
Nov 2019	Call Me Priya: Empowering young women and girls in Tamil Nadu through a film-based curriculum	Praxis Institute for Participatory Practices
Nov 2019	Ethical recruitment: Translating policy into practice	Impactt
Dec 2019	Tracking progress: Assessing business responses to forced labour and human trafficking in the Thai seafood industry	Praxis Labs
Feb 2020	Evaluation report on the results of the interventions to reduce the prevalence of bonded labour in Tamil Nadu	Institute of Development Studies
Feb 2020	Evaluation report on the results of the interventions to reduce the prevalence of bonded labour in Bihar and Uttar Pradesh	Institute of Development Studies
Feb 2020	Evaluation of the south-eastern Nepal hotspot to reduce the prevalence of bonded labour	Institute of Development Studies
Mar 2020	Worker-driven social responsibility: Exploring a new model for tackling labour abuse in supply chains	Focus on Labour Exploitation (FLEX)
Apr 2020	Evaluation of the central Nepal hotspot project using the process tracing methodology	Progress Inc.



Measuring systems change

Learning from and building on our past five years of work, our programs are increasingly shifting from direct assistance to achieving systemic change by challenging the norms and rules that enable modern slavery to persist. Our frontline partners are working to inform legislation, activate government schemes, improve business practices and shape public attitudes toward marginalised groups. We are also investing in research to understand these broader systems and assess the impact of our work on them.

Contributing to legislation and law enforcement efforts in Nepal

Inside adult entertainment venues in Kathmandu, 17% of the workers are children age 17 and under. Nearly all (99%) of these children are considered to be in the worst forms of child labour and at high risk of commercial sexual exploitation. Since 2015, Freedom Fund's NGO partners have been supporting children in Kathmandu to exit the adult entertainment sector and prevent more children from falling victim.

In 2019, the Freedom Fund commissioned Progress Inc. to conduct an independent evaluation of our central Nepal hotspot. A process-tracing methodology was employed to assess our program's contribution to reducing the prevalence of minors working in adult entertainment venues.

Based on feedback from 103 stakeholders, both internal and external to the program, the evaluation concluded that the most impactful steps in reducing the number of minors have been: (1) increased frequency of workplace inspections and (2) stricter provisions in the Children's Act (2018) and Labour Act (2017), which prohibit minors from adult entertainment venues and improve conditions for adult workers. There was strong sentiment among government officials and business owners that the Freedom Fund's NGO partners played a visible role in advocating for the stricter laws, facilitating government inspections and sensitising employers to the stricter laws - helping to reduce demand for children in Kathmandu's adult entertainment sector.

Demonstrating the power of community action

The Institute of Development Studies, UK, published two external evaluations of the Freedom Fund's India programs in August 2019. These studies reported a steep decline in the prevalence of households in bonded labour - from 56.2% to 11.4% over a three-year period. Across the 1,100 communities in our northern and southern India programs, this equates to 125,000 fewer individuals in bonded labour. This striking reduction was attributed to the Freedom Fund's bottom-up approach, focusing on collective organisation and local action to address the needs of the most vulnerable households.

Implementing responsible business practices in the Thai seafood sector

The Thai seafood sector directly employs over 365,000 workers, two-thirds of whom are migrants from neighbouring low-income countries who are extremely vulnerable to exploitation from the moment they begin the recruitment process.

Impactt was commissioned by the Freedom Fund and Humanity United to evaluate the implementation of the Ethical Migrant Recruitment Policy by Thai Union, the world's biggest producer of canned tuna. The policy was implemented with the support of the Migrant Workers Rights Network, one of Freedom Fund's NGO partners in our Thai hotspot program.

Following interviews with 265 migrant workers recruited under the new policy as well as prior to its implementation, Impactt concluded that the policy has reduced the costs borne by migrant workers by more than two-thirds (-69%). The role of the Migrant Workers Rights Network in supporting workers before recruitment, during pre-departure and after their arrival in Thailand was highlighted as a particular strength of this policy, helping to ensure independent monitoring and transparency.

Overall, the policy is deemed to be largely effective, although gaps remain. Some workers reported paying a higher cost and having difficulties in having these costs reimbursed as stated in the policy. Nevertheless, despite these challenges, the Thai Union model is a landmark example of how companies can concretely improve recruitment practices to reduce debt bondage among migrant workers.

Our research reports can be found at: <https://freedomfund.org/newsroom/category/our-reports/>



Building the movement

We believe that a powerful frontline movement led by women and survivors is key to advancing the fight against slavery.

Freedom Rising

Over 70% of the people in slavery around the world are women and girls, yet few women or survivors are supported to become leaders in the anti-slavery movement. As a result, anti-slavery actions are not always informed by women's and survivors' experiences and do not fully address the power dynamics and discrimination that enable exploitation. To ensure that the movement reflects and responds to the communities it serves, women and survivors must have greater access to resources, support and leadership opportunities.

Through Freedom Rising, we aim to address these historic power imbalances and expand and strengthen the movement of frontline anti-slavery leaders at local, national and international levels. Freedom Rising builds on the Freedom Fund's existing programs and enables us to scale our impact by equipping individuals to lead more effective and representative organisations, and to build collective power.

Program structure

Each cohort of 50 leaders will receive 12 months of participatory and deeply transformative leadership and skills training, after which participants will join the program's global alumni network. The training will be complemented by ongoing efforts to strengthen leaders' networks and support them to play more active roles in the global anti-slavery movement. After an initial pilot in southern India, the Freedom Fund envisions scaling the program to other parts of India, Nepal, Thailand, Ethiopia and beyond.

Supporting and promoting women and survivor leaders

The program aims to directly address the lack of support for and representation of women and survivors in the anti-slavery movement. The recruitment process will prioritise female and survivor candidates and focus on reducing barriers to their participation. Gender and survivor experts will inform and oversee the program's development, including mainstreaming key principles and practices of survivor engagement throughout the curriculum. All participants will be equipped to become advocates for gender justice and survivor leadership within their own organisations and within the wider anti-slavery movement.

With the skills and relationships developed through this program, we expect to see frontline woman and survivor leaders taking up opportunities to shape and drive the anti-slavery movement. We also expect leaders and their organisations to increasingly unify their efforts around shared goals, and strategically use their collective and grassroots power to drive the systemic change needed to end slavery. At the same time, we believe that supporting an anti-slavery movement that is led by women and survivors will have knock-on effects in the communities in which they operate, challenging the very social norms and power dynamics that place women and girls at risk of slavery.

International architecture

The UN's diverse efforts against human trafficking, slavery and forced labour have evolved organically over the last four decades, resulting in a fragmented and sometimes inefficient set of arrangements that limits impact. But a new commitment in Sustainable Development Goal (SDG) Target 8.7 to end slavery by 2030, adopted by world leaders in September 2015, offers a unique opportunity to mobilise and push for a more cohesive approach.

The Freedom Fund has been closely engaging with the Alliance 8.7 initiative, a global partnership committed to helping national governments to eradicate forced labour, modern slavery, human trafficking and child labour.

Knowledge sharing platforms

Across the globe, organisations are working tirelessly to eradicate slavery, doing exceptional work in difficult conditions. But these efforts are often fragmented and underfunded. The Freedom Fund aims to build a global community of activists, experts and donors by providing the platforms, knowledge and tools for them to connect and work together more effectively.

Integral to the Freedom Fund's mission is to understand and share what works in the global fight to end modern slavery. To that end, the Freedom Fund has made available substantial new resources to share knowledge about modern slavery. Chief among these is the Slavery Research Bulletin, a monthly bulletin of new research from the anti-slavery movement. The bulletin is sent out to over 2,000 subscribers, highlighting new research and reports from academia and practitioners alike. The reports are stored in a searchable library on the Freedom Fund's website.

Convening and coalition building

In 2019, we organised two events convening leading anti-slavery researchers, practitioners and funders to discuss thematic issues. In June, a technical convening on 'Methodologies for measuring the prevalence of modern slavery' brought together 37 modern slavery researchers and funders from around the world to discuss prevalence methodologies and the challenges of measuring exploitation. We also held an experts' roundtable discussion on interventions to support victim's and survivors' mental health in their journey to recovery and freedom, as part of the mental health global initiative.

The Freedom Fund organised a number of panel discussions at key international fora, including a session at the 2019 UN Forum on Business and Human Rights that brought together representatives from the UK, Australia, Brazil and Hong Kong to reflect on legislative efforts to eradicate modern slavery in global supply chains. We also increased our efforts to support grassroots organisations to participate in global convenings such as the annual Freedom From Slavery Forum.



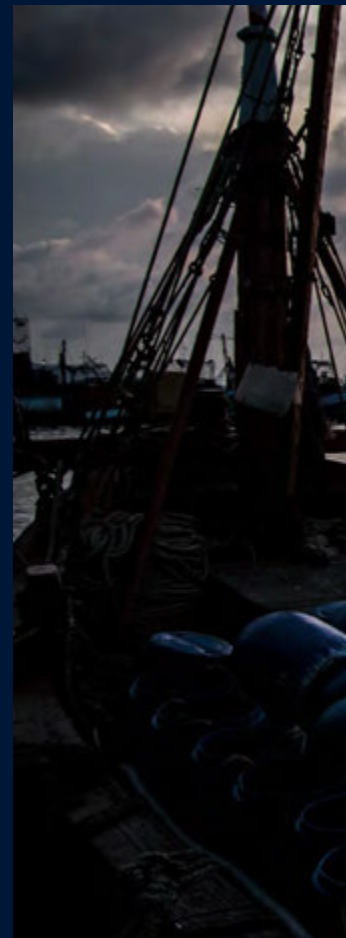


Planning for the future



Global initiatives

- We will continue to support innovative legal actions to secure corporate accountability for modern slavery, with a strategic focus on pursuing litigation in both 'home' and 'host' states of corporations.
- We will push for the effective enforcement of supply chains legislation, including by supporting investigations of forced labour linked to goods imported into the United States through the Tariff Act Legal Fund.
- Under the Moving the Market initiative we will support the development of new tools and approaches to increase investor engagement on modern slavery.
- We will identify and support ways to amplify grassroots and worker-driven efforts to address and prevent modern slavery in global supply chains, harnessing bottom-up approaches to drive broader systems change.



Hotspots

- We will scale up our Ethiopia program to combat domestic servitude among Ethiopian women and girls, with support from the U.S. State Department.
- We will launch a new global program focused on ending the use of forced labour in the apparel sector, in partnership with the Laudes Foundation and linking closely with our hotspot program in Tamil Nadu.
- In Bangladesh, we will work with partners to co-design a comprehensive program to tackle the commercial sexual exploitation of children.
- With support from UBS Optimus Foundation, we will conduct preliminary work to set up a hotspot program in Brazil, focused on addressing the commercial sexual exploitation of children.

Movement building

- We will launch and roll out our new leadership and movement-building program, Freedom Rising. This program equips and connects frontline leaders, especially women and survivors, to strengthen and diversify the movement to end slavery.
- We will continue to work with survivor-led organisations to understand how we can better support and promote survivor leadership throughout our own work and the wider anti-slavery movement.



Investors

The Freedom Fund is grateful for the generous backing from all its investors and donors. With their support we are transforming the lives of hundreds of thousands of people in slavery or at risk of it.

Anchor Investors



Other Investors

- British Asian Trust
- Comic Relief
- The Dolby Family
- Dorothea Haus Ross Foundation
- Laudes Foundation
- The Millby Foundation
- UBS Optimus Foundation
- UK Home Office
- U.S. Department of State Office to Monitor and Combat Trafficking in Persons

We are pleased to thank the generous supporters who have provided pro bono assistance to the Freedom Fund, including Lawrence Mendenhall for acting as our pro bono legal counsel and Alaric Mostyn for pro bono coaching and consulting.

We also receive support from a number of private foundations, individual benefactors and members of the public, and we thank all of these supporters for their generosity and commitment to our work.

We would like to extend a special thank you to those donors who have contributed to our covid-19 emergency response fund, including Legatum Foundation, Cassiopeia Foundation, Laudes Foundation, UBS Optimus Foundation, Dorothea Haus Ross Foundation and Minderoo Foundation. Established in response to the covid-19 pandemic, this initiative provides emergency funding to frontline NGO partners working in vulnerable communities around the world.

We would also like to honour the legacy of Basil Vassiliou, who passed away from covid-19. Philip and Agnes Vassiliou's contribution to the emergency response fund in his memory will provide relief and comfort to many highly vulnerable children, women and men.

Council of Advocates

Our Council of Advocates is a select group of passionate activists and philanthropists dedicated to supporting the Freedom Fund's mission. Members play a key role in the Freedom Fund's work, contributing their intellect, passion, advocacy and financial support.

The current members of the Council of Advocates include:

- Molly Gochman, Stardust Fund (Chair)
- Natasha Dolby, Freedom Forward & the Ray and Dagmar Dolby Fund
- Minh Dang, Survivor Alliance
- Grace Forrest, Walk Free Foundation
- Debbie Salkind, Bright Horizon Fund
- Lisa Wolverton, Wolverton Foundation
- Michelle Yue, The Millby Foundation
- Catherine Zennström, Zennström Philanthropies

Directors

Kevin Bales
Professor of Contemporary Slavery, University of Nottingham

Diane Edgerton Miller
President and CEO, Cassiopeia Foundation

Andrew Doust
Founder and CEO, Plenitude Partners

Alan McCormick (Chair)
Managing Director, Legatum

Molly Gochman
Artist and Human Rights Activist, Stardust Fund

Hisham Mundol
(until March 2020)
Executive Director - Child Protection, Children's Investment Fund Foundation

Felicity Gooding
Deputy Chief Executive Officer, Minderoo Foundation

Mahendra Pandey
(March 2020 onwards)
Senior Manager, Forced Labor and Human Trafficking, Humanity United

Ed Marcum
(until March 2020)
Managing Director, Working Capital

Philippe Sion
Managing Director, Humanity United

The Freedom Fund (UK)
Lighterman House
30 Wharfdale Road
London N1 9RY
United Kingdom
+44 (0) 203 777 2200

The Freedom Fund (U.S.)
215 Park Avenue South
Floor 11
New York, NY 10003
USA
+1 (929) 244-9722

www.freedomfund.org - info@freedomfund.org