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# WORLD OF

## 2020 International Modern Slavery and Human Trafficking Response





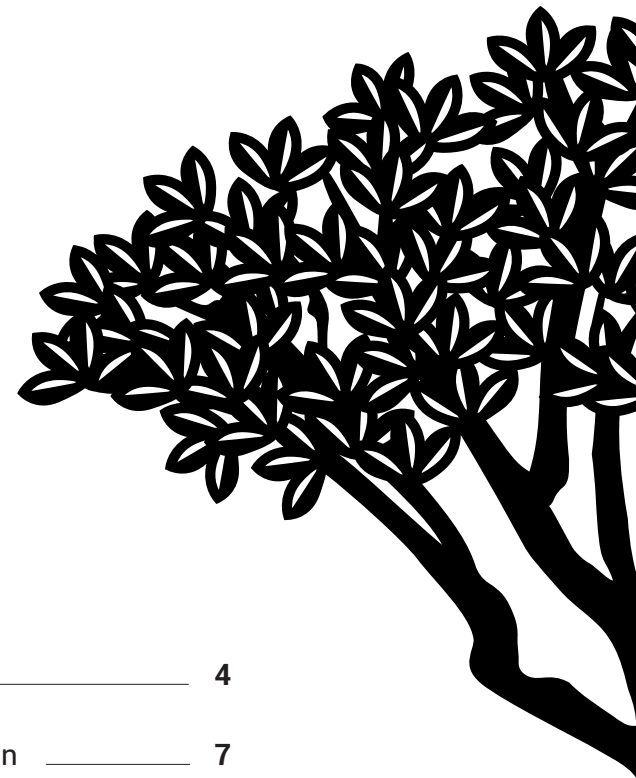
If we are  
to better  
the future  
we must  
disturb the  
present

Catherine Booth



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# » GLOSSARY OF TERMS & ABBREVIATIONS

## CAR

› Community Awareness and Recovery

## CoP

› Communities of Practice

## MSHT

› Modern Slavery and Human Trafficking

## MSHTR

› Modern Slavery and Human Trafficking Response

## TCP/NCP

› Territorial Contact Person/National Contact Person



2020 has  
been a year  
of laying down  
roots and  
foundations  
to support and  
make allowance  
for localised,  
contextual  
responses  
to  
bloom  
and  
grow

# A LETTER FROM THE INTERNATIONAL SOCIAL JUSTICE COMMISSION



## Dear partners in justice

In 2020, we celebrated the official launch and first year of implementing the *Fight for Freedom – The Salvation Army International Modern Slavery and Human Trafficking Response Strategy*, our movement's call to action to journey with God to bring justice, shalom and freedom to those on the margins of exploitation.

Today, there are more than 40 million men, women and children worldwide impacted by MSHT. Among these, more than 15 million are in forced marriages, more than 24 million are in forced labour situations<sup>1</sup>, and about 30 percent of those exploited are children.<sup>2</sup>

Amid these terrifying statistics, combined with the devastating impact of COVID-19, we continue to agree with God that The Salvation Army has a unique role in responding to this growing phenomenon.

Progress towards delivering our strategic plan and desirable outcomes is highlighted in this report. We celebrate and acknowledge the impact we are making as a global Army.

2020 has been a year of laying down roots and foundations to support and make allowance for localised, contextual responses to bloom and grow. We are strengthening our global network to respond holistically.

I cannot end this letter before acknowledging the agility, grit and resiliency of everyone working to support survivors and our response work during this year of COVID-19. And no one is more resilient than the survivors of trafficking we serve.

Co-founder Catherine Booth said, 'If we are to better the future we must disturb the present.'

In that same spirit, let's continue 'disturbing the present' together by providing real life glimpses of justice, shalom and freedom for all we serve.

With massive and deep gratitude,

Priscilla Santos

International Coordinator, Modern Slavery and Human Trafficking Response  
Chair, International MSHTR Council  
International Social Justice Commission

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<sup>1</sup> Global Modern Slavery Index 2021

<sup>2</sup> 2020 Trafficking in Persons Report





# TRAFFICKING AND THE COVID-19 PANDEMIC

The United Nations (UN) projects a one-third reduction in progress towards ending gender-based violence by 2030.<sup>3</sup>

The COVID-19 pandemic has exacerbated the vulnerabilities of men, women and children trafficking and sexual exploitation. Traffickers

are taking advantage of people who have had a reduced income or loss of livelihood by offering false opportunities. As such, online recruitment, grooming and exploitation have increased and been widely used by traffickers during the pandemic. Many anti-trafficking stakeholders and survivors of trafficking worldwide have reported decreased accessibility of assistance and services for victims and survivors.<sup>4</sup>

Due to COVID-19, The Salvation Army has shifted and adapted our response work around the world.

Through our partnership with the International Anti-Human Trafficking Network and Joint Learning Initiative on Faith and Local Communities, The Salvation Army along with other anti-trafficking organisations has been conducting research into how practitioners around the world have been adapting their world with survivors during the pandemic.

Today and after the pandemic, The Salvation Army promotes a human right-, gender- and age-sensitive, trauma-informed and survivor-centred approach in our responses.



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<sup>3</sup> *Impact of the COVID-19 Pandemic on Family Planning and Ending Gender-based Violence, Female Genital Mutilation and Child Marriage | UNFPA - United Nations Population Fund*

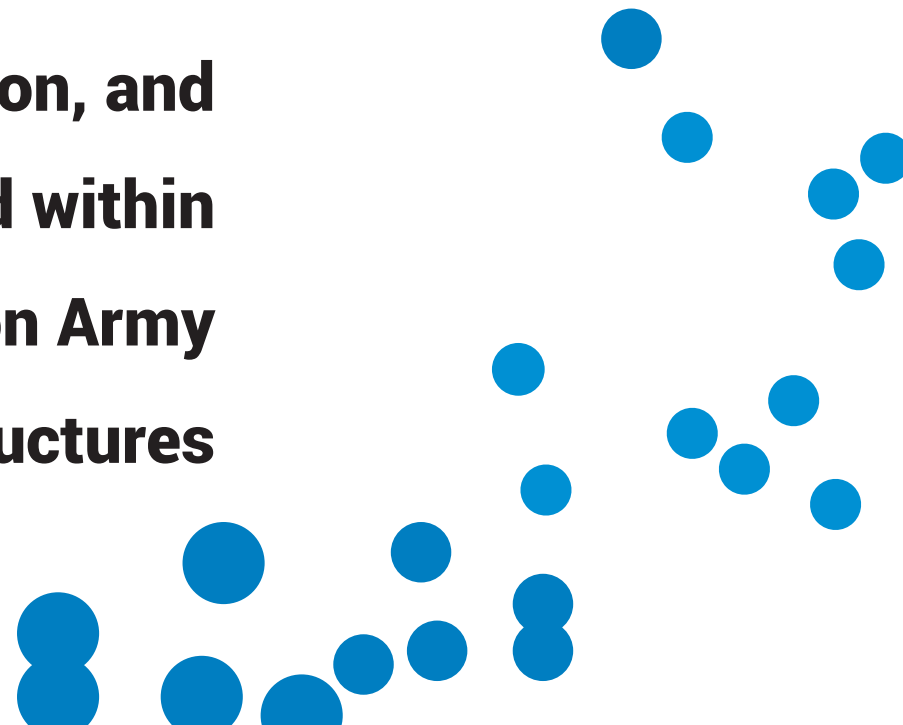
<sup>4</sup> *guidance-addressing-emerging-human-trafficking-trends-and-consequences-of-the-covid-19-pandemic-en.pdf (unwomen.org)*

# » FIGHT FOR FREEDOM MISSION AND GOAL

The International MSHTR  
Strategy's two-fold mission is:

1. To serve victims, survivors, people at risk and families of those exploited
2. To prevent MSHT worldwide

**GOAL:** To build  
a sustainable  
MSHTR in every  
territory, command  
and region, and  
embedded within  
Salvation Army  
structures



We celebrate  
the impact  
we are  
making  
as a  
global  
Army

# STRENGTHENING SYSTEMS. GROWING LEADERS.

## An ongoing sustainable system of MSHT response coordination is active around the world.

- International MSHT Coordinator is appointed as The Salvation Army's leader in responding to MSHT
- International MSHT Council is active, meeting monthly and supporting the implementation of the Fight for Freedom Strategy <sup>5</sup>
- Five out of six Zonal MSHT Coordinators are appointed.

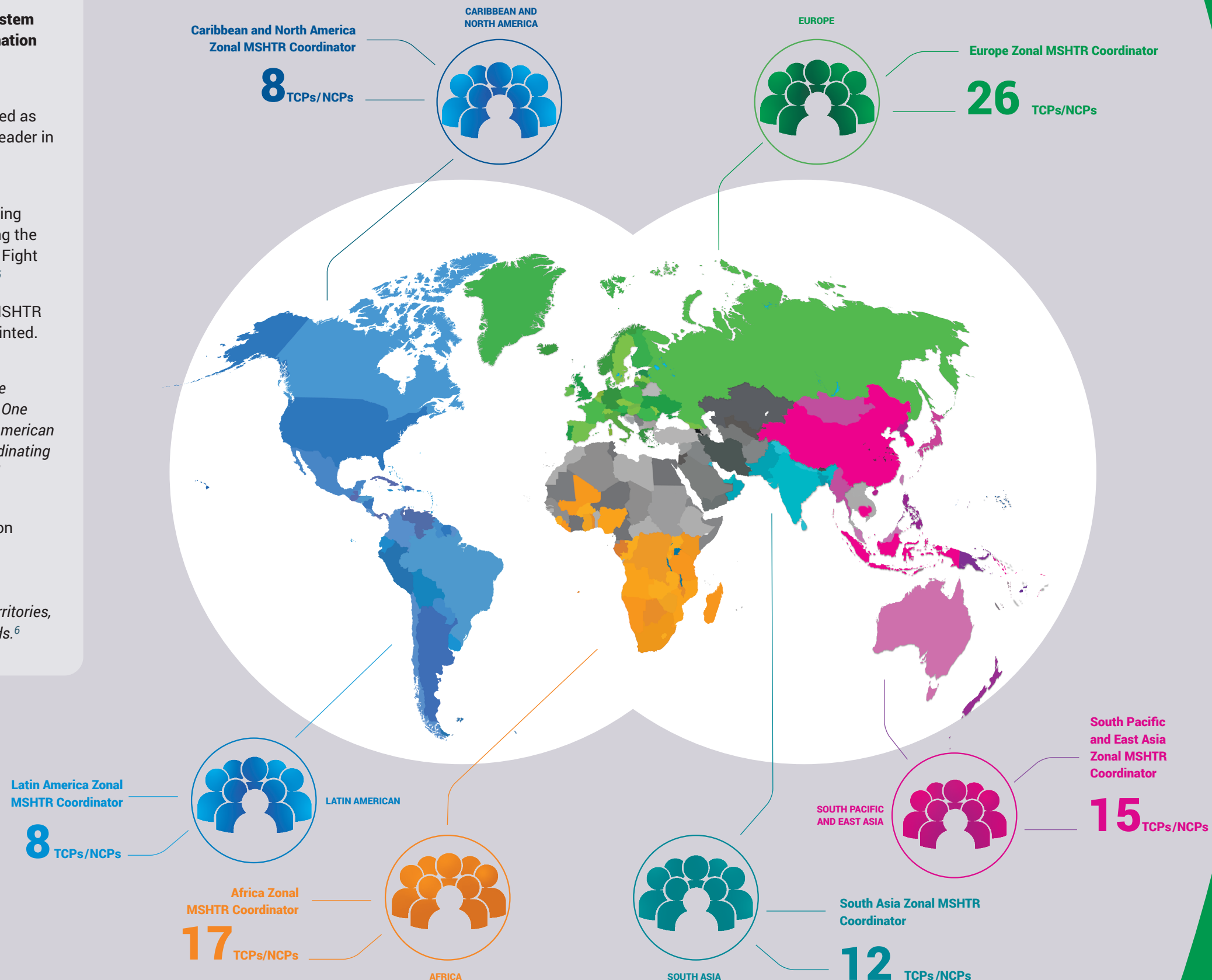
*Note: the Americas and Caribbean Zone will have two zonal coordinators. One coordinating the Latin American territories and one coordinating the North American and Caribbean territories.*

- 100 per cent completion of contact persons appointments

*86 TCPs/NCPs across territories, countries and commands.* <sup>6</sup>

<sup>5</sup> For transparency, International MSHT Council meetings video recordings and reports are public and widely available.

<sup>6</sup> In territories serving more than one country, a National Contact Person (NCP) is appointed per country.



'We have become more intentional to respond to MSHT in the Africa Zone through the commitment of the territories to appoint NCPs who are constantly looking for ways to engage their territories in active, intentional, proactive anti-human trafficking responses, in collaboration with the global Salvation Army.'

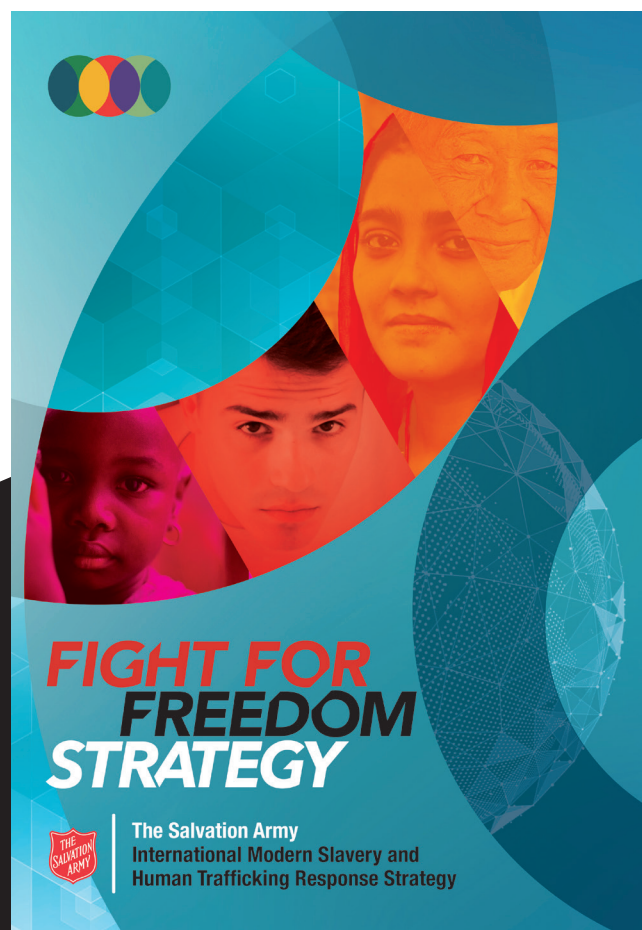
Anne Makumi, Africa Zonal MSHT Coordinator



# » EDUCATING AND RESOURCING

Salvation Army personnel are aware of and recognise signs of MSHT. They have a basic understanding of the needs of survivors of MSHT.

Three foundation resources, in addition to the International Positional Statement, were developed, published and distributed worldwide:



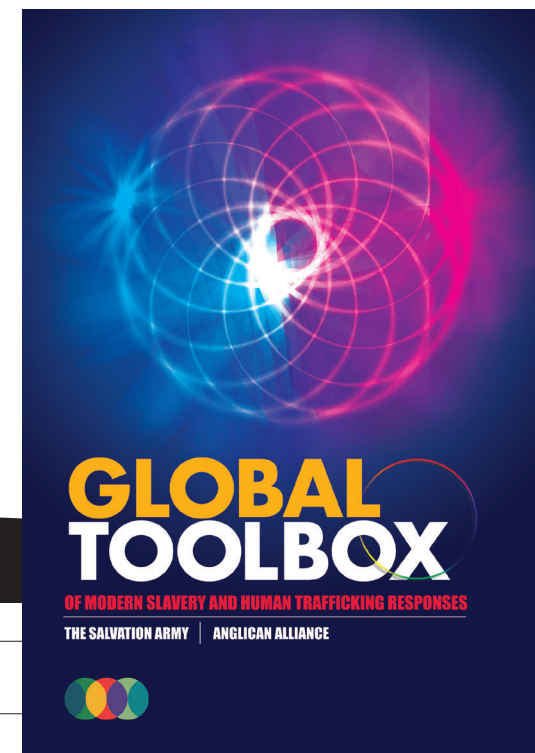
▲ **Fight for Freedom Strategy**  
Overview of our strategic plan to mobilise and holistically respond to MSHT in our communities.

Translated into seven languages: French, Kiswahili, Portuguese, Romanian, Russian, Spanish and Hindi.

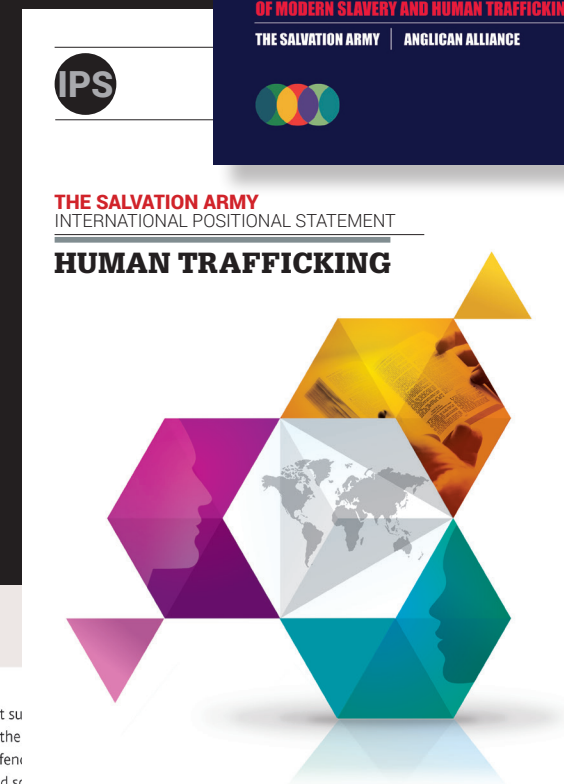


▲ **Fight for Freedom: The Salvation Army Guide to Fighting Modern Slavery and Human Trafficking** provides a basic understanding of human trafficking and how people can participate in preventing it in their context. It includes theological reflections, survivor stories, Bible studies and much more.

Translated into two languages: Spanish and Korean.



▶ **Global Toolbox of Modern Slavery and Human Trafficking Responses** provides practice principles for how churches can respond to MSHT on a local, national and international level. This resource has been informed and led by practitioners from all around the world, together with the Anglican Alliance.



▶ **The International Positional Statement on Modern Slavery and Human Trafficking** has been translated into seven languages: Spanish, Hindi, Italian, French, German, Portuguese and Chinese.

## THE FREEDOM ACTION FRAMEWORK

Every corps is a resource in the battle against modern slavery and human trafficking. We are often serving in communities where no others are able to reach.



PROSECUTION

Support su  
enable the  
with offen  
God and sr



Be ready to  
collaborate and  
network with



# » MOBILISING TO RESPOND HOLISTICALLY

There is the internal capacity to practically address MSHT as it presents itself in the local context.

- ▶ **39** territorial MSHT action plans developed
- ▶ Sri Lanka Territory has formed a territorial MSHT team, consisting of 14 people dedicated to raising awareness in their communities, corps, centres and rural areas.
- ▶ **20** TCP/NCP from the South Asia and South Pacific and East Asia Zones, across 14 territories, attended the 2020 Asia Region Anti-Trafficking Conference. They participated in sessions with the following topics: Exploring Trafficking and Labour Migration; Impact of COVID-19 on Supply Chains; Organisational and Person Resilience for Anti-trafficking Non-Government Organisations; Ethical Storytelling; Online Sexual Exploitation of Children; Minding the Gap: Looking at Prosecution, and many more.



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# GLOBAL HIGHLIGHTS OF OUR FREEDOM ACTION FRAMEWORK EIGHT FOCUS AREAS FOR RESPONSE



**NOTE:** responses in this section do not reflect the full scope of our response around the world. As we continue solidifying and strengthening our data collection systems, our goal is to provide a fuller reflection of our response work in the future.



## PRAYER HIGHLIGHTS

**We believe prayer is a foundational and powerful tool as we fight against MSHT.**

1. The Finland and Estonia territorial leaders took part in the Finnish National Prayer Breakfast at Parliament.
2. Thousands of people worldwide participated in the Beyond the Dark global prayer campaign during September's Annual Day of Prayer for Victims of Human Trafficking. The survivor-led and curated campaign invited people to commit to being an ally and fight for a world without MSHT by posting a commitment prayer as a sign of publicly standing in solidarity and raising awareness.

All five zones participated with engagement from International Headquarters and territorial leaders, officers, employees and soldiers. There were more than 10 languages represented in the commitment prayers. Three partner organisations also joined and participated.

3. In the USA Southern Territory, Project FIGHT created a series of prayer videos to share on social media. The project included an officer's testimony, prayer and musical performances.

4. In the Bangladesh Command, 30 women from brothels attended the Annual Day of Prayer for Victims of Human Trafficking event. The prayer event included a role-play on human trafficking, which children and women in the brothels observed.
5. In the Zimbabwe and Botswana Territory, 22 divisions and three districts participated in the Annual Day of Prayer for Victims of Human Trafficking. The event involved prayer, sharing resources and the production of a creative drama.

The prayer event proved beneficial in educating soldiers who admitted they were unaware of human trafficking and providing a healing space for soldiers who knew someone who was trafficked. One corps held a march near a mine where stories have circulated of people being trafficked. In other locations, corps were 'testing' their fellow members by offering fake jobs to see who would accept them. The event provided space for prayer, contemplation and awareness raising.

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## PREVENTION HIGHLIGHTS

### Stopping human trafficking before it starts through training, education and awareness.

- 1 Eighteen European countries have joined and are participating in the Pan-European campaign titled 'Cheap Prices—High Cost?' awareness campaign to address the demand for cheap labour. The campaign seeks to encourage consumers to consider whether the low prices of consumer products come at the high cost of human exploitation.

The campaign features 'fake' advertisements for cheap products to demonstrate how the demand from consumers fuels the exploitation of men, women and children into unsafe and unethical working conditions for cheap labour. In each national and cultural context, the campaign is adapted to address the local needs of each country and have greater impact on the viewers.

- 2 In Kenya East, The Salvation Army's anti-human trafficking programme is working with more than 60 communities and schools to raise awareness on MSHT in Africa. The programme is assisted by anti-trafficking champions, guided by Faith-Based Facilitation (FBF), from the communities our teams are

embedded in. Using the FBF framework, our champions identify social injustices and other problems in the communities – such as poverty, unemployment and tribal conflicts – as well as solutions to these problems through economic empowerment training and guidance and providing resources to social and economic programmes by the local government and other organisations.

Several of the communities that received training from The Salvation Army formed Community-Based Organisations (CBO) to provide a foundation to address the root causes of MSHT in their communities. In Samburu-Sub County, Kenya, a CBO was established with the Ministry of Gender and Social Services, titled Taru Active Community, to serve surrounding communities to address and combat human trafficking.

- 3 In the Singapore, Malaysia and Myanmar Territory, vocational training including sewing, welding, motorbike repairing and mobile phone repairing is provided to youth. Through the vocational training projects, youth are equipped with skills to find a job and make a living wage.

The campaign seeks to encourage consumers to consider whether the low prices of consumer

products come at the high cost of human exploitation

- 4 Across the India South Eastern Territory, the Community Empowerment Programme rendered its services across nine divisions, including 155 corps, to assist in developing the economic and social status of those involved in the programme. There are 361 self-help groups across the territory which provide business skills training and loans, with a membership of about 5,584 women. Participation in the self-help groups equips women with the skill training for small-scale businesses, providing a resource to develop skills and supply hope.

Integrated into the programme, the women receive awareness training on MSHT. The prevention messaging provides the members with the knowledge to be aware of the different forms of modern slavery, so they are equipped to recognise and address human trafficking within their own communities.

- 5 In Brazil, 80 per cent of the social programmes work towards creating strong family relationships, addressing the vulnerabilities caused by negative and traumatic family experiences that leave youth vulnerable to the manipulation of traffickers. In the City of São Paulo, one prevention programme serves vulnerable teenagers and women by providing safe housing for victims of violence and abuse. In each of these programmes, The Salvation Army is addressing the root causes of vulnerability and developing solutions for prevention.
- 6 More than 500 employees, officers, soldiers, volunteers and allies of The Salvation Army participated in the USA Eastern, Western, Central and Southern Territories' three-part Anti-Trafficking Certificate webinar series. The training covered Human Trafficking 101; Anti-Trafficking Promising Practices and Holistic Services; and The Salvation Army's Fight for Freedom Response and Engagement



The young teenage girls organised,  
created and displayed banners addressing MSHT  
to bring awareness to their community



## PARTICIPATION HIGHLIGHTS

**Every corps, programme and unit is a resource. We actively serve those on the margins.**

1. In the Mindanao Island Division of The Philippines Territory, the Community Awareness and Recovery (CAR) Project was implemented in 15 corps to help survivors in the community and to raise awareness on MSHT trafficking. Field workers worked alongside corps officers to bring MSHT awareness to the community.

Additionally, corps officers provided pastoral care to families, demonstrating integrated ministry and participation in response to the needs of the communities they serve in. Corps officers continued to work with their team members to maintain outreach to the local communities.

2. In Bangladesh, the command provides a two-year vocational training programme to vulnerable women in Old Dhaka. Participants include women who have been exploited in the sex industry; they receive training and skills enabling them to enter the professional workforce.

Women in the programme can choose to apply their gained skills by working for Others, The Salvation Army's fair trade social enterprise, which empowers vulnerable women through skill development and economic independence. Many women who enter the vocational training programme develop long-term relationships with the Bangladesh Command team who assist them in reintegrating back into their community and support them as they enter the workforce to earn a fair wage.

3. In the Mexico Territory, youth have been leading the charge of bringing awareness to their community. A silent march was conducted and led by teenage girls who had been victims of abuse and were receiving shelter in The Salvation Army safehouses. The young teenage girls organised, created and displayed banners addressing MSHT to bring awareness to their community.
4. In the Canada and Bermuda Territory, the Prairie Division oversees the Correctional and Justice Services Diversion Program, which provides an alternative to the court process. Through the Women Seeking Alternative Court Diversion Program, women and transgendered individuals who have been sexually exploited through prostitution receive services such as case management, and educational, therapeutic and recreational components. The diversion programme acts as a resource for victims of exploitation who are often underserved and marginalised.

5. In Malawi Territory, the International Day of the Girl was observed in recognition of the 2020 theme 'BE BOLD: From Equality to Equity'. A training on anti-human trafficking for all divisional leaders, youth officers and project officers, and select government officials was conducted to ensure leaders are aware and can recognise all forms of trafficking in the communities they work in. Additionally, as a priority to respond holistically to the traumas of MSHT, prayer was offered for victims of exploitation.



# PROTECTION HIGHLIGHTS

## Walking alongside survivors as they regain their physical, mental, emotional, relational and spiritual health.

- 1 In Romania in the Eastern Europe Territory, The Salvation Army provided services for a victim of trafficking, depicted in the following narrative.<sup>7</sup>

*'My name is P. M., and I am 35 years old. I would like to share my adventures that took place in 2019. Back then, I was looking for a job because my husband was ill and there was no other option than for me to start working.*

*'I tried my luck in Iasi. I submitted my résumé in multiple places, but I got no response. During that month, I reconnected with a former classmate on Facebook. I learnt about what she was doing where she lived. She said she was in the UK; she was well paid, and her employer was always seeking more employees. Thank God! I and some female colleagues went to the UK. We got there and we met with the person who guided us to our new workplace. We submitted our résumés and in less than three days we were told that we all got the job. We found out we were going to work the night shift from 10pm to 7am.*

*'One female colleague suspected something fishy because, all of a sudden, the person who invited us there asked us to pay her for mediation services. We alerted the legal authorities, and the police came for us at the workplace and picked us up. After testifying to the police, they checked us into a hotel. The next day, under police protection, we went to The Salvation Army. We were offered*

*protection, accommodation and an English course. A few months later, I asked to go back to my family in Romania. The Salvation Army in the UK paid for my return ticket. Arriving back home to my family and feeling safe, I looked for The Salvation Army in Iasi. Going there with some girlfriends, I have finally found a decent workplace not far away from my family.'*

- 2 In Tanzania, a project through the Kwetu Programme at The Salvation Army Mbagala Compound has been established to educate vulnerable and at-risk youth, families and communities about human trafficking. The programme focuses on support, counselling, education and life skills for girls between 7 and 18 years old who have been trafficked or are at risk of being trafficked.

- 3 Within the British Columbia Division in the Canada and Bermuda Territory, Deborah's Gate, a high security Canadian safe house and live-in programme for survivors of human trafficking, supported more than 1,200 survivors. Survivors from British Columbia and across Canada were referred to this residential programme, where survivors received direct services from more than 800 community partners coast to coast.

Services were offered in person and online. Deborah's Gate provided its residences with four direct service programmes: a national outreach service; crisis emergency beds at safe houses and second stage housing (14 beds); life and living skills development, including employment training; and complex mental health and addictions recovery treatment.

- 4 In The Philippines, The Salvation Army aided Susan's recovery through the CAR Project.

*'Susan\* lived in a rural community in the Philippines with her husband, a seasonal farmer, and their son. Her husband's income was not enough to sustain their everyday needs, and soon Susan became vulnerable to the enticements of a recruiter who offered better income abroad. In the hopes of providing for her husband, son and extended family, Susan followed her recruiter's advice, and soon found herself in domestic servitude. Worked like a carabao (water buffalo), with no salary and very inhumane treatment, Susan's dreams shattered leaving her only to hope to return home.*

*'After her return home, Susan began receiving a tailored recovery programme from the CAR Project. With the assistance from the Carinderia eatery business, she invested in a small sari-sari (convenience) store and was able to open a bank account to start investing in her son's future. In addition to her extra income, Susan is accepting special orders and small-scale catering in her community. Recently, Susan was awarded a scholarship from a government programme that will enable her to take courses at a college and pursue her dream of becoming a social worker. Additionally, she was offered a position by the barangay captain to be a treasurer of their barangay providing additional income.*

*'Susan has expressed her immense gratitude for the CAR Project as it provided resources for her and her family during a tumultuous time, and she believes if it weren't for the recovery programme,*

*she would have resorted to domestic servitude once again.'*

- 5 Twenty-three individuals were repatriated through assistance staff from the Middle East Region. A safehouse was also opened.

*'A Ugandan survivor named B was brought to the United Arab Emirates (UAE) as a domestic worker. In the two years of her exploitation, she was exposed to constant physical, verbal and emotional abuse. In addition to her abuse, she would go months without receiving pay. When the opportunity arose, she ran away and sought help from her embassy.*

*'B's case was complex as her sponsors filed a case against her, accusing her of theft. While the embassy reconciled her case, B was referred to The Salvation Army where community members provided care, love, and showed B she was valued by God. B stayed at the Hope House UAE for five weeks and then was repatriated and reunited with her family.'*

- 6 The United Kingdom Territory with the Republic of Ireland (UKI) was awarded the government's new Modern Slavery Victim Care and Coordination Contract to manage the support of adult victims of modern slavery in England and Wales.

Through the new and extended contract, which runs for an initial five-year period, The Salvation Army and specialist partners can build on expertise developed from helping more than 10,000 survivors of MSHT since July 2011.

\* Name of the survivor has been changed for anonymity

<sup>7</sup> [s3.amazonaws.com/cache.salvationarmy.org/ba7c0794-6027-4f13-92be-65fd59db765c\\_European\\_AHT\\_Report\\_2020\\_COMPLETE.pdf](https://s3.amazonaws.com/cache.salvationarmy.org/ba7c0794-6027-4f13-92be-65fd59db765c_European_AHT_Report_2020_COMPLETE.pdf)





## PARTNERSHIP HIGHLIGHTS

### Creating networks and collaborations in every community we serve.

1. In the Japan Territory, The Salvation Army partners with Lighthouse Ministries, which conducts street outreach to women. Those identified by The Salvation Army team as potential victims of MSHT are referred to one of two of the territory's shelters to seek assistance.
2. In the Canada and Bermuda Territory, the Prairie Division's Trafficked Persons' Response Network serves as a contact network of community and government agencies to assist in responding to the needs of a trafficked person in the Winnipeg area.
3. Territories in Latin America and the Spain and Portugal Command have partnered with World Church Alliance's initiative, Foro Hispano Contra el Tráfico Humano, a network of Christians in the region responding to MSHT.
4. Due to Brazil's response to Venezuelan refugees, staff have been invited to the government's Core Anti-Human Trafficking Group, as well as being a part of the UN network in Boa Vista, Roraima.
5. Malawi Territory is an active member of the Malawi Network Against Trafficking (MNAT), a member organisation focused on combatting human trafficking and working with survivors. MNAT is a network of 230 civil society, private sector, state and religious organisations working together to end human trafficking in Malawi.  
  
MNAT representatives sit on the National Coordination Committee on Combatting Trafficking in Persons under the Ministry of Homeland Security. MNAT is the Chairperson of Programs, Planning and Monitoring in the National Coordination Committee Against Trafficking in Malawi.
6. The USA territories are coalition partners with the End It Movement, a movement of global partners to raise awareness and help move people towards action.





## PROSECUTION HIGHLIGHTS

### Providing legal support to seek justice for the individual and community.

- 1 In Kenya East, The Salvation Army partners with the Kenya Magistrates Association and the UN Office on Drugs and Crime to provide training for 18 judges and magistrates on the legal perspective of countering human trafficking in Kenya. The trainees were drawn from law courts in human trafficking hotspot areas throughout the country. None of the judges or magistrates had previously received training on human trafficking and expressed their gratitude for the initiative of The Salvation Army in venturing into social justice work in Kenya.
- 2 In Bangladesh Command, a Salvation Army team offered legal support to victims of sexual exploitation in Dhaka and Jashore.
- 3 In Canada and Bermuda Territory, the Ontario Division provides a Sex Buyer Accountability Program through The Salvation Army Correctional and Justice Services. The programme is a community-based diversion programme for persons who have committed the offense of 'communication for the purpose of prostitution'. An intake assessment is

held to discuss eligibility, obligations and to provide programme details. The one-day programme features speakers from the community with topics ranging from: violence in the sex trade; the law; health risks; and myths and realities of the sex trade. Group discussions allow the participants to reflect on their behaviour, false justifications and problematic areas. There is also an opportunity to meet one-to-one to seek further resources and support should participants wish to do so.

The Canada and Bermuda Territory also was awarded funding from the Canadian Department of Justice Victim Fund for a new programme; Support to Report aims to support sexually assaulted adults involved in the sex industry and sex-trafficked adults to access justice while working collaboratively within the criminal justice system to address barriers to reporting assault.

- 4 In the USA Central Territory, The Salvation Army STOP-IT Program assisted in a unique circumstance of intensive case management:

***'Lori\* and her young son were referred to The Salvation Army after Lori was being sexually***

**None of the judges or magistrates had previously received training on human trafficking and expressed their gratitude for the initiative**

***exploited. The family was referred to the programme by a local hospital. While Lori had recently left her trafficker to keep her son safe, STOP-IT played a key role in ensuring Lori could work on independence from her trafficker. Staff were able to connect Lori with housing options and support her as she navigated what felt like the safest, best option for her family. Even with previous negative experience in a shelter, Lori has been able to create a safety plan if and when she needs to leave the home in which she is currently living.***

***'Despite COVID-19, Lori has, with the support of her STOP-IT anti-trafficking specialist,***

***focused on her health and has been connected to a doctor and counsellor. Lori has enlisted the support of an attorney to support her complex legal hurdles ahead and is navigating involvement with the child protective services to ensure the safety and well-being of her son. STOP-IT staff continue to provide support, as Lori has a long road ahead of her, but her case is one in which many collaborative partners were able to provide support as she identified her best options for building her life of independence.'***

\* Name of the survivor has been changed for anonymity



The office  
works as a hub  
to raise issues  
of concern  
and promote  
these issues  
as policy  
priorities



## POLICY HIGHLIGHTS

### Addressing demand through internal and external policy changes.

1. The Salvation Army European Union Affairs Office enables The Salvation Army across Europe to engage in advocacy and raise awareness about MSHT issues. The office works as a hub to raise issues of concern and promote these issues as policy priorities throughout The Salvation Army network.
2. In Bangladesh Command, The Salvation Army signed a new building contract that requires the contractors to sign The Salvation Army's International Child Protection Policy and should therefore not employ children in their construction. This contract by Bangladesh Command works as a model to other organisations and companies to ensure ethical labour practices.

At the corps level, The Salvation Army is implementing policies and procedures to screen for people at-risk or survivors of trafficking on other corps programmes and assure staff and officers use language that supports a survivor's decision of when to leave their trafficking situation.

3. In New York, USA Eastern Territory, both the domestic violence shelter programme and the corps programme working with minors implemented programme policies that would impact their ability to be more effective in reaching survivors who are not English speaking or may be a part of migrant populations. This includes cultural diversity competency training of staff and officers and assuring we have needed partnership to assure we have language resources.



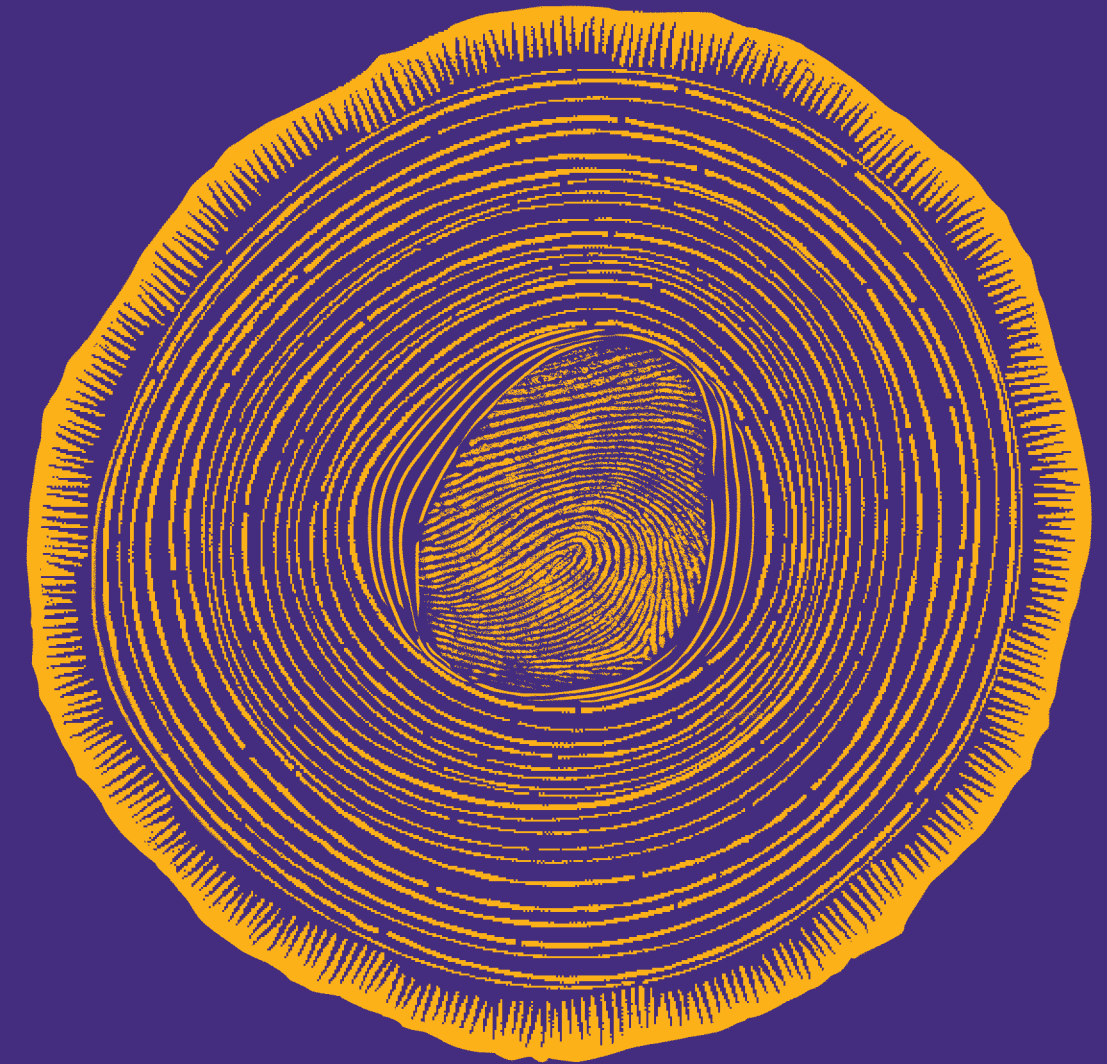
## PROOF HIGHLIGHTS

**Ensuring our response both contributes to research and is informed by evidence-based practices.**

- 1** In USA Western Territory, the San Diego Door of Hope participated in the Exploratory Study of Labor Trafficking Among US Citizens supported by the National Institute of Justice, John Jay College of Criminal Justice, Northeastern University and the University of Massachusetts Lowell. The results of the research study aim to: provide information necessary to improve recognition and response to labour trafficking victimisation; inform additional national and international anti-trafficking initiatives to further address the issue of labour trafficking; provide insight into how victims are engaged in service systems and their service needs; identify the pathways in which individuals are recruited into labour trafficking or exploitative employment situations; and test a screening tool for identifying labour trafficking victimisation.
- 2** In Kenya East, the Stop the Traffik Kenya network members have successfully lobbied the government on various counter trafficking policy issues since its inception in 2018. Chief among these is the success in consulting with the government to draft the National Action Plan for Combatting Human Trafficking (2019-2023).

The territory's anti-human trafficking programme constantly undertakes research as part of its implementation, due to the dynamic nature of the vice, to ensure that the programme's interventions are relevant. Some of the research conducted includes the impact of COVID-19 on anti-human trafficking programmes and knowledge levels of religious leaders on human trafficking, among others. Stop the Traffik Kenya also partnered with Freedom Collaborative and the Eastern Africa Child Rights Network in 2020 to conduct research on child trafficking in Kenya during COVID-19 and on human trafficking routes, modes of transportation and recruitment methods used. The data was collected from the counter trafficking actors in the country and region, including The Salvation Army Kenya East and Kenya West Territories.

- 3** As a member, the Malawi Network Against Trafficking (MNAT) partnered with Freedom Collaborative, aiming to address the scarcity of available data on routes used by Malawi victims and migrants and to contribute to a better understanding of cross-border smuggling and trafficking trends. The report started working with a pilot group of network members, using Freedom Collaborative's platform to collect data from them in early 2020. Six organisations, including The Salvation Army in Malawi, participated in



this data collection effort and the report was launched in December 2020.

In response to the Trafficking in Persons (TIP) report produced by the U.S. Department of State, the Malawi Territory has been key in advocating for the implementation of recommendations set forth in the TIP report, as well as advocating for an anti-trafficking fund.

- 4** In USA Southern, Project FIGHT worked with the Human Trafficking Commission on the Public Health committee to develop an evidenced-based curriculum for healthcare professionals on awareness, recognising and

trauma-informed approaches to working with a victim of human trafficking.

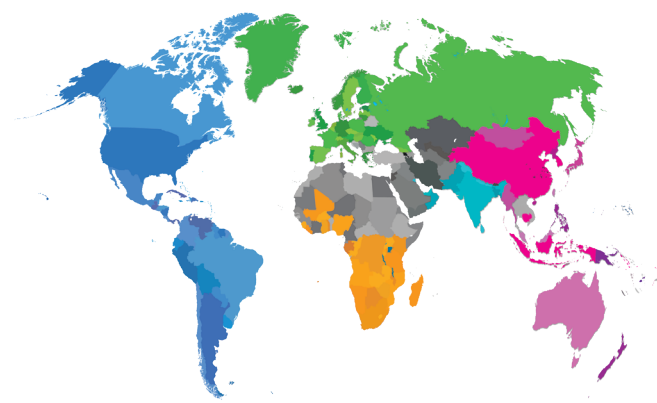
- 5** In the India Eastern Territory, the NCP conducted a survey of the number of people leaving the state for domestic work. From this report, The Salvation Army became aware of several hidden agencies and plans to approach the government to find more information on these agencies. Once more information is gathered, the plan will be shared with the new Community Health Action Network Director.



# EXPANDING OUR GLOBAL NETWORK

A seamless global network exists between territories, commands, regions, coordination roles and practitioners based in Communities of Practice (CoP) which are coordinated zonally and internationally.

- 1 Five out of six zonal CoP active and launched virtually
  - CoP provide strategic opportunities for learning and development and strategic planning for TCPs/NCPs
  - Nine zonal CoP meetings took place throughout the year<sup>8</sup>



86 TCPs/NCPs

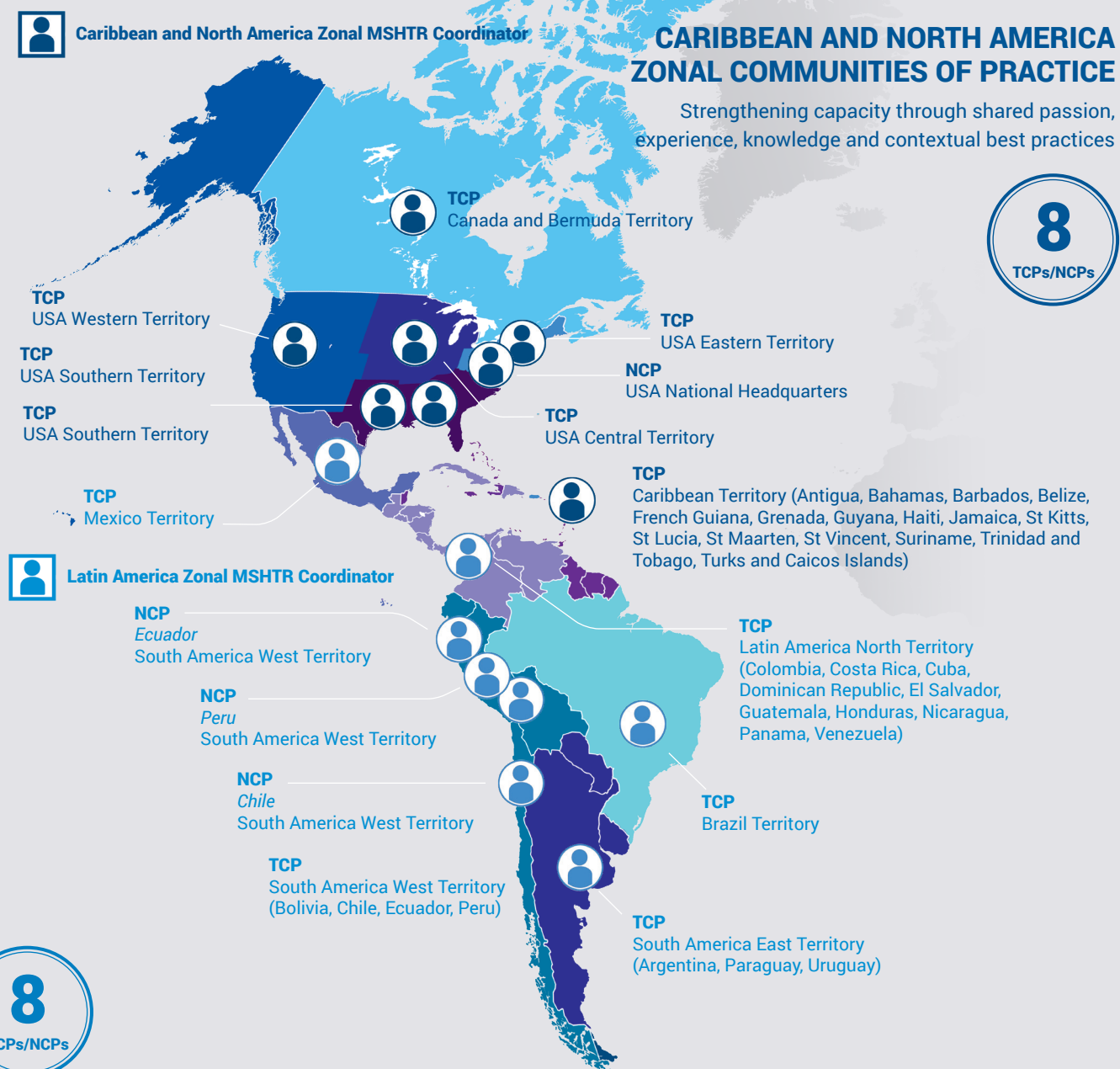
## NCP HIGHLIGHT

Reflections from Emmanuel Wataka, Uganda Territory NCP.

*The zonal CoP meetings and networking are vital for my professional growth. Here are some of the values gained professionally through the Africa CoP and networking:*

- **Fresh ideas:** Exchanging information on challenges, experiences and goals is a key benefit of this networking. It has helped me to gain new insights that I may not have otherwise thought of, which has helped me be an innovative thinker.
- **Gaining knowledge on MSHTR:** CoP has given me a great opportunity to exchange best practice knowledge. A wide network of informed, interconnected contacts means broader access to new and valuable information.
- **Build confidence:** By continually putting myself out there and meeting different contact persons and practitioners, I have managed to step outside my comfort zone. It has helped me build invaluable social skills and self-confidence that I can take with me anywhere. I have realised that the more I network, the more I grow and learn how to make lasting connections.
- **Professional connection:** The platform and engagement of CoP involve people of different professions. Putting in mind my profession as a lawyer, I have been able to interact with people of similar professions, thus building strong relationships with people of similar interest with both self-growth and mutual benefits in mind.

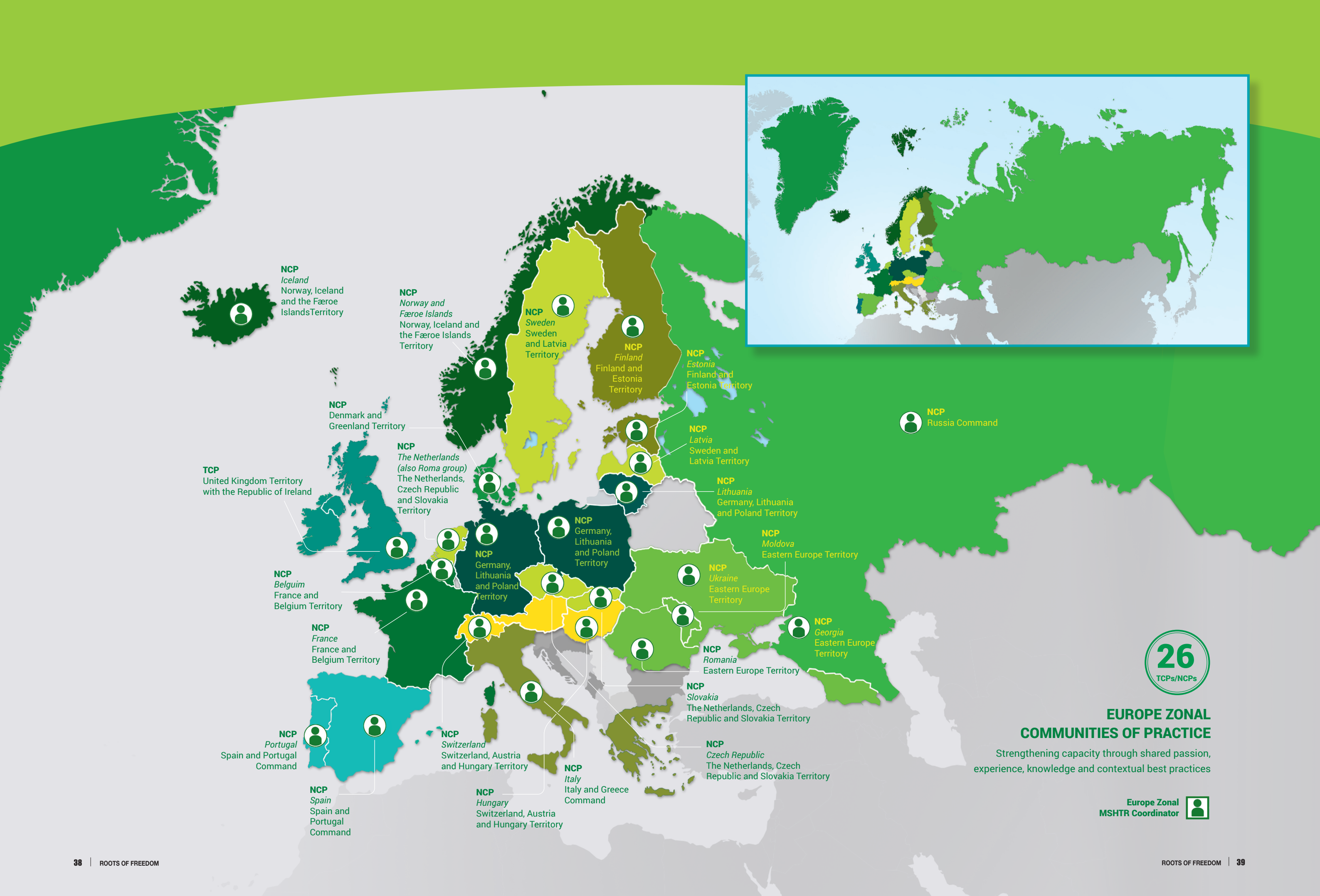
<sup>8</sup> For transparency, Communities of Practice meetings video recordings and reports are public and widely available.



## LATIN AMERICA ZONAL COMMUNITIES OF PRACTICE

Strengthening capacity through shared passion, experience, knowledge and contextual best practices





**NCP**  
Iceland  
Norway, Iceland  
and the Færoe Islands Territory

**NCP**  
Norway and  
Færoe Islands  
Norway, Iceland and  
the Færoe Islands  
Territory

**NCP**  
Sweden  
Sweden  
and Latvia  
Territory

**NCP**  
Finland  
Finland and  
Estonia  
Territory

**NCP**  
Estonia  
Finland and  
Estonia Territory

**NCP**  
Denmark and  
Greenland Territory

**TCP**  
United Kingdom Territory  
with the Republic of Ireland

**NCP**  
The Netherlands  
(also Roma group)  
The Netherlands,  
Czech Republic  
and Slovakia  
Territory

**NCP**  
Latvia  
Sweden and  
Latvia Territory

**NCP**  
Russia Command

**NCP**  
Lithuania  
Germany, Lithuania  
and Poland Territory

**NCP**  
Belgium  
France and  
Belgium Territory

**NCP**  
Germany,  
Lithuania  
and Poland  
Territory

**NCP**  
Germany,  
Lithuania  
and Poland  
Territory

**NCP**  
Moldova  
Eastern Europe Territory

**NCP**  
France  
France and  
Belgium Territory

**NCP**  
Ukraine  
Eastern Europe  
Territory

**NCP**  
Georgia  
Eastern Europe  
Territory

**NCP**  
Portugal  
Spain and Portugal  
Command

**NCP**  
Switzerland  
Switzerland, Austria  
and Hungary Territory

**NCP**  
Romania  
Eastern Europe Territory

**NCP**  
Spain  
Spain and  
Portugal  
Command

**NCP**  
Hungary  
Switzerland, Austria  
and Hungary Territory

**NCP**  
Italy  
Italy and Greece  
Command

**NCP**  
Slovakia  
The Netherlands, Czech  
Republic and Slovakia Territory

**NCP**  
Czech Republic  
The Netherlands, Czech  
Republic and Slovakia Territory

**26**  
TCPs/NCPs

## EUROPE ZONAL COMMUNITIES OF PRACTICE

Strengthening capacity through shared passion,  
experience, knowledge and contextual best practices

Europe Zonal  
MSHTR Coordinator



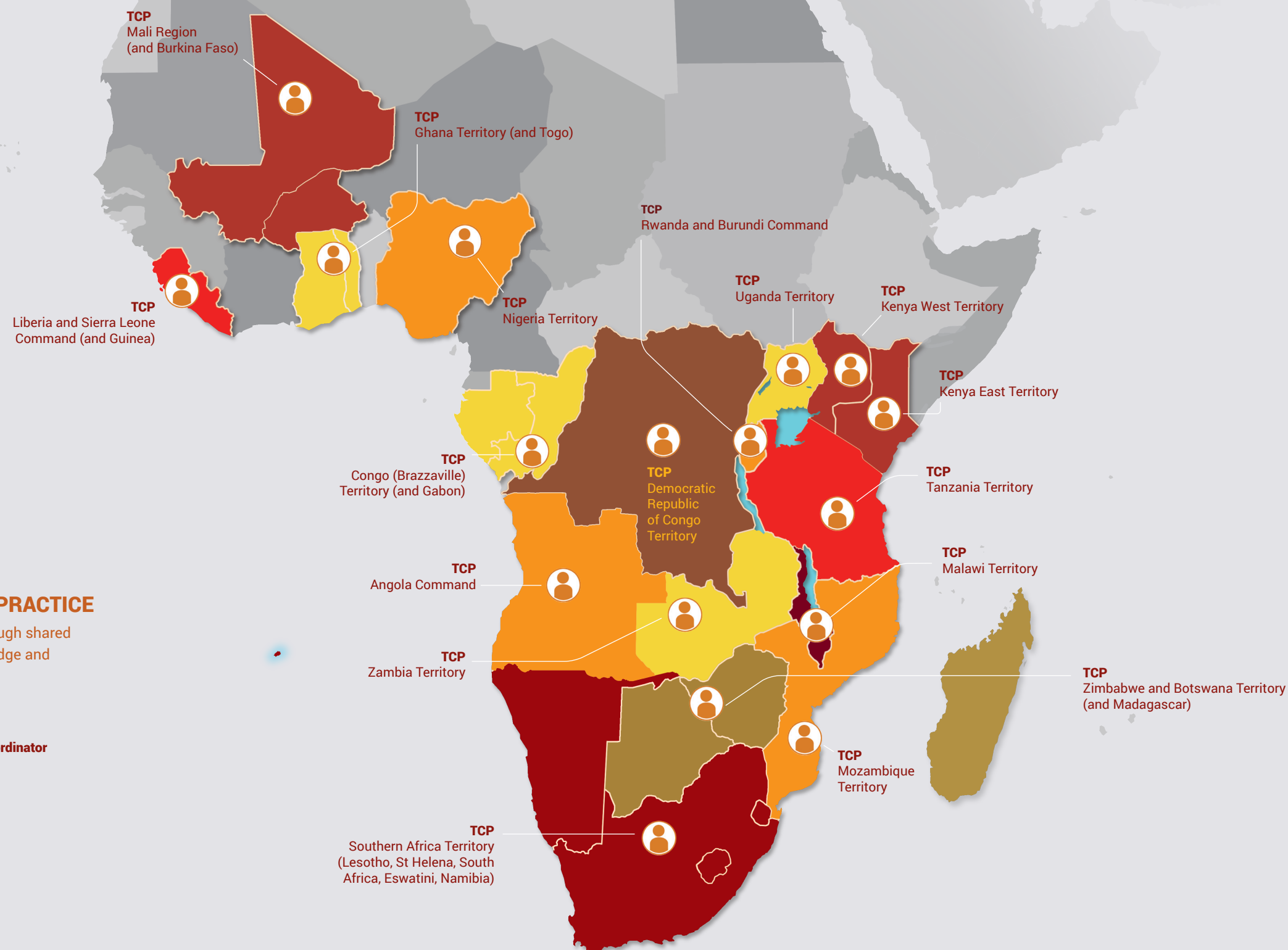
17  
TCPs/NCPs

## AFRICA ZONAL COMMUNITIES OF PRACTICE

Strengthening capacity through shared  
passion, experience, knowledge and  
contextual best practices



Africa Zonal MSHTTR Coordinator



12  
TCPs/NCPs

## SOUTH ASIA ZONAL COMMUNITIES OF PRACTICE

Strengthening capacity through shared passion, experience, knowledge and contextual best practices



South Asia Zonal MSHTR Coordinator

15  
TCPs/NCPs

## SOUTH PACIFIC AND EAST ASIA ZONAL COMMUNITIES OF PRACTICE

Strengthening capacity through shared passion, experience, knowledge and contextual best practices

SPEA Zonal MSHTR Coordinator



**TCP**  
India Northern Territory  
(States: Bihar, Harayana, Himachal Pradesh, Jammu and Kashmir, Jharkhand, Orissa, Punjab, Sikkim, Uttar Pradesh, Uttaranchal and West Bengal, the Union Territories of Delhi, Chandigarh and the Andaman and Nicobar Islands)

**TCP**  
Pakistan Territory

**TCP**  
India Eastern Territory  
(States: Assam, part of Bengal, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura)

**TCP**  
India Eastern Territory (Nepal)

**NCP**  
Japan Territory

**NCP**  
Japan Territory

**NCP**  
Korea Territory

**TCP**  
Taiwan Region

**NCP**  
Hong Kong and Macau Command

**TCP**  
The Philippines Territory

**TCP**  
Middle East Region

**TCP**  
India Central Territory  
(States: Andhra Pradesh, Karnataka, part of Tamil Nadu)

**TCP**  
India Western Territory  
(States: Gujarat, Maharashtra, Madhya Pradesh, Rajasthan)

**TCP**  
Bangladesh Command

**TCP**  
Sri Lanka Territory

**TCP**  
India South Western Territory  
(State: Kerala)

**TCP**  
India South Eastern Territory  
(States: part of Tamil Nadu, Pondicherry)

**NCP**  
Indonesia Territory

**TCP**  
Papua New Guinea and Solomon Islands Territory

**TCP**  
Papua New Guinea and Solomon Islands Territory

**TCP**  
Singapore  
Singapore, Malaysia and Myanmar Territory

**NCP**  
Singapore  
Singapore, Malaysia and Myanmar Territory

**NCP**  
Malaysia  
Singapore, Malaysia and Myanmar Territory

**NCP**  
Myanmar  
Singapore, Malaysia and Myanmar Territory

**TCP**  
Australia Territory

**TCP**  
New Zealand, Fiji, Tonga and Samoa Territory



## Cross-Territorial Engagement: Utilising our Unique Strength

MSHT does not know our territorial and zonal boundaries. We embrace the nature of our movement's global connectivity and scope to provide rapid response and communication across territories and zones between MSHTR personnel.

Eleven cross-territorial engagements ranging from repatriation to survivor services referral.

- ▶ Southern Africa and UKI
- ▶ Uganda and Middle East
- ▶ Liberia and Sierra Leone and The Netherlands, Czech Republic and Slovakia
- ▶ Canada and Bermuda and USA Western
- ▶ Singapore, Malaysia and Myanmar and India Eastern
- ▶ India Western and Middle East
- ▶ Singapore, Malaysia and Myanmar and Indonesia
- ▶ Mexico and Malta
- ▶ UKI and Latin America North
- ▶ Brazil and Latin America North

Nigeria Roundtable: The UKI hosted an exploratory discussion on how to support, collaborate and leverage resources for Nigerians experiencing MSHT. Nine representatives from the following territories attended: Norway, Iceland and the Færoe Islands; Sweden and Latvia; The Netherlands, Czech Republic and Slovakia; and Nigeria.



## » GLOBAL LESSONS LEARNT

Consistent contact with TCPs/NCPs is critical to strengthening and growing MSHT response. Frequent contact provides support and pastoral care opportunities for TCPs/NCPs.

TCPs/NCPs have knowledge and experience in responding to MSHT.

Support from territorial leadership to TCPs/NCPs is critical to strengthening and creating new MSHT responses.

Support to TCPs/NCPs should be approached from a strength and assets-based perspective.

The zonal CoP meetings provides a useful forum for learning, networking and developing MSHT leaders.

Zonal CoP organised in a communication platform (i.e., WhatsApp) provides TCPs/NCPs additional opportunities to build relationships and share resources and information.

Ongoing MSHT training and education should be prioritised for all officers and staff, and should not be limited to MSHTR personnel.

Inclusive and equal representation on councils and committees is necessary and essential to be effective.

Systematic reporting is required to capture the MSHTR work occurring in territories.

Having individuals in full-time MSHT response roles/positions is essential for making a long-term impact.

Partnership, collaboration and integration with other departments/sections is crucial to creating a sustainable impact.

Technology is a great tool to support MSHTR coordination and work. More and more people are feeling comfortable using platforms such as Microsoft Teams.

Working in groups allows greater access to collective knowledge and resources, improves our ability to listen and creates a space to find solutions.

Funding continues to be a need to strengthen and create new MSHT responses.

The need for resources being translated and simultaneous interpretation in various languages continues to be an area of growth.

Working  
in groups  
improves  
our ability  
to listen  
and creates  
a space  
to find  
solutions

Survivors  
should not  
only be  
recipients  
of services  
but also  
contributors  
and agents  
of change

# » LOOKING AHEAD: PLANS FOR 2021-2022



## 1 STRENGTHENING SYSTEMS. GROWING LEADERS.

- Appointments of divisional MSHTR resource persons

## 2 EDUCATING AND RESOURCING

- Disseminating *Stronger Communities*: support booklet for changing behaviour to prevent MSHT
- Translation of foundational resources
- Development and launch of Learning Pathways MSHTR elective course
- Development of virtual leadership programme for survivors of MSHT/ people with lived experience, led by the International MSHTR Council Survivor Chair
- Pilot International Justice Mission's Assessment of Survivor Outcomes tool across zones to continue learning how to measure survivor well-being in a Salvation Army context
- Pilot and provide access to the Liberty Shared Victim Case Management System to local programmes

## 3 MOBILISING TO RESPOND HOLISTICALLY

- **Capacity building in personnel through**
  - › Learning Pathways MSHTR elective course
  - › Virtual roundtable training on topics such as: transformational leadership, applying for funding, project design, etc...
- **Building infrastructure**
  - › Establishment of:
    - International Survivor Leadership Advisory Council
    - Zonal MSHTR councils and action plans
    - Territorial MSHTR councils and action plans
  - › Utilising The Hive platform as an innovated data storage for MSHTR

## 4 EXPANDING OUR GLOBAL NETWORK

- Strengthening zonal CoP
- Bi-yearly Global CoP
- Development of guidelines for the following responses:
  - › Cross-territorial engagements
  - › Repatriation of survivors





# » STRATEGY FOR CHANGE: FOSTERING SURVIVOR LEADERSHIP AND INCLUSION

The Salvation Army has identified prioritising growing survivor engagement and inclusion within our organisation as a strategy for change. Survivors should not only be recipients of services but also contributors and agents of change.

Recommendations from Malaika Oringo, Survivor Chair, International MSHTR Council

- **Partnership with survivor-led organisations** to provide survivors with holistic services that enable active engagement and more meaningful involvement in public speaking and communication, organising and conducting policy advocacy, dialogue and negotiation, programme design and critical analysis of the work being done at international, regional, national and local levels.
- **Establishing survivor-led spaces** that enable survivors to speak to decision-makers and the community about their needs for recovery and healing, reintegration and societal and structural changes to prevent future victimisation.

- **Codify survivor roles and responsibilities** through authentic inclusion and engagement of survivors as an embedded approach to all Salvation Army programmes.
- **Encourage survivors to play an active role in survivor-informed research** to identify issues of most concern to survivors that will impact The Salvation Army policy work and programmes.
- **Facilitate employment** for survivors by connecting them with jobs and job training programmes that are appropriate to their mental health needs, providing trauma-informed training to public agencies and private organisations, and implementing survivor-led training for case managers that will guide future co-operation.
- **Recognise survivor autonomy** by equipping survivors with holistic services that recognise their human dignity and equip them with the skills to pursue life goals and directly combats the vulnerabilities related to human trafficking.

## RESPONSE HIGHLIGHT

In The Netherlands, the International MSHTR Council Survivor Chair leads a support group for undocumented African survivors of human trafficking. Through the survivor-led support group, the undocumented survivors were provided with a safe place to meet, share and empower each other, and receive trauma-informed and culturally sensitive mentorship and spiritual encouragement for healing and empowerment.

The Salvation

Army has

identified

prioritising

growing

survivor

engagement

and inclusion

within our

organisation

as a strategy

for change



# INTERNATIONAL MSHTR COUNCIL – LEADERSHIP TEAM

**Priscilla Santos**

Chair, IMSHTR Coordinator,  
International Social Justice Commission

**Major Rachele Lamont**

Vice-Chair and Caribbean and North America  
Zonal MSHTR Coordinator

**Malaika Oringo**

Survivor Chair, Practitioner

**Anne Gregora**

Secretary, International Programme Coordinator,  
Anti-Trafficking and Modern Slavery department,  
UKI Territory

**Anne Makumi**

Africa Zonal MSHTR Coordinator,  
Communities of Practice Project Manager

**Jeroen Hoogteijling**

Europe Zonal MSHTR Coordinator, Chair,  
Europe Anti-Human Trafficking Council

**Major Anugrah Masih**

South Asia Zonal MSHTR Coordinator

**Major Florence Shein**

South Pacific and East Asia  
Zonal MSHTR Coordinator

**Grettel Meija**

Latin America Zonal MSHTR Coordinator

**Commissioner Robyn Maxwell**

International Representative for Women's  
Ministry, Zonal Secretary for Women's Ministries,  
South Pacific and East Asia Zone

**Commissioner Marieke Venter**

Global Scholar, Practitioner, Corps Officer,  
The Netherlands, Czech Republic  
and Slovakia Territory

**Lieut-Colonel Sara Chagas**

Territorial Secretary for Women's Ministries,  
South America East Territory

**Major Heather Poxon**

International representative for Programme  
Resources, International Development Officer

**Toluwanimi Jaiyebo**

International Community of Practice Advisor,  
Anti-Trafficking and Modern Slavery Department,  
UKI Territory



## ROOTS OF FREEDOM





INTERNATIONAL  
**SOCIAL JUSTICE**  
COMMISSION



<https://www.salvationarmy.org/isjc>



SalvationArmyISJC



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