

Annual Report 2016



you

HAGAR

The whole journey



Hagar exists to see communities free and healed from the trauma of human trafficking, slavery and abuse.

Hagar pursues the highest degree of care and protection for our clients. While client images have been used throughout this report, these images do not necessarily represent the individual profiled. Names have been changed where required to protect client identities.

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2016 in Numbers

1,162

Women, children and men who experienced profound trauma as a result of slavery, human trafficking and severe abuse, were empowered to recover and regain their independence.

19

Programmes provided comprehensive recovery to survivors including protection, recovery, empowerment and reintegration.

17,232

Hours volunteered by generous supporters of Hagar's work.

820

People from 21 partner organisations or governments were trained in identifying trafficking victims and caring for survivors.

6,495

People were reached through Hagar's programmes*.

206

Dedicated staff, including counsellors, case managers, teachers, legal officers and programme managers led the way in trauma-informed care and community reintegration for survivors.

4,800

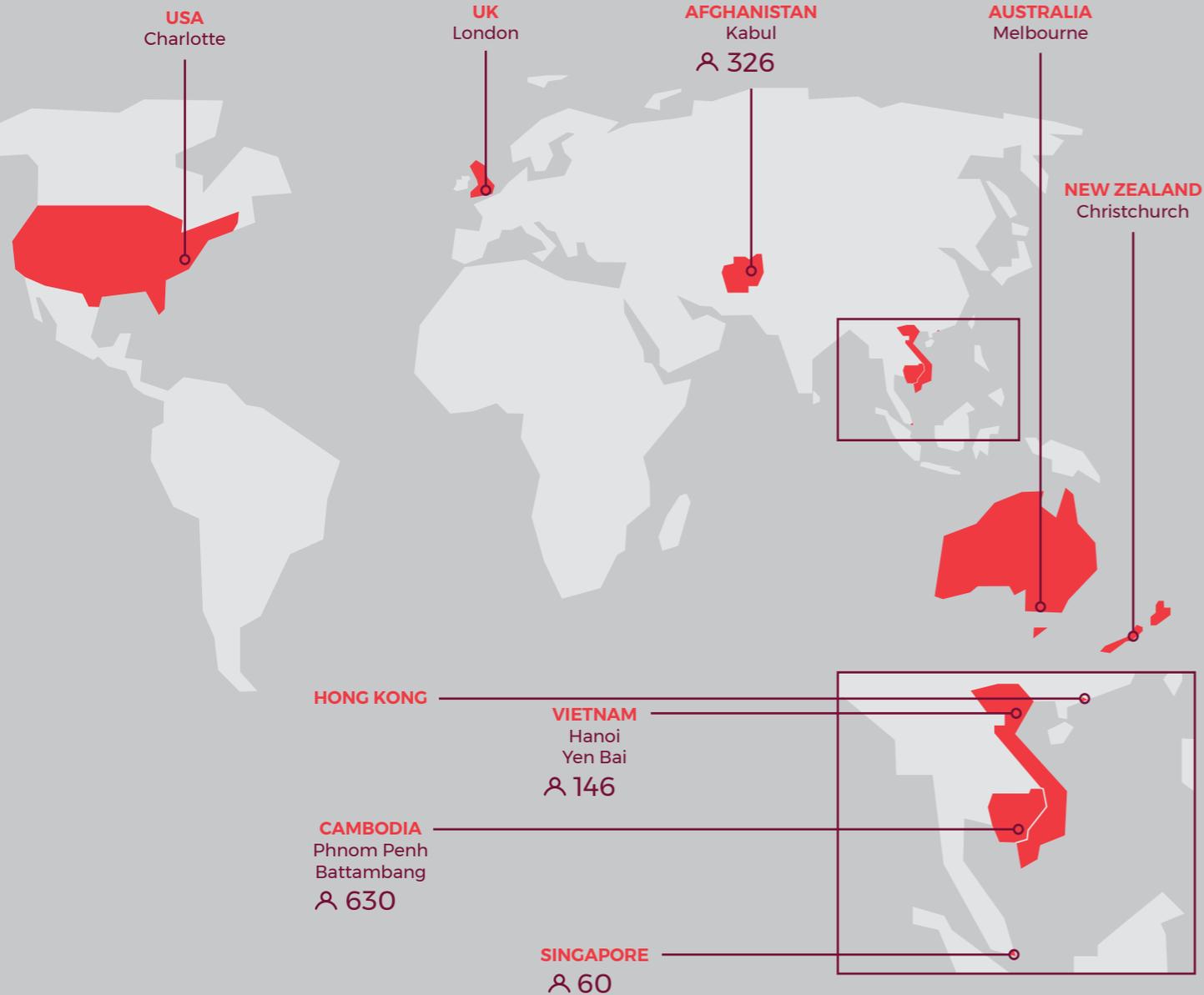
Community members learnt about domestic violence, trafficking, online safety and positive parenting through 52 community training sessions.

106

Survivors were reintegrated into their family or community.

* For each individual that we support, our experience is that a further 4-6 people in their household will be positively impacted, therefore we conservatively estimate that more than 6,495 people have been reached through Hagar's programmes.

Hagar on the Map



Programme Offices

CAMBODIA	CLIENTS	PROJECTS	STAFF
	630	11	88

Emerging from the ravages of conflict and relatively recent genocide, Cambodia is a country with rich cultural heritage and at the same time deep inter-generational trauma. With an estimated 256,800 people living in modern slavery, it has the highest prevalence of slavery in the world, after North Korea and Uzbekistan. A UNICEF report recently revealed that one in five Cambodian men between the ages of 18 and 49 admitted to perpetrating rape. Hagar works directly with people who are the human face of these harrowing statistics to seek healing, justice, and freedom from fear of the past.

AFGHANISTAN	CLIENTS	PROJECTS	STAFF
	326	5	80

Patriarchal traditions exist in Afghanistan that have the capacity to strip women of dignity, freedom, and in some senses, their humanity. This presents unique challenges for their empowerment and independence. Only 21% of women are literate and domestic violence is culturally accepted as a form of punishment, with 90% of women believing a beating from a husband can be justified. Hagar is one of only six organisations providing safe shelter to women and girls, and despite the prevalence of boys being trafficked, Hagar is the only organisation with a programme designed for their unique recovery needs.

VIETNAM	CLIENTS	PROJECTS	STAFF
	146	2	22

Vietnam is one of South East Asia's fastest developing countries, yet it remains a significant source country for women, men and children subjected to sex trafficking and forced labour. China's one-child policy has skewed the gender ratio and left women in neighbouring Vietnam, particularly rural border villages, vulnerable to being targets of exploitation. Within Vietnam domestic violence is widespread, and nearly 60% of married women have suffered from physical or sexual abuse in their lifetime. Hagar is dedicated to seeing rates of abuse, trafficking and slavery in Vietnam decrease.

SINGAPORE	CLIENTS	PROJECTS	STAFF
	60	1	2

In spite of Singapore's rapid development, it remains a transit and destination country for victims of trafficking. Passport confiscation is a widespread and accepted practice, which leaves more than 1.35 million foreign workers vulnerable to trafficking. The first anti-trafficking law was passed in Singapore in 2014, and with the support of the government, Hagar is making significant strides in ensuring that survivors are protected and cared for within this.

Support Offices

AUSTRALIA	STAFF
	4
HONG KONG	2
NEW ZEALAND	5
USA	3
SINGAPORE	1.5
UK	0.2*

*Until July 2016

Reflections from Hagar International CEO

Micaela Cronin



As the CEO of Hagar, I am in a privileged position to hear firsthand the stories of our clients and staff, and to take their rich and diverse voices with me when I participate in the global dialogue to end human trafficking, slavery, and abuse. In December 2016 I participated in the Trust Women's conference in London, alongside Longdy and Kia, two of our staff from the counselling team in Cambodia. Longdy spoke at the conference of his experiences of being trafficked as a child. Over the past year what has really been brought home to me is the unique role of Hagar, working intensively with individuals, getting to know our clients deeply, making strong and lasting connections, and supporting them on their whole journey. All at the same time as contributing at a global level to systemic change.

Since I took up the global CEO role at the beginning of April 2016, we have experienced significant change. We have continued to build on the strong foundation of the exceptional practice and progress of the last 23 years. We have developed a new strategy to take us into the future, a revitalised vision, and a mission that gives us a clarity of purpose.

Not only did 2016 change the way we conceptualised what is to come, we also further developed and refined the way we care for individuals within their communities. Our commitment to community-based, trauma-informed care lead us to be selected to develop social work standards for Cambodia. We are also pioneering the dialogue in Afghanistan to explore the viability of foster care as an option for vulnerable children.

I am continually inspired by our clients and their stories. I recently met Hanefa who had fled from experiences of exploitation and abuse to seek shelter in Kabul with her children. She has a burning passion to ensure that her children have a better life, free from the cycle of generational abuse. We are committed to walking with her as that dream is realised. We share with our supporters a desire to transform the lives of individuals, your generosity has made this possible and we are so grateful.

To all of our supporters, volunteers, and partner organisations; thank you. My hope is that as you read this report, you won't be simply encouraged by the success of the last year, but inspired to join us for the whole journey ahead.

– Micaela Cronin

Reflections from Hagar International Chairman

Phil Badger

When I reflect on the progress of Hagar throughout 2016, I am so proud of what we have achieved together. In 2016 alone, 1,162 women, men, girls and boys, were directly supported by Hagar's life changing programmes. Behind each statistic is a story of comprehensive care and support, and through Hagar's commitment to holistic recovery, we expect that a further 6,495 family and community members were positively impacted throughout the year.

We welcomed Micaela Cronin as our global CEO in 2016, and with her, a fresh sense of leadership. In close collaboration with Hagar's global network, we took time to reflect on our progress and engage in a strategic planning process. We now have a clear vision for the future - and a strategy to get there. This is driven by our belief that *"when healing happens - the cycle of trauma stops."*

We have estimated that over 17,000 volunteer hours have been contributed towards Hagar's fight to end human trafficking, slavery and abuse in the last year. This demonstrates the extraordinary partnership Hagar has with

our supporters. We were able to lead systemic change because of supporters like Linklaters, who made a significant contribution to our work in Supporting Child Victims in the Legal process in Cambodia. There is great opportunity for Hagar to deliver more programmes, and I believe that with continued growth of support and funding, our impact will be significantly furthered. We are continuing to assess, refine, and improve our ability to deliver programmes that are world standard.

On behalf of the Hagar International Board I want to acknowledge Harvey Collins' significant contribution to Hagar's work. Harvey retired from the Hagar International board in 2016 after over sixteen years of service. Harvey gave his expertise, his time, and most evidently, his heart. I want to honour him for his faithful service of Hagar.

Finally, I want to express my deepest thanks and appreciation, on behalf of the board, to all Hagar staff, volunteers and supporters globally for their tireless care and compassion in all that they do. I am also very grateful to my fellow board members for gifting their time and expertise to help govern Hagar.

– Phil Badger



About Hagar

Our vision

Communities free and healed from the trauma of trafficking, slavery and abuse.

Our mission

For those affected by trauma, and those who support them, Hagar is an expert in care and recovery. When healing happens the cycle of trauma stops.

Our values

Respect, integrity, compassion, excellence.

Hagar exists to see communities free and healed from the trauma of human trafficking, slavery and abuse. Through our ground-breaking recovery programmes that focus on each individual survivor, Hagar provides safe accommodation, trauma-informed counselling, legal assistance, education, economic opportunities and ongoing care to women and children. We are committed to each individual and believe that with the right supports and capabilities people can recover and take the lead in their journey to wholeness. We seek to magnify the impact of this work through advocacy, collaboration and capacity building with other partners, governments and institutions.



“I never imagined I could escape from that place where it was nothing but suffering, to a place as good as where I am currently living.”

– Somphors

24 year old client who was sold into slavery by her father and now lives independently with her two year old son.

Moving Forward: Our Global Strategy

GOAL 1

We design and deliver effective programmes and products.

Strategy 1 We provide intensive, trauma-informed programmes and products to both individuals affected by the trauma of slavery, trafficking and gender based violence, and to organisations servicing those individuals.

Strategy 2 We continue to develop our trauma-informed practice model through synthesizing the wisdom of our clients, our own practice learnings and in partnership with academic institutions.

Strategy 3 We leverage our experience and presence across the globe to model and apply culturally competent and compassionate practice to others.

GOAL 2

We foster and enable inclusive and respectful partnerships.

Strategy 4 We involve clients in the design of programmes, products and advocacy to enable them to take the lead in their journey to wholeness and amplify the impact of their voices and experiences.

Strategy 5 We identify and equip partners who are aligned with our values to support their clients to take the lead in their own recovery.

Strategy 6 We partner with our donors and investors to enable them to meaningfully and easily engage in our programmes, products and/or advocacy.

GOAL 3

We invest to ensure we have the best people and processes.

Strategy 7 We take an integrated approach to our funding which is implemented consistently across the network.

Strategy 8 We are a learning organisation, committed to investing in the growth of our people, our expertise, and our partnerships with academic institutions.

Strategy 9 We have efficient systems that differentiate us, enabling us to measure and communicate the outcomes and value of our work with consistency and integrity.

The issues in numbers



45.8

million people are living in modern slavery today
Global Slavery Index, 2016



\$151

billion in annual profits is made from modern slavery
ILO 2014



30"

Every 30 seconds, a person is coerced into forced labour and extreme exploitation by human traffickers
leb.fbi.gov/2016



1 in 3

women worldwide have experienced either physical and/or sexual violence in their lifetime
UNICEF 2012

Protect **Ensure a safe environment, including legal support, for our clients, staff and caregivers.**



351

clients received legal support in Afghanistan, Cambodia, Singapore and Vietnam.

Given the work Hagar does, and the places in which we operate, a commitment to protection and providing a safe and secure environment is critical. This means that Hagar strives in our work at all levels to ensure our clients and staff feel safe: physically, emotionally, culturally, and psychologically.

Hagar is committed to equipping all of our staff with the professional expertise necessary to excel in serving our clients. This commitment is evident when we reflect on our progress in protecting clients across the globe in 2016 through training and awareness raising. In Cambodia, 178 staff members participated in a training programme that focused on supporting traumatised children through legal proceedings. A major focus of this training is how to protect children from being further traumatised when they are witnesses in justice systems that are blind to the developmental needs of children. When we invest in our staff, we see change in the lives of clients.

Hagar's Legal Officer in Afghanistan conducted trainings over the second half of 2016 that have strengthened all clients' understanding of their legal and civil rights. Through participant feedback surveys and regular client feedback mechanisms, our clients reported having not only grown in knowledge, but in confidence. Providing a safe and secure working and living environment for our clients and staff remains a constant challenge in Afghanistan.

Hagar staff continue to follow strict security protocols that were developed with the assistance of external security experts. We are deeply committed to the safety of our colleagues and clients. During the first six months of 2016, the United Nations reported an unprecedented number of casualties as a result of the intensification of conflict in Afghanistan. Clients fear for the future of their country, their communities, and their families. We want to do everything in our power to ensure they feel safe within Hagar. In 2016, this meant installing increased physical security measures at the Transitional Care Centre (TCC): barbed wire was fixed on top of the walls, a strong gate was fitted, security cameras were installed and a film was added to the windows to protect them from shattering during an explosion.

Hagar Cambodia's legal team supported 88 clients with active legal cases throughout 2016. This included pre-trial assistance, liaising with lawyers, arranging logistics, and accompanying clients to hearings. Hagar's team in Singapore also supports women while they wait for a closure to their court cases as the government seeks to address labour trafficking to a greater degree. As a part of the Singapore government's new ten-year national approach to combating trafficking in persons, the government expanded assistance to survivors of trafficking through Hagar's trauma recovery and resettlement programme.



In 2009, American Erik Peeters was arrested in Cambodia and further charged in the United States for suspicion of sexual contact with children.

In March 2012, Peeters plead guilty to abusing two out of the five children. He had sought out young boys, particularly ones who were destitute or disabled, paying them \$5-\$10 for sex. In 2016, Peeters was sentenced to 22 years imprisonment for illicit sexual contact with children. He was ordered to pay \$15,000 in restitution to his victims, and when he is released, he will be on supervised release for life and never allowed to travel to Cambodia again.

Hagar walked alongside four of the boys on their journey to justice. We provided counselling, case management, economic empowerment, and worked closely with the U.S. Attorney's office to bring the case to court. A Hagar staff member accompanied the clients to the U.S. to support them during the sentencing hearing.

“Without Hagar’s intervention, our office would not have succeeded in accomplishing this task... we would not have been able to achieve the level of success we have in terms of child exploitation investigations without their assistance.”

– U.S. law enforcement officer.



Heal



3,342

counselling sessions, including individual, family and group sessions were delivered to clients in Afghanistan, Cambodia, Singapore and Vietnam.

Empower individuals to recover from the impact of trauma.

Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.

Hagar is a global leader in supporting those who have experienced trauma to heal and live whole lives. Our approach is grounded in an understanding of the impact of psychological trauma, emphasising holistic safety for survivors, and creating opportunities for the rebuilding of a sense of control. We look at the whole person, and their whole journey. Hagar strives to be a trauma-informed organisation, which means that in all aspects of our work we:

Realise the widespread impact of trauma and understand the potential paths for recovery;

Recognise the signs and symptoms of trauma in clients, families, staff, and others involved with our work;

Respond by fully integrating knowledge about trauma into policies, procedures, and practices; and

Seek to actively resist re-traumatisation.

Hagar's psychosocial team have adapted our programmes and approaches to ensure that they are delivered to a world standard of excellence. Our programmes are very diverse, and each one is culturally relevant to the contexts we operate within.

Every individual within Hagar's care had access to counselling services throughout the year. Hagar Afghanistan saw a consistent rise in the need and delivery of counselling sessions in the latter half of 2016. We utilise a range of evidence based counselling modalities that have been proven to be effective in healing people from trauma. One such programme, Trauma Focused Cognitive Behavioral Therapy (TFCBT), was tailored to the Cambodian context by Johns Hopkins University in partnership with Hagar and other NGO's. The programme's goal is to build resilience within clients so that they can cope with future challenges, and heal so that they can become emotionally healthy individuals with the capacity to become economically independent. Not only do our counselling programmes impact individuals, but the families of our clients also receive counselling so that they understand the impact of trauma on their loved one, and how they can best support them through the healing process.



Tran was a model student at a local secondary school in the South of Vietnam. Popular and well-loved by teachers and classmates, she was an engaged and enthusiastic learner. Tran's life changed after she turned 12 years old.

One day when Tran was walking home alone, a 17 year old boy from her village dragged her behind a bush and raped her. He threatened to burn down her home and kill her father if she told anyone. Her family was one of the poorest in town so the local government had built them a house, which meant everything to them. After he assaulted her again, Tran fell pregnant. Her parents didn't notice the changes in Tran's body until she was 14 weeks pregnant, and then her mother took her to the hospital. When the doctors told her she was pregnant, Tran told her mother that she had been raped.

When Tran was referred to Hagar Vietnam, her son was already five months old. She was so traumatised by the sexual violence that she believed she had gone crazy; suffering insomnia, blackouts and terrifying flashbacks. At the end of 2016 Tran stood before the court and faced her abuser. Hagar worked with her and her family to provide psychological and legal support throughout the process.

Hagar ensured that the whole family received counselling and assistance. Tran is now walking the journey to recovery with Hagar and the help of her loved ones. With Hagar's support, Tran has found hope, a renewed belief in herself and the capacity to believe in a future for her family.



Thrive

Those we work with can access education and economic empowerment.



257

people received education.

Hagar's mission is to work alongside people to heal from trauma, and to support and enable them to go on to thrive and flourish. Education and employment opportunities are crucial in minimising an individual's vulnerability to re-exploitation. Most clients come to Hagar with little or no education, and often very little or no formal work experience or vocational skills. Employability skills play a vital role in expanding career opportunities for our clients. We work alongside clients to train them in core skills they need to secure, and keep, viable employment.

Hagar is committed to ensuring that all of the children in our care have access to education. This includes formal schooling and wherever we can, scholarships for tertiary education. When we are working with children in the community, Hagar's case managers work with their family to ensure that their school attendance is regular.

While security challenges have limited client access to educational opportunities outside of our residential centres in Afghanistan, Hagar is committed to the continuation of education for all clients. In 2016, we hired a qualified teacher to ensure that all clients have access to basic education within our centres. It is critical for children to have as much stability in their education as possible to be able to hold on to their dreams for the future, in very turbulent and often unsafe times. The Community Learning Centre in Cambodia continued to make a significant impact on

the lives of many vulnerable children through our 'catch up' programme in 2016. One hundred and sixty seven students received specialised catch up education, and to support their education we also provide a vital nutrition programme, the school materials they need, and uniforms - which gives them a strong sense of pride.

Hagar Cambodia's Economic Empowerment (EE) programme was reviewed by external consultants in 2016 to ensure that we are delivering effective, leading-practice programmes to all clients. One element of this was a sharper focus on strategies to prevent re-victimisation of people who have returned to Cambodia after being trafficked internationally. These clients are often in such dire need for work to provide an income for themselves and their families that they are at great risk of being trafficked again. We educate them about the risks of crossing borders, and support them in securing safe employment when they choose to do so. The team supported 180 individuals in gaining economic stability through job readiness training, job placement, and coaching.

Throughout 2016, the Hagar team in Vietnam, worked to empower vulnerable women in the Yen Bai district through a programme that was set up to assist women with microfinance and money management. Not only did this impact their ability to provide for their family economically, but contributed positively to the family dynamics and an overall reduction of violence in the home.



At only 13, Hanefa was forced to marry a stranger. He was abusive, violent, and unhappy with her for bearing three girls before their first son was born.

Hanefa thought the abuse would stop when they moved to Kabul, but a few months after the move her husband met his second wife. She gave him an ultimatum: divorce Hanefa and remove the children from the house, or lose her. He sent Hanefa and their children onto the streets to beg.

A neighbour saw them crying on the streets and contacted an organisation who referred Hanefa to Hagar.

For the first time, Hanefa and her children had a safe place to live, health care, counselling, education and Hagar worked with her towards economic independence. Her dream was to become a seamstress. Six months ago, with the support of Hagar,

Hanefa's family were able to move back into the community. Hagar has walked alongside them financially and psychologically, and now all six of her children are in school. Hagar assisted Hanefa in finding employment and helped her to become financially stable. Today, she works as a maid in a hotel. She has a sewing machine at home and she and her daughters are very proudly learning to sew.

“I am thankful for the impact Hagar has had on my life. They gave me a second chance and showed me how to live peacefully in the community.”

– Hanefa.



Supporting clients to thrive in their communities.

Hagar is committed to a community based care approach. This is because we know from both our own experience, and extensive international research that children are more likely to thrive within their own families and communities, when they are safe and supported. When children are referred to Hagar, we take a strengths based approach to assessing the situation for each child, in their own family and community. Our primary objective is to ensure that the children in our care are safe and in an environment in which they can heal from the significant abuse and trauma that they have experienced. We focus on keeping children in their families and their communities whenever possible and we provide the support families need to ensure this is possible. If they do need to move away from their families and communities for a period to recover from their trauma then we will plan from the very beginning how to reintegrate them into their own family or another safe family environment through our foster care programme.

This year in Cambodia, we successfully transitioned all of our clients from shelter care to community based care. The Transitional Living Project team developed four types of foster care to respond to each client's situation: emergency, therapeutic, traditional, and respite care.

Having benefited from the educational support and vocational and soft skills training during their stay in Singapore, more than 80% of Hagar's clients in Singapore have successfully reintegrated back to their homes or communities in Bangladesh, China, Indonesia, India, Myanmar, Sri Lanka, and Vietnam and are doing well in their current jobs. Hagar Afghanistan also celebrated reintegration success during 2016, empowering a total of 21 women and 40 children to thrive within their communities.



Just over a year ago, in Battambang, Cambodia, Sok Channy and his wife King Sokhorn began the journey of fostering children with Hagar.

Sok and King share that their foster children inspire them daily, but fostering doesn't come without its challenges. The real joy for Sok and King comes from the journey, watching their foster children develop and grow. Their eldest foster daughter didn't do her chores until about a month ago, but the change they've seen in her recently is remarkable. She helps their youngest with his homework and works alongside him as he does the dishes. They are so proud of her.

Taking children in from one's own family isn't a foreign concept in Cambodia, but becoming responsible for children who aren't related to you is. Sok and King think the idea is brilliant,

“They receive Hagar support with counselling and case management monthly, all while being in the heart of a family unit. I really approve of this programme and Hagar's work and have encouraged other members of our community to apply”

– Sok.

Hagar screens prospective carers to ensure that they will be able to provide a safe and healing environment, that's how we find compassionate and generous people like Sok and King.



Lead

Amplify the voices and experiences of those we serve to bring about the systemic changes needed to combat human trafficking, slavery & abuse.



5,635

people were reached through 71 community and partner trainings.

In 2016, Hagar was selected to lead the critical development of social work standards and practice across Cambodia as a result of our strong reputation, partnerships and expertise in community based care. This project is funded by USAID, with Save the Children as the lead implementing partner and involves collaboration with Government ministries, NGOs, development partners and academic institutions.

We aim to build strong relationships with local and national authorities and organisations in all of the countries we work in, and our success in 2016 reflects this. In Afghanistan, Hagar laid foundations for a strong working relationship with the government, with a particular focus on their approach to the prevention of human trafficking. Hagar's staff in Vietnam facilitated a training project to build the capacity of local authorities and government officials to combat human trafficking. At the end of the project, Hagar hosted a national workshop on human

trafficking prevention with 80 officials from 20 provinces. We were also invited by UNICEF to facilitate a training programme for social workers to enhance the capacity of local authorities to prevent and respond to violence against children.

In Cambodia, Hagar's psychosocial capacity building team piloted a counselling and case management training programme for the Department of Social Affairs, Veterans and Youth and the Department of Women's Affairs. The aim of the programme is to improve the capacity of government staff to support Cambodians in the social welfare system. Over the course of the year, our case managers, counsellors, and legal and protection team, conducted 18 community awareness sessions that reached a total of 821 participants. These training sessions covered topics such as domestic violence, human trafficking, online safety and positive parenting.



Leading systemic change

Our cooperation with local authorities extended to the courts of Cambodia in 2016, as Hagar pioneered a training programme to support child victims and witnesses in the legal process. Our training programme is empowering professionals with tools to ensure that children are protected and treated with dignity throughout the entirety of their involvement with court proceedings.

In the past, children in Cambodia have been retraumatised by the process of having to face their perpetrators in court, in some instances even having to share the same vehicle as them on the way to court. Now, through education and training provided by Hagar, we have empowered legal professionals to ensure that children are protected throughout the process. This progress has had a profound impact on not only the children being supported, but on legal professionals throughout Cambodia.

“This training has been very helpful for my work with children... Hagar’s breakdown of all the stages in the court and how to explain this to clients really helped me. I also received insight on how to ask the judge to question according to child friendly principles.”

– Miss Sorn Sony, APLE Lawyer

Leading law firms across the world have been instrumental in ensuring the success of the Supporting Child Victims and Witnesses in Cambodia’s Legal Process (SCILP) programme. Linklaters in Hong Kong won the Asian Lawyer’s “Asian CSR Initiative of the Year” award, which included their crucial contribution to this body of work as a key highlight to this. We are deeply grateful for their commitment to Hagar and the children of Cambodia.



Working in Partnership

Hagar is committed to inclusive and respectful partnerships. In 2016, Hagar collaborated with academic institutions, governments, community groups, corporate partners, the media and individual donors to see communities free and healed from the trauma of trafficking, slavery and abuse.

NGO Partnerships

One such partnership was with the Women's Alliance for Knowledge Exchange (WAKE), based in San Francisco, USA. WAKE leverages technology to connect and empower women around the world, and this May a team of their volunteers travelled to Cambodia to provide interactive training on communications and technology to our staff. The partnership led to the development of Hagar's online safety campaign which is being widely distributed to children in Cambodia to keep them safe from online exploitation.

“WAKE was thrilled to partner with Hagar because we believe deeply in Hagar's work and mission, and share a similar philosophy. WAKE is committed to creating lasting change that will benefit women and girls. It is important to us to collaborate with partners like Hagar, who are deeply rooted in their community and dedicated to demand-driven, customised projects designed for the local context. We believe that Hagar's campaign around online safety will go a long way towards ensuring a safe future for many girls in Cambodia. Our partnership with Hagar has been a powerful example of how organisations can work together to amplify their reach and impact, and we look forward to exploring future opportunities to co-create impact.”

– WAKE Founders, Trish Tierney and Heather Ramsey



Another key partnership is with Australian law firm, Corrs Chambers Westgarth. Since 2013, Corrs have developed a deep, multi-faceted partnership with Hagar which incorporates personal and professional development, client engagement, corporate and individual giving, and pro bono legal advice.

“Corrs is delighted and proud of our relationship with Hagar. A number of our partners and staff have visited Cambodia on Hagar's Justice Tours and witnessed first-hand the incredible work that Hagar does. We're enthusiastic supporters of Hagar's Legal and Protection Unit, which does incredible work. We hope our relationship will continue for many years to come.”

– Richard Leder, Partner, Corrs Chambers Westgarth



Staff and Volunteers



17,232
hours were
volunteered in 2016

Staff

At the heart of Hagar lies our incredible staff who work tirelessly to provide support to survivors our clients. The hours are long, the travel is challenging and the clients' stories are painful, but our staff are motivated to work with each survivor to see communities free and healed from the trauma of trafficking, slavery and abuse.

In 2016, we had 206 dedicated staff working in nine countries, from case managers, counsellors, legal officers, finance, fundraising and administration. We are committed to sustainability through local capacity development and proudly maintained 97% local staff within our programme offices.

"I work as a night housemother for women and children here at the Transitional Care Centre shelter. I have found my purpose, to protect and empower women here at Hagar to stand firm and strong, and to heal. Like many of the women here, I was married off at the age of 12 to a man more than twice my age. At such a young age, I was afraid of this new life and ran away to my old home, even though leaving without permission from my husband is forbidden in this culture. I was always caught and beaten by my husband.

After two years I became pregnant and at the age of 14 I gave birth to a son. All I wanted was peace for my son, so I changed my behaviour and accepted all of the hardships. Throughout my life in that house, I suffered constant violence. By the time I was 30 years old, I had four sons and four daughters. When my eldest son and two daughters got married, my husband softened towards me and life improved, but it was short lived. My husband fell ill and passed away and as a single widow in Afghanistan, I was now among the most marginalised in society. No source of income and no protector.

I started working as a cook and cleaner at one of Hagar's projects and I was able to send my children to school and support them. When I worked with Hagar I had an income for my family, and the staff taught me about my rights. Now I understand that as a woman, I have the right to live without violence. One of my daughters has three girls and suffers the same fate from her husband as I did. Through Hagar, she is now encouraged to speak up and know her rights. I am thankful for Hagar. I am stronger now and have learnt how important it is not to tolerate injustice and violence. As women, we can speak up and let our voices be heard in these situations. I realise that we can create change, as small as it may be. But these little changes, together, can make such a difference in our community."

– Hagar staff member in Afghanistan

Volunteers

Hagar is so grateful to every single passionate individual who volunteered their skills and expertise to build the impact of our work in 2016. Without them, the numbers in this report would not be nearly as inspiring as they are, nor would the lives that they represent have been as tangibly touched. Our volunteers offer up their time to serve Hagar through many different means. Whether they are contributing to ground-breaking research, organising an event, speaking on Hagar's behalf, providing technical support to a team in the field, or packing envelopes, each volunteer enables us to be able to support more survivors.

"Everyone has their own part to play in the bigger picture and we must never forget that each one of us does make a difference. I am bursting with pride to be part of this organisation and I am honoured to say that I have been part of Hagar's mission in my own small way."

– Siobhan Gosrani

Siobhan travelled to Cambodia in August to offer her expertise.



Our Partners



To all of the individuals, companies, partners, schools and churches; **thank you.** With your help, we have changed lives. We have supported women and children to seek justice and achieve their rights, and young people gain employment. We have supported people who have gone on to become leaders in their communities, and organisations to provide trauma informed care for a greater number of people.

Together, we are making major strides in our mission to see communities free and healed from the trauma of trafficking, slavery and abuse.

“Hagar is extremely grateful for the many friends, supporters and advocates who have partnered with us in the fight against injustice. We are blessed to have you on our team, and without all of you we would not have been able to carry out our core mission.”

– **Mike Nowlin**
Hagar Cambodia Executive Director

Corporate Partners

Alliance 21 Pte Ltd
Aspen Re Insurance
The Boeing Company
CLSA Chairman's Trust
Construction Services Qld Pty Ltd
Corrs Chambers Westgarth
Deutsche Bank
Eleven Australia
Emily Ross Bespoke
EX-R Consulting
Goldman Sachs
Great Eastern Life
HHG Legal Group
Husk
Joma Bakery Cafe
Linklaters
LOJAC Holdings
Macquarie Group Foundation
Minter Ellison
PAKT
Pacific Carriers Ltd
Quintiles East Asia Pte Ltd
Stiftung Wasserturm Luzern
Strumm's Holding Pte Ltd
White & Case LLP

Non-Government Organisations

Action Pour Les Enfants (APLE)
Afghan Independent Human Rights Commission (AIHRC)
British Business Group in Vietnam (BBGV)
Centre for Counselling, Research, and Empowering Community (CORE) in Vietnam
Colombo Plan Council
Child Rights International
Christliche Ostmission (COM)
Hanoi International Women's Club (HIWC)
International Organisation for Migration (IOM)
Life Cycle Asia
Nguyen Van To Continuing Education Centre
Save the Children
SCIP Australian Women's Group
TEAR Australia
Tearfund New Zealand
The Law Society of Singapore Pro Bono Services
UNHCR
UNICEF
Vietnam Women's Union.
World Hope
World Relief Australia
YGAP

Trusts and Foundations

Atlassian Foundation
Barlow Family Foundation
Birchall Family Foundation Trust
BOSCH Primavera
DOC
Dorothea Haus Ross Foundation
Dove Charitable Trust
Fidelity Charitable Gift Fund
Frimley Foundation
Imago Dei Fund
Riverview Children's Foundation
I.S. Wong Foundation
Joe and Clara Tsai Foundation
Kirin Labour Unions/ Japanese International Food for the Hungry
Lee Foundation
Navitas Education Trust
Sherman Foundation
The Lloyd V. Guild Charitable Foundation
The Pratt Foundation
The Rhonda Wyllie Foundation
The Peter Vardy Foundation
Virtue Foundation
Scott and Nydia Gaynor

Churches

Canberra Baptist Church
Dreambuilders Church
HumeRidge Church of Christ
Mar Thoma Syrian Church
Trinity Christian Centre
United Methodist Women

Government

British Embassy in Hanoi
Department of Foreign Affairs and Trade, Australia (DFAT)
Department for International Development, UK (DFID)
U.S. Department of State - Bureau of Population, Refugees and Migration
Singapore Inter-Agency Taskforce on Trafficking in Persons
Singapore Ministry of Manpower
Singapore Ministry of Home Affairs
Singapore Ministry of Social and Family Development

Hagar International Board

Micaela Cronin

BFA, BSSW, MBA, GradDipCDev

Micaela Cronin has worked in the not-for-profit sector for over 25 years. She has extensive experience leading organisations that provide specialist services to vulnerable and disadvantaged children, young people and their families. An internationally recognised leader in the community sector, Micaela has held key leadership roles throughout her career. These include President of the Australian Council of Social Services, the peak body for all social service organisation in Australia, and a range of government appointed roles to advise on child protection and broader social reform issues. In 2014, Micaela was awarded the Robyn Clark Memorial Award for service and leadership in the children, youth and family services sector.

Phil Badger B.Com

Chair, appointed 2016

Phil Badger has a strong grounding in the financial sector, which has formed the basis of a broad commercial business career. He is currently a professional director, chairman and investor, with interests in a range of industries such as construction, wholesale and distribution, horticulture, import/export. Phil's passion for business development, combined with the extensive senior management experience, allows him to successfully tailor governance, organisational capability and strategic management solutions for the company's operations. Phil's compassion towards charities is demonstrated in his numerous Chairman and Board commitments to Charitable Trusts.

Emmanuel Tsakis

MBA, CPA, BBA

Emmanuel Tsakis is currently the Director of Finance & Business Development of a large community service organisation, a position he has held since 2010. Emmanuel has over 25 years of Not-For-Profit experience acquired through a broad range of senior roles ranging from Chief Financial Officer, Business Development and Divisional Management. Emmanuel's specialist skills include, Financial Analysis, Financial Modelling, Strategic and Business Planning. Emmanuel is also a board member of a large community health organisation where he holds the position of Treasurer.

Tim Rann

BBA

Tim Rann is the Chair of Hagar Social Enterprise Group Board of Directors. Tim is a Senior Advisor for the Mercy Corps' Social Ventures Team, and is responsible for identifying, incubating and scaling promising social business start-up ideas in Mercy Corps field offices throughout Southeast Asia. He brings close to a decade of experience developing market-based solutions that endeavor to address major social inequalities. He has led and invested in social ventures in Cambodia and Vietnam, including Joma Bakery Cafe, Hagar Social Enterprise Group and Artillery. Tim has also advised impact investment funds and social businesses in Southern Africa, East Africa and Southeast Asia, including Insitor Fund, Inkomoko, Bertha Philanthropy Fund and Uberis Capital.

Jennifer Fleming BA

MBA

Jennifer Fleming is the CEO of Girl Guides Victoria, part of the World Association of Girl Guides and Girl Scouts, the world's largest organisation dedicated to girls and young women. Jennifer is also deputy chair of the Gowrie Victoria Board of Directors. Gowrie is a leader in early childhood education. Jennifer has experience in financial services and healthcare. She has held general management roles in multiple areas of strategy at the Australia and New Zealand Banking Group, National Australia Bank, and with A.T. Kearney.

Sharon Wilkinson

MSc, BA, RN, PGdip

Sharon Wilkinson has extensive international development experience in health sector reform, education, community development and emergency response. For the past 25 years she has worked for major international aid programmes including DFID, WHO and CARE International. Sharon has initiated and led humanitarian aid programmes in Africa, India, Myanmar and Cambodia. Her last role was Country Director for CARE international. Sharon is currently involved in the implementation of the Australia Awards supporting Cambodians to undertake Masters and PhD studies in Australia.

Jimson Cheng

BSC

Jimson Cheng is an authority in Asia-Pacific senior leadership in life sciences and healthcare. He is active in human resources working alongside legal professionals and services sector practice groups. Jimson's professional experience spans across Asia, United States and Europe in senior management roles. His interest in social causes has led him to be involved with work among orphanages and prison ministries.

Dr Bronwyn Graham

PHD

Dr. Bronwyn Graham is a qualified medical doctor. After completing postgraduate studies in women and children's health, Bronwyn moved to Afghanistan in 2003 with her family. From 2011-2013, Bronwyn served as Hagar Afghanistan's Country Director based in Kabul. Now in New Zealand, she has returned to clinical medicine and is working as a doctor in general practice.

Dr. Peter Hess Dr. iur., LL.M.

Dr. Peter Hess is a practising lawyer and partner at Reichlin Hess Ltd. in Zug, Switzerland. Dr Hess completed his postgraduate studies in law at Columbia University, New York. Dr Hess also has had political involvement, having served in local and, from 1983 to 2003, in the Federal Parliament, becoming Speaker of Parliament from 2000 to 2001.

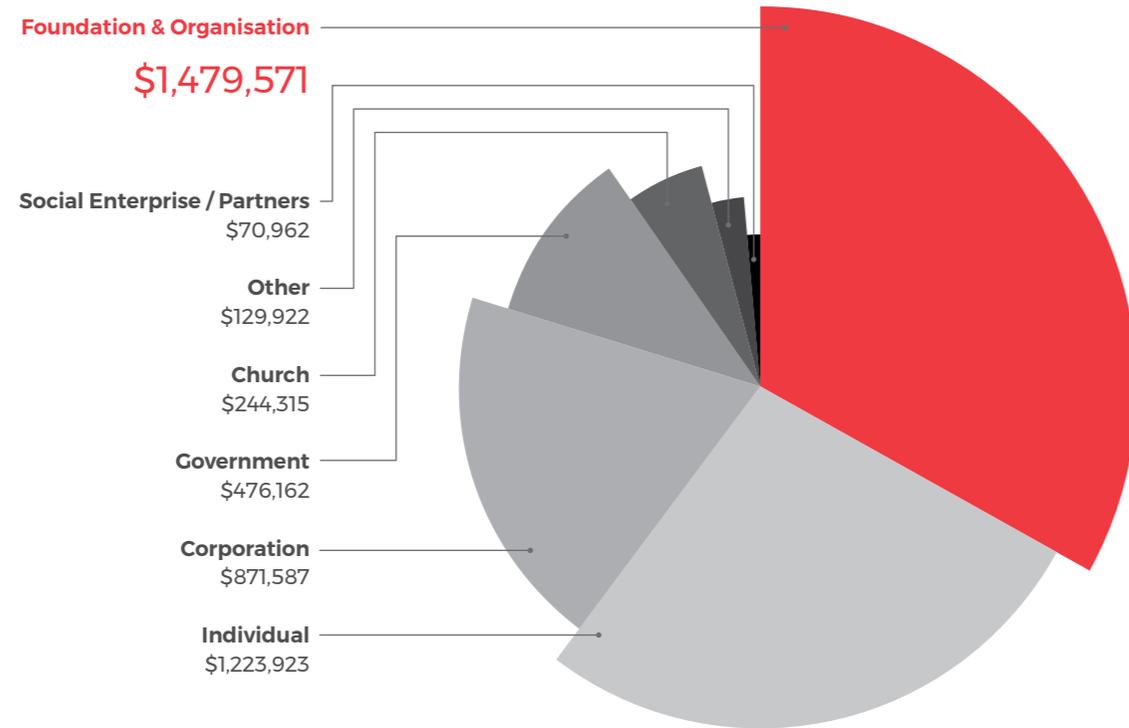
Special Thanks to Harvey Collins

In October we were sad to farewell one of Hagar's pioneers, Harvey Collins. Over 16 years, Harvey gave abundantly of his time, wisdom, patience, heart and soul to the Hagar network, both as a board member and as founder of Hagar's Australian office. His leadership, vision and extraordinary generosity will leave an enduring legacy right across the network and in the lives of the women and children who we serve. We honour Harvey's faith, dedication and perseverance to see lives restored. **Thank you!**



Financials

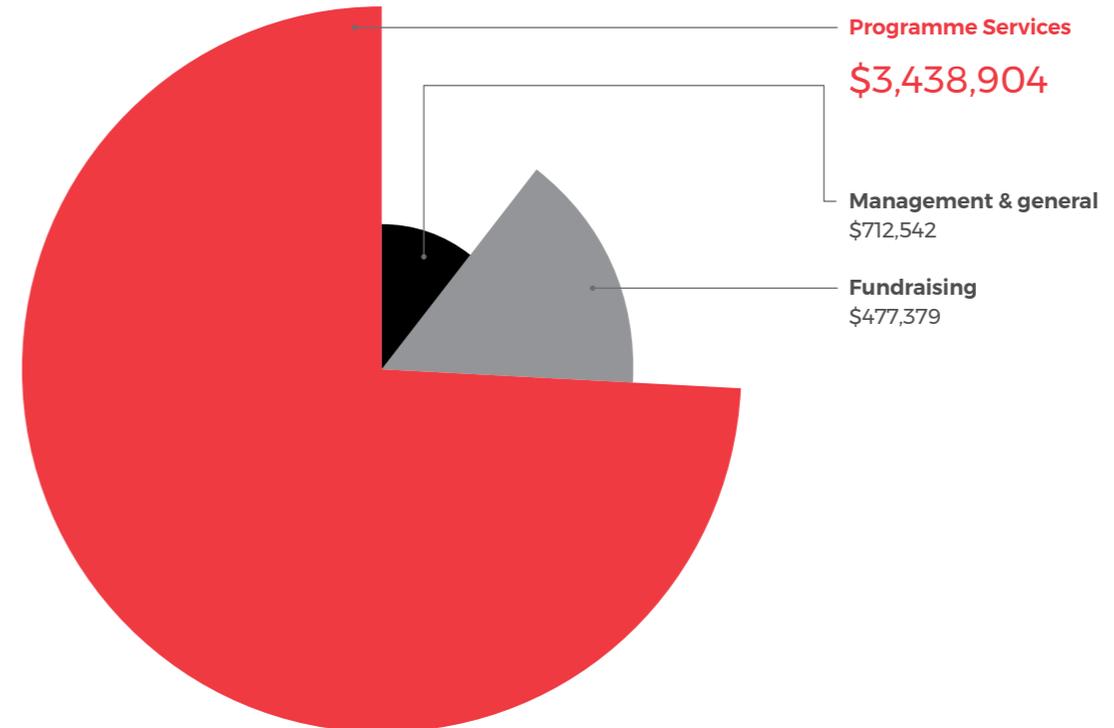
Revenue



Total revenue

USD **\$4,496,442**

Expenses



Total expenses

USD **\$4,628,825**

Hagar's Story

The Hebrew name Hagar means “one who flees” or “one who seeks refuge.” The story of Hagar and her son, Ishmael, is the story of millions of exploited, trafficked, and rejected women and children.

In around 2000 BC, Hagar worked in a foreign land as a domestic servant for a rich man called Abraham and his wife Sarah. Sarah was unable to bear children, and so, following a common practice of the time, Sarah offered her servant to Abraham. When Hagar became pregnant, Sarah grew jealous and threw her out of their home. An angel found her alone in the desert. He promised a blessing on her child, naming him Ishmael, which means “God hears”. In response Hagar declared: “You are the One who sees me.”

Hagar returned to Abraham's household, 14 years later, Sarah bore her own son and again, forced Hagar and Ishmael to leave. They returned to the desert. God again heard their cries. An angel called to Hagar: “Do not be afraid. God has heard the boy crying.” He reminded Hagar of God's blessing and provided a spring of water. They survived and prospered. Hagar is found in the stories of Christianity, Islam and Judaism.

Hagar is committed to providing healing and hope for women and children like Hagar and Ishmael, walking the whole journey with each one.





HAGAR

The whole journey

Our ability to make a difference in the lives of women and children is dependent on your generosity.

You can support us through financial giving, or volunteering your time and expertise.

For more information about what we do, and how you can get involved, please visit www.hagarinternational.org

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