



ANNUAL REPORT

2021

EMPOWER WITH AN EDUCATION
TO PREVENT SEX TRAFFICKING



CONTENTS

OVERVIEW

- 01 ABOUT US
- 02 LETTER FROM THE
MANAGING DIRECTOR
- 03 FREE TO SHINE AT A GLANCE
- 04 TRAFFICKING IN CAMBODIA

IMPACT

- 05 OUR IMPACT IN NUMBERS
- 06 SAFE COMMUNITIES FOR CHILDREN
- 14 EDUCATED GIRLS
- 18 WOMEN IN LEADERSHIP

HOW TO SUPPORT

- 20 FOR INDIVIDUALS
- 21 FOR BUSINESSES
- 22 A MILE IN SEREY'S SHOES

FINANCIALS

- 23 FINANCIALS
- 25 THANK YOU



freetoshine.org



FreeToShine.org



freetoshine

This report reflects Free To Shine's activities for the period between 1 July 2020 - 30 June 2021.

Names of girls have been changed to protect their privacy.

OUR IMPACT TOTAL NUMBERS TO DATE

> **See page 05**
To find out more
about our impact
this year.



754

Girls
enrolled.



21

Houses
built.



10

Types of seeds
provided.



4,346

Social work
interventions.



32,758

Safety visits
conducted.



119

Chicken
Coops.



5,906

Library
books.



59

Village partnerships
established.



33

Girls enrolled
in university.

Due to COVID-19, some of our program activity was paused.

ABOUT US

WHO WE ARE

Free To Shine is an independently-funded, non-profit organisation founded in Australia, working to prevent sex trafficking in Cambodia. Our work is child protection-focused, human rights-based, and designed to strengthen families and keep children in education.

Our Cambodian team works with local authorities and communities to reach the most at risk rural girls, reducing their vulnerability to trafficking by improving their access to education and providing them with social work support.

We don't build new private schools; **we make it possible for children to access their local, public school.**

We don't rescue or save children from sex trafficking; **we work to prevent them from being trafficked in the first place.**



See page 03

To find out more about our program.

WHY PREVENTION?

In 2009, Free To Shine's Co-Founder and Managing Director, Nicky Mih, volunteered at an aftercare facility in Cambodia for survivors of sex trafficking. This profoundly changed the direction of her life:

"I asked survivors who had been rescued how I could help, and I was hardly prepared for their answer. I thought they'd want something straightforward and easy to provide, like university tuition fees, but they didn't want anything for themselves. Instead they wanted for no other girl to go through the horrors they'd been through. They asked me to go out into the rural villages, find the girls who weren't in school, and protect them. They told me that if these young girls were in school they would not be trafficked." – Nicky Mih

Focussing on education is widely recognised by experts in the field as a crucial component of preventing trafficking. According to the International Labour Organisation, "Getting girls ... into schools and keeping them there is a vital step to reducing their vulnerability to trafficking."¹

With the survivors' suggestions backed up by international data, Free To Shine was born.



OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS

OUR VISION

Educated girls, free from sex trafficking, shaping and leading their communities and country.



OUR MISSION

We prevent the trafficking and exploitation of girls by strengthening family and community systems to prioritise the safety and education of their children.



LETTER FROM THE MANAGING DIRECTOR

Dear Friends,

I want to start by acknowledging each of you; during a year when your own lives increased in difficulty you did not waver in your support of others. Whether you invested in the safety and education of girls as a team member, business member, or sponsor, I would like to express my gratitude for partnering with us this year. You helped us provide 3,778 safety visits, 1,826 social work interventions, and 21 community trainings to 540 adults. 42 students graduated grade 12, and 12 young women were funded to continue their study into university.

When I wrote last year we'd just entered a global pandemic, in fact we'd navigated the most uncertain first 4 months. As I write this year we've spent the entire year in a pandemic. Schools in Cambodia have been closed more than they've been open.

Villages open, and close, open and close. We move between in-person safety visits whenever and wherever we can, and phone calls where we're not able to travel. Our commitment to helping families keep their children safe never faltered, and instead

of staying home, when families needed us to show up in person we gained government permission to do so. Credit goes to our hard-working team members. Last year when the pandemic hit we reduced our team from 24 to 15 to give us the best chance of making it through the economic hardships that were to follow. Unwilling to remove families off our program at a time when their needs increased, our team stepped up to manage double case loads.

This pandemic has led to a myriad of other problems. So many families have been impacted by the loss of jobs, particularly those who left their work in Thailand to return home to Cambodia, and those who lost their jobs in hospitality and tourism when tourism in Siem Reap ground to a halt. This economic downturn has resulted in families moving to other provinces in search of work, children stopping school to try to gain employment, and the greatest concern being the rising incidence of early marriage. For families living in extreme poverty and struggling to access basic needs the marriage of a daughter can bring income via a dowry, and can be a way of securing additional financial security for the family through the husband's income. Child



marriage is now increasing due to the economic crisis caused by the response to the pandemic. Our social workers continue to educate girls and their families about the risks of early marriage and early pregnancy, and continue to discuss the topics of free and full consent, healthy relationships, family planning and birth control.

On behalf of our whole team I'd like to extend our heartfelt appreciation to you for supporting us in making this intensive, family-based support possible – thank you.

N. Mih

NICKY MIH

CO-FOUNDER AND MANAGING DIRECTOR

FREE TO SHINE AT A GLANCE

OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS

OUR WORK



OUR PROGRAM STREAMS

Keeping girls safe requires a holistic approach that integrates girls' individual well-being with their material needs. By championing the young women of today, we are investing in a safer and more equitable Cambodia of tomorrow.

EDUCATION

We provide essential support to ensure girls stay engaged in education. Once in school, girls are integrated into formalised networks of support and are given the space and skills to dream big.

SOCIAL WORK

We provide crisis interventions to girls and their families. Social workers develop tailored intervention plans that prioritise safety and help families thrive.

EMERGING LEADERS

We nurture fledgling leaders and provide them with the tools, resources, and confidence they need to be change-makers in their communities.

TRAFFICKING IN CAMBODIA

CAMBODIA: TIER 2 WATCH LIST

Because the government has devoted sufficient resources to a written plan that, if implemented, would constitute significant efforts to meet the minimum standards, Cambodia was granted a waiver per the Trafficking Victims Protection Act from an otherwise required downgrade to Tier 3. Therefore Cambodia remained on Tier 2 Watch List for the third consecutive year.

This year:

- the government prosecuted 348 cases of trafficking.
- the government convicted and sentenced 440 individuals, only 234 of whom remain in detention.
- and authorities arrested 48 suspects in connection with 37 cases of non-sexual human trafficking, and 46 suspects in connection with 21 cases of sex trafficking.

All of Cambodia's 25 provinces are sources for human trafficking. Sex trafficking is largely clandestine; Cambodian and ethnic Vietnamese women and girls move from rural areas to cities where criminals exploit them in sex trafficking in brothels, beer gardens, massage parlors, salons, karaoke bars, retail spaces, and non-commercial

sites. Cambodian men form the largest source of demand for children exploited in sex trafficking. Traffickers in Cambodia are most commonly family or community members or small networks of independent brokers.

An extensive, largely unregulated network of predatory micro-finance organizations contributes to multigenerational debt-based coercion by proactively advertising loans to families in vulnerable communities and connecting them with brick kilns. Traffickers exploit children as young as 13 in domestic servitude and in brothels to pay off family debts accrued through this system.

Endemic corruption and lack of political will continued to severely limit progress in holding traffickers accountable, impeding law enforcement operations, criminal proceedings, and victim service provision. The government's failure to establish and implement adequate judicial monitoring systems continued to enable suspected traffickers to abscond prior to their trials.

Authorities did not investigate the large majority of credible reports of government officials' complicity in trafficking crimes, in particular with unscrupulous business owners who subjected thousands of men, women, and children throughout the country to human trafficking in entertainment establishments and brick kilns. Nor did they prosecute and convict any government employees complicit in trafficking.

Authorities did not issue formal guidance allowing the use of undercover investigative techniques in anti-trafficking operations—a factor that continued to impede officials' ability to hold sex traffickers fully accountable.

Law enforcement raids on sex trafficking establishments were sometimes unsuccessful due to advance warning from working-level police. However, some provincial police chiefs continued to minimise these leaks by turning over cases to the Anti Human Trafficking Juvenile Police, which conducted independent raids without notifying the local authorities until moments before they began. Some police reportedly protected sex trafficking establishments in exchange for monthly payments from the business owners or sexual favours from the victims. In February 2021, authorities arrested an anti-trafficking police officer for physically assaulting a girl in a karaoke bar after she refused to have sex with him.

220 Cambodian trafficking victims and “other vulnerable migrants” were repatriated from foreign countries, including China, Indonesia, Malaysia, Singapore, Thailand, and Vietnam. 113 were victims of forced marriage, 54 of forced labor, and three of sex trafficking. The government generally focused on deterring foreign involvement in sex with children, rather than targeting campaigns to the local population that constituted the main source of demand for commercial sex with children in Cambodia.

The government continued to cooperate with the United States through a law enforcement task force dedicated to combating online child sexual exploitation and other child sex crimes, but it did not report if it conducted investigations on such cases during the reporting period.

Taken from the Trafficking in Persons report, 2021. Read in full [here](#).

OUR IMPACT IN NUMBERS 2020-2021

**3778**

Safety Visits

**42**Students who graduated
year 12**734**

Packets of seeds

**1826**

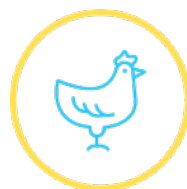
Social Work Interventions

**12**Students studying
at university**90**

Vegetable Gardens

**21**Community Trainings
across 9 villages, 540 adult
participants (89% female
/ 11% male)Emergency Food provided
to **378 ADULTS** &
498 CHILDREN**85**

Bikes

**119**

Chicken Coops

**36**

Water Filters



PROGRAM STRATEGY GOAL 1

SAFE COMMUNITIES FOR CHILDREN



Conduct **monthly safety visits** to address complex factors such as poverty, hunger, illness, unemployment, migration, addiction, violence, family breakdown, and debt.

Provide **social work interventions** and crisis support to girls and their families facing exceptionally challenging circumstances.

Facilitate **Community Trainings** that build capacity within the community, increase knowledge of human rights, and teach families how to protect themselves from exploitation and abuse.

SAFETY VISITS

We endeavour always to adhere to best practices in child protection, and work to strengthen the families and communities we partner with so they too can prioritise the safety of their children.

MEET VANTINE

Vantine is one of our Education Officers.

"I have worked with Free To Shine as an Education Officer for two years. I do this job because I want to help prevent vulnerable girls from being abused and trafficked. I want to help people living in rural areas, eliminate family violence, and help homeless children get homes.

An important part of my role is to identify additional safety concerns when they arise, report these concerns, and refer them to one of our social workers if they need a social work intervention.

Through my job, I support girls by motivating and empowering them, educating them about gender

equity, leadership, problem solving and perseverance in achieving their goals, offering girls counselling and finding support for them.”

Vantine recently graduated from university with a bachelor degree in law. She plans to pursue her bigger dream of getting her master’s degree in law.

“For my academic life, after graduating from high school in 2016, I luckily received a funded university place from Free To Shine. I decided to study law because I wanted to know the law of Cambodia, and use this degree to help my family and community. This degree enables people to know what kinds of actions violate the law and people’s rights. I did my thesis on adoption law. After four years of hard work, I successfully graduated.

I have applied this knowledge in my work such as sharing my knowledge to our team, to the

girls and families about child rights, legal marriage, women’s rights, human rights, labour law and family and domestic violence. I also applied my knowledge to work in preparing documents for the authorities. I sometimes offer counselling to families about their issues related to legal terms.”

Here is an example of the work Vantine does with girls and their families:

One of the girls that Vantine supports is Phana* who lives with her grandmother. Phana does not have parents. Phana once discontinued school when she was in grade 7. Her elder brother brought her to live in the city with his family. Vantine and her team kept working with Phana. At that time, Phana’s brother did not take much care of Phana. He has a wife and child. Phana had to take care of the little child, do housework and help her brother’s wife. Phana did not study well.

Some months later, Phana’s brother had a conflict with his wife and had financial issues, so he brought Phana back to her grandmother. Phana then wanted to stop school because she felt upset and depressed. She told Vantine that she did not want to go to school. She thought that no one loved her. Vantine talked with her, gave her counselling, and gently reminded her that Free To Shine still supports her and she has her grandmother too. Phana realised that there are people who love her and support her. She decided to go back to school, and now lives happily with her grandmother and studies in Grade 8.

MEET CHANDA

Chanda is also one of our Education Officers.

Chanda says, “I have worked with Free To Shine for almost five years. I do this job because I want to see girls have higher education, quality knowledge,



OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS

“

I support girls by motivating and empowering them, educating them about gender equity, leadership, problem solving and perseverance in achieving their goals.

Vantine, Education Officer

”



and decent jobs to live their lives well when they grow up. I also want to see girls and their families have safe communities to live in with no abuse or human trafficking.

I conduct monthly safety visits to each girl and her family at school and at home, deliver school supplies and provide funds for their curriculum classes. And I work with school and community leaders to find additional support for these girls and their families.

An important part of my role is to identify and refer additional safety concerns when they arise.

I support the families of the girls by encouraging them to persevere in overcoming obstacles, educating them about family planning, positive parenting, family and domestic violence, drugs and alcohol, job security, and safe migration. I also



provide counselling to them in which they can discuss any issues or problems, and I help them access any available services and support.”

Chanda is now studying a master’s degree in business administration. “I have learned about finance, organisational management, and developed my leadership skills. I now have more effective communication skills and am better at critical thinking. I am better at solving problems and resolving conflicts. I apply my new knowledge and skills with my team, the girls, and families I work with, and the community leaders too. It has strengthened our communication and relationship.”

Here is an example of the work Chanda does with girls and their families:

Sophai* studies in Grade 11. She was going to school as usual when the school reopened after the first

Covid closure. A few months later, a second Covid outbreak hit, and all schools closed again. By this time Sophai’s parents wanted her to quit school. They told Chanda they didn’t have the money for her to stay in school.

Chanda talked at length with Sophai, and then to Sophai’s parents to discuss a better solution. Sophai’s parents insisted that if Sophai did not want to stop school, then her younger brother would have to stop. Chanda insisted they work together to find a solution.

Sophai tried talking to her parents to explain the future that she wanted. She called Chanda to discuss her difficulties and seek support and guidance that would enable both her and her brother to keep studying. Now, Sophai and her brother, with support from Chanda, have convinced their parents to permit them to continue in school.

MEET RADICH

Radich has worked with Free To Shine as an Education Officer for nearly four years.

She says, “I am dedicated to working with people. My skills related to this job are listening, empathy, communication, patience, problem solving, case management, facilitating community training, and leadership skills. I love this job because I want to see Cambodian girls in rural areas access higher education, succeed in their dreams, and have better jobs in their future, not just doing housework and being a housewife.

I encourage girls to read books and motivate them to stay in school. I educate girls about menstruation. I support families by providing information about vocational training opportunities and scholarships available from other organisations.

I support families to get important documents such as birth certificates, ID cards and concession cards. I teach about child protection, child development and the effects of drugs and alcohol.”

Radich supports Kimnan* who studies in Grade 8. Kimnan struggled with online learning during the Covid school closures. She told Radich that she didn't understand her classes well when they were taught online. And when her school announced it would reopen Kimnan felt stressed. Kimnan was about to progress into Grade 8. Radich talked with her about Covid and its effects, and encouraged Kimnan to continue studying.

Radich is also studying a master's degree in business administration.



“

I love this job because I want to see Cambodian girls in rural areas access higher education, succeed in their dreams, and have better jobs in their future.

Radich, Education Officer

”



OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS



SAFE COMMUNITIES FOR CHILDREN

SOCIAL WORK INTERVENTIONS

At Free To Shine we follow the family-based model of care, which recognises that children are most likely to succeed within a supportive family environment.

Since there will always be circumstances when a child is unable to live with their parents we focus on building strong support systems within the extended family and community. In this way when the girls on our program are faced with these challenging circumstances, they are able to stay safe in their communities.

Our Social Workers work closely with our Education Officers. Our Education Officers are trained to monitor their cases for “red flags” that potentially place children at risk. This might include, but is not limited to: safety issues, risk of early marriage, prolonged absence from school, substance misuse, family violence, death or illness of a family member and lack of nutrition.

When any of these concerns are identified, the case is referred to the Social Work team for more intensive support and case management. Our Social Workers develop a tailored intervention plan to address the concerns with the overarching goal of first prioritising safety within the home, and then

supporting the continued education for the young person.

Prior to COVID we had twelve Education Officers (EOs) who worked closely with our three social workers. As a result of the economic impacts of COVID-19, we had to halve our team of Education Officers to just six, and one of our Social Workers took on more responsibility as the organisation’s lead Social Worker and designated Child Protection Officer (CPO). This change enhanced our program focus on child protection due to increased internal training and professional development by the lead social worker for all team members, which created a more streamlined process for reporting child protection concerns. Having a designated, highly trained CPO has also strengthened our relationship with other organisations and peak bodies requiring designated CPO roles.

During this reporting period, Free To Shine’s Social Work program has worked with 93 girls and their families. The average number of cases at any given time is 70.

In the past 12 months, there have been 24 girls exited from the Social Work program to positions of safety. Apart from year 12 graduates who usually exit directly from the Education program, all beneficiaries exit Free To Shine via the Social Work program. This ensures that case management

principles are adhered to and that every girl who finishes her involvement with Free To Shine is safe, and risk factors for trafficking and exploitation are minimal.

The pandemic has greatly impacted our program. Free To Shine's work is outreach based, so short-notice lockdowns, school closures and other restrictions imposed have added further challenges. When we have not been permitted to visit villages we have kept in contact with beneficiaries and families via telephone calls and social media. Conducting Social Work interventions by phone is challenging. A related challenge has been when a family's phone number has been changed or disconnected, which is a very regular occurrence in Cambodia.

Both of these challenges have meant that Social Workers have spent a lot of time liaising with the local Commune Councils for Women and Children (CCWC) and village leaders, requesting they check on girls and families. This has in fact strengthened our working relationships with many local authorities.

The pandemic has led to a myriad of other problems. One has been the number of families that have been impacted by the loss of jobs and the economic downturn, with the almost

complete abolition of tourism in Siem Reap. This has resulted in families moving to other provinces in search of work, and children stopping school to try to gain employment.

Another challenge is supporting many people through family and domestic violence when we're not able to visit in person. As usual, we have called on local authorities and the police to intervene, but due to COVID restrictions, we have not always been able to visit, and at these times could only offer emotional support and advice over the telephone.

The challenge that is of greatest concern is that we have seen the incidence of early marriage rise. Our social workers continue to educate girls and their families about the risks of early marriage and early pregnancy, and continue to discuss the topics of free and full consent, healthy relationships, family planning and birth control.

CASE STUDY: SOPHARN* (17 YEARS OLD)

Sopharn was recently orphaned when she joined our program. Her family home was no longer in a livable condition and she and her sister were split up and shuttled between the homes of their aunts and uncles while their elder brother worked part of the week in another city. Despite this, Sopharn's strength of spirit was tremendous.

To ensure her safety, first, we spoke with Sopharn's older brother about becoming a long-term guardian for his younger sisters, and gave him counselling on caregiving, time management, and financial planning. Next, we started the process of getting a new house built for Sopharn, her sister, and her brother to live in together. Soon after, Sopharn's sister was re-enrolled in school and Sopharn was accepted into our Emerging Leaders program. Sopharn continues to shine!

OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS



SOCIAL WORK FEATURE

EARLY MARRIAGE

In Cambodian law the minimum age for marriage is 18, though individuals 16 and 17 can get married with parental consent. Despite the laws in place to prevent child marriage, 19% of girls are married by 18, and 2% by aged 15.¹

Ultimately, child marriage is fuelled by gender inequality, financial insecurity, and traditional customs. For families living in extreme poverty and struggling to access basic human needs the marriage of a daughter can bring income via a dowry, and can be a way of securing additional financial security for the family through the husband's income. Child marriage is now increasing due to the economic crisis caused by the response to the pandemic. The stigma attached to sex before marriage is also a factor, particularly within rural communities. Young couples who may only be perceived to have entered into a sexual relationship are frequently pressured to marry quickly. Marriage is viewed as elevating their social status and, even in cases of rape, marriage can be a way of removing stigma.

CASE STUDY: SOMNANG* (16 YEARS OLD)

Somnang lives in poverty in a small rural village within the Siem Reap province. We have been supporting her and her extended family for 9 years. Somnang lives with her aunt as her parents are migrant workers.

Somnang would often visit the local Pagoda and met monk Piseth* there. The monk fell in love with Somnang and decided to leave his monkship. He approached her aunt and asked permission to marry Somnang.

Free To Shine became aware of the marriage proposal on one of our regular visits to see Somnang. She was upset as she didn't want to marry and wanted to continue her education.

We approached her family to discuss the levels of maturity a 16 year old girl has and were able to raise the family's awareness of the long term impacts an early marriage would have on Somnang.

They made the decision to refuse the offer of marriage and for Somnang to continue her education and to achieve her full potential. Somnang continues to grow into a young independent young woman who is continuing her education and can aspire to be the person she wants to be.

*Names of girls have been changed to protect their privacy.

SOME FACTS

- Globally, child marriage is defined as a formal or informal union, where one or both individuals are under the age of 18.²
- In Cambodian law, the legal age for marriage with parental consent is 16 for all genders.³
- Forced marriage is defined as a marriage at any age that occurs without the free and full consent of both individuals.⁴
- Child marriage is a violation of human rights,⁵ as children under 18 years old are considered not mature enough to make an informed decision about a life partner and therefore not able to give free and full consent.⁶
- Child marriage occurs while girls' bodies are still developing and when they lack knowledge about their rights or their sexual health and reproductive health.
- Early pregnancy is the leading cause of death among 15 to 19 year-old girls in the developing world.⁷
- Early childbearing can increase risks for newborns as well as young mothers. Babies born to mothers under 20 years of age face higher risks of low birth weight, preterm delivery, and severe neonatal conditions.⁸
- Children born of child brides face greater health risks and even death compared to those born to older mothers. They are also more likely to have low birth weight and poor nutritional status throughout their childhood.⁹

COMMUNITY TRAININGS

Community Trainings are open to the entire community and cover topics such as child development, child protection, safe migration, sex trafficking, and drugs and alcohol.

This year, many Community Trainings had to be cancelled due to Covid-19. We managed to facilitate 21 sessions across 9 villages, with 540 adult participants.

A Village Leader this year said “These workshops help us in the village to understand more about these issues and how we can protect and prevent our children and family from getting involved with illegal acts. While it is difficult to get the men to attend, the women who come use the knowledge they gained to apply in their families. Every time we have more participants than we expected, sometimes even double. We like to work with Free To Shine because they always collaborate with us in helping children in our community.”



“

I am interested mostly in the child development topic because I have a 2 and a half year old baby, so I can take the recommendations and information about how to raise children in positive ways to practice with my child. The positive impacts from these trainings to me are that I now know how to protect children, how a child develops and what a child needs. Moreover, it makes my family happier.

A Community Training Participant

”



OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS



PROGRAM STRATEGY GOAL 2

EDUCATED GIRLS



Provide essential **educational support and materials** necessary for each girl to access school including uniforms, books, pens, a backpack, and a bike.

Provide financial support for **additional curriculum classes** to support girls to progress to the next grade.

Improve **access to basic rights** such as safe drinking water, enough food, and adequate shelter so girls are able to stay safe and in school.

ADDITIONAL CURRICULUM CLASSES

Classes in Cambodia are free, for half the day. We provide financial support for students to attend the additional curriculum classes they require to pass the end of year exam so they can move to the next grade.

Schools were closed for much of this year. When they reopened many students went to school for half a week in order to keep the class sizes small enough to provide some social distancing. During the closures, students were given work to complete at home every week. Teachers would sometimes go to the community where students live to offer small classes and help with the lessons. Secondary and high school students had to study online and communicate with their teachers virtually.

When schools were open and students were attending their usual additional curriculum



OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS

classes, we provided funds to them. When the schools were closed, and they switched to online learning, we provided phone credit so they could access the internet to participate in their online classes.

ACCESS TO BASIC RIGHTS

THE RIGHT TO ENOUGH FOOD

Ordinarily we're not advocates of providing rice and food to families as it's not sustainable, it's expensive, and it's not high in nutrition. However, with the loss of jobs that came with this pandemic, and the absence of government support, we provided emergency food to families in crisis.

We provided emergency food to 378 adults and 498 children. This included 6,320 kilos of rice. Each family remains monitored.

We also helped some families create larger veggie gardens, and provided chickens and chicken coops to some families.

DOURN* (16 YEARS OLD)

Dourn is the youngest of 13 children. 6 children died before the age of 10. By the time Dourn was born, her parents were older and unable to work. Dourn was referred to Free To Shine when she was 10 years old. Dourn is now studying in Grade 9. The family grow vegetables and try to help themselves as much as possible. Dourn's older sister who lives with them, has been the main income earner in the family, but she lost her job due to COVID. Dourn's family was supported with emergency

“

I am not feeling sad and worried about food as before. The support of food from Free To Shine has helped my family to deal with the difficulty we are facing.

Duorn, a student

”



food. Dourn said, “I am not feeling sad and worried about food as before. The support of food from Free To Shine has helped my family to deal with the difficulty we are facing.”

LINA*

Lina lives with her parents and her younger brother. Her parents are hard working and do everything to look after their family, but they are getting older and Lina’s mother stays home now because her body cannot do the construction work anymore. Lina’s father is a delivery man for a small grocery shop. Due to the pandemic, the shop does not make as much profit as it did before and therefore the owner of the shop decreased Lina’s father’s salary.

Lina’s parents value their children’s education seeing it will help them out of poverty. Recognising their strength and commitment, Free To Shine provided them with six chickens (one male and 5 female) and some necessary materials for making a chicken coop.

“All the chickens are alive and healthy,” said Lina’s mother. “Some have already offered eggs and babies. I have sold my chickens a few times already. This chicken farm helps my family to increase income, and especially helps us during this hard time.”



THE RIGHT TO ADEQUATE SHELTER

KUNTHEA* (15 YEARS OLD)

Kunthea joined Free To Shine’s program 3 years ago. She lives with her parents and four younger sisters. Her father is currently unemployed and due to COVID there are no jobs for him, so he just works in the fields during rice harvest time. Kunthea’s mother makes cakes to sell. The family has many struggles, but they are very close and happy, and always care for each other.

The family own their land and their house, which they built in 2013. However, the house foundations were made from cheap wood, the roof was made from tin and the walls were made from palm leaves and coconut palms. A couple of years ago, in extreme weather conditions, the whole house got moved by strong winds, and nearly fell down. Since then, all the walls had holes and gaps, there was no door at all, and nothing was secure or protected from the weather.

When Free To Shine spoke with the family about repairing the house, the whole village came to help. They pulled down the old walls and quickly got to work, helping the family to build a small, but strong and secure house with a lockable door. This family had already saved \$100 USD to put towards the repairs, and Free To Shine contributed \$385 USD. With the support of relatives and neighbours, the family now have a house that is safe and secure for their five young girls.

BUILDING TWO TOILETS

One of Free To Shine's beneficiaries has a sister, aged in her early twenties, who has a disability. When her stomach began to grow her family came to realise that she was pregnant. The young woman managed to disclose that she had been raped when she had been going to the toilet in the field. The police and local authorities were informed, but due to her disability, she was unable to provide details of the event or a comprehensive understanding of what had occurred. And there are no available support services in the region to refer this young woman to.

The family had never had a toilet, so using the field was their usual practice. While building toilets is not within our usual practice, creating safe families and preventing exploitation and violence against women is our primary goal, so we helped this family build a toilet to keep the young woman, her mother and her younger siblings safe by not having to go out to the field.

We provided a toilet for a second family too, also to offer increased safety and protection.





PROGRAM STRATEGY GOAL 3

WOMEN IN LEADERSHIP



Teach and model **gender equity**.

Conduct **leadership training**, providing mentorship and project management skills development to emerging leaders.

Invest in university education to develop the next generation of Cambodian women leaders.

MODELLING GENDER EQUITY

Our team challenge norms and model gender equity.

“I rode a motorbike with a male passenger from the community, which is one hour to our office. It looked and felt strange for other people to see a female riding on a motorbike with a male passenger like this, but it feels normal to us.” – Chanda, our Education Officer.

This year, we have supported two more female Education Officers, Chanda and Radich, to study master degrees, “Now we study master degrees at university which is a good role model to show to girls and communities that women can get higher education just like men. When we follow the old traditional norms, women cannot get higher education. It makes women lack knowledge and it is easy to get cheated. But if girls and women have access to education, they can have good jobs and bright futures.” – Radich, our Education Officer.

”

... if girls and women have access to education, they can have good jobs and bright futures

Radich, Education Officer

EMERGING LEADERS

Due to discriminatory social norms and limited access to resources girls are prevented from becoming leaders. Despite making up 51% of the Cambodian population, women remain under-represented in leadership positions. Only 7% of the village leaders and 5% of school directors that Free To Shine work with are women. Children don't often see female leadership in their daily lives. Increasing the number of women in leadership positions is one of our three core organisational objectives.

Through our Emerging Leaders program young leaders practise and develop their leadership skills, showing increased confidence and self-assuredness particularly in the areas of management of their projects; public-speaking, and fielding questions during their presentations; and defining their goals.

All participants who completed the 2 year program strongly voiced that they would like to continue with leadership training, so a Level 2 has been developed for this group of emerging leaders to further develop the skills they have acquired.



OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS

CASE STUDY: THEAVY* PROJECT: LIBRARY

"I have learned a lot from the Emerging Leaders program such as goal setting, how to run a project, leadership, positive thinking and self-motivation. It especially made me want to be a leader. Before joining the program, I was not brave enough to have big dreams. Now I have more ideas in developing projects from small to big. I am more enthusiastic, more hard-working, and I can think about and identify the positivity and negativity. My goal in the future, before joining the Emerging Leaders program, I wanted to be a teacher. Now I want to be an author."

CASE STUDY: DINA* PROJECT: ENVIRONMENT

"The knowledge I got from the Emerging Leaders program is how to make good schedules, knowing more about my strengths, and how to change my mindset to develop myself. I also learned about group discussions and future planning. I am also braver to express my opinions with people that I do not know. Now I also know how to make good relationships with friends and teachers. This program helped me to find better solutions to deal with problems and it helped me to achieve my goals."

INVESTING IN UNIVERSITY EDUCATION

This year, we have supported 12 university students; three studying law and nine studying business management.

THIDA*

"I'm studying for a bachelor's degree in law, and I am now in my second year. I have learnt about criminal law and convicting those who commit crimes. Criminal law functions to secure the rights, dignity and legal benefits for its people, to maintain justice in society, to prevent crimes, and rehabilitation of offenders to make those prisoners better people.

Studying in university helps me to get a job, be financially independent, and get new experience and knowledge from professors and my classmates. I dream to continue my master degree of law after I complete my bachelor degree, and to become a lawyer and a clerk."

WAYS TO SUPPORT FREE TO SHINE

DONATE

freetoshine.org/donate

FUNDRAISE

freetoshine.org/fundraise

SPONSOR

freetoshine.org/sponsor

JOIN BUSINESS MATTERS

freetoshine.org/business

WORKPLACE GIVING

freetoshine.org/workplace-giving

AMISS WORKSHOPS

freetoshine.org/amiss

HOW TO SUPPORT US AS AN INDIVIDUAL DONATE

MAKE A REAL IMPACT

www.freetoshine.org/donate

Help create a safe community for a child

Join us in working towards a Cambodia where educated girls, free from sex trafficking, are shaping and leading their communities and country. For just \$15 a week, you can provide ongoing safety visits to address complex factors such as poverty, hunger, illness, migration, addiction, violence and more.

Visit our donate page and find out more about how you can contribute to one of these 3 goals: safe communities for children, educated girls, or women in leadership.



HOW TO SUPPORT US AS A BUSINESS

BUSINESS MATTERS

OVERVIEW

IMPACT

GET INVOLVED

FINANCIALS

DO WHAT MATTERS IN YOUR BUSINESS

How you lead your business matters. It matters to your team, your results, and your impact on the world.

When you become a Business Matters member you'll also be helping to secure the safety and education of girls who are at-risk of being trafficked into the commercial sex industry in Cambodia. No matter which membership level you choose you'll receive a quality training video and accompanying poster every quarter – which will help you become a better leader, get better results and make a bigger impact!

THE BENEFITS

- ✓ You will align your business with the United Nations' Sustainable Development Goals
- ✓ You will gain a competitive advantage because doing good is good for business
- ✓ You will attract more clients
- ✓ You will drive higher profits
- ✓ You will motivate and engage your team
- ✓ You will become a better leader
- ✓ And you will help solve world problems!

Business can and should be used as a force for good.

Sign up or attend our webinar by registering at freetoshine.org/business or email us at businessmatters@freetoshine.org for more information.

www.freetoshine.org/business



VISIONARY
\$350 AUD PER WEEK

This membership provides bikes, leadership training to emerging leaders, Community Training on preventing exploitation and abuse, and intensive social work interventions to those in crisis.



CORNERSTONE
\$75 AUD PER WEEK

This membership provides safety visits to the girl's home and school, access to safe drinking water, a vegetable garden, and additional curriculum classes.



LEVEL UP
\$20 AUD PER WEEK

This membership provides school uniforms, backpacks, exercise books, pencil cases filled with pens, pencils, rulers etc, and library books.

HOW TO SUPPORT US **AS A COMPANY**

A MILE IN SEREY'S SHOES

MAKE AN IMPACT WITH YOUR TEAM

www.freetoshine.org/amiss

A Mile In Serey's Shoes (AMISS) is an informative and inspiring experience that will have your team thinking outside the box and uncovering insights and learnings they can apply in the workplace.

Run as a 'Choose Your Own Adventure' style interactive workshop in which your employees will be dropped into the shoes of a character they can relate to, but who is somewhat outside of their current knowledge and experience. They will be presented with just enough information as the challenges come in thick and fast. The stakes are high, so the pressure is on. We'll discover how they assess, discuss, interact, influence, analyse and decide.

Email amiss@freetoshine.org for more information.



TICK THE BOXES THAT APPLY TO YOU:

- ☐ Our employees sometimes lack drive and motivation
- ☐ We'd benefit from team members being confident and skilled in making better decisions under pressure
- ☐ Our employees aren't as engaged as they could be
- ☐ We'd benefit from better collaboration amongst some of our team members
- ☐ Some of our employees are not aware of how their decisions influence those around them

If you answered YES to one or more of the above questions, then your team would benefit from participating in AMISS.

STRONG COMPANIES NEED STRONG TEAMS.

Improve your team's ability to think, assess and decide; fast and effectively

Drive engagement

Build resilience, perspective and strength

FINANCIALS

ACCOUNTABILITY AND TRANSPARENCY

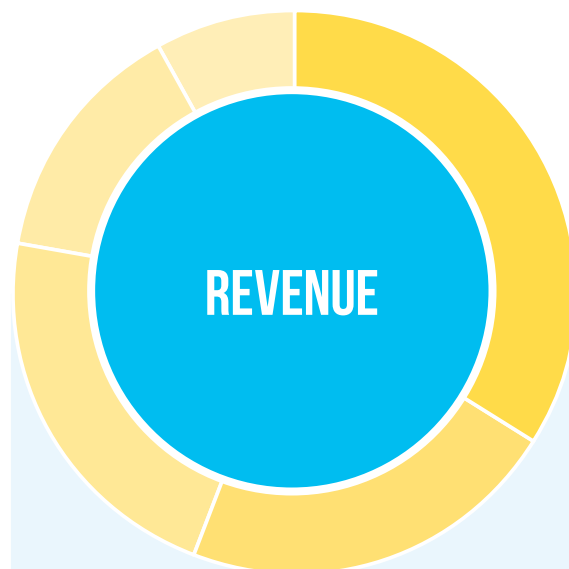
We deeply value the trust you place in Free To Shine when you invest in our programs. We are a registered Australian charity, endorsed by the Australian Tax Office, ACN 143 986 074. We are formally registered in both Australia and Cambodia and have a MoU with the Cambodian Ministry of Foreign Affairs and International Cooperation. We are governed by a Board of Directors, and all of our financials are independently audited by a registered company auditor. When you invest in Free To Shine you can be sure your gift goes to those who need it most.

OVERVIEW

IMPACT

GET INVOLVED

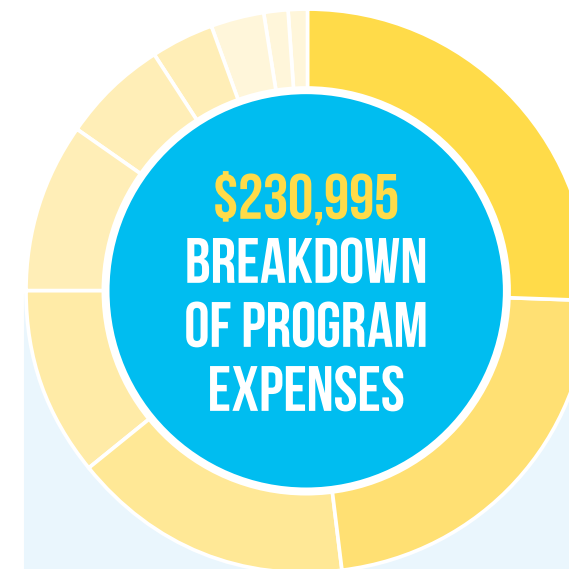
FINANCIALS



34%	BUSINESSES
22%	INDIVIDUALS
22%	FOUNDATIONS
14%	FUNDRAISING EVENTS
8%	INTEREST & GOVERNMENT SUBSIDIES



48.5%	PROGRAM SERVICES
30.9%	DONOR ACQUISITION
11.2%	DONOR MANAGEMENT
9.4%	PROGRAM OPERATING COSTS



\$59,891	SAFETY VISITS
\$51,715	SOCIAL WORK INTERVENTIONS
\$37,345	PROGRAM OPERATING COSTS
\$25,138	EDUCATION MATERIALS
\$21,839	WATER, FOOD & HOUSES
\$14,355	COMMUNITY TRAINING
\$8,183	UNIVERSITY DEGREES
\$6,809	CURRICULUM CLASSES
\$3,661	EMERGING LEADERS
\$2,059	TEACHING & MODELLING GENDER EQUITY

STATEMENT OF ACTIVITIES

For the years ended 30 June 2021 and 2020



REVENUE

	2021 \$ AUD	2020 \$ AUD
Events & Donations	60,014	84,335
Sponsors	97,786	99,303
Grants	97,425	57,629
Interest Income	1,028	1,808
Government Subsidies - COVID-19	32,820	29,460
AMISS Income	0	2,534
Office Sublease	280	931
Businesses	151,551	151,455
Total revenue	440,903	427,456

EXPENSES

Safe Communities

Safety Visits	59,891	75,497
Social Work Interventions	51,715	65,318
Community Training	14,355	15,261
	125,961	156,077

Educated Girls

Education Materials	25,138	21,357
Curriculum Classes	6,809	27,840
Water, Food & Houses	21,839	7,719
	53,786	56,915

EXPENSES (continued)

	2021 \$ AUD	2020 \$ AUD
Women in Leadership		
Teaching & Modelling Gender Equity	2,059	2,537
Emerging Leaders	3,661	11,757
University Degrees	8,183	22,211
	13,903	36,505
Program Operating Costs		
Fiscal Responsibility	15,750	32,132
Rent, Utilities, Website Hosting etc	16,919	17,454
Motos, Fuel, Phones, Laptops, Furniture etc	4,676	8,794
	37,345	58,381
Fundraising		
Donor Management	44,877	61,592
Donor Acquisition	123,314	72,272
	168,191	133,864
Total Expenses	399,186	441,741
Revenue less expenses	41,717	(14,285)
Net Assets at End of the Year	253,032	211,315

THANK YOU

អរគុណច្រើន

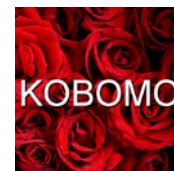
We would like to take this opportunity to thank all the wonderful people who have supported Free To Shine this year. Whether you contributed as a volunteer, donor, sponsor, or attended an event benefiting Free To Shine, we appreciate your support. With your help, we have kept over 750 girls safe and in school over the last eleven years!

Thank you to our volunteers, who have contributed over 1900 hours this fiscal year.

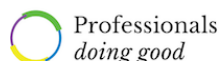
THANK YOU FOR YOUR INVALUABLE SUPPORT



COMMUNE
COMMITTEES
FOR WOMEN &
CHILDREN



MATT ROGERS



HELEN
SEMLER



1 Girls Not Brides. Global Partnership to End Child Marriage. About child marriage. Where it happens: Atlas. <https://atlas.girlsnotbrides.org/map/cambodia>. (accessed 27 October 2021)

2 Girls Not Brides. Global Partnership to End Child Marriage; International Research Centre for Women. Taking action to address child marriage: the role of different sectors. An overview. <https://www.girlsnotbrides.org/documents/426/1.-Overview-Addressing-child-marriage-role-of-diff-sectors.pdf> (accessed 27 October 2021)

3 The Cambodian Law and Policy Journal. D. Van Der Keur: Legal and Gender Issues of Marriage and Divorce in Cambodia. <http://cambodialpj.org/article/legal-and-gender-issues-of-marriage-and-divorce-in-cambodia/> (accessed 28 October 2021)

4 United Nations Human Rights. Office of the High Commissioner. What Are Human Rights. <https://www.ohchr.org/en/issues/women/wrgs/pages/childmarriage.aspx#main> (accessed 28 October 2021)

5 UNICEF. Towards Ending Child Marriage. © United Nations Children's Fund (UNICEF) <https://data.unicef.org/resources/towards-ending-child-marriage/p11> (accessed 28 October 2021)

6 UNICEF. UNICEF Data: Monitoring the situation of children and women. Child Marriage. October 2021 Child marriage is a violation of human rights, but is all too common. <https://data.unicef.org/topic/child-protection/child-marriage/> (accessed 27 October 2021)

7 World Health Organization. WHO Guidelines on Preventing Early Pregnancy and Poor Reproductive Outcomes Among Adolescents in Developing Countries. © World Health Organization 2011. https://www.who.int/publications/i/item/9789241502214_p1x (accessed 28 October 2021).

8 World Health Organization. WHO Fact sheets: Adolescent Pregnancy. January 2020. Reference: WHO. Global health estimates 2015: deaths by cause, age, sex, by country and by region, 2000–2015. Geneva: WHO; 2016. <https://www.who.int/news-room/fact-sheets/detail/adolescent-pregnancy> (accessed 28 October 2021)

9 Girls Not Brides. Global Partnership to End Child Marriage. CHILD MARRIAGE AND SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS: Thematic Brief: November 2019: https://www.girlsnotbrides.org/documents/1495/CM_and_SRHR_ENG_2020.pdf (accessed 28 October 2021)



Free To Shine Ltd
PO Box 496 | Tewantin QLD 4565
www.freetoshine.org