

FREEDOM *BUSINESS*

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MAGAZINE ISSUE N°2 | 2022—2023

THE LOYAL WORKSHOP
PG 28—31

NATION IN FOCUS: *INDONESIA*
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THREADS OF HOPE
PG 36—37



A life-giving job for every survivor of human trafficking & exploitation.

THE VISION OF
FREEDOM BUSINESS ALLIANCE

THE GLOBAL CRISIS:
40+ MILLION TRAPPED IN MODERN
SLAVERY (2018 GLOBAL SLAVERY INDEX)

80% RETRAFFICKED IF SAFE
EMPLOYMENT IS NOT AVAILABLE
AFTER RESCUE. (2016 THOMAS
REUTERS TRUST CONFERENCE)

BOTTOM LINE:
HUMAN TRAFFICKING PREVENTION,
RESTORATION AND REINTEGRATION
REQUIRE JOB CREATION TO
BE EFFECTIVE.

FREEDOM BUSINESS ALLIANCE IS
WORKING TO COLLECTIVELY CREATE
100,000 FREEDOM BUSINESS JOBS.

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THE LOYAL WORKSHOP: PG22

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WWW.VINEDESIGNTRUST.COM

FBA IS THE INDUSTRY FACILITATOR FOR FREEDOM BUSINESS

OUR MISSION: SCALE THE FREEDOM BUSINESS
MOVEMENT. AS AN INDUSTRY FACILITATOR FOR
100+ FREEDOM BUSINESSES AROUND THE WORLD,
FBA REMOVES THE MANY BARRIERS TO GROWTH
AND SCALE THAT NO SINGLE BUSINESS CAN
ADDRESS ON ITS OWN.

THIS IS A PUBLICATION OF FREEDOM BUSINESS
ALLIANCE, A REGISTERED 501(C)3 NONPROFIT
ORGANIZATION. LEARN MORE ABOUT FREEDOM
BUSINESS AND HOW YOU CAN JOIN IN THE
WORK BEING DONE AROUND THE WORLD:
FREEDOMBUSINESSALLIANCE.COM

FBA'S SIZE:
100+ MEMBERS
WORLDWIDE

FBA'S SCOPE:
28+
COUNTRIES

FBA'S IMPACT:
2000+ FREEDOM
BUSINESS JOBS



lives—transformed

ARUNA PROJECT
PG 16-17

LIVES TRANSFORMED

RACHEL ROSE NELSON
EXECUTIVE DIRECTOR, FBA



In the inaugural edition of Freedom Business Magazine, I asserted the global pandemic may be a defining event that can make our movement stronger. It was a bold statement to make mid-2020 as COVID-19 was still in full swing. But I could have never imagined we would still be grappling with its effects in 2022. Yet I have witnessed incredible resilience and inspiring perseverance on the part of our Member businesses all over the world. When other businesses in their regions of operation shuttered, Freedom Businesses rallied supporters to acts of compassion, providing much needed aid in communities ravaged by COVID.

Over the course of three years leading this organization, I have heard countless stories of lives transformed. In this edition we have gathered a selection of those stories together to give a glimpse into the mission driving the work on the frontlines of freedom around the world.

We also shine the spotlight on Indonesia, a country I called home for four years, and the 2022 host of the G20 Summit. There is a groundswell of activism in the region aimed at ending human trafficking, with a growing interest in the role of job creation in a comprehensive, sustainable solution. Freedom Business Alliance plans to engage on the ground over the course of four to five years, building relationships, awareness and strategy to multiply the number of life-giving jobs available to survivors of human trafficking and exploitation.

As you read the stories contained in this edition, if you feel inspired, I invite you to join us in our work around the world. There are many parts to play in this global movement, and much to do as we work together to end human trafficking for good.

Sincerely,

RACHEL

A STORY OF GRIT + COMPASSION

A STORY FROM *THAI VILLAGE*

*"IF I TOLD YOU MY WHOLE
STORY, IT WOULD TAKE MORE
THAN A DAY. I'VE FACED A LOT
OF TROUBLE IN MY LIFE."*

— SUAY



SUAY

Suay, Thai Village manager and seamstress, comes from Myanmar (formerly Burma), a country marred by ethnic cleansing and civil war for the past 60 years. Along with many others, she fled her homeland, seeking to escape forced labor and more.

While Suay is one of many in the Burmese migrant community who have relocated to the neighboring country of Thailand, she's one of few who have established a livelihood and a bright future.

It only takes a few hours with Suay to see she is an ambitious, self-starting community leader and organizer. Her determination and grit inspire all of us at Thai Village, a Freedom Business based in Chiang Mai, Thailand that trains and employs artisans from low-income communities to make a variety of home decor, jewelry and bags.

Ten years ago, Suay drove by the Thai Village workshop and saw a sign advertising sewing work. She soon started as a seamstress. Meticulous and attentive to detail, she quickly worked her way from part-time to full-time.

Today, Suay is a manager at Thai Village where she oversees a team of seamstresses and trains new sewing artisans. Her dream of buying her own land in her daughter's name was recently realized through her savings from years of hard and steady work, amplified through Thai Village's matched savings program.

When COVID-19 lockdowns struck and many in the migrant community were without work, Suay had a finger on the pulse of the neighborhood and knew instinctively how Thai Village could respond. Within days she mobilized a team to provide food and the income-generating project of sewing masks which continued for eight months.

Suay is motivated by deep compassion and understanding for her community, and is the first to say, *"what people need is a steady job."* She is proud to be able to advocate for other women who need safe and secure employment.

"It's the kind of work that's not just benefitting myself. We provide work for people and they are glad. We are glad, too, and that's the true profit we get from this work." — Suay

“
*What people need is
a steady job.*”

— SUAY

COUNTRIES OF OPERATION: 5
UNITED STATES, THAILAND

NUMBER OF BENEFICIARY EMPLOYEES:
14 FULL TIME, 60 PART TIME

EMPLOYEE SERVICES:
LIVING WAGES
INSURANCE
MATCHED SAVINGS PROGRAM
CONTINUED EDUCATION SCHOLARSHIPS
VOCATIONAL TRAINING
COMPREHENSIVE BENEFITS

WEBSITE:
WWW.THAIVILLAGE.ORG

“ *I found my freedom at* starfish project

— MAE LEE, PHOTOGRAPHER



COUNTRIES OF OPERATION:
EAST ASIA, INDIANA, U.S.

NUMBER OF BENEFICIARY
EMPLOYEES: 72

EMPLOYEE SERVICES:
LIVING WAGES

SAFE DIGNIFIED WORKING
ENVIRONMENT

SAFE HOME (SHELTER)

LITERACY, MATH,
COMPUTER TRAINING

LIFE SKILLS AND
VOCATIONAL TRAINING

TRAUMA SUPPORT
AND COUNSELING

INSURANCE REQUIRED BY
LOCAL LAW PLUS
AN ADDITIONAL
INSURANCE PACKAGE

RETIREMENT FUND

ANNUAL TAX
COMPLETION SUPPORT

EDUCATIONAL GRANTS
FOR CHILDREN

DAYCARE

PARTNERSHIP WITH
LOCAL PRESCHOOL FOR
DISCOUNT SCHOOLING

SCHOLARSHIPS FOR
ADDITIONAL CAREER
DEVELOPMENT OUTSIDE
OF STARFISH PROJECT

WEBSITE:
WWW.STARFISHPROJECT.COM

HOPE *RE- NEWED*

A STORY FROM *STARFISH PROJECT*

*EACH WEEK AT
STARFISH PROJECT
WE VISIT WOMEN
IN BROTHELS
AROUND OUR
CITIES. AS WE BUILD
RELATIONSHIPS, WE
PLANT SEEDS OF
VALUE AND HOPE.*

As we build relationships, we plant seeds of value and hope. With each visit we water these seeds, longing to see every woman experience freedom and bloom into the amazing woman within her. Yet the timing is far beyond our control.

Any good farmer knows some seeds take root in mere days while others take much longer. For many of the women we meet, the scars of trauma and pain must be uprooted to make room for even one small seed of hope. Practically speaking, that amounts to months and sometimes years of visits, text messages, and encouragement.

Recently, we received a call from a woman who said she knew someone in our office. She shared that her contact was an American with dark hair who had a small baby boy. It could only be our Outreach Director, Shelby, although her son was now 4 years old. She shared that she had recently returned to our city and was hoping that the offer of a safe job at Starfish Project was still available.

When she came into the office, Shelby almost melted into tears. She remembered Shan.* Shelby had met Shan over 3 years ago on her first outreach with Starfish Project. Shan was in a village in a dark brothel on the verge of being torn down when they met. Shan lit up on that first visit as Jenny and Shelby, baby carrier on her chest, greeted her. A mom herself, Shan doted on Shelby's son and his chubby little legs. After a few months of visits, Shan was simply gone. The Outreach Team thought they'd never see her again. Yet today, three and half years later, she is here!

Shan shared her story—from compounded childhood trauma, being sold into a marriage as a teenager, to being sent to work in brothels. She left our city years ago to escape an abusive relationship, yet today, TODAY, she is back and ready to begin again. The seeds of hope have taken root and she is ready to bloom.

At Starfish Project, survivors of human trafficking and exploitation experience freedom, establish independence, and develop careers by creating beautiful, high-quality jewelry.

With each and every purchase, you partner with us to help women escape brothels in Asia and begin new lives as jewelry-makers, accountants, photographers, and leaders. 100% of your purchase is reinvested into our social mission to restore hope to exploited women. Starfish Project has employed over 180 women and served thousands more through our Community Outreach Services.

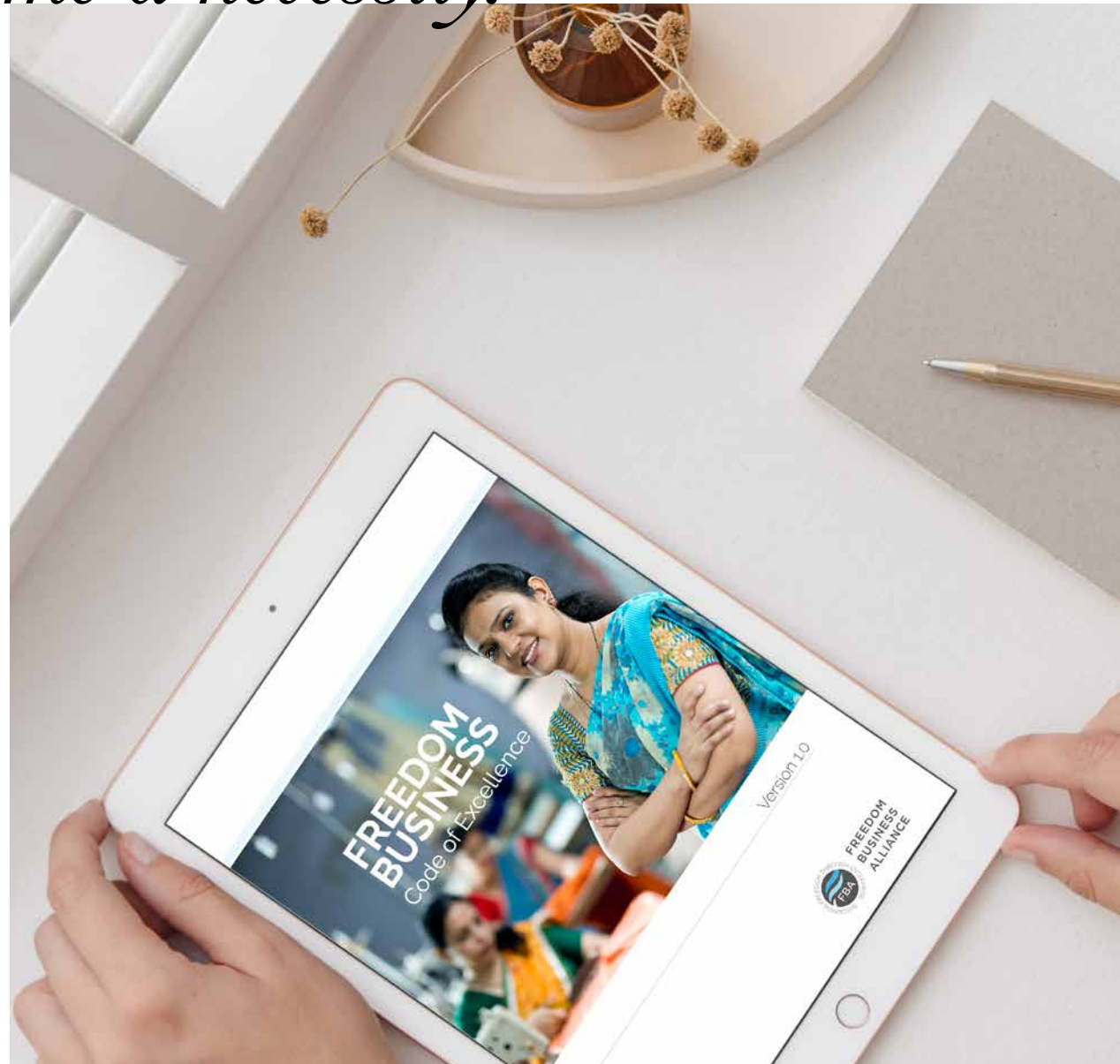
INSTAGRAM: **STARFISH_PROJECT**
FACEBOOK: **STARFISHPROJASIA**
WEBSITE: **STARFISHPROJECT.COM**

*NAME CHANGED

IN JANUARY 2022
FBA PUBLISHED A
WATERSHED DOCUMENT—

“...the need for common terms and shared standards became a necessity.

— FBA



THE FREEDOM BUSINESS CODE OF EXCELLENCE

STANDARDS THAT DEFINE
OUR INDUSTRY

FREEDOM
BUSINESS
ALLIANCE
.COM

The very first Freedom businesses began as an urgent response to the incredible need of survivors of human trafficking for safe employment. Industry pioneers had more critical tasks in this pursuit than to define what they were doing. Most were figuring it out as they went along. But as work began in measuring, coordinating and scaling collective impact, the need for common terms and shared standards became a necessity from both a practical and ethical standpoint.

In 2021, FBA set about the task of meeting this foundational industry need. First, we reviewed a number of existing standards, charters, best practices, and other similar documents on subject matter relevant to the work of Freedom Business. These include the documents of the Business as Mission movement, World Fair Trade Organization Fair Trade Standard and World Fair Trade Organization Code of Practice (ethical business and fair trade), World Economic Forum's Four Pillars and Consultation Draft on “*Toward Common Metrics and Consistent Reporting of Sustainable Value Creation*” (sustainable business), and Chab Dai Charter (anti-trafficking).

Next, invitations were extended to all Members of Freedom Business Alliance to participate in three online roundtable meetings to discuss which commitments Freedom Businesses should uphold in the conduct of their business and how they commit to care for their Personnel. The roundtable meetings were attended by leaders of Freedom Businesses of varying sizes that have operated over varying lengths of time in different industries and geographical regions.

The Stakeholders of Freedom Businesses were identified in the first roundtable meeting. These included Beneficiary Personnel, board members of Freedom Businesses, consumers, investors, and NGO partners. Stakeholders were engaged through various methods, including surveys, focus groups, and interviews.

Finally, the draft Code of Excellence was circulated to all Freedom Business Members of FBA, who were invited to provide input before a final draft was created, and finally published in January 2022. The Freedom Business Code of Excellence can be downloaded from our website.

THE 6 COMMITMENTS OF FREEDOM BUSINESS

Nº1 MISSION TO END HUMAN TRAFFICKING

Creating jobs for survivors of Human Trafficking and those At Risk is a central, stated aim of the organization. It has developed structures, processes, programs, and resources to accomplish plans of action to carry out this mission.

Nº2 GOVERNANCE TRANSPARENCY AND ACCOUNTABILITY

The organization has a governance structure that oversees its strategic direction toward achieving its mission, identification and management of risks and opportunities, and its financial and social performance. There is transparency in how it conducts trade, in its supply chain, and in management of the organization. The organization welcomes and seeks accountability from its Stakeholders. It fosters meaningful participation of Personnel to facilitate fulfillment of its mission. It commits to ongoing learning and development as an organization to raise the standard of practice in the Freedom Business Movement together with other Freedom Businesses.

Nº3 GOOD WORKING CONDITIONS

The organization commits to protecting the safety, human rights, health, as well as the mental, physical, social, and spiritual well-being of its Personnel. It conforms, at a minimum, with all relevant laws on health and safety, working hours, and working conditions for its Personnel.

Nº4 FAIR PAY

The organization commits to paying an equitable and fair wage to all its Personnel which meets the legal minimum wage and strives toward the Local Living Wage. It provides social security and benefits, not counting the provision of any extra programs and services toward minimum wage requirements.

Nº5 HEALING CENTERED WORKPLACE

The organization has a trauma-informed, healing-centered workplace demonstrated by fully integrating knowledge about trauma and recovery practices into its policies, procedures, and practices, seeking to actively reduce the possibility of re-traumatization of Beneficiary Personnel.

Nº6 CONCERN FOR EXTERNAL STAKEHOLDERS

The organization commits to business practices that evidence concern for external Stakeholders including suppliers, business partners, donors, investors, fellow Freedom Businesses, and the environment, always seeking to minimize negative impacts created by its operations and increase mutual benefit.

FOR MORE DETAILS ALONG WITH IMPLEMENTATION
GUIDELINES FOR EACH COMMITMENT, SEE THE FULL
FREEDOM BUSINESS CODE OF EXCELLENCE ONLINE:
FREEDOMBUSINESSALLIANCE.COM/CODE-OF-EXCELLENCE



THE 4 TYPES
OF FREEDOM
BUSINESS

THE FREEDOM BUSINESS CODE
OF EXCELLENCE OUTLINES 4
UNIQUE TYPES OF FREEDOM
BUSINESS, EACH PLAYING A
VITAL ROLE IN THE MOVEMENT.

IF YOU LEAD ONE OF THE FOUR
TYPES OF FREEDOM BUSINESS
DESCRIBED BELOW —

JOIN OUR ALLIANCE

[FREEDOMBUSINESSALLIANCE.COM/MEMBER-APPLICATION](https://freedombusinessalliance.com/member-application)

FREEDOM
BUSINESS
ALLIANCE
.COM

Nº1—
FREEDOM BUSINESS
ENTERPRISE



EXISTS TO EMPLOY
BENEFICIARY PERSONNEL

Nº2—
FREEDOM BUSINESS
CHAMPION



EXTENDS THE WORK OF
FB ENTERPRISES

Nº3—
FREEDOM BUSINESS
STARTUP



IN OPERATION LESS
THAN A YEAR

Nº4—
FREEDOM BUSINESS
INITIATIVE



UNDERTAKEN AS PART OF
CORPORATE SOCIAL
RESPONSIBILITY EFFORTS



NGUVU DAIRY
WWW.NGUVUDAIRY.COM



REDEMPTION MARKET
WWW.REDEMPTIONMARKET.COM



THE WELL CAFE
WWW.THEWELL.ID



SHE DREAMS

BY ANU, A TEAM LEADER
AT **SWAHLEE**

AT SWAHLEE, WE OFTEN SPEAK OF ENDURING IMPACT. WE WANT TO MAKE AN IMPACT THROUGH JOB CREATION THAT IS FELT NOT JUST BY ONE PERSON, BUT ALSO BY THAT PERSON'S FAMILY AND THEIR COMMUNITY FOR GENERATIONS TO COME.

Anu* has been working at Swahlee since it opened in 2018. She shares in her own words about her experience:

I have been working at Swahlee from the beginning, almost four years. In the beginning, I was a seamstress. Now I'm the team leader. I oversee production, check for quality, adjust and grade patterns. If needed, I also cut fabric, sew, and pack products. I enjoy learning new skills, sampling new pieces, and adjusting patterns.

At Swahlee I've learned lots of skills. At first, I learned how to be independent. Now, I can look after my siblings and even help other family members. I've been able to continue my education while working at Swahlee. I go to night classes after work.

When I was young, I lived and worked in people's houses. Now I live on my own and I don't need to work at other people's homes. I feel proud I'm working at Swahlee. Before I used to think, *"This is all my life will ever be: a child labor life,"* but now I have confidence that everyone can change. If they want, they can change their life, if they work hard and are patient.

In the future, I hope to open a training center so I can train girls from villages—so I can prevent them from leaving the village for jobs that may exploit them. Then they can stay home, but still earn and save money for their daily needs. In this way, they can be independent.

In my home village, many young girls have gone to work in Delhi and Mumbai. They had no opportunities to learn skills, and they have been trafficked to work in people's homes in the cities.

It is like farming. If we put seeds in good land, the plants will come up nicely. Those seeds are the children. If the education is better, children will be able to grow up and find good employment.

I don't know if I will be able to work in this area or not, but this is my dream.

*NAME CHANGED



COUNTRIES OF OPERATION:
INDIA

NUMBER OF BENEFICIARY
EMPLOYEES: **6**

EMPLOYEE SERVICES:
LIVING WAGES
HEALTH INSURANCE
PAID LEAVE
LIFE SKILLS CLASSES
COUNSELING
NIGHT SCHOOL

WEBSITE:
WWW.SWAHLEE.COM



SWAHLEE
.COM



“Now I have confidence
that *everyone can change.*”

— ANU



“...and *[I]* want to be a social worker for *[Aruna]* to help others the way *I* was helped.

FATIMA

FREED,
EMPOWERED
+ EMPLOYED

A STORY FROM ARUNA PROJECT

ARUNA EXISTS
BECAUSE HUMAN
TRAFFICKING EXISTS.

For millions, personal choice has been forcibly taken and life has become only about survival.

Being born into a brothel ensured that Fatima* had little choice concerning the direction of her life. Seeing her mother’s abuse was a look into her own future, a future that no matter how much she sought to avoid, would inevitably come to pass. That is the definition of despair.

“At my age, it was impossible for me to think about how to escape from there.”

The despair all but destroyed her, until opportunity finally came. Aruna brings and sustains freedom through employment marked by holistic care. Now safely employed, Fatima no longer lives in despair. She is freed, empowered, employed, and her life is marked by hope and a brighter future.

*NAME CHANGED



ARUNA
PROJECT
.COM



Fatima is excelling in her professional and personal development. She shared, “*[Aruna] gives an opportunity to those who are denied it and I love that. When I think about the future, I hope to graduate in Social Work and want to be a social worker for [Aruna] to help others the way I was helped.*”

She is not waiting on a degree to begin helping others. Using money saved through her employment, Fatima spent her Christmas vacation working hard to secure a small place to rent. She spent her time and money ensuring it was clean and purchasing simple items needed for living. Then, against all odds, she used her time and money to free her mother from the brothel that had held her captive for years.

Freedom emboldens survivors like Fatima to look beyond themselves and create positive change for others.

Aruna is thrilled to be a catalyst for Artisans to create change for themselves and others.

COUNTRIES OF OPERATION:
INDIA, UNITED STATES

NUMBER OF BENEFICIARY
EMPLOYEES: 55

EMPLOYEE SERVICES:
TRAUMA COUNSELING
SKILL & TRADE DEVELOPMENT
LIVING WAGES
RETIREMENT
HEALTH CARE
CONTINUED EDUCATION

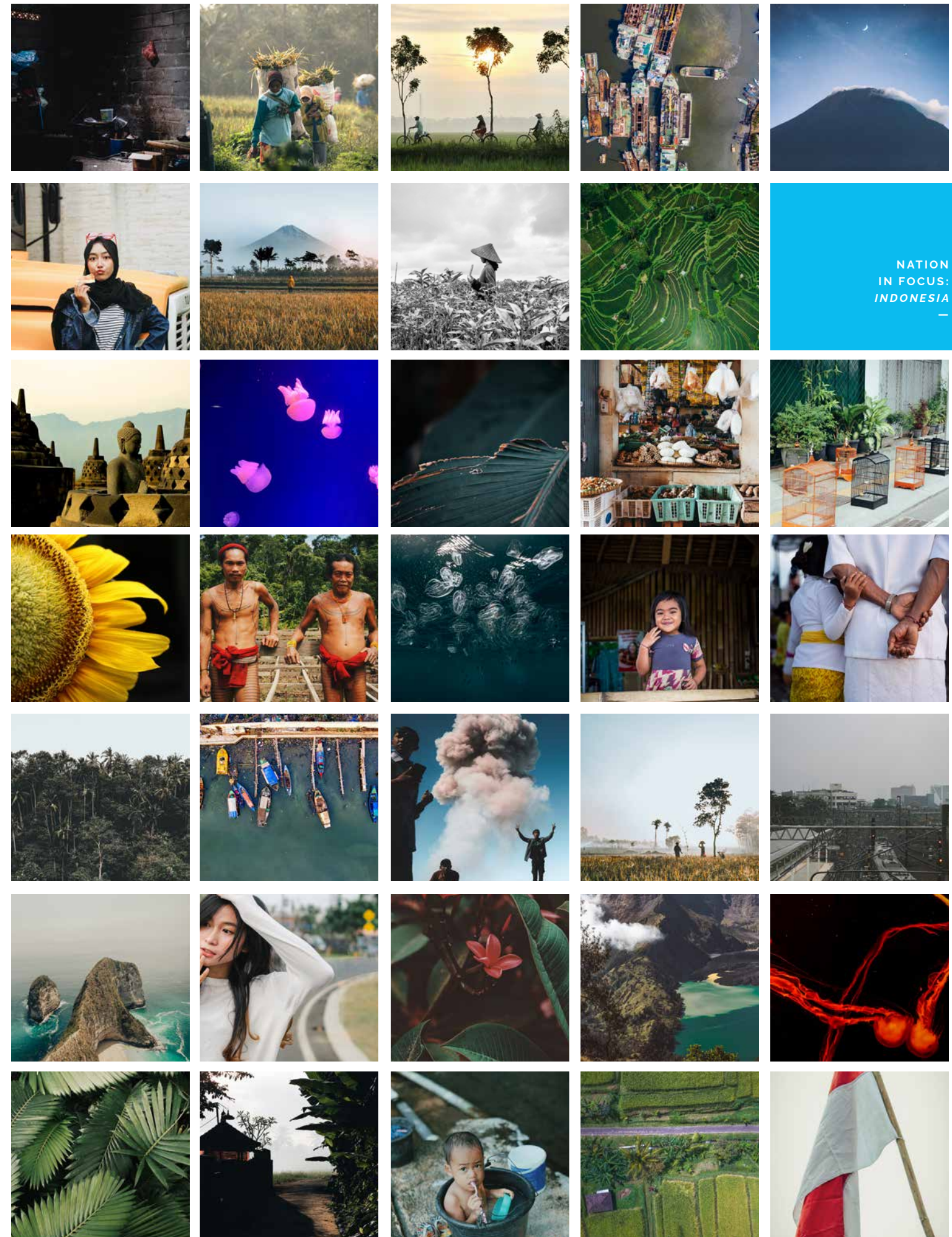
WEBSITE:
WWW.ARUNAPROJECT.COM

INDONESIA

LOCATED IN SOUTHEAST ASIA,
INDONESIA IS AN ARCHIPELAGO
NATION BETWEEN THE INDIAN
OCEAN AND THE PACIFIC OCEAN
MADE UP OF MORE THAN
13,000 ISLANDS.

WITH MORE THAN 277 MILLION, IT IS THE FOURTH MOST POPULATED NATION IN THE WORLD. THE ISLAND OF JAVA HAS A POPULATION OF 147.7 MILLION AND RANKS AS THE WORLD'S MOST POPULATED ISLAND.

THE OFFICIAL LANGUAGE
IS BAHASA INDONESIA, BUT
MORE THAN 700 LANGUAGES
ARE ACTIVELY USED
THROUGH THE NATION.





“Indonesia is a global trafficking hotspot.”

— FBA

Indonesia is a global trafficking hotspot and a focal point of four to five years of planned strategic engagement on the part of Freedom Business Alliance, as we endeavor to help multiply the number of life-giving jobs for survivors of trafficking and exploitation. We have a number of existing Member businesses operating in the country, and growing interest among a variety of stakeholders, from prospective entrepreneurs and NGOs working in Anti-Human Trafficking, to leaders of mainstream businesses hoping to see an end to trafficking in their country.

Our engagement kicked off in 2022 at the Dark Bali Anti-Human Trafficking Event in July. This was followed by visits to current Member businesses and a 2-day gathering organized by local leaders focused on building relationships and engagement. A second trip is planned for the Fall, just ahead of the G20 Summit hosted in the country.



UNDERSTANDING TRAFFICKING IN INDONESIA:

Indonesia is both a source and destination country as traffickers “*exploit domestic and foreign victims in Indonesia and exploit victims from Indonesia abroad.*”⁽¹⁾ No province in Indonesia is immune to the ravages of both labour and sex trafficking.

According to the latest US State Department’s Trafficking in Persons Report (2022), Indonesia has been demoted from a Tier 2 rating to a Tier 2 Watchlist Rating. The report states that, “*The Government of Indonesia does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so.*”⁽²⁾ This demotion was due to a decrease in trafficking investigations and convictions over the last 5 years. In addition, “*Official complicity in trafficking crimes remained a concern*”⁽³⁾

CITATION: 1-3
 * WWW.STATE.GOV
 * HTTPS://WWW.STATE.GOV/WP-CONTENT/UPLOADS/2022/08/22-00757-TIP-REPORT_072822-INACCESSIBLE.PDF

TO PARTICIPATE IN OUR MULTI-YEAR REGIONAL DEVELOPMENT ACTIVITIES IN INDONESIA, PLEASE CONTACT INFO@FREEDOMBUSINESSALLIANCE.COM



TYPES OF TRAFFICKING IN INDONESIA INCLUDE:

- SEX TRAFFICKING
- CHILD SEX TRAFFICKING
- FORCED CHILD MARRIAGE
- CYBER SEX TRAFFICKING
- LABOUR TRAFFICKING - DOMESTIC, FACTORIES, FISHERIES, FORESTRY, CONSTRUCTION, PALM OIL, MANUFACTURING, MINING (2)

HOW FREEDOM BUSINESS ALLIANCE IS ENGAGING:

1. WWW.CIA.GOV/THE-WORLD-FACTBOOK/COUNTRIES/INDONESIA
2. WWW.STATE.GOV/REPORTS/2020-TRAFFICKING-IN-PERSONS-REPORT/INDONESIA

MORE INFORMATION: WWW.AIC.GOV.AU/PUBLICATIONS/TANDI/TANDI450

FBA MEMBERS IN INDONESIA:

- HOUSE OF DIAMONDS
- KITA DESIGNS
- THE WELL CAFÉ

FBA CHAMPIONS CARRYING PRODUCTS MADE IN INDONESIA:

- BERBEDA
- LIBERTY & OAK

IT TAKES A NETWORK

BY DALAINA MAY, FOUNDER &
DIRECTOR OF **DARK BALI ANTI-HUMAN
TRAFFICKING COALITION**

Seven years ago, Dark Bali piloted its first project—a trauma-informed caregiving training for Indonesian NGOs. We told the few organizations in our geographic area to pass along the invitation to colleagues, but had no idea how many might show up. In the end, over 70 people from all over the country attended, but virtually no one previously knew more than one or two other organizations doing anti-trafficking work. It was clear that collaboration was a strategic next step if we were going to be able to do anything truly meaningful in the fight against human trafficking in Indonesia.

According to the Global Slavery Index, there are 1,220,000 victims of human trafficking in Indonesia. Trafficking is both domestic from island to island, as well as international. Victims are exploited for labor, particularly in the fishing and agriculture sectors, and as domestic workers abroad. Several Indonesian islands are known as hubs for child sex trafficking, and the Women’s Institute of Java reports that 43% of the estimated 225,000 Indonesian sex trafficking victims are minors. Poverty, the need for migration for work, and child marriage are the main drivers of human trafficking in Indonesia.



Trafficking carries a criminal sentence of 3 to 15 years, but it is a charge rarely used for prosecution. Complicity by officials in trafficking crimes continues to challenge intervention efforts.

Put more simply, there is no single human trafficking narrative in Indonesia, nor is there a quick or easy solution. Trafficking victims are moving in and out and across the country to be exploited in many different ways, and the vulnerabilities that drive trafficking are not easily solved. There is a desperate need for coordination between the Indonesian government, social services, international Corporate Social Responsibility, social enterprises, and the local grassroots community if we are to disrupt trafficking in Indonesia.

Much like Freedom Business Alliance, Dark Bali’s work is to pull together a community of different organizations with their own specialties to learn together, to share resources, better and stronger practices, particularly in the Indonesian cultural context. It takes a network to traffic a human being. It takes a network to prevent trafficking and restore its survivors.

**AUTHOR: DALAINA MAY, FOUNDER &
EXECUTIVE DIRECTOR, DARK BALI**

Dalaina grew up overseas and has lived in 5 countries on 3 continents. When she moved to Indonesia, she finally found her home. She holds a B.A. in Intercultural Studies from Biola University and an M.A. in Global Leadership with an emphasis in Children at Risk from Fuller Seminary. After supporting the local staff of a safehouse for trafficked teen girls in Bali, she realized that there was a need for an organization providing similar support for the entire Indonesian anti-trafficking community, and Dark Bali was born.

NATION
IN FOCUS:
INDONESIA



VISION:
TO SEE SLAVERY ABOLISHED
AND THE LIVES OF SURVIVORS
RESTORED THROUGH CREATING
AWARENESS, EMPOWERING ADVOCACY,
AND BUILDING PARTNERSHIPS
FOR THE PREVENTION, RESCUE,
AND RESTORATION OF TRAFFICKED
PEOPLE IN BALI AND THROUGH-
OUT INDONESIA.

MISSION:
STRENGTHENING AND EQUIPPING
THOSE ON THE FRONTLINES OF ANTI-
HUMAN TRAFFICKING

CONTACT:
INFO@DARKBALI.ORG
WWW.DARKBALI.ORG

BREAKING THE *CYCLE OF EXPLOITATION* FOR GOOD

BY LILA, COFOUNDER OF *HOUSE OF DIAMONDS*

In the community where I was born, the majority of families struggle to meet their daily needs of food, education, and medical care. Our family was no different. So, my mother, a talented seamstress, took a job in the Middle East that promised her good pay. Once there, her treatment and pay were far from what she was promised. Her identity papers were taken by her employer. She was abused, exploited, and eventually thrown in jail.

My mother was trafficked.

My sister and I grew up without our mother—sometimes staying with our dad, sometimes with family or friends while our dad looked for work in other places. We experienced many hardships. I've heard people say that children are resilient. Maybe that's true, but I also think children bear the scars of trauma they endure. I know I do.

Through her ingenuity and God's miraculous grace, my mom returned home when I was a teenager. She, too, bore the scars of trauma.

I am incredibly grateful for the time my sister and I had with her. She was smart, funny, loved to sing, and was an exceptional seamstress. She was my mother, my teacher, and my friend.

It was hard for her to talk about what happened to her, but over time she opened up. She told my sister and I, *"The world needs to know what happened to me so that it does not happen to anyone else."*

My mother is the inspiration behind House of Diamonds (HoD), the Freedom Business that my sister and I started to provide training and employment to women who are vulnerable to exploitation. We don't want other women to face mistreatment and abuse, or children to grow up without their mother, simply for lack of steady, safe employment.



NATION
IN FOCUS:
INDONESIA



“
Through her ingenuity and God’s miraculous grace, my mom returned home when I was a teenager. She, too bore the scars of trauma.

LILA



TRANSFORMING A VILLAGE, TRANSFORMING OURSELVES

When HoD first started, nearly all the women who approached us for work were from the community where I was born. At first I resisted them, because the community held many sad and traumatic memories. But I also saw their great need and felt deep compassion. Little by little, as women from my childhood neighbourhood joined our team, healing began in my heart and soul.

Through the years we have seen: When you empower a woman, she invests in her family, prioritizing education and the health of her children. When you empower multiple women from the same community, they invest not only in their families but in the community where they live. Transformation happens in their homes and also in their neighborhood.

The community where most of our employees live is transforming. It looks different than it did seven years ago, with gardens and colourful walls. And it *feels* different. Our employees are leading the way in creating a community where hope lives.

As for me, I have experienced the slow, bumpy road to healing through leading House of Diamonds, and entering the community of my childhood now brings me joy.

HOUSE
OF
DIAMONDS
.INDO@GMAIL
.COM

NATION
IN FOCUS:
INDONESIA

COUNTRIES OF OPERATION:
INDONESIA

NUMBER OF BENEFICIARY
EMPLOYEES: **16**

EMPLOYEE SERVICES:
**SKILL AND TRADE
DEVELOPMENT (SEWING)**

LIVING WAGE

HEALTH CARE

**CONTINUED EDUCATION
(CLASSES IN ENGLISH, HEALTH
AND NUTRITION, PERSONAL
FINANCE MANAGEMENT)**

SAVINGS PLAN

**COMMUNITY DEVELOPMENT
PROJECTS (COMMUNITY
GARDEN, FAMILY ENGLISH
LESSONS)**

EMAIL:
**HOUSEOFDIAMONDS.INDO
@GMAIL.COM**



“There are currently so many women trapped in the sex trade and the vast majority of them have not chosen this profession—they are tricked, they are stolen.”

— SARAH



PERCHED ON THE EDGE OF A RED LIGHT DISTRICT

A STORY FROM *THE LOYAL WORKSHOP*

SARAH BEISLY STUDIED BUSINESS AT UNIVERSITY BUT WAS NEVER ATTRACTED BY THE THOUGHT OF MAKING MONEY FOR HERSELF. SHE WAS INTERESTED IN HOW BUSINESS COULD BE USED TO EMPOWER AND PROVIDE OPPORTUNITIES FOR THOSE WHO ARE MARGINALIZED OR POOR.

In 2002, Sarah and her husband Paul travelled to Kolkata, India to visit friends who had started businesses offering alternative employment to women trapped in the sex trade. Sarah shares, it was during that trip something inside her came alive. *“I believed in what they were doing.. it was why I had studied business in the first place.”*

On that initial trip and subsequent others, Sarah’s eyes were opened to the conditions experienced by women in Kolkata’s sex trade. *“There are currently so many women trapped in the sex trade and the vast majority of them have not chosen this profession—they are tricked, they are stolen. The stories of how women end up in the red light area are common enough. Girls grow up in a poor household with a lack of education and opportunities. Traffickers, whom the girls often know, go around the villages and offer work in the city. When the girls get to the city they are sold to a brothel and locked up in a disgusting room the size of a single bed. They are repeatedly raped, forced to see customer after customer after customer, and they’re told that having started this line of work they are bad women, no one else will take them now, and that is their lot. Slowly, they start to believe this. The psychological abuse is so intense that it gets to a point where the doors are unlocked and the girls won’t leave because they are trapped in their minds.”*

When Sarah saw all this going on in Bowbazar, a red light district in central Kolkata, she couldn’t believe it was happening in her lifetime. *“I knew I would never be able to justify doing nothing about it to my grandchildren.”*

THE
LOYAL
WORKSHOP
.COM



SARAH, PAUL & FAMILY

COUNTRIES OF OPERATION:
INDIA

NUMBER OF BENEFICIARY
EMPLOYEES: **22**

EMPLOYEE SERVICES:
LIVING WAGE
ACCESS TO RETIREMENT FUND
ACCESS TO MEDICAL INSURANCE
GROUP THERAPY
INTEREST FREE LOANS
BUDGETING ADVICE
CHILDCARE SUPPORT

WEBSITE:
WWW.THELOYALWORKSHOP.COM



THE
LOYAL
WORKSHOP
.COM

“In 2014, we set up *The Loyal Workshop*, which is perched on the edge of the red light district and offers employment to women who have been trapped in the sex trade. When we started, we did brothel visitations to build up a rapport and trust with the women, because we wanted to show ourselves to be friends who wouldn’t betray them. Building this trust takes time. We speak a lot about what it would look like for them to fight for their freedom. We let them know that when they’re ready to leave we’re here to offer them work in a for-profit business, where the products speak for themselves and aren’t contextualized by the stories of our artisans—there is a lot of pride and dignity in that.”

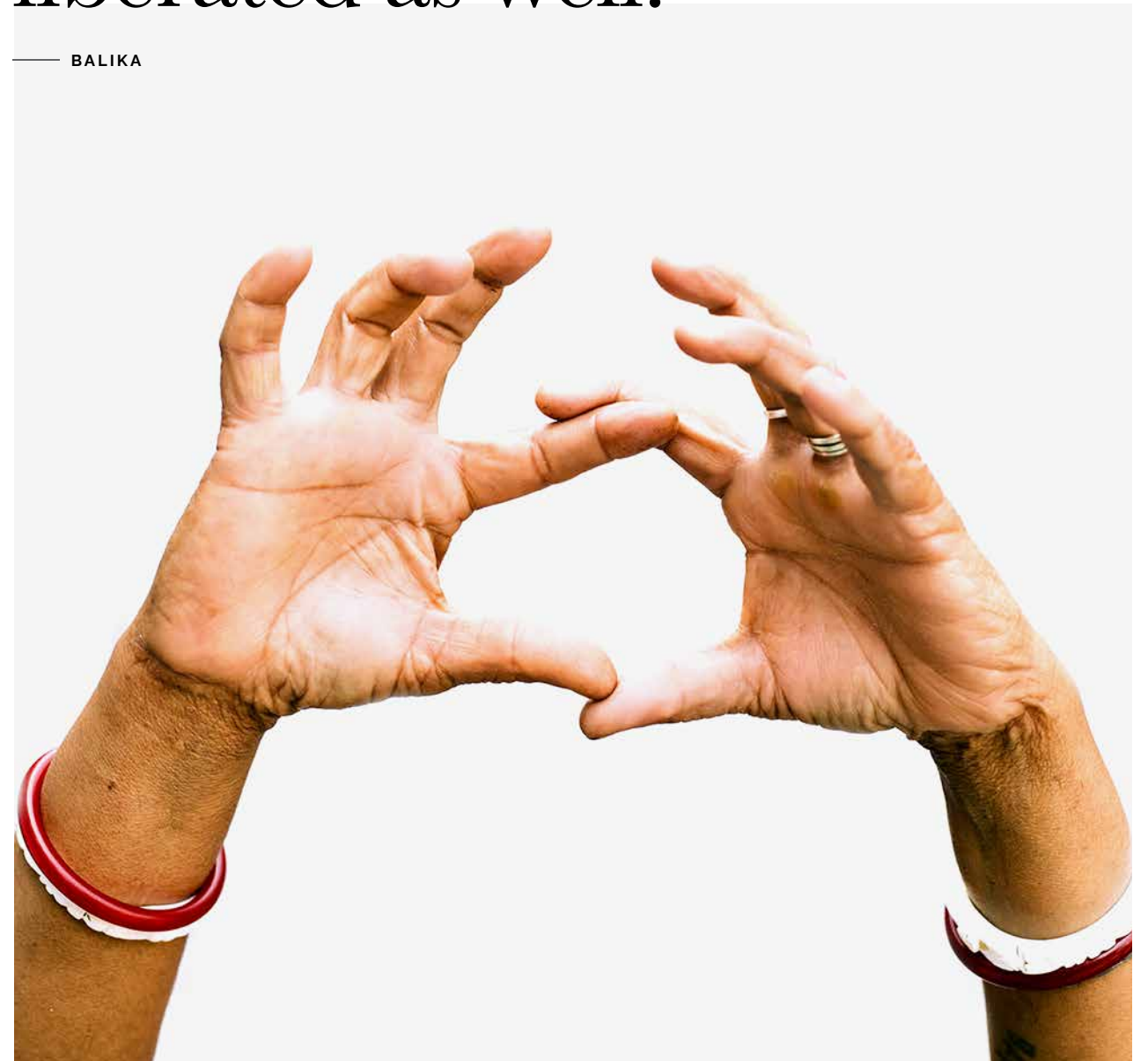
Eight years on, The Loyal Workshop now employs 16 incredibly courageous women as leather artisans. All the products are made from eco-tanned leather and hand-stitched by the women at the workshop. More than just providing dignified employment, The Loyal Workshop offers social support in the form of informal counselling, group therapy, justice advocacy, debt reconsolidation, spiritual formation, budgeting support, addiction support, and regular health check-ups.

Many of the women at Loyal now truly believe their own value, and they dream of the same for other women. One of Loyal’s artisans, Balika, states, “*I am liberated from the trade, so I want all women trapped in the brothels to be liberated as well. I used to be afraid of people but now I am afraid of no one. All women should have the opportunity to do fine work, to live with dignity and respect, and be able to realize their own value.*”



“*I am liberated from the trade, so I want all women trapped in the brothels to be liberated as well.*”

— BALIKA



LIGHT IN THE DARKNESS

A STORY FROM **NIGHTLIGHT**

NIGHT
LIGHT
COLLECTION
.COM

Waan* came to NightLight years ago upon invitation by a friend who already worked there, to consider a change, work in dignity, and learn new skills. She accepted. However, soon after she started, she was pressured by her family to leave and pursue an arranged marriage.

Waan is like many women who are bought and sold as a commodity in the bars and on the streets of Thailand. Responsible for supporting their families but equipped with little education and few options, these women are often vulnerable to the demands of others and left with few alternatives.

Since 2006, NightLight Collection has employed over 175 Thai women. Many international survivors of trafficking and exploitation have also been able to join the Thai women for job training. The business has expanded to include apparel, bags, beaded ornaments, and screen-printing.

*NAME CHANGED

NightLight Foundation was registered in 2008, creating a hybrid structure to serve both business and mission. This alternative model of employment provides holistic opportunities for healing, growth in life skills, and advancement in a job that allows women to make a difference for others. The work environment is professional but feels like family. Women feel supported as they struggle with emotional and family situations. They are able to take risks and make mistakes, then learn how to grow from these opportunities. Women who once thought their dreams were dead are freed to come alive again and restore long lost dreams for their future.

A few years ago Waan returned to NightLight and, since returning, feels that her life is getting back on track.

“In my past, I was...addicted to alcohol and my life was not good,” Waan says. “But then I came to know Annie and got an opportunity to work at NightLight. After I came back, my life changed. I stopped drinking alcohol, and I became a better person. God changed my life.”

Currently, Waan leads the sewing department and is thriving in her personal life. As she works, she also leads and influences other women within the NightLight family in significant ways.

“I have been given many opportunities here at NightLight,” Waan says. “They have supported me and given me opportunities to learn sewing. I am thankful for the work I have and for the leaders here. I feel like NightLight is a family and this is a house where we are all loved.”

COUNTRIES OF OPERATION:
THAILAND AND USA

NUMBER OF BENEFICIARY
EMPLOYEES: 32

EMPLOYEE SERVICES:
VOCATIONAL TRAINING
CHILDCARE
MEDICAL INSURANCE
SAVINGS PLAN
HOLISTIC RESTORATION
DIGNIFIED EMPLOYMENT

WEBSITE:
WWW.NIGHTLIGHTCOLLECTION.COM



“I am not sad anymore,
& I find joy in what I do at
NightLight designing jewelry.

— WAAN

COUNTRIES OF OPERATION:
MYANMAR

NUMBER OF BENEFICIARY EMPLOYEES:
14 FULL TIME

EMPLOYEE SERVICES:
HOUSING
LIVING WAGE
TRAUMA INFORMED CARE
CREATIVE THERAPY
MEDICAL CARE
EDUCATION
VOCATIONAL TRAINING

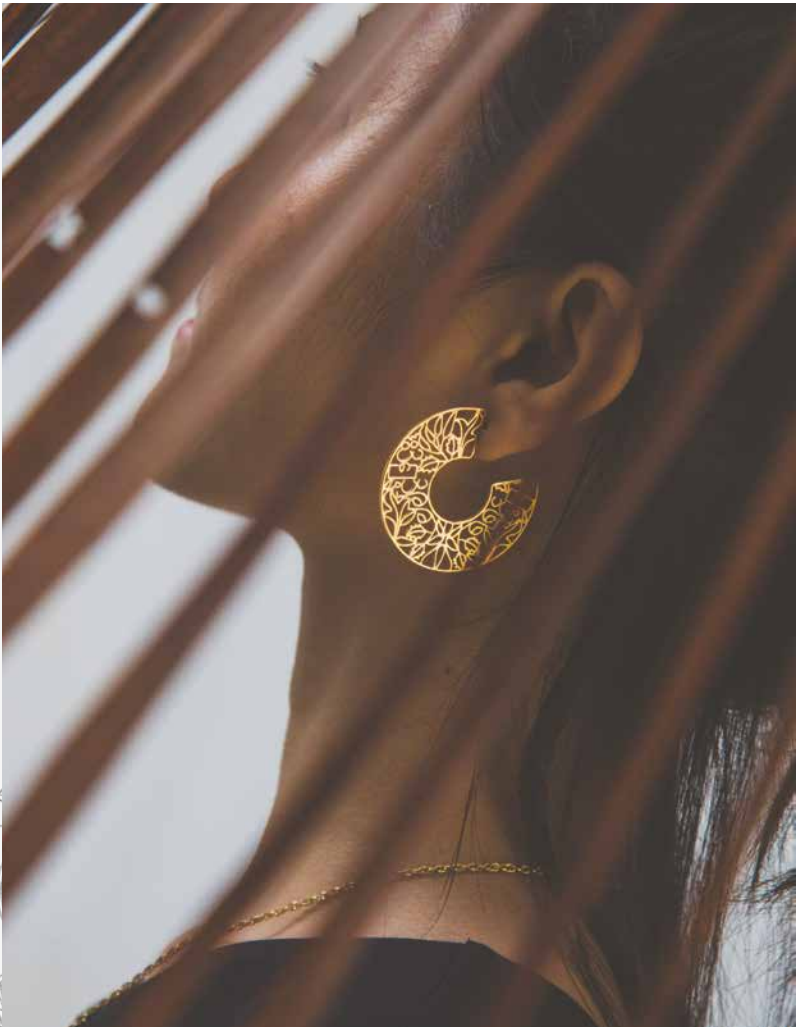
WEBSITE:
WWW.THISISEDEN.ORG



“
I am—brave.
— MYA MYA

THE HIDDEN TREASURES COLLECTION WAS DESIGNED TO REFLECT MYA MYA'S COURAGE. THE WORDS "I AM BRAVE" IN THE MYANMAR LANGUAGE ARE INTRICATELY WOVEN INTO

THE BEAUTIFUL DESIGN AS A REMINDER OF THE STORIES OF MYA MYA AND COUNTLESS OTHER WOMEN WHOSE STORIES WE MAY NEVER HEAR, BUT WHOSE COURAGE INSPIRES OTHERS TO BE BRAVE.



HER PATH TO LASTING FREEDOM

A STORY FROM *THIS IS EDEN*

THIS
IS
EDEN
.ORG

MYA MYA GREW UP IN A SMALL VILLAGE IN RURAL MYANMAR. AT THIRTEEN HER LIFE WAS TURNED UPSIDE DOWN WHEN HER PARENTS LOST THEIR JOBS AND FELL INTO DEBT BONDAGE. OUT OF DESPERATION, THEY SOLD HER TO AN AGENT WHO FORCED HER TO WORK IN A FACTORY.*

At the factory, a seemingly kind man lured Mya Mya into believing his web of lies. Filling her with empty promises, he assured her of a good job in the city. But instead, Mya Mya was forcibly taken to a hotel where she was led to a small room and her virginity was sold.

After three months trapped in a brothel specializing in the selling of underage girls, Mya Mya could no longer bear her dignity being crushed. She watched the pimps outside her room through a small hole in the wall, waited for them to fall asleep, then tip-toed through her room and escaped.

After running through the night, Mya Mya boldly approached a car whose owner kindly offered to drive her to her village where she was reunited with her family.

But despite being free from bondage, like many who suffer from PTSD (Post-Traumatic Stress Disorder) Mya Mya was not the same as before. She stayed in bed, refused to eat, and struggled to tell her family about the trauma she had experienced.

Out of concern, her parents contacted an organization that referred her to Eden. It was a slow process, but soon Mya Mya opened up to Eden's counselors.

Then, with the help of Eden, she took another brave step and reported her traffickers to the police. Her compelling evidence led to their arrest, trial and conviction, and sentencing to 10 years in prison.

Like all who enter the Eden program, Mya Mya added her painting to the Eden Dream Wall, featuring her as an office secretary. Although she believed this would be impossible, the finance team noticed her skills in organizing and mathematics. They took her under their wing and trained her in accounting.

Through her acts of bravery, Mya Mya restored her potential and graduated from the Eden program. She has chosen to continue working with the Eden finance team where she uses her God-given skills.

*NAME CHANGED

THE WARP & WEAVE OF LIVES TRANSFORMED

A STORY FROM *THREADS OF HOPE*



For years, our team reached out to women in brothels and on the streets of Athens, always offering help and support in their current situation, but also providing assistance if they decided to leave prostitution. The need for alternative ways of income for those who wanted to leave was urgent and so the story of Threads of Hope began in 2012.

It started small and simple as a sewing project at a table on the premises of a local organization, Nea Zoi, that graciously let us use its space. We were teaching a couple of women the basics of sewing, then helping to sell what they had made. But it quickly became clear that wasn't enough. So we expanded, and in 2014, Threads of Hope Hellas was registered as a non-profit business.



At Threads of Hope we make bags and home décor. Produced with locally sourced, natural materials, we strive for exemplary craftsmanship. Our customers comment on the high quality of our goods. Our goal is to see our employees, who many times were looked down upon, gain back a sense of dignity and self-respect when they see the beautiful products they have created end up in the most fashionable of homes.

Our employees have experienced trauma and often live in chaotic circumstances. This requires intentional, healing-centered care. In addition, many have never sewn and are starting from the very basics when they begin training to make our products. But our team is patient and the atmosphere is encouraging. Carina, one of the very first women to join Threads of Hope, has transformed her life from one of exploitation to one of leadership. She is a wonderful seamstress and teacher, able to identify needs and respond to new trainees in a way few of the rest of the staff can.

Eunice came to Threads of Hope after many years of working on the streets. Her life was complicated and her view of herself was very low. In addition, learning to sew was really hard for her—even sewing a straight line took a long time to figure out. But she was determined and persistent and now she is an expert. One day, we received an order for a product that was to be given as a wedding present. We chose an apron that Eunice had sewn and told her where it was going. Her eyes filled with tears and she said, *“I never thought anybody would ever want anything that I had made!”* We have witnessed incredible growth and development in her life. Just the other day she shared, *“I’m thinking about going back home to start my own sewing business.”* And we know she could do it!

To see transformation and restoration take place in a person's life is special. It is not a quick process and it's often messy, but to witness it first hand is an incredible honor.

COUNTRIES OF OPERATION:
GREECE

NUMBER OF BENEFICIARY
EMPLOYEES: 8

EMPLOYEE SERVICES:
VOCATIONAL TRAINING
EMPLOYMENT
TRAUMA COUNSELLING
TRANSPORTATION CARDS

WEBSITE:
WWW.THREADSOFOPEHELLAS.ORG



“
*I’m thinking about going
back home to start my own
sewing business.*”

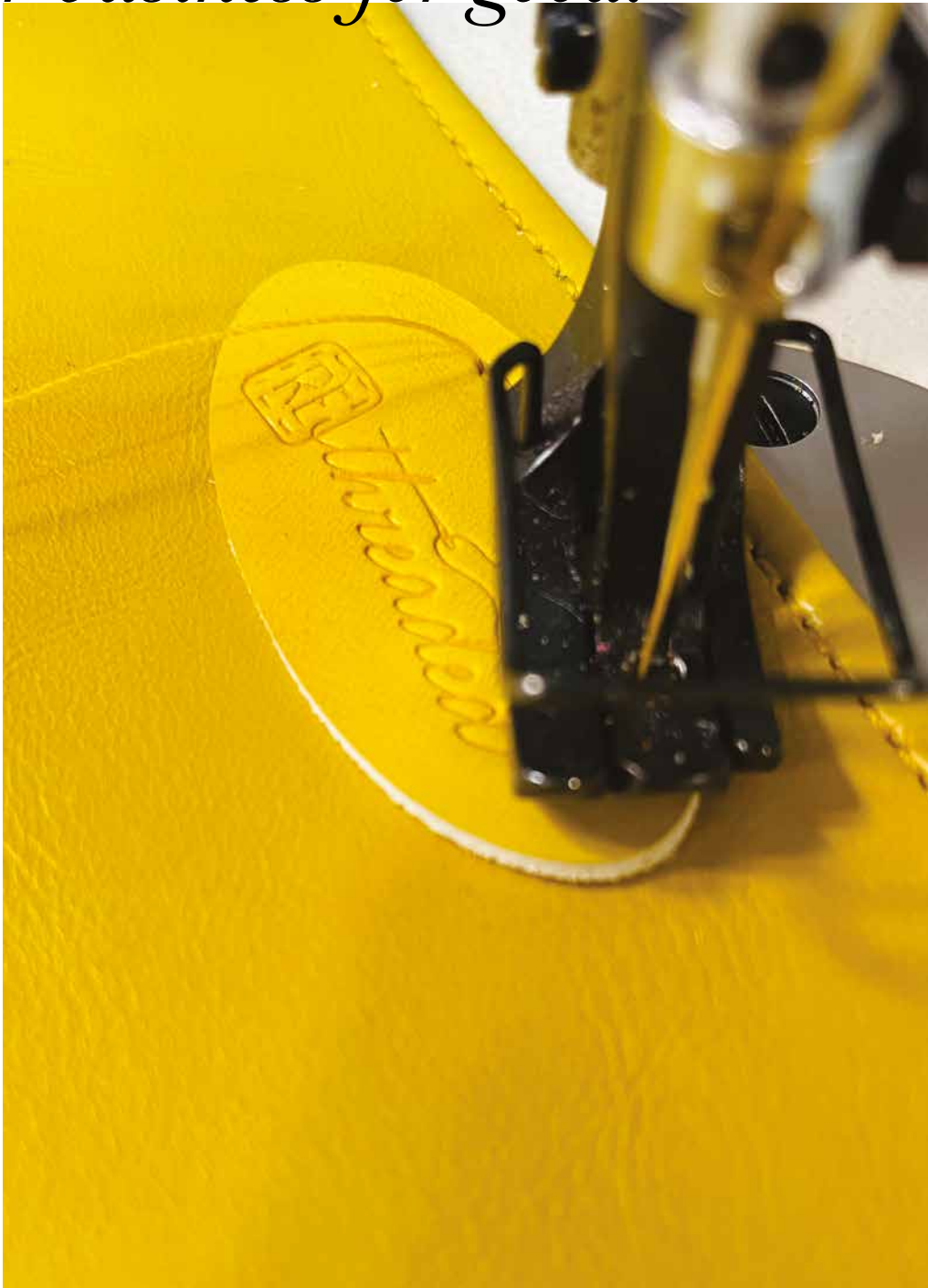
— EUNICE

THREADS
OF
HOPE
HELLAS
.ORG



“Rethreaded’s corporate gift program ... *has allowed us to use our business for good.*”

— WALLY HOMEPRO INSPECTIONS



COUNTRIES OF OPERATION:
FLORIDA, US

NUMBER OF BENEFICIARY
EMPLOYEES: 20

EMPLOYEE SERVICES:
THERAPEUTIC AND CASE
MANAGEMENT SERVICES

JOB TRAINING

PROFESSIONAL DEVELOPMENT

LONG-TERM EMPLOYMENT
PLACEMENT

WEBSITE:
WWW.RETHREADED.COM

THE POWER
OF CORPORATE
GIFT GIVING

A MESSAGE FROM RETHREADED

THE GIFT YOU GIVE SAYS A
LOT ABOUT A RELATIONSHIP.

Corporate gift giving is an opportunity to send a very important message to your valued business relationships. Too often that message comes in the form of poor quality, unimpactful gifts given by companies, many made with human trafficking in the supply chain.

How you spend money reflects your values. That’s where Rethreaded comes in. At our gifting company, we employ survivors of human trafficking to create upcycled products, handmade from materials that would have otherwise been sent to a landfill.

Gifts Of Hope is our corporate gifting program filled with gift items that change lives. These gifts are unique, high quality, and have a huge impact on local communities. We ship each gift in an environmentally friendly box with recyclable and biodegradable materials. Our gift boxes are functional and tailored to the relationship.

And, each gift is completely customizable. You get to choose the color, add your company logo, and include a personal note. Our Gifts Of Hope boxes all come with different items that are versatile and catered to your needs.

As we’ve developed this program, we have witnessed how it’s helped businesses become more aware of their gifting purchases and how impactful their investment is in their community.

“Rethreaded’s corporate gift program has allowed us to not only love on our customers and say thank you and congratulations, but it has allowed us to use our business for good.”

— Wally HomePro Inspections

Rethreaded’s mission is to harness the power of business to create choice for 500 survivors of human trafficking by 2033. As more businesses join our corporate gift giving program, more women have the opportunity to transform their lives through safe employment and be part of a community that wants to see them grow and become what they were destined to be.



A LIFE & LOVE OF FREEDOM BUSINESS

BY NICOLE ROBYN,
DIRECTOR OF FREEDOM SOCIETY
COLLECTIVE, AND FOUNDING
BOARD MEMBER, FBA

FOR ME, THE FREEDOM BUSINESS JOURNEY BEGAN WITH A WOMEN'S PRAYER GROUP THIRTEEN YEARS AGO. I HAD NO IDEA WHAT THE LORD HAD IN STORE, BUT I AM SO GRATEFUL FOR THE INCREDIBLE PEOPLE I HAVE MET, WHAT I HAVE LEARNED ABOUT GOD'S HEART, AND THE WAYS WORKING IN FREEDOM BUSINESS HAS CHANGED ME.

In January, 2010 I took a trip to India. As I traveled the country and met with anti-trafficking organizations, I asked the same question, *"What is your biggest need?"* The answer was consistent, *"Jobs for survivors."* If organizations could not provide sustainable employment, survivors were being re-trafficked.

After witnessing first-hand the tragic reality of trafficking, I returned home with my heart broken, and asked the Lord what He wanted me to do. That trip was the instigator that led to starting a Freedom Business that creates jobs for survivors of trafficking in India – Freedom Society Collective.

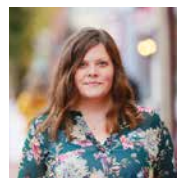
In the beginning, I had many grand ideas, but quickly learned that a Freedom Business venture would be far more difficult than I realized. I also learned the importance of walking the journey with others. I needed to learn both from the survivors I was hoping to serve, and those who had forged the Freedom Business path before me. Honestly, I would not have made it this far without their encouragement, wisdom, and partnership.

This is why I am so passionate about the need for Freedom Business Alliance. Freedom Business is necessary and worthwhile, but also very challenging. We need to connect and learn from one another, as well as grow the network to expand the reach and opportunities for Freedom Businesses.

Freedom Society Collective has morphed over the years through trial and error. But through the changes, I have remained committed to my "why"—I have always known that the non-negotiable was employing survivors. Freedom Society Collective now partners with Freedom Bridal Veils, SariBari, and Starfish Project, as well as wholesales Freedom Brands online and in our brick-and-mortar store.

This journey has become a family vision with my husband, Jed, and daughter, Karin, working alongside me. Our son, Gavin, owns a Next Door Photo branch which helps to employ survivors in real estate photo editing. I love that my whole family is passionate about this movement!

I have been serving as a board member for FBA from the very beginning. It has brought me great joy to help people find their place in the movement—customers, wholesalers, business professionals, and just those who care but do not yet know how they fit. I have been honored to be part of the advancement of the Freedom Business Alliance and witness the growth of the movement.



NICOLE ROBYN

FREEDOM
SOCIETY
COLLECTIVE
.COM

FREEDOM
BUSINESS
ALLIANCE
.COM

Will—you join the fight?

TO FIGHT MODERN SLAVERY, WE NEED A STRATEGY THAT INCLUDES MORE THAN JUST RESCUING SURVIVORS.

WE NEED A STRATEGY THAT ADDRESSES THE ECONOMIC ROOTS OF THE PROBLEM.

FREEDOM BUSINESS IS THAT STRATEGY,

TOGETHER, WE CAN SCALE THE NUMBER OF JOBS AVAILABLE TO SURVIVORS OF HUMAN TRAFFICKING AND THOSE AT RISK.



THE LOYAL WORKSHOP
PG 28—29



**FREEDOM
BUSINESS
ALLIANCE
.COM**

lives—transformed

