



Azadi Work Plan

Introduction

Azadi Kenya is a survivor-led, counter-trafficking NGO that focuses on the provision of long-term support for survivors of trafficking who, too often, find a lack of community support and understanding when reintegrating into society ensuing their experience with trafficking. We run several programmes whose goals are to facilitate healing, reintegration, and survivor leadership. Our goal is to create spaces and programmes that enhance the agency of survivors of trafficking, to support long term recovery from trauma, and to sustain their reintegration into society. We are doing this through the operation of a resource centre where the survivors receive skills training to empower them, give them valuable competencies, and give them all it takes to become leaders of their communities. Our programmes also focus on aspects such as the mental health, leadership, well-being, and development of the survivors, giving them the tools they require to get exactly where they want to be in life.

Mission: Create spaces and programmes that enhance agency for survivors of human trafficking, support recovery from trauma, and sustain their reintegration into society

Vision: Survivors of human trafficking are integrated, thriving members of society

Objectives

Objective 1: To create a culture that prioritises safeguarding and well-being of the Azadi community

Objective 2: To equip survivor leaders with skills and competencies that will support them in their endeavours to enter greener pastures and become self-sufficient.

Objective 3: To build a community of survivor leaders who will impact change in the society and create a culture that includes and empowers survivor leaders.

Objective 4: To create a platform that recognises and hones the survivor leaders' expertise that can then be used to educate the greater society.

Objective 5: To create an inclusive organisational culture that prioritises evidence, holds itself accountable, and strives to raise the standard of operations in the anti-trafficking sector.

Key Outcomes

- Survivors find a sense of belonging in a community of peers and in the wider society. They have the space to heal, gather, and thrive both as an individual and as part of a community.
- Survivors engage in the workplace to become self-sufficient and gain capital to challenge power structures and catalyse positive social change for themselves and their community.
- Survivors will have the capacity to become leaders and participate in claiming their rights and those of their community in both the anti-trafficking and the wider human rights sector.
- Survivor leaders generate knowledge, that knowledge is recognised, and shared widely to inform interventions, encourage change, and move the anti-trafficking sector to be survivor-centred.

Problem Statement

Survivor inclusion continues to be a prevailing issue across the anti-trafficking sector. Most stakeholders still find it difficult to engage or see survivors as mere beneficiaries rather than actors with agency whose lived experience serves

as an important asset in the sector. Effective, inclusive, and ethical solutions for issues that affect survivors of human trafficking requires their active involvement. This lack of representation in the anti-trafficking sector has highly impacted the type and quality of the support that has been provided. This has led to major disparities in the quality of interventions versus what the survivors need. This exclusion has resulted in a number of issues with the services and related interventions, e.g.:

1. The lack of effective interventions to address root causes of trafficking.
2. The lack of intersectionality in addressing human trafficking, as it fails to recognise the multiple identities of survivors of human trafficking and the impact of these identities in their experience.
3. The focus on the criminal justice system as an intervention versus a more inclusive, holistic approach that tackles human rights, inequality, and overall social issues.
4. The lack of recognition of the inherent knowledge that lived experience offers to the sector.

Meaningful inclusion and participation of survivors require intentional creation of policies and patterns that include survivors. At Azadi, meaningful inclusion is:

1. Providing long-term support
2. Building communities for survivors
3. Placing survivors in leadership positions
4. Survivors reclaiming their rights for self-sufficiency
5. Building the capacity of survivors to engage meaningfully
6. Recognising survivors' inherent expertise

We believe that given real agency, dignity and autonomy over their own lives and stories, survivors can and should be leading the movement, working to combat the abuse and oppression they have experienced, rather than being silent bystanders. Survivors hold a truly unique perspective when it comes to understanding the concept and nature of human trafficking. Survivors are the key to eradicating human trafficking – through our model of community support and organising, we will be that much closer.

Overall organisational objectives and activities

Objective 1	Goals	Key Activities	Key Outcome
<p>To create a culture that prioritises safeguarding and well-being of the Azadi community</p>	<p>Goal 1: Set up systems around mental health support and training to support the survivors in their paths towards mental well-being</p>	<p>Activity 1: Mental health trainings</p>	<p>Survivors find a sense of belonging in a community of peers and in the wider society. They have the space to heal, gather, and thrive both as an individual and as part of a community.</p>
		<p>Activity 2: Mental health support</p>	
	<p>Goal 2: Build a strong community of survivors</p>	<p>Activity 1: Peer-to-peer support</p>	
		<p>Activity 2: Recruitment and induction of new members</p>	

Objective 2	Goals	Key Activities	Key Outcome
To equip survivor leaders with skills and competencies that will support them in their endeavours to enter greener pastures and get the exact livelihood they wish to have	Goal 1: Support survivors in achieving gainful employment	Activity 1: Development of skills for employment	Survivors engage in the workplace to become self-sufficient and gain capital to challenge power structures and catalyse positive social change for themselves and their community.
		Activity 2: Connecting them with business and consultancies	
	Goal 2: Support survivors in becoming entrepreneurs	Activity 1: Economic justice and entrepreneurship training <ul style="list-style-type: none"> - how to set up a business - the economics/budgeting - microloans 	
		Activity 2: Promoting survivor-led businesses	
	Goal 3: Support survivors in furthering	Activity 1: Create a physical space where survivors can further their	

	their education	formal education at their own pace.	
		Activity 2: Support them in finding scholarships and education opportunities	

Objective 3	Goals	Key Activities	Key Outcome
<p>To build a community of survivor leaders who will impact change in the society and create a culture that includes and empowers survivor leaders.</p>	<p>Goal 1: To develop the capacity of survivor leaders to engage meaningfully.</p>	<p>Activity 1: Survivor leadership training</p>	<p>Survivors will have the capacity to become leaders and participate in claiming their rights and those of their community in both the anti-trafficking and the wider human rights sector.</p>
		<p>Activity 2: Mentorship</p>	
	<p>Goal 2: To engage survivors in community outreach</p>	<p>Activity 1: Community Outreach Programme</p> <ul style="list-style-type: none"> - Development of a community outreach strategy - Ethical storytelling 	
		<p>Activity 2: Create and strengthen partnerships in the community</p>	
	<p>Goal 3: To encourage movement building and advocacy</p>	<p>Activity 1: Policy and advocacy work</p>	
		<p>Activity 2: Active citizenry training</p>	

Objective 4	Goals	Key Activities	Key Outcome
To create a platform that recognises and hones the survivor leaders' expertise that can then be used to educate the greater society.	Goal 1: To conduct inclusive and holistic research	Activity 1: Survivor-led and participatory research	Survivor leaders generate knowledge, that knowledge is recognised, and shared widely to inform interventions, encourage change, and move the anti-trafficking sector to be survivor-centred.
		Activity 2: Share the research to improve learning across various actors	
	Goal 2: To develop and share learnings	Activity 1: Development of curriculum	
		Activity 2: Documentation of learning	

Objective 5	Goals	Key Activities	Key Outcome
<p>To create an inclusive organisational culture that prioritises evidence, holds itself accountable, and strives to raise the standard of operations in the anti-trafficking sector.</p>	<p>Goal 1: To develop organisational structures that build on the principle of survivor inclusion and prioritises the well-being of our staff</p>	<p>Activity 1: Survivor leadership within the organisation</p>	<p>Azadi is an organisation that strives towards self-development, self-assessment, and continuously takes steps to uphold these principles.</p>
		<p>Activity 2: Self-care and capacity development of staff</p>	
	<p>Goal 2: To create an organised, structured base for the organisation that builds on standardised practices and evidence</p>	<p>Activity 1: Create and implement a standardised and inclusive data management system</p>	
		<p>Activity 2: Develop evidence-based programming</p>	
	<p>Goal 3: To reach financial sustainability</p>	<p>Activity 1: Diversification of our funding</p>	