

Company no 3079904  
Charity no 1049160

**Anti-Slavery International**  
**Report and Financial Statements**  
**31 March 2011**



**sayer vincent**

*consultants and auditors*

## **Anti-Slavery International**

### **Reference and administrative details**

**For the year ended 31 March 2011**

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<b>Company number</b>	3079904
<b>Charity number</b>	1049160
<b>Registered office and operational address</b>	Thomas Clarkson House The Stableyard Broomgrove Road London SW9 9TL
<b>Honorary officers</b>	Andrew Clark                      Chair John Cropper                      Vice Chair Graham Duncan                      Treasurer
<b>Principal staff</b>	Aidan McQuade                      Director / Company Secretary
<b>Bankers</b>	Barclays Bank PLC P O Box 270 London SE15 4RD
<b>Auditors</b>	Sayer Vincent Chartered accountants and statutory auditors 8 Angel Gate City Road London EC1V 2SJ

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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The trustees present their report and the audited financial statements for the year ended 31 March 2011

The trustees would firstly like to express their thanks to staff, volunteers and supporters for all their hard work and commitment during the financial year

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (issued in March 2005)

#### **Structure, governance & management**

Anti-Slavery International, founded in 1839, is the world's oldest international human rights organisation and the only charity in the United Kingdom to work exclusively against slavery and related abuses

Anti-Slavery International is a charitable company limited by guarantee, incorporated on 14 July 1995 and registered as a charity on 13 September 1995

The organisation was established as a charitable company under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association

Anti-Slavery International's main business is carried out from its offices in London. Day to day management is the duty of the Director appointed by the charity trustees acting as the board of directors

#### **DIRECTORS**

The directors who served during the period are the charity trustees listed on page 15. In accordance with the Articles of Association the trustees retire by rotation at the end of their respective three year terms of office and being eligible, offer themselves for re-election at the Annual General Meeting of the company. Trustees can only serve three consecutive terms of three years

#### **GOVERNANCE**

The charity is a membership organisation and paid up members are eligible to vote at meetings and to elect the officers of the company and the charity's trustees/company directors. The rules of the organisation are set by its Articles and Memorandum of Association

New trustees with specific expertise are recruited by the Council as required. All new trustees/directors must be approved by a vote at the Annual General Meeting. New trustees are provided with information on the duties and responsibilities of charity trustees and given the opportunity to meet with staff at the charity to learn about current activities

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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#### **OBJECTIVES**

The Charity Commission sets out "two key principles and seven important factors which must be met in order to show that an organisation's aims are for the public benefit " These are

- There must be an identifiable benefit or benefits
- It must be clear what the benefits are
- The benefits must be related to the aims
- Benefits must be balanced against any detriment or harm
- Benefit must be to the public or a sector of the public
- The beneficiaries must be appropriate to the aims
- The opportunity to benefit must not be unreasonably restricted
- People in poverty must not be excluded from the opportunity to benefit
- Any private benefits must be incidental

The Trustees are aware that the Charities Act 2006 requires charities to demonstrate that their work is of direct benefit to the public

The principal objectives of the organisation as set out in the Memorandum of Association are the elimination of slavery, the slave trade and all forms of unlawful forced labour and unlawful deprivation of freedom, the advancement of public education concerning the rights of indigenous peoples and of human rights as set out in the United Nations Universal Declaration of Human Rights

Its mission statement sets out that the organisation is committed to eliminating all forms of slavery throughout the world. Slavery, servitude and forced labour are violations of individual freedoms, which deny millions of people their basic dignity and fundamental human rights. Anti-Slavery International works to end these abuses by exposing current cases of slavery, campaigning for its eradication, supporting the initiatives of local organisations to release people and address the causes of slavery, and pressing for more effective implementation of international laws against slavery.

Anti-Slavery International's board of trustees have considered the Charity Commission Guidelines on Public Benefit and believe that these objectives satisfy both principles. The eradication of slavery from the world is a clear public benefit particularly to those actually enslaved or vulnerable to slavery, who are the portion of the public that the organisation seeks to serve. The International Labour Organization (ILO) estimates that there are a minimum of 12.3 million people in forced labour across the world in every region of the globe. Anti-Slavery International's programmes, described below, are available free of charge, constrained only by the capacity and geographic location of those programmes themselves.

When planning Anti-Slavery International's activities each year, the trustees take account of the Charity Commission's general guidance on public benefit. In order to achieve these objects the organisation is committed to

- Accurate research and reporting on slavery today,
- Campaigning and raising public awareness about the continued existence of slavery,
- Working closely with those whose rights it seeks to defend, by building working alliances, based on mutual respect and transparency,
- Identifying and challenging oppressive regimes and systems, which hold people in slavery,
- Using methods that bring about sustainable change,
- Considering the consequences of its actions and seeking to prevent adverse repercussions for the beneficiaries of its work,

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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Anti-Slavery International develops annual and multi-year programmes of work to meet this mission statement. Specific outcomes are agreed for all projects and campaigns during the design phase and these are confirmed with partners, as appropriate. In addition the organisation has developed a series of impacts and objectives covering both the main themes and issues on which Anti-Slavery International and its partners are working, and country and regional impacts. These are used to agree programme and campaigns priorities and provide some longer term measures against which the organisation can judge its work and achievements. It works to

- Ensure greater international support, in principle and in practice, for human rights standards that assist in protecting people from slavery. These standards include particularly ILO Conventions 29 on Forced Labour (1930) and 182 on the Elimination of the Worst Forms of Child Labour (1999), the 1956 UN Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices Similar to Slavery, the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children supplementing the Convention on Transnational Organized Crime, the UN Convention on the Protection of the Rights of all Migrant Workers and their Families (1990) and the International Labour Organisation Convention 169 on indigenous people.
- Hold governments accountable for failures to ratify anti-slavery treaties and conventions, implement the above international standards through the development of specific action plans for the eradication of slavery and these standards to national law to increase their capacity to hold employers to account for abuses.
- Ensure that actions and policies in relation to the eradication of slavery pay particular attention to the position of those discriminated against, in particular the position of the most vulnerable such as women, and those discriminated against on the basis of descent or caste.
- Help improve partners' effectiveness in promoting policies and practice to prevent or reduce slavery, through appropriate training and capacity building as well as enhanced networking and information sharing between partners.
- Increase public understanding of the incidence of contemporary slavery, and support for actions to combat slavery.
- Make the eradication of slavery a key concern in development policy, both for national governments and for international institutions so that European Union (EU) governments will take up the issues of those affected by slavery when discussing and deciding development programmes and policies and the implementation of human rights standards and countries will address the issues of slavery and trafficking in their poverty reduction strategy programmes and related development programmes.
- Increase the use of regional mechanisms, in particular the EU Group of Experts on Trafficking, of which Anti-Slavery's Trafficking Programme Co-ordinator is a member, and the African Commission on Human and Peoples' Rights, to provide recommendations and monitor implementation of actions required to tackle different forms of contemporary slavery and to extend the recognition by national governments of issues of contemporary slavery.

#### **REVIEW OF ACTIVITIES IN THE CONTEXT OF THE CHARITIES AIMS AND HOW THEY HAVE BEEN CARRIED OUT TO THE PUBLIC BENEFIT**

The work undertaken by Anti-Slavery International in 2010/11 under each programme area is described below

## Anti-Slavery International

### Report of the trustees

#### For the year ended 31 March 2011

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#### Worst Forms of Child Labour

##### Forced child begging

A project to end the forced child begging of *talibés* in Senegal started in September 2010. *Talibés* are children aged five -15 years, almost exclusively boys, who study in Qur'anic schools (*daaras* under teachers (*marabouts*)). Most *daaras* do not charge the students for their studies, food or accommodation. Instead, the *marabouts* force the children to beg for their keep. Most *talibés* are from remote rural areas, even trafficked from neighbouring countries. Far from their parents and villages and living in squalid conditions, they are impoverished, vulnerable to disease and poor nutrition, and subject to physical and emotional abuse if they fail to meet their financial 'quota' from begging.

The five-year project is funded mainly by the Department for International Development's Civil Society Challenge Fund and was developed as a follow-up to Anti-Slavery's pilot research into different manifestations of forced child begging in Senegal, India and Albania (2009). Anti-Slavery, together with local partners, Tostan and CAINT, will campaign for change among local communities where many *talibé* children originate, *marabouts*, the general public and national government as well as at various regional and international forums. It will also promote the enforcement of existing legislation by taking cases of abuse to the courts.

From September 2010 – 31 March 2011, Anti-Slavery and local partners focused on setting up the project, including conducting the baseline survey. Initial activities included a workshop in ethical child participation for Senegalese NGOs, facilitated by Anti-Slavery International, identifying local communities with which to work and establishing Child Protection Committees in them (Tostan) and conducting sensitisation among *marabouts*, raising awareness in the media and raising the issue at the World Social Forum in Dakar, February 2011 (CAINT).

##### Home Alone End Domestic Slavery Campaign

In March 2010 we launched the Home Alone campaign calling for a new International Labour Organization convention on domestic work. Anti-Slavery supporters around the world have written to governments to call for their support to ensure domestic workers everywhere have greater legal protection against slavery and exploitation. By the International Labour Conference (ILC) in June 2010, where governments met for the first time to discuss the Convention, an agreement to adopt an international convention on domestic work was reached in principle. Anti-Slavery re-launched the campaign on International Women's Day (8 March 2011) to reignite further public pressure on the UK Government by asking supporters to write to their MPs in the run up to the 2011 International Labour conference where a final vote will take place as to whether a convention will be adopted or not. Home Alone Campaign webpages have been promoted by various organisations including the TUC, Christian Aid, BOND, Change.org and the International Domestic Workers Network. The International Slavery Museum has continued to support the campaign via its dedicated Home Alone exhibition in its campaign zone where visitors are encouraged to take action, as well as a panel event on the 14 May featuring Louise Ellman MP, Anti-Slavery International and Justice for Domestic Workers. A short film made by the media trust to support the campaign was produced with Justice for Domestic Workers and featured in the ISM exhibition as well as Anti-Slavery's YouTube channel.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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Anti-Slavery has also supported parliamentary efforts on this issue to pressure the UK Government, coordinating a Parliamentary meeting on the 2 December 2010 (International Slavery Remembrance Day) hosted by Baroness Young with the Anti-Slavery International Director and the UN Special Rapporteur on Slavery to specifically raise attention to her Domestic Servitude report and recommendations from that for governments. These include supporting the creation of a new ILO Domestic Work convention. This was attended by approximately 60 people, including 6 peers, domestic workers and NGO representatives. Baroness Young indicated she would assist in coordinating their follow up action to press for support of Convention. A follow up meeting was held on the 3 May 2011 to coordinate Parliamentary pressure and work is ongoing to build relationships with MPs and their staff and secure further Parliamentary pressure for a Convention.

#### **Child Domestic Work (funded by Oak and DFID)**

This is a 6 country project aimed at improving the lives of child domestic workers through obtaining changes in policy and practice as well as provide direct support to the child workers.

To advance child participation in this project we have set up advisory committees of children in the 6 main partner organisations as well as some of the SGS grantees. The committees advise on the delivery of the project and take part in advocacy activities. We have also established 46 projects, delivered across 8 countries as part of a small grants scheme to provide direct support to children.

In terms of national policy and practice work has led to the development of national advocacy plans for the 6 countries where the project is delivered. Some of the achievement include:

- In Peru, lobbying by Anti-Slavery's project implementing partner, AGTR, led to the inclusion of child domestic workers (CDW) in the national Action Plan of the Committee for the Eradication of Child Labour.
- In Costa Rica, project campaigning raised awareness at the national level about the specific rights and needs of CDW working in their own homes/in a family context.
- In India partners conducted a workshop with governmental bodies on CDW-led demands for visibility, and protection from abuse.
- Generally the project worked to mobilise civil society (educational establishments, teachers, police and law-enforcement agents, medical establishments, media and NGOs) to understand issues faced by CDWs and improve their protection through mass demonstrations, rallies and media campaigning.
- The Indian Government expressed support for the ILO Convention on Domestic Workers.
- In the Philippines partners and CDWs lobbied key decision-makers on Domestic Workers Bill, which was subsequently passed by Lower Chamber.

Internationally the project contributed to the Home Alone campaign and the following achievements:

- Together with a small number of other agencies Anti-Slavery has been the driving force behind the inclusion of 2 articles that specifically protect the rights of CDWs within the draft ILO Convention on Domestic Work.
- Creating new working relationships with 60 plus policy/decision makers (including governments, workers/employers' groups and ILO) and at global and national level for the adoption of strong policies and legislation to protect CDWs, which included CDWs themselves lobbying and advocating.
- Ensured the inclusion of a reference to CDWs as one of the priority sectors in the ILO, World Bank and UNICEF's Roadmap for the elimination of child labour (minimum age and worst forms) by 2016.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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- Anti-Slavery have been appointed by the ILO, World Bank and UNICEF, along with Global March to represent and consult with CSOs globally and feedback their views into the process
- Provided expertise to IPEC on hazardous child labour

### **Slavery Based on Descent**

#### Slavery and land conflict in Mauritania

In September 2010, Anti-Slavery's Africa Programme commissioned a report on current conflicts over land between different ethnic communities in the Senegal Valley region of Mauritania. Factors underlying these conflicts include the mass returns of Afro-Mauritanian refugees who had their land expropriated during the expulsions of 1989, as well as injustices in land allocations by the regional authorities, often to the detriment of the Haratine community, whose slave status has always rendered their access to land extremely limited, and to the benefit of members of the dominant Beydan community. The report documents and analyses the conflicts, and then identifies means of protecting the rights of those dispossessed of land, ensuring the peaceful resolution of conflicts, and empowering groups to engage in collective advocacy at the local and national level.

The report has been under review by partner organisations and other experts and will soon be finalised, with a view to publication in French and Arabic in June 2011. The report launch will mark the beginning of national dialogue and advocacy on the issue of land conflicts in the Senegal Valley. A series of field missions will take place over the coming year to present the report's analysis and recommendations to local stakeholders (including representatives of each community and the regional authorities) and to hold training sessions on conflict resolution and collective advocacy.

#### Advancing anti-slavery work Mauritania

Anti-Slavery partners SOS-Esclaves held training sessions in March and April 2011 for SOS 'focal points' – those engaged in monitoring and outreach at community level to identify and assist people held in slavery. In both Nema and Atar, two regions where the practice of slavery is still relatively common, over 30 focal points received training from SOS staff members on human rights principles and national and international laws against slavery and discrimination. During the two-day workshops, SOS staff also led capacity-building workshops on skills such as collecting and reporting information, awareness-raising on laws against slavery, engaging in advocacy and providing legal assistance to victims. The focal points greatly appreciated the sessions, as it gave them greater confidence and developed their capacities to help people.

However, ensuring the implementation of legislation prohibiting slavery remains a challenge in Mauritania. The six legal cases that Anti-Slavery and SOS-Esclaves are supporting have not advanced a great deal since the proceedings began. Four of the cases were initiated in 2007. Obstacles are often created by local police failing to carry out the arrests necessary to pursue proceedings. Cases are often dismissed and the charges are dropped by prosecuting magistrates before the cases come to court. The payment of settlements to resolve matters, rather than proceeding to investigations and trials, is common. Several of the victims in the six cases have even received support payments from the government-led 'Programme to Eradicate the Vestiges of Slavery', which implies that they have been officially recognised as victims of slavery, and yet they continue to be denied justice.



## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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Recent activism by SOS-Esclaves has led to some progress towards implementing legislation. Several new cases of slavery were identified and brought to the police for investigation, but when it became obvious that the police were not planning to take any action, SOS leaders and other activists staged a sit-in and went on hunger strike for several days. This finally prompted the police to act and several arrests were made. However, the accused were all acquitted after a rushed trial that was widely held to be unfair. Several other new cases of slavery were then discovered and similar action was taken. Possibly as a result, the authorities are planning to introduce new legislation to regulate 'domestic work'. But without the political will necessary at all levels to implement such legislation, it will have little effect.

#### Advancing anti-slavery work Mali

Similar problems have arisen with legal cases in Mali. District police commanders in several of the six cases have simply failed to carry out the summonses to bring the accused before the courts. While letters of complaint have been sent to the authorities concerned, and logistical resources have been made available to them, little action has been taken.

#### Empowering people vulnerable to slavery through micro-finance

In both Mauritania and Mali, the Anti-Slavery has been supporting micro-finance projects, principally among women of slave status. According to feedback, this has had a significant effect on the women and their families in terms of reducing their poverty and increasing their sense of self-worth. The women in Mauritania generally reported that they are given more respect and suffer less from status-related discrimination since they have been generating income and providing for their families' needs. However, several women in Mali said that they maintain links with the 'masters' of their families. Even if this only involves carrying out domestic work for them every few months, it showed that their status as 'slaves' continues to shape their lives.

#### Judicial training

Human rights training workshops with magistrates and judicial police recently took place in Niger, led by the Danish Institute of Human Rights and the Niger Ministry of Justice on behalf of Anti-Slavery International. Presentations on themes such as corruption, ethical practices in the judiciary and judicial police, respect for procedures in the penal system, and the eradication of slavery in Niger were followed by lively debates. The participants all reported that they had benefited from the training and felt it needed to be extended to more magistrates and judicial police, as well as other levels of the judicial authorities.

In Mali, a human rights training workshop was delivered to magistrates by the Anti-Slavery International partner Temedt in March 2011. Sessions were held on the international and regional human rights framework, international and regional laws specifically prohibiting slavery, and the work of Temedt to fight slavery. These led up to the presentation of a draft law to prohibit trafficking in Mali, which had been initiated principally by the Ministry of Justice. A lawyer and member of Temedt then highlighted shortcomings of this new legislation, notably that there are many aspects of descent-based slavery that it fails to take into account. The need for a law specifically on slavery was generally agreed, and the recommendations from the workshop focused on how such legislation should be developed. Temedt will pursue these plans with the Ministry of Justice.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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##### **Community schools programme funded by Comic Relief**

The provision of primary school education for families affected by slavery continued in 6 villages in the Tahoua region in northern Niger. Over 386 children enrolled for the 2010/11 school year, of which 47% were girls. The schools are widely supported by the community themselves as well as by the authorities (Governor, Prefect and Mayor) who regularly visit. This year has been particularly harsh, with rains failing yet again leading to scarcity of drinking water as well as food shortages and price hikes. The situation was significantly compounded by the crises in neighbouring Libya and Côte d'Ivoire which meant that an important number of migrants workers returned home, exacerbating the demand for all ready scarce food and water sources. As a result two schools had to close temporarily as funds were not immediately available to bring in water and buy additional food to keep the school canteens open. This situation has now been resolved in the short term thanks to a generous donation from an Anti-Slavery supporter. Despite these serious setbacks, the Ministry of Education school inspector reported that the schools academic results were 20% above the national average. Anti-Slavery International is currently preparing an end of programme independent evaluation in collaboration with Comic Relief with a view to seeking further funding for this programme.

##### **Debt Bondage / Bonded Labour**

##### **Education for Children of Former Bonded Labourers and Bonded Children**

This year Anti-Slavery received support from Comic Relief a five year project that seeks to provide remedial education for out-of-school children of bonded labourers, or children who have themselves been bonded, to prepare them for entry into formal school systems. Additionally, children who are 14 and above will receive vocational training. The project is being implemented in 10 districts of the western hills of Nepal.

A first batch of 412 children received the non-formal education and are now being admitted into the formal education system. District level watchdogs have been created with the participation of the community members, social workers and human rights activists to supervise and advise the project. A national level steering committee is being finalised where ILO and CARE, Lutheran World Service (international NGOs), INSEC, BASE (Nepali NGOs) and Ministry of Education, Ministry Land Management and Reform, Kamaiya Groups and Haliya Groups, those vulnerable to bondage, are included.

To advance nationally the achievement of inclusive education (a popular term in Nepal meaning bringing all children, including girls, ethnic minorities and Dalits), a National Conference on Education has been planned for mid-September 2011. This will be a venue for effective dialogue with central government and its district level agencies.

##### **Documentary of Plight of Migrant Nepalese labourers in Middle East**

Anti-Slavery undertook a joint project with ITUC, which documented the process of recruitment of foreign labourers for work in the Gulf, their life in the worksites and their post-employment life in the Middle East. ITUC plans to use the film for training of TU workers.

The veteran BBC correspondent John Simpson's followed up on this research with a report for the BBC 10 o'clock night, which was facilitated by Anti-Slavery's networks in Dubai.

The project also led to an agreement between ITUC and GEFONT, the Nepalese trade union confederation, for another project which seeks to create local support base in Middle East to fight the incidence of forced labour among Nepalese migrant workers.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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#### **Trafficking**

Anti-Slavery's trafficking work focuses principally on obtaining in Europe policy and practice changes that will increase the protection for people who have been trafficked into forced labour or sexual exploitation

##### European Trade Union/NGO Coalition

Anti-Slavery, in partnership with the ITUC, started a new EC funded coalition of trade unions and NGOs in 2009 to combat trafficking for labour exploitation. Three regional meetings were held, with a final event in Brussels in partnership with Churches Commission for Migrants in Europe in Oct 2010. Very positive feedback has been received from the participants, the majority of whom have already been undertaking follow-up activities in their respective countries. Project publication *Never Work Alone* was published in English, French and Spanish. The publication is unique, as it was jointly written with the ITUC. The publication was very well received and will be translated by the ILO into three languages of the Caucasus.

##### Anti-Trafficking Monitoring Group

Anti-Slavery secured further three-years of funding (Comic Relief, Esmée Fairburn Foundation, The Bromley Trust) and will continue to take a lead role in the project to monitor the effectiveness of the implementation of the Council of Europe Convention on Action Against Trafficking in Human Beings in the UK. Research from the first year of the project was launched in the Parliament in June 2010. Since then advocacy activities have been undertaken to implement the recommendations. A new researcher/coordinator was appointed in September and will focus on prevention of trafficking in this year's round of monitoring. The project has already contributed to raised awareness of trafficking across the UK: the results of the research have been quoted in numerous documents, including one Scottish Parliamentary Committee, and the OSCE Special Representative. The Ministry of Justice of Northern Ireland has communicated that it will take on board several of our recommendations.

##### Dialogue with ministers, government officials, law enforcement agencies and the UK Human Trafficking Centre (UKHTC)

This continues to ensure that trafficking stays on the political agenda of the new government. Anti-Slavery has made input to the process of development of the new UK anti-trafficking strategy.

Anti-Slavery also participates in the London 2012 Human Trafficking Network, a network of over 50 agencies concerned about potential risk posed by the Olympics. The Network is coordinated by the Metropolitan Police, Metropolitan Police Authority, Greater London Assembly, Eaves Housing-Poppy Project, Anti-Slavery International and the London Safeguarding Children's Board.

##### EU Trafficking Directive

In March 2011, after months of campaigning the UK Government finally agreed to opt into the EU Human Trafficking Directive, having initially taken the decision not to opt in when it first had the opportunity to do so. In partnership with 38 Degrees and the Independent on Sunday our petition collected over 47,000 signatures and was delivered to Number 10 Downing Street on 19 March by Anti-Slavery and 38 Degrees volunteers, the Independent on Sunday and Oxana Kalemı (a trafficking survivor and author of 'Mummy Come Home'). A further 5000 people wrote to their MPs regarding the issue. The Campaign also engaged support from a number of high profile figures, politicians and organisations including the Archbishop of York, actress Juliet Stevenson, shadow Home Secretary Yvette Cooper MP, Caroline Lucas MP and Catherine Bearder MEP. The House of Lords also paid tribute to Anti-Slavery's petition.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

Act for Compensation for Trafficked Persons in Europe (COMP ACT) Co-ordinated with La Strada International and funded by the EC, the King Bedouin Foundation and the ICCO.

A new three year project started in 2010 that will create a pan European campaign on compensation. The project is being delivered through a coalition of organisations in 14 different countries. The campaign already has the institutional support of the Council of Europe and the Organisation for Security and Cooperation in Europe. The project was formally launched in July 2010 in Prague by the Council of Europe Secretary General. In the first year, several three test cases have been started by the partners, including a landmark case of hundreds of workers exploited in forestry in the Czech Republic. Anti-Slavery was able to secure cooperation of Hogan-Lovells law firm that now provides pro-bono support in several of the European partners and will assist in training delivery at the COMP ACT meeting in June 2011.

#### **Casework**

Anti-Slavery International has also been able to provide an advisory service, producing approximately 40 expert witness reports and occasional case assessments based on interviews with people presumed to have been trafficked.

#### **Forced Labour**

##### **Debt bondage in international supply chains**

Research on forced labour in the Indian textile and stone supply chains of was completed early this year. In the textile sector, primarily in the state of Tamil Nadu young girls found to be in bondage in the production sites that supply many of European and North American brands.

Following completion of research in both Delhi and Tamil Nadu highlighting child labour and forced labour in the embellishment and spinning industries, extensive advocacy efforts have been underway to seek coordinated action from both brands and civil society. The findings of our research were circulated to brands sourcing from these areas and a number of meetings have been held in an effort to develop a collective, multi-stakeholder response to address these exploitative practices. On the back of this research further constructive engagement has been undertaken by Anti-Slavery partners with companies and governments in India, particularly in the state of Tamil Nadu. A report will be published in May 2011 completing this project funded by Humanity United.

The research into the stone has required considerable work to finalise and will also be published in 2011.

##### **Cotton crimes campaign**

Anti-Slavery re-launched our campaign to end child slavery in the Uzbek Cotton sector at the Cotton Crimes campaign in December 2010. Previous efforts by campaigners have helped to raise attention to this issue with retailers but the campaign has re-focused efforts on the European Commission given that it continues to allow Uzbekistan to benefit from preferential import tariffs on cotton.

This campaign, which is calling for immediate action to end the use of forced child labour in the cotton industry worldwide, initially focuses on eradicating forced labour in Uzbekistan because of the scale and the role of the authorities in forcing adults and children to work. A new area on our site includes background information, a regularly updated blog and an online petition calling for the European Commission to remove preferential import tariffs from Uzbekistan. To support this advocacy effort over 3,330 campaigners have already signed our Cotton Crimes petition calling on the President of the European Parliament to stop this. A formal letter calling for an investigation into these benefits was submitted in April 2011, along with Business for Social Compliance Initiative, Children Worldwide Fashion, Ethical Trading Initiative and the Uzbek German Forum for Human Rights. International trade union confederations are undertaking supporting activities. Anti-Slavery continues to engage with MEPs on this issue.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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In addition, Anti-Slavery co-hosted a side meeting on collaborating to end the use of forced labour and child labour at the International Cotton Advisory Committee meeting in Texas in September 2010, where we raised concerns with governments and cotton traders. Anti-Slavery works closely with a number of partners across Europe and has engaged with Euratex, the European textile and apparel industry, who have since made statements at the International Labour Conference, the British Retail Consortium through its members and Business for Social Compliance Initiative amongst others.

#### Awareness raising

Anti-Slavery launched Productsofslavery.org on 18 October 2010, the UK's first Anti-Slavery Day. The interactive website gives users an understanding of the scale of products produced around the world with a high incidence of forced labour and child labour. Over 60,000 visits have been made to the site up to the end of the financial year, with a high rate of new visits (over 80%). Productsofslavery.org has received international mainstream, including by the LA Times and social media attention and will be promoted further in schools, amongst business and online. Anti-Slavery would like to express its thanks to Tactical Technology Collective and MediaShala for their work and contribution in realising this project. This work was funded by DFID and substantial in-kind donations by Tactical Technology Collective.

A special edition Reporter magazine highlighted the issue during the 2010 cotton harvest and included photographs and footage we secured from the field. Anti-Slavery was mentioned in over 230 UK news sites including The Guardian and a number of European outlets including Der Spiegel, Der Zeit, World Radio Switzerland, Radio Free Europe and the BBC World Service. This work is funded by OSI and continues through to the end of 2011.

#### Child trafficking in West African Cocoa

In 2010 Anti-Slavery concluded research into the ongoing problem of trafficking in the cocoa sector of Cote d'Ivoire. The work confirmed both that this was an ongoing issue and that those deriving significant profits from the processing of cocoa were doing little to address the problem. In response to this we launched a viral campaign to draw the attention of new audiences to the issue of the trafficking of children in the cocoa sector, and to urge supporters to write to the CEOs of cocoa processors to take appropriate action to counteract the scourge of trafficking in the cocoa sector.

#### Better regulation of recruitment agencies

Being aware that many cases of trafficking and forced labour in the UK are at the hands of unscrupulous and illegal recruitment agents, Anti-Slavery began working with the Institute for Human Rights and Business to examine how we can learn from the success of the Gangmasters Licensing Agency and improve the regulation of agencies outside of their remit to provide better protection for workers. We have built a small coalition which also includes the Ethical Trading Initiative, Oxfam, Association of Labour Providers and Ecumenical Council on Corporate Relations. A proposal paper has been drawn up and has been submitted to the UK government who have announced a review of the Government's workplace rights compliance and enforcement arrangements over 2011.

### **Campaigning, Advocacy and Public Education**

#### Olympics campaign

Olympics project (Funded by the Trust for London)

This project builds on the trafficking advocacy project and aims to ensure that risks related to potential increase in trafficking and forced labour around the Olympics are mitigated and that adequate anti-trafficking measures are in place. The project has components of trafficking advocacy, supply-chain advocacy and campaigning. Work on this campaign includes

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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- Engagement with the Greater London Authority (GLA) London 2012 & Human Trafficking network
  - Close relationships built/ strengthened with key stakeholders on this issue including GLA (staff of Deputy London Mayor) & MET (SDC9 who are undertaking further analysis of FL risks)
  - Anti-Slavery chairs a forced labour subgroup and is a member of the Coordination group (Anti-Slavery and EAVES are the only NGO members of this group) ensuring forced labour is integrated into all activities of network
  - Development of work plan which includes training for all Olympics volunteers, lobbying for GLA extension & UK action plan inclusion of Olympics, awareness raising in source countries, awareness raising of new Forced Labour offence among migrant orgs
  - The Government recognised the work and value of the 2012 Network in a Parliamentary question
  - Playfair – Anti-Slavery has been involved in the launch of the Playfair a campaign for ethical standards in sportswear and equipment manufacture

#### Outreach

Over the time period (April 2010-March 2011) the campaigns and outreach officer has given 31 presentations at a range of events and conferences, primarily at universities. Anti-Slavery freshers fair stalls were also run at Goldsmiths, Bristol, Essex, LSE, Roehampton and SOAS universities signing up nearly 1000 new students. Anti-Slavery also ran stalls at WOMAD festival, Urban green fair, Stockwell festival, Shoreditch festival, Leamington Peace Festival, International Slavery Museum Remembrance festival, Streatham festival and Unchosen's month long human trafficking film festivals in Bath and Bristol.

Although work to develop Anti-Slavery groups has been stalled due to lack of funding and resources, new groups have developed this year at Bristol and Cambridge universities as well as in Geneva. The Campaigns & Outreach officer has also closely supported the establishment of the Kent Community Against Trafficking which is affiliated to Anti-Slavery International and has continued to offer a key advisory role to the proposed Rotarian Action Group on Child Slavery.

Development of Museum of London exhibition on Slavery in the capital Anti-Slavery is the key partner for this exhibition and are providing substantial input into this project to define and provide content. The museum was particularly convinced of the importance of the exhibition in light of the upcoming 2012 Games and although this will not be a focus of the exhibit it will be pertaining to messaging around this.

#### FINANCIAL REVIEW

Despite continuing problems in securing income for the organisation during uncertain financial times total income in 2010/11 was £1,896,189. Although down on 2009/10 (£2,037,371), this is still significantly higher than historically achieved.

Attracting Voluntary Income continues to be a challenge. Income fell from £753,867 in 2009/10 to £653,781. Unrestricted Income from Individuals fell by 10% (£411,779 in 2009/10 to £370,407 in 2010/11) and from trusts, foundations and institutions fell by 14% (£326,414 to £280,450). The fall in income was also caused by a fall in legacy income from £15,674 to £2,924. In 2011/12 work will continue to increase donations from sponsored events and from major donors. A legacy campaign will also be undertaken. In addition, £125,000 of income from Trusts had already been secured prior to the new financial year.

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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Income as a result of charitable activities stayed relatively consistent with income of £1,239,721 (£1,281,584 in 2009/10). This enabled us to spend a record level of funds on our charitable objectives, £1,822,417 compared to £1,769,157 in 2009/10. The level of restricted project grant income should continue at this high level as £1,136,248 had already been secured prior to the start of 2011/12.

During 2010/11 we have been able to continue to rebuild general reserves to a more sustainable footing, up from £65,447 to £129,684. The 2011/12 Budget approved by the Board in March 2011 will, if achieved, ensure that at 31 March 2012 general unrestricted reserves will be £153,289.

#### **Risk statement**

The trustees regularly consider the major risks to which the charity is exposed in particular to those related to the finances and ongoing activities of the charity and are satisfied that systems are in place to mitigate its exposure.

#### **Reserves policy**

The charity's reserves are broken down between Restricted Funds and Unrestricted Funds. Within Restricted Funds the Programme Funds represent the funds earmarked by donors or funders for specific projects or work areas. The Building and Library Fund represents funds received in the past for the purchase of, or improvement to, the organisations buildings. This fund is used to offset depreciation charges.

The Revaluation Reserve represents the increase in the net book value of the organisation's headquarters and the value of its revaluation less the increases in depreciation charges since the revaluation in 2007.

The charity's unrestricted funds can be used on charitable objectives as seen fit by the Trustees. The current policy of Anti-Slavery International is to maintain its liquid reserves at a level sufficient to fund working capital, to fund unexpected expenditure, or to fund shortfalls in income. The optimum reserve level is based on an average five months of salaries and associated overheads, equivalent to £410,000 on the basis of planned expenditure in 2010/11, £401,000 in 2009/10. The trustees will continue corrective measures in order to increase the value of liquid reserves to a more reasonable level. The charity's reserve policy is to be reviewed during 2011/12.

#### **Investment policy**

Under the terms of Anti-Slavery International's Memorandum of Association the Council has the power to invest surplus funds. It is the policy of Anti-Slavery International to maximise the values of its financial reserves, with a balance between the short term cash requirements and the long term value of these reserves. Reserves above the level likely to be required as cash may be invested in a mixture of stocks and shares. Due to the relatively low level of liquid reserves and the policy to reduce exposure to stock market fluctuations Anti-Slavery currently has no investment portfolio.

#### **PLANS FOR FUTURE PERIODS**

As well as continuing our existing work as described above, Anti-Slavery will be expanding its work into the following areas:

## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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- In 2011/12, Anti-Slavery and our partners in Senegal will be working on highlighting the issue of forced child begging in Qur'anic schools in the forthcoming Presidential and Legislative Assembly elections (26 February 2012) In addition we will be continuing the programme of sensitisation, as described above, and encouraging and empowering local communities to take up the issue themselves
- A follow-up project to the European Trade Union/NGO Coalition to combat trafficking for labour exploitation is planned with CCME and ITUC as partners
- Anti-Slavery will launch a campaign on slavery in Indian garment and fabric manufacture for European and American high streets and will seek funding for a new research programme on forced labour in international businesses supply chains in Brazil and India
- Anti-Slavery will aim to establish an expanded programme on Indian bonded labour liberation through self-organisation and strategic litigation
- Home Alone campaign- final campaigning activities and outcome of June ILC
- Development and launch of public Olympics & Trafficking campaign one year before the start of the Games (July 2011) This campaign will initially seek to raise awareness of trafficking for forced labour and engage wide support for the campaign by using social media to promote the campaign to a new audience and ask people to sign the campaign pledge or petition to end slavery The second phase of the campaign (once the Government's anti-trafficking strategy is produced) will utilise this support for more targeted action from policy-makers to ensure that they take greater steps to tackle trafficking at a time when the eyes of the world are on London, and beyond

#### **TRUSTEES OF THE CHARITY**

The Trustees who served during the financial year 2010/11 and/or are currently serving are

Andrew Clark (Chair)  
John Cropper (Vice Chair from 25 November 2010)  
Lady Lucy Chandler (Vice Chair to 25 November 2010)  
Graham Duncan (Treasurer)  
Vanita Patel  
Mr Anis Rahman OBE (Stood Down on 25 November 2010)  
Emma Snow  
Esther Stanford-Xoser  
James Walvin OBE (Stood Down on 25 November 2010)  
Ruth Powys  
Rob Grimshaw  
Tracy Ullveit-Moe

#### **Statement of the trustees' responsibilities**

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations

Company law requires the trustees to prepare financial statements for each financial year Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the net income or expenditure, of the charitable company for that period



## **Anti-Slavery International**

### **Report of the trustees**

#### **For the year ended 31 March 2011**

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In preparing these financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently,
- make judgments and accounting estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards (United Kingdom Generally Accepted Accounting Practice) have been followed, subject to any material departures disclosed and explained in the financial statements,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Each of the trustees confirms that to the best of his/her knowledge there is no information relevant to the audit of which the auditors are unaware. Each of the trustees also confirms that he/she has taken all necessary steps to ensure that he/she is aware of all relevant audit information and that this information has been communicated to the auditors.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2011 was 2135 (2010 - 2056). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

#### **Auditors**

Sayer Vincent were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 30 June 2011 and signed on their behalf by



Andrew Clark - Chair

## **Independent auditors' report**

### **To the members of**

#### **Anti-Slavery International**

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We have audited the financial statements of Anti-Slavery International for the year ended 31 March 2011 which comprise the statement of financial activities, balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Respective responsibilities of trustees and auditors**

As explained more fully in the Trustees' Responsibilities Statement set out in the report of the trustees, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

#### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the report of the trustees to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion on financial statements**

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

## **Independent auditors' report**

**To the members of**

### **Anti-Slavery International**

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#### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of trustees' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit

*Pamela Craig (Senior statutory auditor)*

*14 October 2011*

*for and on behalf of Sayer Vincent, Statutory Auditors*

*Sayer Vincent, 8 Angel Gate, City Road, LONDON EC1V 2SJ*

# Anti-Slavery International

## Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2011

	Note	Unrestricted £	Restricted £	2011 Total £	2010 Total £
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary income	2	653,781	-	<b>653,781</b>	753,867
Activities for generating funds		2,187	-	<b>2,187</b>	1,162
Investment income		500	-	<b>500</b>	758
<i>Incoming resources from charitable activities</i>	3	<u>91,347</u>	<u>1,148,374</u>	<b><u>1,239,721</u></b>	<u>1,281,584</u>
<b>Total incoming resources</b>		<u>747,815</u>	<u>1,148,374</u>	<b><u>1,896,189</u></b>	<u>2,037,371</u>
<b>Resources expended</b>					
<i>Costs of generating funds</i>					
Costs of generating voluntary income		183,050	-	<b>183,050</b>	156,866
Other fundraising costs		1,679	-	<b>1,679</b>	809
<i>Charitable activities</i>					
Direct charitable objectives	5	404,010	1,418,407	<b>1,822,417</b>	1,769,157
<i>Governance costs</i>		<u>50,414</u>	<u>-</u>	<b><u>50,414</u></b>	<u>51,269</u>
<b>Total resources expended</b>	4	<u>639,153</u>	<u>1,418,407</u>	<b><u>2,057,560</u></b>	<u>1,978,101</u>
<b>Net (outgoing)/incoming resources before transfers</b>		108,662	(270,033)	(161,371)	59,270
Gross transfers between funds		<u>(53,007)</u>	<u>53,007</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>	6	55,655	(217,026)	(161,371)	59,270
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>673,245</u>	<u>669,414</u>	<b><u>1,342,659</u></b>	<u>1,283,389</u>
<b>Total funds carried forward</b>		<u><u>728,900</u></u>	<u><u>452,388</u></u>	<b><u><u>1,181,288</u></u></b>	<u><u>1,342,659</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

**Anti-Slavery International (a company limited by guarantee)**

**Company no. 3079904**

**Balance sheet**

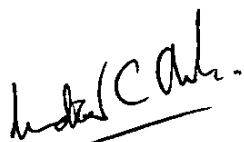
**As at 31 March 2011**

	Note	£	2011 £	2010 £
<b>Fixed assets</b>				
Tangible fixed assets	9		<u>973,992</u>	<u>1,009,623</u>
<b>Current assets</b>				
Stock		5,236		6,049
Debtors	10	345,456		185,797
Cash at bank and in hand		<u>372,236</u>		<u>659,600</u>
		722,928		851,446
Creditors amounts due within one year	11	<u>115,622</u>		<u>84,834</u>
<b>Net current assets</b>			<u>607,306</u>	<u>766,612</u>
<b>Total assets less current liabilities</b>			<b>1,581,298</b>	<b>1,776,235</b>
Creditors amounts due after more than one year	12		<u>400,010</u>	<u>433,576</u>
<b>Net assets</b>	13		<u><b>1,181,288</b></u>	<u><b>1,342,659</b></u>
<b>Funds</b>	15,16			
Restricted funds				
Programme funds			333,596	542,622
Building and library fund			118,792	126,792
Unrestricted funds				
General funds			129,684	65,447
Revaluation reserve			<u>599,216</u>	<u>607,798</u>
<b>Total funds</b>			<u><b>1,181,288</b></u>	<u><b>1,342,659</b></u>

Approved by the trustees on

30 June 2011

and signed on their behalf by



Andrew Clark - Chair



Graham Duncan - Treasurer

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2011

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#### 1 Accounting policies

- a) Anti-Slavery International is a registered charity. It is also incorporated under the Companies Act 2006 as a limited company. The company does not have share capital and is limited by the guarantee of the members to a maximum of £1 each.

The accounts have been prepared under the historical cost convention and in accordance with applicable accounting standards and the Statement of Recommended Practice 'Accounting and Reporting by Charities' SORP 2005 (revised in March 2005).

The company, being able to satisfy the requirements of Section 62 (2 and 3) of the Companies Act 2006 and having made a statutory declaration to this effect, is exempt from having to use LIMITED as part of its name.

- b) When held, Fixed Asset investments are valued on the basis of mid market-value at the balance sheet date. The policy of the trustees is for these to be held in a mix of fixed interest stock and equities in ethical funds, in line with the charity's purpose. Any gain or loss arising on revaluation is taken to the Statement of Financial Activities.
- c) Depreciation is provided on all tangible fixed assets at rates calculated to write off their cost or valuation over their expected useful lives as follows:

Freehold buildings	2% straight line
Furniture & fixtures	10% straight line
Computer equipment	20% straight line

Individual assets costing £500 or more are capitalised at cost.

- d) Items of anti-slavery memorabilia are held by the charity, these are historical in nature. These items have been capitalised at estimated market value, based on best available information. The assets have not been depreciated. The trustees are of the opinion that any potential depreciation charge would be immaterial to the accounts. The trustees believe the estimated life of the assets to be very long and the estimated residual values of the assets are close to the carrying amounts.
- e) Stocks are stated at the lower of cost and net realisable value except where donated, when they are valued at estimated net realisable value.
- f) All incoming resources are recognised in the year in which they are receivable. Where donor imposed restrictions apply to the timing of the related expenditure as a pre-condition for its use, the grant is treated as deferred income until those restrictions are met. Legacies are included when the charity is legally entitled to the income, entitlement being the earlier of the charity being notified or the legacy being received.

## **Anti-Slavery International**

### **Notes to the financial statements**

**For the year ended 31 March 2011**

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#### **1. Accounting policies (continued)**

- g) Direct Staff Costs are apportioned to the various activities based on the amount of time spent on each by employees. Indirect staff costs and office overheads (support costs) are apportioned to the various activities pro rata to the direct expenditure attributable to that activity. The percentage allocations are as follows

Voluntary income	11.45%
Other fundraising	0.10%
Charitable activities	85.60%
Governance	2.85%

Governance costs include the costs that relate to the overall administration of the charity.

The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.

Resources expended include attributable VAT which cannot be recovered.

- h) Grants Payable are charged to the Statement of Financial Activities in the year in which the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching to are fulfilled.
- i) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and support costs.
- j) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- k) General unrestricted funds comprise accumulated surpluses and deficits on general funds. They comprise funds used to meet the charity's working capital requirements and funds available for use at the discretion of the directors in furtherance of the general charitable objectives.

Transfers between funds are made from general reserves to cover deficits on restricted funds.

- l) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the minimum lease term.
- m) Monetary assets and liabilities in foreign currencies are translated in sterling at the rates of exchange at the balance sheet date. Transactions in foreign currencies are recorded at the rate at the date in which the transaction occurred. Gains or losses resulting from conversion of foreign currencies have been dealt with in the Statement of Financial Activities.
- n) The charity makes payments to personal pension plans of all employees. The costs (6%) are charged to the Statement of Financial Activities for the period in which they relate. The company has no liability under the scheme other than payments of these contributions.

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2011

#### 2 Voluntary income

	2011 Total £	2010 Total £
Individuals	370,407	411,779
Trusts / Foundations / Corporate	280,450	326,414
Legacies	2,924	15,674
	<b>653,781</b>	<b>753,867</b>

All voluntary income is treated as unrestricted

#### 3. Incoming resources from charitable activities

	Unrestricted £	Restricted £	2011 Total £	2010 Total £
Worst forms of child labour	-	574,528	574,528	609,895
Trafficking	-	150,702	150,702	221,619
Debt bondage/bonded labour	-	110,665	110,665	35,641
Forced labour	-	56,788	56,788	69,016
Slavery based on descent	-	226,941	226,941	303,560
Campaigning and advocacy	-	28,750	28,750	19,847
Publications & other sales	91,347	-	91,347	22,006
Total	<b>91,347</b>	<b>1,148,374</b>	<b>1,239,721</b>	<b>1,281,584</b>



# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2011

### 4 Total resources expended

	Voluntary income	Other fundraising costs	Charitable objectives (note 5)	Governance	2011 Total	2010 Total
	£	£	£	£	£	£
Direct salaries (note 7)	83,608	591	530,988	30,159	645,346	775,650
Support salaries (note 7)	6,692	61	69,879	1,878	78,510	89,769
Payments to partners	-	-	783,356	-	783,356	674,716
Other programme costs	31,647	-	271,608	-	303,255	179,145
Subscriptions & memberships	-	-	4,808	472	5,280	7,801
Annual report/reporter	5,642	-	5,642	1,306	12,590	15,720
Communications costs	1,603	-	1,603	-	3,206	4,748
Audit fees	-	-	-	10,800	10,800	10,281
Fundraising costs	30,543	813	-	-	31,356	21,096
Trustee expenses	-	-	-	198	198	252
Office overheads	23,315	214	154,533	5,601	183,663	198,923
<b>Total resources expended</b>	<b>183,050</b>	<b>1,679</b>	<b>1,822,417</b>	<b>50,414</b>	<b>2,057,560</b>	<b>1,978,101</b>

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2011

### 5. Resources expended on charitable objectives

	Worst forms of child labour	Trafficking	Debt bondage / bonded labour	Forced labour	Slavery based on descent	Campaigning and advocacy	2011 Total	2010 Total
	£	£	£	£	£	£	£	£
Direct salaries	106,197	114,611	67,516	98,597	40,038	104,029	530,988	645,368
Support salaries	29,874	9,642	4,869	8,490	11,693	5,311	69,879	80,886
Payments to partners	493,072	24,325	40,870	31,135	193,954	-	783,356	674,716
Other programme costs	83,154	81,567	2,950	64,422	33,403	6,112	271,608	179,145
Subscriptions & memberships	750	-	-	-	-	4,058	4,808	6,297
Annual report/reporter	-	-	-	-	-	5,642	5,642	14,346
Communications costs	-	-	-	-	-	1,603	1,603	2,374
Office overheads	61,367	19,807	10,001	17,439	24,019	21,900	154,533	166,025
	<u>774,414</u>	<u>249,952</u>	<u>126,206</u>	<u>220,083</u>	<u>303,107</u>	<u>148,655</u>	<u>1,822,417</u>	<u>1,769,157</u>

## Anti-Slavery International

### Notes to the financial statements

#### For the year ended 31 March 2011

#### 6 Net outgoing resources for the year

This is stated after charging / crediting

	2011 £	2010 £
Depreciation	51,162	51,165
Trustees' reimbursed expenses	198	252
Trustees' remuneration	NIL	NIL
Auditors' remuneration	10,800	10,281
Hire of equipment	4,203	4,154
Interest payable on loans repayable in more than five years	<u>29,451</u>	<u>37,923</u>

Trustees' reimbursed expenses represents the reimbursement of travel costs to board members attending meetings of the trustees

#### 7. Staff costs and numbers

Staff costs were as follows

	2011 £	2010 £
Salaries and wages	620,452	747,673
Social security costs	65,810	74,933
Pension contributions	<u>37,594</u>	<u>42,813</u>
	<u>723,856</u>	<u>865,419</u>
Total emoluments paid to staff were	<u>658,046</u>	<u>790,486</u>

No employee earned more than £60,000 during the year

The average weekly number of employees (full-time equivalent) during the year was as follows

	2011 No.	2010 No
Director	1.0	1 0
Programmes & advocacy	11.2	12 8
Fundraising	3.5	4 0
Finance & administration	<u>2.8</u>	<u>3 0</u>
	<u>18.5</u>	<u>20 8</u>

#### 8. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2011

### 9. Tangible fixed assets

	Anti-slavery related memorabilia £	Freehold property £	Furniture, fixtures and equipment £	Total £
<b>Cost</b>				
At the start of the year	50,950	915,000	232,896	<b>1,198,846</b>
Additions in year	-	-	15,531	<b>15,531</b>
Disposals in year	-	-	-	-
At the end of the year	<u>50,950</u>	<u>915,000</u>	<u>248,427</u>	<u><b>1,214,377</b></u>
<b>Depreciation</b>				
At the start of the year	-	43,620	145,603	<b>189,223</b>
Charge for the year	-	14,540	36,622	<b>51,162</b>
Disposals in year	-	-	-	-
At the end of the year	<u>-</u>	<u>58,160</u>	<u>182,225</u>	<u><b>240,385</b></u>
<b>Net book value</b>				
At the end of the year	<u><b>50,950</b></u>	<u><b>856,840</b></u>	<u><b>66,202</b></u>	<u><b>973,992</b></u>
At the start of the year	<u>50,950</u>	<u>871,380</u>	<u>87,293</u>	<u>1,009,623</u>

During 2007, all freehold property was assessed and revalued as at 10 July 2007 at open market value by Alex Bunny (Dip Surv M R I C S ), a commercial surveyor of Sorrell Estates, at a value of £915,000

Anti-slavery related memorabilia including paintings, ceramics and other such items. These items vary in age but tend to be around 150 years old. These items are loaned to various institutions and museums, in addition to being held at the charity's office.

### 10. Debtors

	2011 £	2010 £
Income tax recoverable (gift aid)	<b>54,626</b>	47,421
Grants receivable	<b>191,383</b>	74,478
Other debtors (Includes legacies and prepayments)	<b>99,447</b>	63,898
	<u><b>345,456</b></u>	<u>185,797</u>

### 11. Creditors: amounts due within 1 year

	2011 £	2010 £
Mortgage (note 12)	<b>26,644</b>	22,391
Taxation and Social Security	<b>19,867</b>	20,727
Other Creditors (Includes Suppliers and Pension Contributions)	<b>69,111</b>	41,716
	<u><b>115,622</b></u>	<u>84,834</u>

## Anti-Slavery International

### Notes to the financial statements

#### For the year ended 31 March 2011

#### 12. Creditors amounts due after more than 1 year

	2011 £	2010 £
Amounts due in 2 - 5 years	139,035	110,181
Amounts due in more than 5 years	260,975	323,395
	<u>400,010</u>	<u>433,576</u>

The amounts due after more than one year represent a mortgage secured on the freehold property. The mortgage is repayable in instalments by July 2022. The mortgage was renegotiated with a fixed rate of 5.14%, previously charged at a fixed rate of 8.15%.

#### 13. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Revaluation reserve £	Total funds £
Fixed assets	255,984	118,792	599,216	973,992
Current assets	345,379	377,549	-	722,928
Current liabilities	(71,669)	(43,953)	-	(115,622)
Long term liabilities	<u>(400,010)</u>	<u>-</u>	<u>-</u>	<u>(400,010)</u>
<b>Net assets at the end of the year</b>	<u><b>129,684</b></u>	<u><b>452,388</b></u>	<u><b>599,216</b></u>	<u><b>1,181,288</b></u>

#### 14. Related party transactions

Anti-Slavery International provides office space to the Dalit Solidarity Network. The charity works closely with this group on specific issues within its mandate. In addition to office space the company also provides services such as salary administration and photocopying, these are reimbursed at cost.

Transactions with this organisation during the year were as follows:

	Rent £	Payroll £	Services £
Dalit	<u>450</u>	<u>38,749</u>	<u>-</u>

#### Anti-Slavery International Inc.

During the year the charity received income of £62,953 via Anti-Slavery International Inc. (Free the Slaves) of the USA, a sister organisation with similar aims. The money was transferred at the request of an anonymous donor within the USA. A fee of £7,325 was also paid for our participation in the Free the Slaves Award process.

# Anti-Slavery International

## Notes to the financial statements

For the year ended 31 March 2011

### 15. Movements in funds

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Restricted funds:</b>					
<b>Programme funds (see note 16)</b>					
Worst forms of child labour	139,611	574,528	661,744	71	<b>52,466</b>
Trafficking	74,261	150,702	202,989	21,033	<b>43,007</b>
Debt bondage/bonded labour	5,545	110,665	54,644	-	<b>61,566</b>
Forced labour	168,902	56,788	201,507	2,409	<b>26,592</b>
Slavery based on descent	152,673	226,941	264,217	18,126	<b>133,523</b>
Campaigning and advocacy	1,630	28,750	25,306	11,368	<b>16,442</b>
<b>Total programme funds</b>	<b>542,622</b>	<b>1,148,374</b>	<b>1,410,407</b>	<b>53,007</b>	<b>333,596</b>
Building and library fund	126,792	-	8,000	-	<b>118,792</b>
<b>Total restricted funds</b>	<b>669,414</b>	<b>1,148,374</b>	<b>1,418,407</b>	<b>53,007</b>	<b>452,388</b>
<b>Unrestricted funds</b>					
Revaluation reserve	607,798	-	-	(8,582)	<b>599,216</b>
<b>General funds</b>	<b>65,447</b>	<b>747,815</b>	<b>639,153</b>	<b>(44,425)</b>	<b>129,684</b>
<b>Total unrestricted funds</b>	<b>673,245</b>	<b>747,815</b>	<b>639,153</b>	<b>(53,007)</b>	<b>728,900</b>
<b>Total funds</b>	<b>1,342,659</b>	<b>1,896,189</b>	<b>2,057,560</b>	<b>-</b>	<b>1,181,288</b>

### Purposes of restricted funds

#### Worst forms of child labour

Children around the world in work that is harmful to their health and welfare

#### Trafficking

Women, children and men taken from one area into another and forced into slavery

#### Debt bondage/bonded labour

People who are forced by poverty or are tricked into taking small loans for survival which can lead to a family being enslaved for generations

#### Forced labour

People who are forced to do work through the threat or use of violence or other punishment

#### Slavery based on descent

People who are born into a slave class or are from a group that society views as suited to be used as slave labour

#### Campaigning and advocacy

As a campaigning organisation, we depend on the public's involvement in helping us lobby governments to develop and enforce laws against slavery

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2011

#### 15. Movements in funds (continued)

##### Building and library fund

Funds previously received to fund the purchase and development of the building and library. The fund is used to offset the depreciation associated with the assets.

##### Transfers between funds

The Trafficking for Forced Labour in Europe project was completed in 2006/07, however, the final claim submitted to the EC at that time was only finally settled in 2009/10. The final payment received from the EC and the final payment made to partners were different than the amounts originally accrued in 2006/07. The net income arising as a result has been moved from restricted funds to unrestricted funds which reverses some of the transfer from unrestricted funds made in 2006/07 (£18,552).

##### Purpose of designated funds

##### Revaluation reserve

This represents the increase in the net book value of the organisation's headquarters after the revaluation undertaken in 2007 less the additional depreciation arising since that date.

#### 16. Restricted funds detail

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Worst forms of Child Labour</b>					
Rugmark Nepal (Child labour)	65	-	-	-	65
Rugmark UK (Child labour)	550	-	550	-	-
Child Domestic Worker Interventions					
Small Grants Scheme					
- DFID	75,175	257,008	332,183	-	-
- Oak Foundation	3,886	164,771	168,657	-	-
- Other	5,000	-	379	-	4,621
Giving Voices to Child Domestic					
Workers - Oak Foundation	51,848	-	51,919	71	-
Giving Voices to Child Domestic					
Workers II - Oak Foundation	-	59,505	20,632	-	38,873
Child Camel Jockeys	3,087	-	3,013	-	74
Forced Child Begging in Senegal					
- DFID	-	73,244	73,244	-	-
- Other	-	20,000	11,167	-	8,833
	139,611	574,528	661,744	71	52,466

## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2011

#### 16. Restricted funds detail (continued)

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Trafficking</b>					
UK Advocacy - Trust for London Creating a NGO & Trade Union Coalition - EC	5,635	-	1,699	-	3,936
Anti-Trafficking Audit - Comic Relief	35,849	19,374	75,757	20,534	-
Anti-Trafficking Audit - Trust for London	13,903	34,856	48,805	46	-
Anti-Trafficking Audit Extension	18,874	12,000	27,743	-	3,131
- Comic Relief	-	23,871	13,555	-	10,316
- Esmee Fairbairn	-	22,596	12,831	-	9,765
- Bromley Trust	-	10,000	5,678	-	4,322
Act for Compensation for Trafficked Persons in Europe	-	19,956	14,655	-	5,301
ENPATES	-	8,049	2,266	453	6,236
	<b>74,261</b>	<b>150,702</b>	<b>202,989</b>	<b>21,033</b>	<b>43,007</b>
<b>Debt Bondage/Bonded Labour</b>					
Bonded Labour Unionisation					
- Trocare	5,545	-	-	-	5,545
- Other	-	100	-	-	100
Education in Nepal					
- Comic Relief	-	103,065	54,644	-	48,421
- Other	-	7,500	-	-	7,500
	<b>5,545</b>	<b>110,665</b>	<b>54,644</b>	<b>-</b>	<b>61,566</b>
<b>Forced labour</b>					
FL and Development - DFID	-	6,950	9,359	2,409	-
Trafficking & Migration in the Ivorian Cocoa Industry - Humanity United	71,934	-	62,328	-	9,606
Slavery and the Production Markets of India - Humanity United	96,968	-	72,671	-	24,297
Uzbek Cotton Campaign - OSI	-	49,838	57,149	-	(7,311)
	<b>168,902</b>	<b>56,788</b>	<b>201,507</b>	<b>2,409</b>	<b>26,592</b>



## Anti-Slavery International

### Notes to the financial statements

For the year ended 31 March 2011

#### 16. Restricted funds detail (continued)

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers between funds £	At the end of the year £
<b>Slavery based on Descent</b>					
Legal Project in Niger	-	-	5,000	5,000	-
Descent based Slavery in W Africa					
- DFID	-	66,877	66,877	-	-
- Irish Aid	9,902	20,256	11,228	-	<b>18,930</b>
- Co-Operative Bank	25,558	-	18,166	9,083	<b>16,475</b>
- Other Funders	-	652	652	-	-
Community Schools in Niger					
- Comic Relief	9,422	48,399	40,439	4,043	<b>21,425</b>
- Other Funders	24,457	17,655	35,916	-	<b>6,196</b>
Mauritania Advocacy	-	-	-	-	-
Force Migration in Mauritania - Barings	83,334	73,102	85,939	-	<b>70,497</b>
	<b>152,673</b>	<b>226,941</b>	<b>264,217</b>	<b>18,126</b>	<b>133,523</b>
<b>Campaigning and Advocacy</b>					
Arabic Website	1,630	-	-	-	<b>1,630</b>
Campaigning for a Slave Free Olympics - Trust for London	-	26,000	24,364	11,368	<b>13,004</b>
Vodafone World of Difference Scheme	-	2,750	942	-	<b>1,808</b>
	<b>1,630</b>	<b>28,750</b>	<b>25,306</b>	<b>11,368</b>	<b>16,442</b>
Total revenue restricted funds	<b>542,622</b>	<b>1,148,374</b>	<b>1,410,407</b>	<b>53,007</b>	<b>333,596</b>
<b>Building &amp; Library</b>					
Library Project (Heritage Fund)	5,965	-	2,111	-	<b>3,854</b>
Building Grant	120,827	-	5,889	-	<b>114,938</b>
	<b>126,792</b>	-	<b>8,000</b>	-	<b>118,792</b>
<b>Total restricted funds</b>	<b>669,414</b>	<b>1,148,374</b>	<b>1,418,407</b>	<b>53,007</b>	<b>452,388</b>