

ANNUAL REPORT 2019



project 
respect

Celebrating 20 Years

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Vision

Project Respect's vision is a world where women are free from trafficking, sexual exploitation, violence and harm.

Mission

Project Respect's primary mission is to support women in the sex industry and women trafficked and advocate for the structural change needed to end all forms of sexual exploitation.

We provide a platform to elevate and amplify the voices of, while also being informed and guided by, women with past and present lived experience.

Values

We are an intersectional feminist organisation, with all advocacy, support and programs embodying a feminist philosophy.

We position trafficking and sexual exploitation as a global, gendered and structural issue.

Our work is women-centered, collaborative, inclusive and respectful of women's decisions.

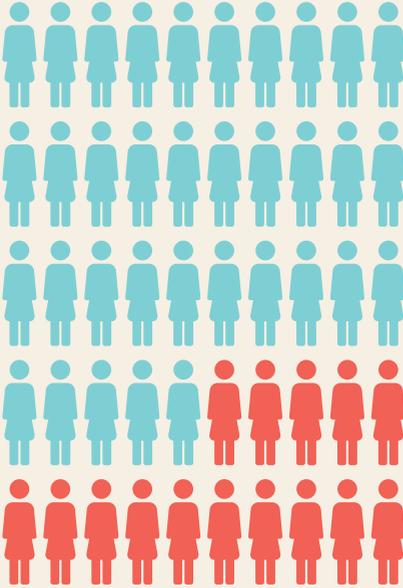
Our strong evidence-base supports proactive and courageous work to advance human rights for women.

Highlights

Working With Women

50 women supported

- 35 women in the sex industry
- 15 women trafficked



1569 hours
or 206 days of case coordination
across programs



28 anonymous
information and referrals



78 secondary consults provided



158 referrals
out to other agencies



10 community lunches held



70+ lunches provided



11 Women's Advisory Group
meetings conducted



5 WAG members

21 women on the Breaking Barriers program



Highlights

2018 - 2019

Outreach



225 total brothel visits



229 women engaged



675 total women met

Training and Partnerships



16 training workshops delivered



13 information sessions delivered



200+ frontline workers trained



80+ organisations trained

Media and Advocacy



7 print and online media interviews



4 research interviews



4 submissions



6 consultations



4 advocacy networks/working groups

Organisational



2154 Facebook likes



3058 newsletter subscribers



1200 student hours



1000 volunteer hours

Chair Report

Amy Poynton

This year, it has been my privilege to step into the Chair role for the Committee of Management (committee). As Chair, I have been able to engage and learn from our Executive and Advisory Group who provide expertise and guidance to the committee's focus to deliver strong governance, strategic direction.

Project Respect is made up of a small dedicated team of women who continually inspire through their ability to deliver unique and specialist support to the women we work with.

The Women's Advisory Group (advisory group) are a critical part of our governance and decision-making framework. The Committee is guided and informed by the advisory group's insights, lived experience and know-how. The combination of our committee and the advisory group is vital in ensuring that our work is well governed and continually supports women.

The committee is a mix of long servicing and new members, who bring expertise in governance, finance, research, communications and government. Each member has brought insights and support to strengthen our work.

Our Deputy Chair is Amanda Carlile. Amanda has deep not-for-profit experience which has helped us to better navigate the fundraising and donation strategies we need to strengthen and grow. Natalie Francis continued as our Treasurer, bringing the right mix of experience and pragmatism to meet our financial obligations and protect our limited resources. Charmaine Jessup stepped into the role as Secretary, which provides the committee with regular monitoring of our governance activities and actions.

Dr. Sarah Ogilvie brings governance and research expertise, particularly with past work related

to trafficked women working in illegal sex businesses across Australia.

I would like to thank Christine Craik for her support as the previous chair, Abbey Newman for her support as a committee member and wish her the best as she has stepped down this year.

Along with overall governance and direction, the Committee focussed on two areas: Fundraising and Strategy & Risk. The Fundraising working group has provided better support and direction for special events such as planning End of Financial Year Donation Campaign and the 20th Anniversary Luncheon. The Strategy & Risk working group assisted with the review of the strategic vision, mission and goals with guidance and direction provided by the Advisory Group.

I am grateful to Rachel Reilly, Executive Director, and her team for their strength and commitment to the women we support.

I want to extend our thanks to the Victorian government departments, our donors and our supporters for providing the needed funding to deliver our unique and impactful work. Also, I want to extend a special thanks to local government who have made important contributions to our work this year.

However, we continue to remain unfunded for the work we do in the anti-trafficking space, including supporting survivors who are unable to access the government funded support program.

Our future goals include securing sustainable funding, so we are able to deliver our important work, but also to drive more insights and awareness from our research and advocacy of the need to eliminate all forms of sexual exploitation and eradicate human slavery.

In gratitude,

Amy Poynton
Chair

Executive Director Report

Rachel Reilly

This year marks a special year for Project Respect as we celebrate our 20th Anniversary!

It has been a humbling experience to learn about the incredible work the organisation has accomplished over the past 20 years as we worked on a project to document our history. This has culminated in a timeline that documents the key work we have undertaken in the trafficking space. You can review the completed timeline on page 22.

The number of women supported and engaged with, as well as the number of brothel outreach visits is inspiring. It was even more moving to know an individual woman's story is behind "the number", and that Project Respect has in some way, been involved in her life journey.

The reach and scale of the advocacy the organisation has undertaken to foster better outcomes for women in the sex industry and women trafficked within our community has also been inspiring. There is currently an unprecedented focus on violence against women on an international scale from the #MeToo movement, and more locally from the family violence reforms in Victoria. Despite this, women with experience of the industry continue to be omitted in policy planning and response, most recently from the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM), despite being included as a vulnerable group in the Royal Commission.

This seems extraordinary considering this year, 71% of women with experience of the sex industry and, 80% of women who have been trafficked experienced family violence in addition to their experience of being trafficked. The continued omission to address the endemic violence against a specific population of women in our community seems to unhinge other prevention and response efforts. That said, we were pleased to see women in the sex industry included in the Everybody Matters: Inclusion and

Equity Statement, the State Government's 10-year plan to develop an inclusive, safe, responsive and accountable system for all Victorians, and women trafficked included in the Federal 4th National Action Plan (see page 32).

While we continue to work hard to advocate for systemic change, we still consistently face clear handballing of responsibility when we highlight non-compliance of sex industry businesses with state or Commonwealth legislation. We face barriers when bringing an awareness to inconsistent, problematic or harmful policy or legislation that does not adequately protect the rights and safety of women involved in the sex industry. Inconceivably, there continues to be no specific training for sex industry business owners on how to respond or report a sexual assault a woman may experience during a booking, despite the fact our conversations with women during brothel outreach this year indicate rates of sexual assault seem to be increasing.

This year, like all other years, we have continued to provide support to women with experience of any part of the sex industry, primarily, women impacted by violence – either in, or outside the sex industry space. The complexities of many women's stories and the disengagement of other service providers due to being overwhelmed or unsure of how to proceed reinforces why specialist niche services like Project Respect are so important. The deep understanding that comes from staff with lived experience of the sex industry, sexual exploitation and family violence enhances our ability to work alongside women, while also supporting other service providers to gain a better understanding of some of the barriers to seeking support or moving forward.

Most importantly, we have continued to be a safe space and community for women. While we aim to continue this work for another 20 more years and beyond, it would be good to ultimately know it wasn't necessary.

Rachel Reilly
Executive Director

Brothel Outreach

building rapport

Brothel Outreach is an integral part of the work that Project Respect undertakes. It provides the opportunity to deliver important information and resources to women about their rights and support that is available to them.

Project Respect conducted 225 brothel visits to 88 brothels. We were unable to enter brothels approximately 30% of the time, most commonly because management advised that all women were busy in bookings. 16 brothels consistently denied us access, which is double the number of brothels since last year. Overwhelmingly, where we were unable to directly engage with women, outreach materials were left with management to pass onto the women.

During outreach, we had in-depth conversations with 229 women, where women shared their personal experiences both in and outside of the sex industry. **Approximately 75% of the women engaged with were not born in Australia.** Predominantly, women were from East and South East Asian backgrounds, primarily Chinese, Thai, and Korean. Refer to Figure 1.1 for a breakdown of women's ethnicities.

Figure 1.1 Nationalities of women engaged (x=number of women)



Brothel Outreach

continued

Project Respect met an additional 446 women during brothel outreach whom we didn't have in-depth conversations with, and language barriers preventing us from being able to have conversations with 33% of the women met.

Project Respect holds concerns about the safety of women with low levels of English proficiency as this may impact on her ability to safely negotiate a booking with a client, or her understanding of her rights at work.

Language barriers may also increase social isolation as she may be less aware of, and therefore less likely to engage in available support services, due to inaccessibility of information. **We continue to look for ways to break down these language barriers and make our service more accessible.** Fortunately, towards the end of June we were able to employ a Mandarin speaking worker, and we've had some positive results to date.

Teams spent an average of 15 minutes per brothel visit directly engaging with women, who discussed a wide range of issues, as seen in Figure 1.2

Figure 1.2 Issues discussed during outreach. (x = number of times issue was discussed).



47% Education (108)



34% Family Matters (77)

- > Family (43)
- > Single mother (18)
- > Relationship issues (16)



25% Health and Wellbeing (58)

- > Social isolation (21)
- > Sexual health (8)
- > Body Image (6)
- > Self-esteem (3)
- > Trauma (3)
- > Health (2)



7% Mental Health (15)

- > Stress (6)
- > Mental health (5)
- > Mental health undiagnosed (4)



24% Violence (55)

- > Work based (32)
- > Family violence (13)
- > Sexual assault (9)
- > Violence (1)



23% Financial Hardship (52)



22% Working Conditions (50)

- > Exploitation (15)
- > Work rights (14)
- > Illegal sex industry (11)
- > Pay enquiries (9)
- > Human Trafficking (1)

Brothel Outreach

continued



21% Housing & Homelessness (48)

- > Housing (42)
- > Homelessness (6)



14% Employment Pathways (33)



10% Immigration Matters (23)

- > Visa (21)
- > Immigration (2)



7% Addiction Matters (17)

- > Drugs (13)
- > Alcohol (2)
- > Gambling (2)



3% Legal Matters (8)



3% Government Agencies (8)

- > Centrelink (4)
- > Child Protection (3)
- > DHHS (1)



6% Other (13)

EDUCATION

47% (108) of women discussed education during outreach and many women disclosed that they were in the sex industry to support themselves while studying. 16% (37) women engaged with advised they were currently studying English and 5% (12) women advised they were studying a business degree. 3% (8) women engaged with expressed an interest in enrolling in studies, most commonly in the social services sector.

HOMELSSNESS AND HOUSING INSTABILITY

12% (28) women disclosed to outreach teams that they were sleeping at the brothel where they work as they didn't have anywhere else to sleep. Project Respect considers this an invisible form of homelessness, not recognised or counted in homelessness statistics. Project Respect has concerns for women's wellbeing when sleeping at brothels. Women are more likely to work extended hours, as they must be awake when the brothel opens and are unable to go to bed until the brothel closes. They're also less likely to take days off. This is likely to have a detrimental impact on the woman's mental and physical health.

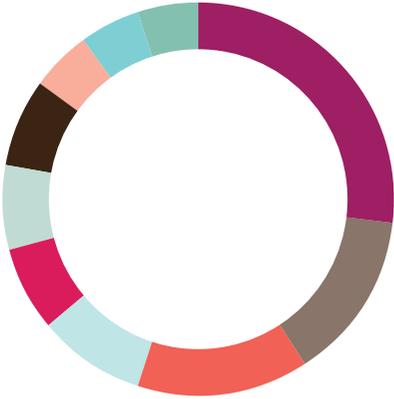
EXPERIENCES OF VIOLENCE

Women continue to disclose their experiences of violence, including family violence, work-based violence, sexual assault and gender-based violence more broadly. **24% (55) of women engaged with disclosed experiencing violence**, with 19% disclosing work-place violence or violence as an outcome of their involvement with the industry (refer to Figure 1.2). 12 women reported physically abusive or rough clients and their stories included being strangled, being held down and bitten by their clients. 6 women advised that clients had removed the condom during the booking. 3 women informed outreach workers that they had been raped by their client. 2 women reported that clients had waited for them to finish their shift and had stalked them. 6% (13) women disclosed experiencing family violence.

Brothel Outreach
continued

Figure 1.3 Work Place related violence.

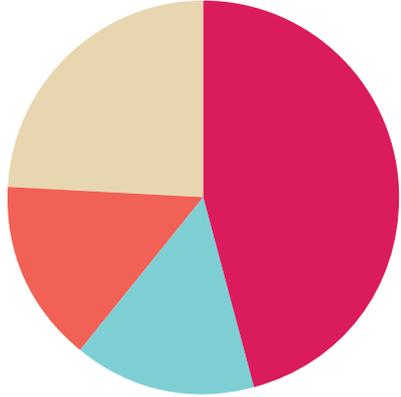
From 19% of women:



- 28%** (12) physically abusive/rough clients; including women being strangled, being held down, and being bitten
- 14%** (6) clients removing condoms during bookings
- 14%** (6) other
- 9%** (4) verbally abusive clients
- 7%** (3) psychological abuse including threats to out women
- 7%** (3) rape
- 7%** (3) disclosures of safety risks working privately, including one woman who disclosed her friend had been murdered
- 5%** (2) stalked by clients at end of shift
- 5%** (2) sexual assault (not defined)
- 5%** (2) violent crimes including stabbing at a brothel and being robbed after a shift

Figure 1.4 Family violence.

6% disclosed experiencing family violence.
The breakdown of types of violence was:



- 46%** (6) physical violence
- 15%** (2) financial violence
- 15%** (2) psychological
- 24%** (3) other

Brothel Outreach

continued

EMPLOYMENT

4% (9) women engaged with during brothel outreach disclosed that they are also working additional jobs to financially support themselves.

OVERVIEW OF BROTHEL COMPLIANCE

Outreach also provides the opportunity to check brothels for Work Health and Safety issues, which were identified on 44 brothel visits. Most commonly, teams observed brothels to be run down, cramped or cluttered with inadequate lighting. Outreach teams also checked for brothel compliance in line with the Sex Work Act (1994) and Sex Work Regulations (2016). Most brothels were compliant with signage relating to safer sex practices and displaying their business license and name. Teams observed additional signage in the reception areas of some brothels, including “no phone filming”, “no phones” and “it’s illegal to remove a condom during sex”. These signs indicate that clients are engaging in these practices, which is consistent with information provided by women engaged with during outreach.

During outreach teams are also able to check for indicators of human trafficking. This may include a combination of more than one of the following: women living at the brothel, beds or couches in the common areas, large suitcases in the women’s common areas, food available for purchasing, segregated common areas for women from multicultural backgrounds and Australian born women where women are discouraged from interacting. Outreach teams were informed that women are often picked up from the airport and taken directly to the brothel for several weeks and then moved between

various brothels regularly. **Shipping containers, where women sleep, continue to be present at brothels. Teams observed human trafficking indicators on 59 brothel visits.**

Outreach visits

- Total visits – **225**
- Time spent engaging: **59 hours 40 minutes** or approximately 15 minutes per brothel
- WH&S issues – **44**

OUTREACH CASE STUDY

A woman reported that while she worked in a brothel she was homeless, so management allowed her to stay but pushed her to work night and day to the point where she had not seen day light in 8 months. During this time the woman’s substance abuse increased in order to be able to work such long hours and made her more vulnerable to harm on many levels. These exploitative conditions also exposed her to increased work-based violence, as well as taking a huge toll on the woman’s emotional, psychological and physical well-being.

A big thank you to Family Safety Victoria for supporting our direct service work with women.

Work with Women

with experience of the sex industry

Project Respect provides holistic, individualised case coordination to anyone who identifies as a woman, including trans women, with experience of the sex industry.

This year, Project Respect provided individual case coordination to 35 women, with more than 70% (25) women who are still active in the sex industry. More than 60% of women self-referred into Project Respect as an outcome of brothel outreach. Approximately 28% of all other referrals came from other agencies.

43% (15) of women individually supported were not born in Australia and 15% (5) women did not speak English at home. One woman required an interpreter for every engagement. Project Respect has found that women of multicultural backgrounds may face additional issues as a result of language barriers, cultural differences or social isolation. **35% (12) of women supported are not Australian citizens or permanent residents and may face barriers** in accessing - or be ineligible for – support from other services due to their immigration or visa status.

Women access Project Respect's case coordination service for a wide range of reasons. Typically, women will seek support around one or two key issues they are currently experiencing, and as trust and rapport builds and women work towards achieving their goals, they are likely to disclose other issues they are experiencing or have experienced.

The most commonly disclosed issues were mental health including stress, financial hardship, relationship issues, employment pathways and social isolation.

68% (24) women indicated that they felt as though they had been exploited whilst in the sex industry. Often, working conditions were controlled and were exploitative, with management taking up to 60% of the booking fee, or women working up to 16-hour shifts. Some women disclosed that the exploitation they experienced was from an immediate family member including their partner.

Work with Women continued

Figure 2.1 Issues disclosed by women.



Health and Wellbeing

- 94% > Mental Health inc. Stress (33)
- 86% > Social Isolation (30)
- 86% > Self Esteem (30)
- 77% > Trauma (27)
- 40% > Grief (14)
- 40% > Health (14)
- 34% > Body Image (12)
- 9% > Sexual Health (3)



Family Matters

- 89% > Relationship Issues (31)
- 80% > Family (28)
- 31% > Single Mother (11)



89% Financial Hardship (31)



89% Employment (31)



Government Agencies

- 80% > Centrelink (28)
- 26% > Child Protection (9)
- 23% > DHHS (8)



71% Housing Instability & Homelessness (25)



71% Violence (25)



Working Conditions

- 69% > Exploitation (24)
- 23% > Illegal sex industry (8)
- 17% > Work rights (6)
- 9% > Human Trafficking (3)



60% Education (21)



Addiction Matters

- 60% > Drugs (21)
- 34% > Alcohol (12)
- 3% > Gambling (1)



46% Legal Matters (16)



Immigration Matters

- 17% > Visa (6)
- 11% > Immigration (4)



11% Language (4)

Work with Women continued

VIOLENCE

Of the 35 women individually supported, 71% (25) women disclosed that they had experienced some form of violence, either in the past or more recently. This includes experiences of family violence, sexual assault, work-based violence and gender-based violence. 57% (20) of women experienced multiple forms of violence. Women shared experiences of how their partners had threatened to 'out' them as being involved in the sex industry, used photos of them and posted advertisements of them online without their consent, stalked them, and controlled their movements. They disclosed that their partners had drugged them, had physically assaulted them and had raped them.

Figure 2.2 Disclosures of violence.

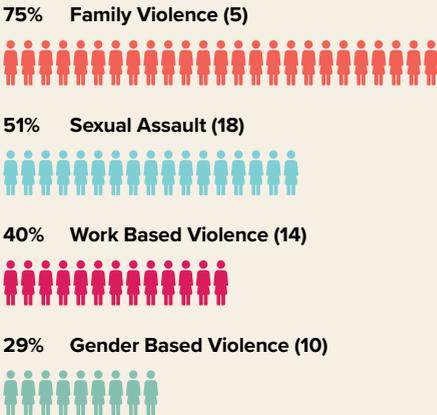
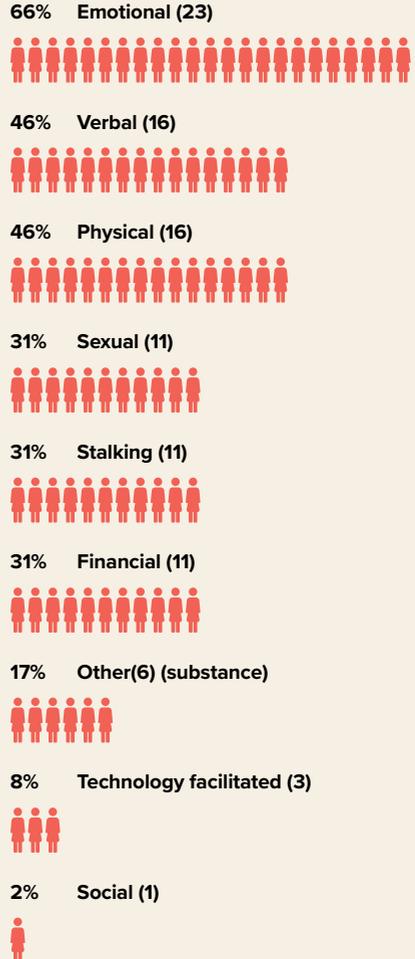


Figure 2.3 Types of family violence disclosed.

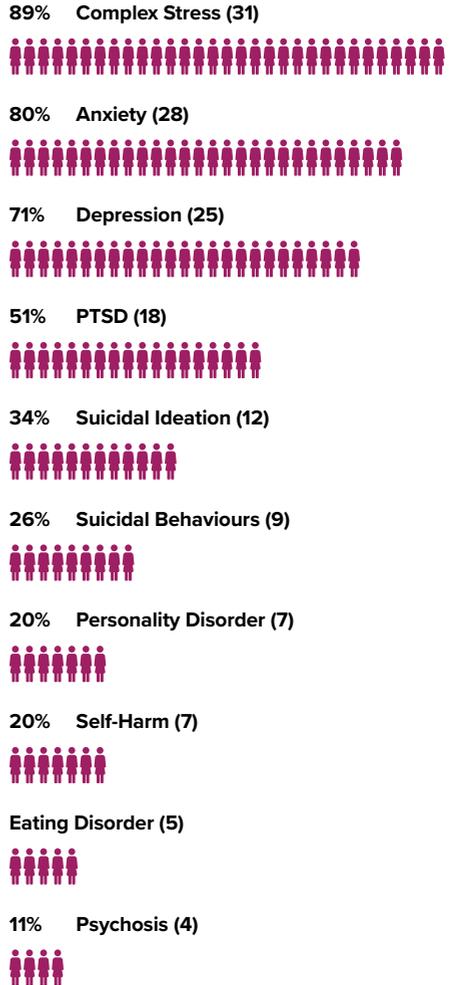


Work with Women continued

MENTAL HEALTH

89% or 31 women indicated that they had experienced mental health issues, including stress, either during support or had historically experienced mental health concerns. Most women experienced more than one mental health issue simultaneously, including anxiety and depression. 34% or 12 women indicated that they had experienced suicidal ideation at some point in their life. **17% or 6 women were involuntarily admitted to psychiatric facilities due to mental health decline.**

Figure 2.4 Disclosed mental health concerns



Case Study

Work with Women

Carly* has a history of family violence, including childhood sexual abuse. She entered the sex industry at age 14, where she faced significant sexual exploitation, part of which was perpetrated by a family member. She travelled to Australia on a temporary visa to escape the violence and exploitation she had experienced.

To financially support herself, Carly entered the Australian sex industry as this is the work she is familiar with. Carly lived in a share house where she experienced multiple sexual assaults from multiple perpetrators. These assaults led to a decline in her mental health and an eventual admission into hospital as an involuntary inpatient in a psychiatric unit. She was diagnosed with trauma induced psychosis.

Project Respect was contacted by a service provider while Carly was in hospital. They were having difficulty getting Carly to speak. After numerous secondary consults, a Project Respect worker went to the hospital and say with Carly. Eventually she opened up to the Project Respect worker.

Carly was hospitalised for nearly 4 months, which subsequently left her homeless. Due to her visa status, she was either completely ineligible for services or only had limited access to supports. When discharged from hospital, Carly was unable to return to work in the sex industry and was socially isolated, was unable to financially support herself and had very few supports.

While she was a patient in hospital, Carly met John,* who she soon became intimate with. He asked her to move in with him and offered to financially support her and provide her with food. John offered to pay for her health insurance, which was required as a condition of her visa. Carly felt like this was her only survival option as she couldn't access Government supports, and she moved in with John when she was discharged. John forced Carly to regularly have sex with him. He was also physically abusive towards her. Carly didn't feel like she was able to report this abuse as she would be left homeless, in extreme financial hardship and at risk of deportation as she would be unable to pay her health insurance.

John took advantage of Carly's vulnerability and further exploited her. He would leave the house unlocked when he went to work. He arranged for men to enter the home and sexually assault Carly on a daily basis. She was gang-raped numerous times. John profited from these assaults. Carly endured these assaults for several weeks before she was able to build up the courage to leave the house when John was at work. Carly was engaged with a family violence service who were able to fund a motel for her for several nights. John attempted to find her, making persistent attempts to contact her and lure her back to the house.

Carly was referred into various services including family violence, housing, legal and mental health supports. Project Respect provided case-coordination and ongoing emotional support for the woman.

Work with Trafficked Women

specialised case management

Project Respect provided specialised, individual case management to 15 women who were trafficked. 3 women were new referrals into the organisation, 3 women had been previously supported and re-engaged and 9 women were supported in the previous financial year.

All 15 women are from multicultural backgrounds, predominantly East and South East Asia. Language barriers were encountered with all 15 women, and interpreters were required for all interactions with 5 women.

Figure 3.1 Nationalities of women trafficked



26% Malaysia (4)

26% Thailand (4)

13% Vietnam (2)

7% People's Republic of China (1)

7% Democratic People's Republic of the Congo (1)

7% India (1)

7% Democratic People's Republic of Korea (North) (1)

7% Republic of Korea (South) (1)

Support for women who have been trafficked is individualised and may consist of emotional support, provision of information, referrals to appropriate organisations and services, or long-term intensive case management.

Support for women who have been trafficked is often more intensive than support provided to women in the sex industry, due to the complexities of issues, including migration and visa status which can impede access to services. Please see Figure 3.2 for key issues trafficked women face

Figure 3.2 Issues disclosed by women trafficked



Health and Wellbeing

- 100% > Mental Health inc. Stress (15)
- 93% > Social Isolation (14)
- 93% > Trauma (14)
- 87% > Self Esteem (13)
- 60% > Grief (9)
- 47% > Health (7)
- 27% > Body Image (4)
- 7% > Sexual Health (1)



Family Matters

- 100% > Family (15)
- 87% > Relationship Issues (13)
- 67% > Single Mother (10)



93% Employment (14)



93% Financial Hardship (14)



80% Housing Instability & Homelessness (12)

Work with Trafficked Women continued



80% Violence (12)
(FV, sexual assault, work based, gender-based)



Immigration Matters
80% > Visa (12)
80% > Immigration (12)



80% Legal Matters (12)



67% Education (10)



Government Agencies
53% > Centrelink (8)
7% > Child Protection (1)
7% > DHHS (1)



Working Conditions
33% > Work rights (5)
13% > Illegal sex industry (2)
13% > Pay Enquiries (2)



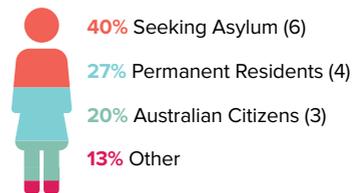
Addiction Matters
7% > Drugs (1)
7% > Gambling (1)

Women trafficked typically experienced two or more mental health concerns simultaneously, most commonly anxiety and depression. PTSD is also very common amongst women. Two women were involuntarily admitted to psychiatric facilities. One woman's mental health deteriorated significantly until she was in psychosis, and the other expressed suicidal ideation as a result of the stress she was under.

Project Respect's work is particularly important for women who have been trafficked where

they are unable to access the Federally funded Support for Trafficked People Program (STPP), which is administered by the Australian Red Cross. Access to the STPP requires trafficking survivors to be willing and able to assist the Australian Federal Police in a criminal investigation. The contingent nature of the STPP often makes the program inaccessible to survivors. One woman supported by Project Respect was able to access the STPP during the financial year, however she was exited from the program as she no longer wanted to provide evidence against her traffickers. Another woman declined to be referred to the AFP. One woman was referred to the AFP for preliminary meetings, however it was later deemed she was ineligible for referral. **Project Respect continues to advocate for the delinking of the STPP from the criminal justice system, as well as better support in Australia for survivors.** You can read more about this work in our advocacy section.

Figure 3.3 Immigration and visa status of women trafficked



3 women who are seeking asylum are currently having their cases reviewed by the Department of Immigration. 2 women are currently undertaking appeals against negative responses for their protection visa claims. One woman received the positive news that her appeal had been successful, and she had been granted asylum.

project respect

Timeline 1998 – 2018

Celebrating 20 Years

Working with Women Impact

2004 - 2018	Total women met on outreach	6,589 women
2004 - 2018	Total brothel visits	3,320 brothels
2005 - 2018	Total individual support hours	17,423 hours
2011 - 2018	Total women supported	544 women



1998
Project Respect established by Kathleen Maltzahn

2000 March
Commences direct service work

2002
The Myer Foundation funds research on trafficking
Hosted Australia's first National Conference on Trafficking

2004
The One Victim of Trafficking is One Too Many report launched [23 March 2004]
Partner with the Sexual Assault Crisis Line to deliver training at Royal Women's Hospital
Project Respect delivers anti-trafficking training for HREOC in China
Presentations at HREOC Trafficking Symposium and AFP Commonwealth Investigations Conference
Est. regular trafficking training for AFP, Gov. Depts., community and non-government organisations

Submissions to:
Exposure Draft Criminal Code Amendment (Trafficking in Persons Offences) Bill 2004

Advocacy
National Anti-Trafficking Network project launched

Networks
Invited to be member of the Anti-Trafficking Communication Strategy Project Advisory Group

Awards
Awarded RMIT Research Award for Countering Trafficking for Sexual Exploitation in Australia

2006
Delivers training for the AFP Transnational Sexual Exploitation and Trafficking team
Opens Australia's first shelter for trafficked women (2006-2016)

Advocacy
Collaborations with US Dept of State Trafficking in Persons Report; 5th African High Commission Australian Counter-Trafficking Legislation; ABC; Australian Institute of Criminology

2008
Launched Pathways
Project Respect re-funds \$250,000 over anti-trafficking work
Commences Advocacy for women (November)
Launches Recreation Therapeutic week for women (2008-2010)

Submissions to:
Revisions to the Prostitution Control Act (1994)

Advocacy
Position requested Prostitution Control Advisory Committee with lived industry

Networks
Inaugural National Human Trafficking Network launched 23 June
Respect continues membership to di-

Awards
Valli Mendez inductee into VIC Honour Roll
work to support a women in the sex

2001
Kathleen Maltzahn awarded grant for BUKAL documentary *Talk is Cheap: Stop the Traffic Symposium*
Funds a BUKAL speaking tour

Networks
AIC Roundtable on Trafficking
The VIC Women's Safety Strategy Consultations
Dept. of Justice Women's Policy and Cultural Diversity Project

Submissions to:
Inquiry into the Trafficking of Women for Sexual Servitude
VSG Inquiry into prostitution licensing in VIC

Advocacy
Project Respect spearheads a campaign on recognising the problem of people trafficking in Australia, resulting in a \$20 million anti-trafficking package

Networks
Project Respect participates as a trafficking expert/trainer for the Australia-China Human Rights Technical Cooperation Program

2003
First leadership training weekend for women in the sex industry
Hosts Australia's first international conference on trafficking
Stop the Traffic Symposium
Commissioned to research scope of trafficking in Australia
AFP invites Project Respect to conduct training sessions on trafficking for police

Submissions to:
Inquiry into the Trafficking of Women for Sexual Servitude
VSG Inquiry into prostitution licensing in VIC

Advocacy
Project Respect spearheads a campaign on recognising the problem of people trafficking in Australia, resulting in a \$20 million anti-trafficking package

Networks
Project Respect participates as a trafficking expert/trainer for the Australia-China Human Rights Technical Cooperation Program

2005
Launched the NNATW
Presentations at AFP Conference on Transnational Exploitation of Women and Children, Fatherhood Foundation Conference and the Mental Health Conference

Submissions to:
VIC State Gov. Pathways Program model development to assist women transitioning from the sex industry
VSG Review of Prostitution Control Regulations (1995): Fees Structure and Admin Arrangements (2005)

Networks
Appointed Secretariat of NNATW
Round table discussions with VSG and VIC Police Multicultural Advisory Unit
Alliance for Women's Equality (US)

Awards
Kathleen Maltzahn awarded the Dame Phyllis Frost Award

2007
Advocacy
Presentations at Human Rights Arts and Film Festival; Flinders Uni. Symposium on Trafficking; Community Legal Centres State Conference VIC
Collaborations with AIC Symposium on People Trafficking; US Embassy Annual Trafficking in Persons Report; AIC research on trafficking of women for exploitation; Nation Audit Office review of Gov. counter-trafficking package; UQ development of anti-trafficking legislation; Melbourne Uni. - trafficking and refugee law

Acronyms Reference

- AFP** – Australian Federal Police
- AHRC** – Australian Human Rights Commission
- AIC** – Australian Institute of Criminology
- AWAVA** – Australian Women Against Violence Alliance (1 of 5 Fed women's alliances)
- ERA** – Equality Rights Alliance (1 of 5 Fed women's alliances)
- GLC** – Global Learning Collaborative
- HREOC** – Human Rights and Equal Opportunity Commission
- LEWG** – Labour Exploitation Working Group (convened by Fed Gov)
- NAGTWEVC** – National Advisory Group for Women on Temporary Visas Experiencing Violence and their Children
- National Roundtable** – National Roundtable on Human Trafficking and Slavery (convened by Fed Gov)
- NNATW** – National Network Against Trafficking in Women and Girls
- NPPVAWC** – National Plan to Prevent Violence Against Women and their Children
- VSG** – Victorian State Government

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<p>Program receives Fed. Gov. for 2 years for</p> <p>Training (number)</p> <p>onal and ends away for</p> <p>stitution</p> <p>nd on the VIC ol Act Ministerial ee for a woman experience</p> <p>Roundtable on and Slavery 2008. Project to hold</p> <p>ted to the 2009 of Women, for her and empower industry</p>	<p>2010</p> <p>AIC Trafficking into Marriage Study Springvale Monash Legal Centre's investigation into Swedish Model of Prostitution and Italian Model of Support for Trafficking</p> <p>Supports PILCHS's investigation into legal definition of what constitutes "contribution" of women trafficked in order to gain Witness Protection Cert. and Visa Presents at Feminist Futures Conference, Melbourne</p> <p>Submissions to:</p> <p>Attorney Generals' Inquiry into Criminal Justice Responses to Trafficking</p> <p>WA and ACT State Gov. Inquiries into Prostitution</p> <p>Inquiry into People Trafficking for Sex Work (Drugs and Crime Prevention Unit)</p> <p>Advocacy</p> <p>Advocated with VSG to extend mandatory STI testing to 3-monthly</p> <p>Networks</p> <p>National Roundtable</p> <p>Chinese Ministry of Civil Affairs; US Trafficking in Persons Office; US Embassy (Women's Issues); NGOs in South Korea and Serbia</p>	<p>2011</p> <p>The VIC Action Plan to Address Violence Against Women and Children includes human trafficking for sexual exploitation for the first time</p> <p>Presented at the International Symposium on the Prevention of Sex Trafficking (Seoul, South Korea)</p> <p>Launches <i>Thai on the Run</i>, a Social Enterprise Business for women trafficked (April)</p> <p>Submissions to:</p> <p>Tasmanian Inquiry into Regulation of the Sex Industry</p> <p>Federal Gov. Draft Bill on Trafficking Legislation</p> <p>Senate Inquiry into the Trafficking Legislation Bill</p> <p>ACT Inquiry into the Prostitution Act</p> <p>VSG Draft Action Plan to Prevent Violence Against Women and their Children</p> <p>Advocacy:</p> <p>Participates in AFP exercise Human Trafficking - Actions to Reduce Demand</p> <p>UN Special Rapporteur on Trafficking of Women and Children; UN Special Rapporteur on Violence against Women; UN Embassy Political Reporter on Women's Issues</p> <p>Awards</p> <p>Shirley Woods finalist in BrainLink's Woman of Achievement award.</p>	<p>2012</p> <p>Research tour to Sweden and Italy funded by Ian Potter Foundation</p> <p>Presented at the No To Violence conference and the Australian Migrant and Refugee Women's Alliance STAND UP! conference</p> <p>Submissions to:</p> <p>Federal Government Inquiry into Slavery, Slavery-like conditions and People Trafficking</p> <p>Advocacy</p> <p>Interviewed and published online by the Australian Centre for Study of Sexual Assault</p> <p>Networks</p> <p>National Roundtable</p> <p>Working with Equality Now</p> <p>Equality Rights Alliance (ERA) which continues into 2019</p> <p>Awards</p> <p>2012 Our Community Kookaburra Award (Organisation category)</p> <p>Highly Commended – Australian Gov. National Homelessness Services Achievement Awards (Excellence in Supporting Pathways to Employment and Education)</p>	<p>2013</p> <p>Attend US International Leadership Program on Human Trafficking sponsored by US State Dept.</p> <p>Launched Fee-For-Service Capacity Building workshops for community sector</p> <p>Networks</p> <p>National Roundtable</p> <p>Awards</p> <p>Hesta Community Services Social Impact Award</p>	<p>2014</p> <p>Women with lived experience in the sex industry help develop the submission to the Royal Commission into Family Violence, provide testimony to the Royal Commission and participate in consultations for family violence survivors.</p> <p><i>In Bed with the Elephant in the Room</i> theatre project</p> <p>Submissions to:</p> <p>Victorian Royal Commission into Family Violence</p> <p>Networks</p> <p>National Roundtable</p>	<p>2015</p> <p>Project Respect outreach program is featured on ABC Lateline</p> <p>Submissions to:</p> <p>Submission to the Senate Legal and Constitutional Affairs References Committee Inquiry into Revenge Porn</p> <p>Submission to Criminal Code Amendment (Private Sexual Material) Bill 2015</p> <p>Advocacy</p> <p>Participation in consultations for the 3rd action plan of the National Plan to Prevent Violence Against Women and their children 2010-2022</p> <p>Consulted on changes to the Sex Work Regulations Act 2006</p> <p>Networks</p> <p>National Roundtable</p> <p>Accepted into Australian Women Against Violence Alliance Advisory Group (AWAVA). Which continues into 2019</p> <p>Awards</p> <p>Finalist of AHRC Human Rights Awards - Tony Fitzgerald Memorial Community Award Category</p> <p>Premier's Volunteer Champion Award - Outstanding Volunteer Manager</p> <p>City of Yarra Volunteer Award</p>	<p>2016</p> <p>Selected to participate in a global first bringing together 10 anti-trafficking NGOs for the Global Learning Collaborative (GLC) to develop best practice methods of working with survivors</p> <p>Launched Project Respect Women's Advisory Group</p> <p>Submissions to:</p> <p>Inquiry into Establishing a Modern Slavery Act in Australia</p> <p>UN Women's Consultation on sex work, sex trade and prostitution</p> <p>Contributed to AWAVA submission to Federal Gov. Sexual Assault and Access to Justice & Law Reform ERA submission to UN ICESCR Shadow Report for Gender</p> <p>Advocacy</p> <p>Consulted on recommendations for the Family Violence Reforms in Victoria. Advocacy to include women in the sex industry and women trafficked in planning and response continues.</p> <p>Invited to Shadow Minister for Justice's Roundtable on Establishing a Modern Slavery Act in Australia</p> <p>Networks</p> <p>National Roundtable</p> <p>Member of Labour Exploitation Working Group (LEWG)</p> <p>AWAVA Advisory Group</p> <p>GLC</p>	<p>2017</p> <p>GLC two-day workshop developing Principals of Practice for working with survivors, New York, USA</p> <p>Co-hosted webinar with CURB about Client Centred Practice to UN Reps. (anti-trafficking org. in Trinidad And Tobago)</p> <p>Launches <i>Supporting Women in the Sex Industry and Women Trafficked for Sexual Exploitation</i> program, which has trained more than 600 frontline community workers to date [2019]</p> <p>Submissions to:</p> <p>Joint Standing Committee of Foreign Affairs, Def. and Trade Inquiry into Establishing a Modern Slavery Act in Australia</p> <p>70th CEDAW Shadow Report</p> <p>Review of the Victims of Crime Assistance Act 1996</p> <p>Australian Law Council's Access to Justice project</p> <p>Women's Human Rights Institute of Korea</p> <p>Advocacy</p> <p>Witness for Aust. Parliament's Joint Standing Committee of Foreign Affairs, Defence and Trade Inquiry into Establishing a Modern Slavery Act in Australia</p> <p>CEDAW committee response in Geneva through AWAVA</p> <p>Global SEXHUM research project, Kingston Uni., London</p> <p>Networks</p> <p>National Roundtable</p> <p>LEWG</p> <p>GLC</p> <p>AWAVA Advisory Group</p> <p>ERA</p>	<p>2018</p> <p>Hosted AGM panel discussion Modern Slavery Act</p> <p>Global Collaboration Against Human Trafficking Report: <i>Fourteen Essential Principals for Working with Human Trafficking Victims</i> - GLC Report released</p> <p><i>Path to Nowhere</i> - NAGWTEVC Report released, which includes women trafficked</p> <p><i>Breaking Barriers: Enhancing Employment Pathways</i> program launched (formally Transition program)</p> <p>Submissions to:</p> <p>National Inquiry into Workplace Harassment</p> <p>Senate Legal and Constitutional Affairs Legislation Committee on the Modern Slavery Bill</p> <p>US Trafficking in Persons Report</p> <p>Advocacy</p> <p>Panellist UN Consultation Applying a Gender Lens to UN Guiding Principles on Business and Human Rights in Australia.</p> <p>Policy consultation</p> <p>3 consultations on 4th Action Plan of NPPVAWC 2010-2022. Which results in women trafficked being included in 4th Action Plan</p> <p>National Sexual Harassment</p> <p>Policy consultation</p> <p>Family Safety VIC's Intersectionality Capacity Building Project</p> <p>UN Consultate discussion on US Trafficking in Persons Report</p> <p>Scoping Study. <i>Australian Civil Society and Migrants in Vulnerable Situations</i></p> <p>Networks</p> <p>National Roundtable</p> <p>GLC</p> <p>AWAVA Advisory Group</p> <p>NAGWTEVC Member which continues into 2019</p>	

Work with Trafficked Women *continued*

'Thank-you Project Respect! I know it is difficult to find the justice.
I am glad to have you, as least I meet some kind people in Australia.'

'Last year was the worst, no one understand my pain, I did not think I can trust anyone anymore.
After engaging with Project Respect and English class, my mental health improves compare to
last year. It is grateful to meet you so that I can express my emotion and worries to you.
I trust you and I feel conformable to tell you anything.'

TRAFFICKING CASE STUDY

Jane* is originally from a South East Asian country. After getting a divorce, Jane came to Australia on a temporary visa. She paid approximately AUD \$10,000 to an agent who promised he would arrange a working visa and sex-free massage work. The agent also suggested for her to apply for a visa for a fake marriage, but she declined. After arriving in Australia she commenced working in a massage parlour providing sexual services. She met her Australia husband Glenn* at the parlour and they married.

At the beginning, the relationship was good, however Glenn insisted Jane keep working in the brothel, and told her to comply with the owners demands. After six months, Glenn perpetrated various forms of family violence such as physical, verbal and emotional violence and psychologically manipulative behaviours. She discovered Glenn was in a relationship with her boss and that he also worked for her. On one occasion, Glenn locked Jane in the house for a few days. Jane was starving and sought help from friends who called police who assisted Jane to get out of the situation. Glenn

was arrested and an IVO placed. Jane was referred to the AFP and on to the STPP.

She had significant mental health issues including PTSD and suicidal ideation. She had a lot of debt, but was put on a temporary visa with no work rights. She felt helpless and planned to complete suicide. Her boss called her and offered her work, despite the lack of work rights. Jane was very thankful for this and started working in the massage parlour again.

During the AFP investigation, the traffickers and associates threatened her and also said they would harm her family in her home country. This threat frightened Jane, and she refused to continue assisting the AFP. She was exited from the STPP. She is currently applying for a protection visa and is unable to leave Australia to visit her sick mother in her home country.

Jane was linked in to Project Respect and we have been linking her in to services to support her needs. Jane also speaks Mandarin, and has been very thankful to be able to communicate in Mandarin with the Project Respect worker who speaks Mandarin.

**Our work with women trafficked remains unfunded and is only possible
because of the generosity of individuals from the community.**

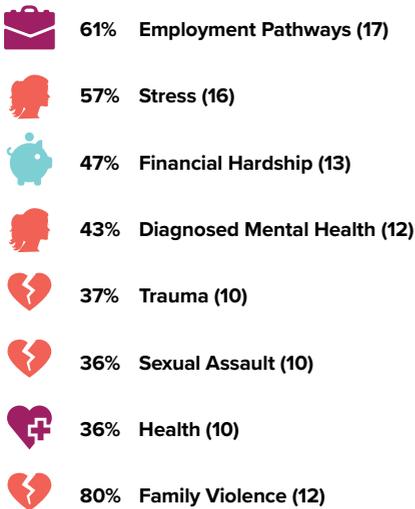
**Ensure we can continue to provide this vital service
by making a donation projectrespect.org.au.**

Anonymous Information

Project Respect provided information and support to 28 women who preferred to remain anonymous and did not wish to engage in case coordination.

Women sought support around employment pathways, stress and financial hardship. Please see Figure 4.1 for a breakdown of issues discussed during Anonymous Info and Referral.

Figure 4.1 Issues discussed in Info and Referral

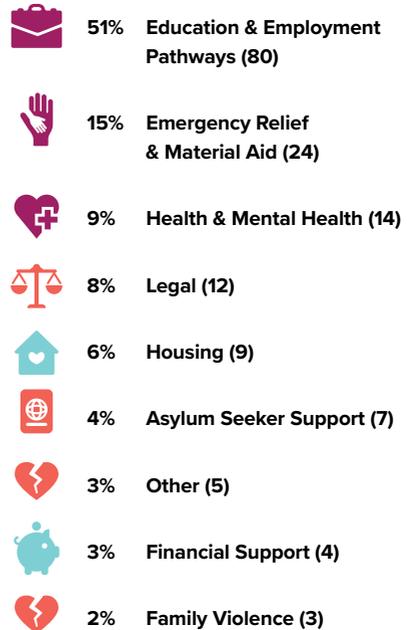


Referrals Out

Project Respect made a total of 158 referrals out, across programs, to other organisations, agencies or programs.

These referrals were primarily around employment and education pathways, emergency relief and material aid and health, and mental health. Please see Figure 5.1 for referrals made to external organisations.

Figure 5.1 Referrals to external organisations



Breaking Barriers

Enhancing Employment Pathways

This year, the Breaking Barriers program has supported 21 women to reduce their hours in the sex industry, transition into alternative employment pathways or enter in to further education.

The program acts as an access point to facilitate referrals, ideally warm referrals, to other agencies that are delivering programs to support a woman to achieve her identified goals. **A fundamental component of this program is to reduce barriers of accessibility, including stigma and discrimination experienced by women**, whilst building the community sectors capacity to better support women in this space. This is fostered through establishing partnerships with services and delivering capacity building training (refer to page 34 about training). The interest from agencies and services has been overwhelmingly positive.

Issues with communicating the program can be due to managers becoming hostile when the word employment is mentioned, so need to talk about the program strategically tailoring language primarily focusing on the education components of program.

This was a very successful year, with 8 women entering in to paid employment in a range of industries.

Figure 6.1 8 women entered in to paid employment.



Figure 6.2 Status in the industry



43% Active in sex industry (9)

57% No longer in sex industry (12)

Figure 6.3 Relationship to the sex industry



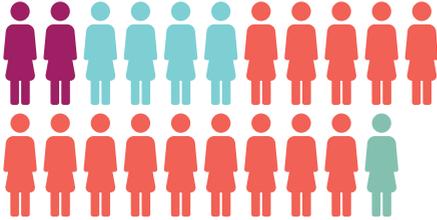
71% Sex industry workers (15)

29% Trafficked (6)

Breaking Barriers

continued

Figure 6.4 Age Ranges of women supported



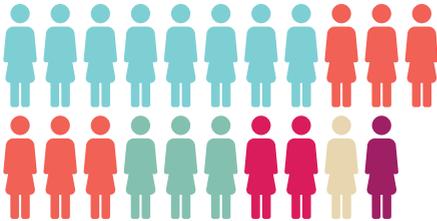
- 10%** 21-25 years (2)
- 19%** 26-35 years (4)
- 67%** 36-45 years (14)
- 5%** 56-65 years (1)

Figure 6.7 Source of incoming referrals



- 52%** Self-Referrals (11)
- 38%** Project Respects
General Support Stream (8)
- 10%** Referral by External Agency (2)

Figure 6.5 Nationalities of women



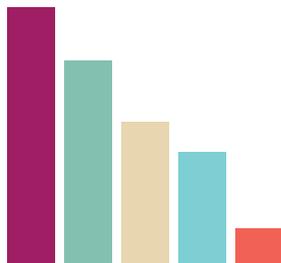
- 38%** Australian (8)
- 29%** Malaysian (6)
- 14%** Vietnam (3)
- 10%** Thailand (2)
- 5%** New Zealand (1)
- 5%** Turkish (1)

Breaking Barriers *continued*

EXTERNAL REFERRALS

During this financial year 21 women have had 85 referrals made to external organisations. 51 of the referrals were warm referrals.

Figure 6.8 External referrals.



34% Job Ready Services (29)

27% General (23)

19% Employment Services (16)

15% Education (13)

5% Training (4)

BREAKING BARRIERS CASE STUDY

A woman was referred to Breaking Barriers who had a history of being trafficked for sexual exploitation. Since engaging she has been supported and referred to:

- English classes
- Completed a computer course to learn basic computer skills
- Engaged in self-defence to feel safer within the community
- Gained her work/study rights and was referred to the relevant organisation to facilitate completing a barista course and gaining a food handling certificate for café or restaurant work
- She began working temporarily in the beauty industry however she was not receiving minimum wage, but agreed to this arrangement as she was learning new skills on the job
- She has also been referred to organisations to address needs to become job ready and have assistance to secure employment

The woman has now secured sustainable full-time employment in the field of her choice which in turn has stabilised her independence in Australia.

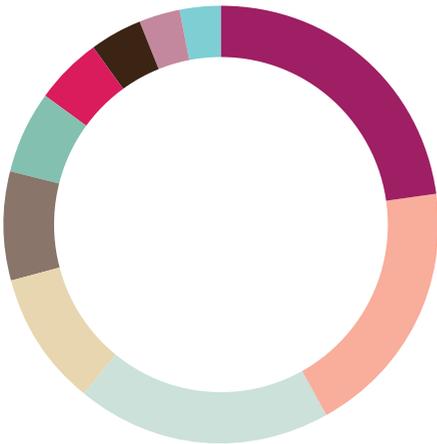
A BIG thank you to Department of Treasury and Finance – Community Support Fund for funding this program. Unfortunately, this program is no longer funded.

Secondary Consults

external providers and individuals

Project Respect provided 78 secondary consultations to 63 external service providers and 15 secondary consults to individuals seeking support and information.

Figure 7.1 Secondary Consultation by Sector



- 23% Family Violence and Sexual Assault Services**
- 19% Individuals**
- 19% Health and Wellbeing (including Mental Health)**
- 10% Other**
- 8% Authorities (Police, Child Protection)**
- 6% Alcohol and Other Drugs**
- 5% Housing**
- 4% Legal**
- 3% Employment and Education**
- 3% Local Council**

The number has nearly doubled since last year and is likely contributable to the Project Respect capacity building workshops that have been delivered throughout the year. Majority of secondary consultations came from family violence practitioners who were concerned about potential exploitation their clients were experiencing.

Figure 7.2 Issues discussed during the 78 secondary consultations.



82% Health and Wellbeing (54)

- > Stress (16)
- > Health (12)
- > Trauma (10)
- > Social Isolation (9)
- > Sexual Health (8)
- > Grief (5)
- > Self-Esteem (4)



41% Family Matters (32)

- > Family (13)
- > Relationship issues (12)
- > Single mother (7)



36% Violence (28)

- > Work based violence (22)
- > Family violence (3)
- > Violence (other) (3)



31% Exploitation (24)



28% Working Conditions (22)

- > Illegal sex industry (13)
- > Work rights (9)



27% Mental Health (21)

- > Diagnosed (15)
- > Undiagnosed (6)

Secondary Consults *continued*

-  **27%** Human Trafficking (21)
-  **24%** Immigration Matters (19)
 - > Visa (12)
 - > Immigration (7)
-  **22%** Addiction Matters (17)
 - > Drugs (12)
 - > Alcohol (5)
-  **19%** Housing (15)
-  **17%** Financial Hardship (13)
-  **13%** **Sexual assault (10)**
-  **13%** Employment Pathways (10)
-  **13%** Government Agencies (10)
 - > Child Protection (4)
 - > Centrelink (4)
 - > DHHS (2)
-  **10%** Homelessness (8)
-  **10%** **Language barriers (8)**
-  **9%** Education (7)
-  **8%** Legal Matters (6)

Stories from Community Lunch

“Soon the conversation turns to more serious matters, this is a safe space where anything can be discussed with an absolute lack of judgement. There is curiosity about the differences in each others work, these are women who have previously or currently worked in all kinds of sex work, and though outsiders may be quick to pigeonhole them all into the same box, we know how much variety there is in the different industries, and we are eager to learn more about each other and how we work. A wide range of topics are discussed, from how secure we feel in our working environment, with anecdotes of some scary situations... to how pleasant the work environment can be depending on our co-workers and management...Project Respect is quite simply the friendships that can emerge from being in such relatable situations. Everybody needs to be able to share and discuss things with others, but our situation is unique and difficult for people outside the industry to fully comprehend. The topic of relationships is a great example, we can ask each other for advice, speculating whether an issue stems from the nature of our work and how it can change our perception of what is 'normal', having a friendly sounding board for such doubts is essential to one's mental well-being...”

Community Lunch

Project Respect's monthly community lunch has continued to provide a critically important peer-only space for women with lived experience of the sex industry, offering mutual support and the freedom to express opinions and experiences without the fear of stigma or judgment. The group is hosted by a member of the Project Respect's Women's Advisory Group and the delicious 3 course meals of various cuisines is prepared by our talented chef. This unique space encourages and nurtures a safe and supportive network, as women relate over shared experiences while respecting individual differences, and celebrating diversity. Women often state this is one of those rare occasions where you can truly be yourself, fostering a powerful sense of belonging, which for many is an opportunity they needed or desired but was not accessible anywhere else. Hope and solidarity are key experiences in the process of empowerment and women report gaining many benefits, including overcoming feelings of isolation, developing positive relationships and interpersonal skills, as well as increased confidence and self-worth.

The Community Lunch was made possible by the generous donations of many individuals.

Stories from Community Lunch

"...when I arrived, I was welcomed by all and there was a strong sense of unity and comradery."

"This time we had fresh and fragrant Vietnamese rice paper rolls and salad, followed by a desert topped with an amazing coconut cream sauce. The mood around the table was great, with conversation flowing easily. Discussion included sharing current information from different aspects of the industry, and of most value was news shared from a few around the table about their personal breakthroughs in their pursuits to transition out of the industry. Altogether a lovely afternoon with "real" people who get it."

Women's Advisory Group

The WAG is a formal peer-led group that meets monthly to ensure the organisations core values are upheld through continuing to remain informed by experts in this field; women with lived experience either past or present from any sector of the sex industry.

This creates a platform for women to meaningfully engage in purposeful and strategic organisational advocacy, offering insights and direction to internal operational plans and programs as well as relevant external stakeholders.

The WAG contributes to a greater sense of self-worth as women's opinions and experiences are valued and heard through a supportive, non-judgemental, rights-based discourse that breaks down and re-frames stereotypes, as their voices are heard in the wider community. This enhances self-empowerment, by increasing women's agency, practical skills needed for meetings, volunteer experience, and interpersonal skills, as well as the ability to confidently advocate for themselves, including wider social change for women in this space, creating hope that things do not need to stay as they are.

The WAG embraces the notion of raising individual and collective critical consciousness, as reflection and action are linked; becoming part of a collective, and creating solidarity, that is embedded in community action, focusing on common issues within the local context, all nurture hope and embodies the global movement by women in the sex industry, centred on the idea of 'nothing about us without us'. Women's many cultures, backgrounds

and identifications are used as resources, encouraging learning and respect of diversity within our group, becoming more open and flexible. It also builds trust as women share their stories about challenges and struggles including human rights abuses. As these stories and themes are monitored and documented they are important advocacy tools for sharing with relevant key-players. These can include national, state or local policy makers or agency staff, researchers, media, politicians, police and community members.

Members of the WAG were able to have tangible employment pathways through hosting the Community Lunch and co-facilitating the Project Respect capacity building training.

This year, the WAG met monthly and also participated in:

- 16 days of activism #hearmetoo
- sexual harassment enquiry
- developing fact sheets about work rights, health and safety, visa info, consent and sexual assault
- review of programs including community lunch host role and TOT
- Updated and guidance on Mission, Vision and Values.
- Interviewing for new staff members

Women's Advisory Group

continued

“I joined the WAG after transitioning out of the sex industry. I had begun rediscovering my identity, processing my lived experiences differently and learning how to express these beliefs. I was also rebuilding a consistent routine and living skills that complimented the recovery and therapeutic healing path I was on.

The WAG not only gave me the opportunities to explore and embed these positive life changes but also became the meaning, purpose and connection that I needed to reignite my passion for life, whilst helping reintegrate into a society I had felt very disconnected from for many years. I now had a sense of community and a

place I felt I belonged to and could be myself in; important lifelines that had always been void from my life. The WAG provided a powerful and profound experience that allowed me to not only voice my opinions but what I said was actually valued, I was respected, appreciated and seen as an expert, which helped me to keep re-framing my own narrative and believe in my own strength and resilience, whilst been involved in advocating for larger social struggles of equality and social change needed for women in this space.”

- WAG member

Train of Trainer Program

This year, we had two graduates from the Train of Trainer program, who went on to co-facilitate several Project Respect capacity building workshops! We now have two members of our WAG who are co-facilitating the Project Respect training on a regular basis.

This was made possible by the generous donations by Gandel Philanthropy and Jane Knustler.

Partnerships & Community Education

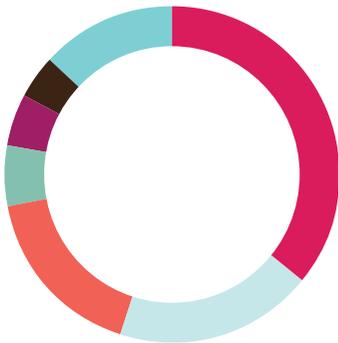
capacity building workshops

We continued our Community Education Program, largely funded by the support of the Local Council community grants and the Victorian Multicultural Commission.

This year, we delivered 12 full day “*Supporting women in the sex industry and women trafficked for sexual exploitation*” capacity building workshops to 137 frontline community workers.

In addition to this, we delivered 13 information sessions, largely to family violence, settlement and sexual assault forums.

Figure 8.1 Services provided by participant organisations.



36% family and domestic violence services

19% community health services

17% specialist women's services

6% housing services,

5% legal and justice services

4% Indigenous services.

13% Other services included settlement services, AOD, sexual assault, disability and Victoria Police.

80+ organisations participated

- Participants indicated they had supported more than **745** people involved in the sex industry
- Participants indicated they had supported more than **107** clients who had been or showed indicators of being trafficked
- **6% (8)** participants had received prior training

Our Community Education capacity building training has been made possible by the generous funding from local governments – Cities of Darebin, Glen Eira, Hobsons Bay, Kingston, Moreland, Monash, Whittlesea, Wyndham and Yarra and Victorian Multicultural Commission.

Breaking Barriers

Enhancing Employment Pathways
Capacity Building Training

This year, we also developed and delivered 4 half day workshops to employment services or organisations providing preemployment programs.

- **43** participants from **16** different organisations providing employment programs
- All participants had knowledge increases against the **4** learning outcomes
- Participants had worked with at least **34** people who had been engaged in the sex industry
- Participants had worked with **13** people who had been or showed signs of being trafficked
- **5% (2)** had received prior training

Advocacy & Activism

respond and elevate

Project Respect has continued advocacy to local, state and federal government, as well as internationally, to foster better responses to address human trafficking and violence against women, particularly violence perpetrated towards women in the sex industry.

Project Respect's advocacy is incredibly important, as it elevates the experiences and issues of two marginalised, and often invisible cohorts of women within Australia.

TRAFFICKING, SLAVERY, SLAVERY-LIKE PRACTICES (MODERN SLAVERY)

National Roundtable on Human Trafficking and Slavery

This year marked the 10th Anniversary of the National Roundtable, and we are fortunate to have held a seat since inception. This year, we attended two roundtable meetings.

US Consulate General Visit

We hosted a visit from the US Consulate General Department to discuss the trafficking landscape in Australia, and the 2019 Trafficking in Persons Report. While many of the prioritised recommendations remain the same as 2018, we were pleased to see a new recommendation to "ensure the statutory definition of trafficking under the criminal code does not require movement of the victim as an element of the crime" in the 2019 report.

Project Respect AGM Panel Discussion on Modern Slavery Act

We hosted a panel discussion on the Modern Slavery Act at our 2018 AGM with four incredible

panellists, with specialist expertise on slavery, as well as firsthand knowledge of the development of the Act. Chris Crewther, the former Chair of the Foreign Affairs and Aid Sub-Committee of the Joint Standing Committee on Foreign Affairs, Defence and Trade, and initiated and led the Parliamentary Inquiry into Establishing a Modern Slavery Act in Australia; Professor Jennifer Burn, Director of Anti-Slavery Australia and the current interim Anti-Slavery Commissioner in NSW; Fiona McLeod SC, leader in the legal profession and a long standing advocate of women's rights and the anti-trafficking movement; and, Dr. David Cooke the Chairman and Managing Director of Konica Minolta who are at the forefront of establishing an ethical sourcing program across their supplier network to eradicate modern slavery from their supply chains. It was a wonderful night, with excellent discussion!

Submission to the Standing Committee On Legal And Constitutional Affairs - Modern Slavery Bill

Our submission primarily focused on what we perceived as gaps in the proposed Act., primarily around adequately supporting survivors, including delinking support from the criminal justice system and, continuing to focus on addressing slavery within Australia.

70th session of the Committee on the Convention on the Elimination of all forms of Discrimination Against Women in Geneva

We were able to provide a one pager to a delegate to take to the 70th session of the Committee on the CEDAW in Geneva. This supported our submission to CEDAW the previous year around issues and barriers women who have been trafficked experience, including the contingent nature of support on participation in the criminal justice system.

Advocacy & Activism

continued

FAMILY VIOLENCE REFORMS IN VICTORIA

We continue to be actively involved in the family violence reforms in Victoria, advocating to ensure women in the sex industry and women trafficked are included in policy planning and response. This year, we have attended several consultations within the sector and met with the Tim Cartwright APM, the former Family Violence Reform Implementation Monitor to discuss the omission of women in the sex industry from the MARAM.

We were pleased to see women in the sex industry included in the Victorian Government's 10-year strategy Everybody Matters: Inclusion and Equity Statement.

We've also been an active part in Family Safety Victoria's Intersectionality Capacity Building Working Group (ICBWG) and look forward to the release of the ICBWG documents for the sector to draw on.

OTHER AREAS OF ADVOCACY

4th Action Plan of the National Plan to Prevent Violence Against Women and their Children

The Federal Government commenced consultations for the development of the 4th Action Plan of the National Plan to Prevent Violence Against Women and their Children. Project Respect were active participants in two consultations facilitated by the Department of Social Services, firstly, providing the opportunity to elevate the issues and barriers experienced by women in the sex industry, and a second consultation where we were able to speak more specifically about the experiences of women who have been trafficked. We are pleased to see that the 4th Action Plan includes responses to human trafficking.

Panellist at the UN Consultation on 'Applying the Gender Lens to the UN Guiding Principles on Business and Human Rights' in Australia

Project Respect was a panellist on a discussion on the sex industry for a UN Consultation on 'Applying the Gender Lens to the UN Guiding Principles on Business and Human Rights'. Other panellist included a member from the Scarlet Alliance and Professor Meagan Tyler, from RMIT. We were able to speak to the broad spectrum of issues within sex industry businesses, from human rights abuses such as trafficking and exploitation through to employment rights and WHS violations.

The National Advocacy Group on Women on Temporary Visas Experiencing Violence and their Children

In 2018, Project Respect participated in a national data collection survey, to capture data on women on temporary visas experiencing violence. From this, a National Advocacy Group was established, and the Path to Nowhere Report was released. Project Respect was able to ensure women trafficked were included in the report and continues to be involved in the advocacy group to foster better outcomes for the women on temporary visas experiencing violence.

National Enquiry into Sexual Harassment

Project Respect was invited to attend a policy consultation for the National Enquiry where we were able to elevate the high levels of sexual harassment and assault women in the sex industry experience, and the lack of mechanisms to address and/or report this. We also provided a submission to the Enquiry.

Advocacy & Activism

continued

Royal Commission into Victoria's Mental Health System

The submission focused on the high levels of mental health issues experienced by the women Project Respect supports, and the failings of the system to adequately support their needs.

AUSTRALIAN WOMEN AGAINST VIOLENCE ALLIANCE (AWAVA)

Project Respect continues to have membership of the AWAVA Advisory Group and participate in policy analysis and response at a national level. AWAVA continues to elevate the issues women trafficked and women in the sex industry experience.

MEDIA AND RESEARCH INTERVIEWS

This year, we provided 7 media interviews and participated in 4 research interviews. This included two PhD research interviews: women who have been trafficked who become traffickers and, social and public policy around massage parlours offering unregistered sexual services in Melbourne.

Additionally, we participated in a scoping study on Australian Civil Society and Migrants in Vulnerable Situations and, a research report on the Australian Government response and support to survivors of trafficking.

Awards

THE KATHLEEN MALTZAHN AWARD

Recognising outstanding commitment and support to the women of Project Respect:

Angie Jackson

THE VALLI MENDEZ AWARD

Recognising outstanding volunteers at Project Respect: **Caroline Colbran**

PROJECT RESPECT STUDENT AWARD

Recognising outstanding dedication from students while on placement: **Lia Stannard**

The Team

COMMITTEE OF MANAGEMENT

Abbey Newman (*resigned June 2019*)

Amy Poynton (*Chair*)

Amanda Carlile (*Deputy Chair*)

Catherine Oddie (*resigned Sept 2018*)

Christine Craik (*Chair resigned 14/11/2018*)

Natalie Francis (*Treasurer*)

Charmaine Jessup (*Secretary*)

Sarah Ogilvie

STAFF

Abby Stone - *Administration Officer and Receptionist (resigned)*

Amy Evison - *Case Coordinator (part-time)*

Courtney Jaravata - *Community Lunch Cook (casual)*

Courtney Keefe - *Partnership and Community Education Manager (resigned)*

Kate Beckwith - *Administration Officer and Receptionist (part-time)*

Lisa Ashton - *Outreach Coordinator/Case Coordinator*

Malvina Hagedorn – *Trainer (casual)*

Rachel Reilly - *Executive Director*

Sara Lee – *Case Coordinator (part-time)*

Sayuri Leahy - *Outreach Worker (casual)*

STUDENTS

Kirandeep Kaur

Kiah Hogan

Lia Stannard

PRO-BONO SUPPORT

Louise Gault

AIG Insurance

Baker McKenzie

Russell Kennedy

VOLUNTEERS

Caroline Colbran

Jess Rogers

Jess McDonald

Mary Golding

Tabotha Gulcin

WOMEN'S ADVISORY GROUP

AE, AG, AM, GG, KB, KC, LD, MG, SL, TG

Thank You

To our Funders – thank you for making all this work possible:

Department of Health and Human Services

Department of Treasury and Finance

Department of Home Affairs

City of Darebin

City of Glen Eira

City of Kingston

City of Melbourne

City of Monash

City of Yarra

City of Whittlesea

Hobsons Bay City Council

Moreland City Council

RE Ross Trust

Street Smart

Victorian Multicultural Commission

Wyndham City

Thank you to those who have made significant donations:

IbisWorld and Jane Knustler

And thank you to the all the individuals who made ongoing monthly,
or one-off donations throughout the year!

And thank you to the organisations which donate goods and services to Project Respect:

Pinchapoo

Share the Dignity

Brotherhood of St. Laurence

St Kilda Mums

Balance Sheet

statement of financial position as at 30 June 2019

	2019 (\$)	2018 (\$)
Current Assets		
Cash and Cash Assets		
Cash at Bank	558,701	389,937
Petty Cash	270	259
	558,971	390,195
Trade and Other Receivables		
Accounts Receivable	13,750	17,582
Prepayments	13,753	14,971
Security Deposits	-	1,000
	27,503	33,553
TOTAL CURRENT ASSETS	586,474	423,748
Non-Current Assets		
Property Plant and Equipment		
Office Equipment - at Cost	5,106	3,856
Less: Provision for Depreciation	(1,869)	(876)
	3,237	2,980
Motor Vehicles - at Cost	32,800	32,800
Less: Provision for Depreciation	(32,800)	(29,492)
	-	3,308
Office Furniture & Equipment - at Cost	10,746	10,746
Less: Provision for Depreciation	(4,820)	(3,774)
	5,926	6,972
Building Improvements - at Cost	6,533	6,533
Less: Provision for Depreciation	(2,902)	(1,994)
	3,631	4,539
TOTAL NON-CURRENT ASSETS	12,794	7,799

	2019 (\$)	2018 (\$)
Current Liabilities		
Trade and Other Payable		
Accounts Payable	30,060	14,156
Accrued Expenses	41,931	12,203
	41,931	26,359
Income in Advance	110,363	118,983
Employment Entitlement Provisions		
Provision for Annual Leave	18,097	18,876
Provision for Time in Lieu	5,411	-
	23,508	18,876
TOTAL CURRENT LIABILITIES	175,802	164,218

NET ASSETS	423,466	277,329
Equity		
Accumulated Members Funds	423,466	277,829

Income & Expenditure

statement of financial position as at 30 June 2019

	2019 (\$)	2018 (\$)
Income		
Grant Income		
City of Yarra	9,998	9,000
City of Dandenong	-	4,000
City of Darebin	4,000	4,000
City of Glen Eira	5,012	-
City of Hobson Bay	2,083	-
City of Kingston	1,943	660
City of Maroondah	-	3,500
City of Melbourne	11,341	6,107
City of Monash	25,000	35,000
City of Moreland	4,619	-
City of Whittlesea	2,500	2,500
City of Wyndham	6,046	10,000
DHHS - Family Violence Funding	225,636	159,088
Department of Home Affairs	12,500	-
DTF - Community Fund	112,500	112,500
Ibis World Grant	-	15,000
Igniting Change Grant	2,500	5,000
R E Ross Trust	30,000	25,000
Federal Attorney General	-	16,000
StreetSmart Grant	4,812	750
Victorian Multicultural Community Grant	48,500	-
Young Change Makers Grant	-	3,500
	508,990	411,605
Donations	33,612	27,831
Fundraising	-	2,194
Interest Received	7,818	5,851
Other Income		
Other Revenue	2,490	-
	2,490	-
TOTAL INCOME	552,910	447,481

	2019 (\$)	2018 (\$)
Expenditure		
Accountancy Fees	10,827	11,576
Accreditation	4,269	2,138
AGM & Annual Report	3,534	2,273
Audit Fees	1,900	1,850
Bank Charges	(46)	(20)
Committee of Management Expenses	-	-
Conference & Subscriptions	275	564
Fundraising Expenses	1,431	2,004
General Expenses	2,385	1,660
Hire Expenses	901	901
Insurance	3,448	3,037
Internet Expenses	654	551
Information Technology	5,727	5,116
IT Expenses	-	11,919
Meeting Expenses	-	15
Repairs & Maintenance	2,114	795
Staff Training & Welfare	3,107	801
Telephone	3,952	4,122
Travelling Expenses	4,483	3,502
Depreciation and Amortisation Expenses	6,255	6,827
Employee Expenses	333,999	308,232
Premises Expenses	10,490	11,333
Project costs	9,581	7,318
Total Expenditure	406,773	386,514
NET SURPLUS ATTRIBUTABLE TO THE ASSOCIATION	146,137	60,967

How can you support Project Respect

together we can do so much

DONATE

Your donations will help us extend our services and programs to support women in the sex industry and women trafficked for sexual exploitation. Whether you donate monthly or once, your contribution will assist us in supporting women. Jump on to our website to donate today!

WORKPLACE GIVING

Workplace Giving is a great way to donate to us and provides an immediate tax benefit by reducing your taxable income! You will need to speak to your Payroll and/or Human Resources department to set this up, but there are a number of organisations out there who provide workplace giving platforms.

LEAVE A GIFT IN YOUR WILL

A bequest is a very significant way to make a positive difference to the lives and welfare of women in the sex industry and women who are trafficked.

SPONSORSHIP

Your organisation can play an important community role by sponsoring our programs or providing crucial pro-bono advice and support in a number of key areas.

BECOME A FUNDRAISER FOR PROJECT RESPECT

You can become a fundraising champion for us! There are many ways to fundraise for us, including involvement in fun runs or other fundraising events.

CUSTOMISED FEE-FOR-SERVICE TRAINING SESSION

Need to know more about human trafficking? Or Issues impacting on women in the sex industry? We can develop a customised training session to suit the needs of your workplace to build your knowledge and skills. Get in touch today to find out more.

For further information or ideas, please email info@projectrespect.org.au or contact (03) 9416 3401

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Celebrating 20 Years