

HUMANS FOR HUMANS

# Annual Report

2023





# table of contents

A Message from the Founder	01
Who we are	03
What we do	05
Awareness & Education	06
Mental Health Support	11
Collaboration Projects	15
Summary of Activities	19
Impact Plan	20
Conference	21
Network	22
Podcast	23
About us	24
Financial Statement	28
Ways to support us	29
Contact	30

# a message from the founder

In 2023, we saw human rights violations being announced on the world media. We saw the disruption of societies, the killing of innocent people, and the lack of power the UN and other regulatory entities have to stop such atrocities.

This year, we saw war, genocide, and criminality rising. More people are becoming vulnerable to exploitation and abuse. More children are being subjected to violence and conflict.

This year, we saw the urgency of restructuring our systems, finding ways to collaborate, having dialogue, and agreeing. I hope we can grow our empathy and understand that all human lives are worth the same and all are worth saving.

We need to learn how to prevent crimes against humanity and support the victims in their recovery and rebuilding a new life.

The mental health impact of trafficking is tremendous, and we still see that most survivors don't get access to any kind of psychological support. We understand it is a scary topic, but it is urgent that mental health professionals learn about this issue.

**"We are forever committed to contributing to a world without slavery and where all of those affected by it, get proper and free care."**

Our ability to help depends on our community and the support we get from an extraordinary team of volunteers who work tirelessly to bring us closer to accomplishing our mission.

We finish another year grateful for all the support and care we have received from all of you.

Thank you,

**Sara Pestana**

Founder & Executive Director  
HUMANS FOR HUMANS



TAKE A  
*Deep*  
BREATH  
YOU ARE  
*Home*  
NOW

# who we are

We are friends and citizens of the world who share the same values, and we do our best to contribute to a world without slavery.

## values

Our values are the fundamental beliefs that motivate and guide our actions and attitudes. At Humans for Humans, we always make choices, design projects and develop our work based on our core values.



### Support

Adequate, Inclusive and accessible to all!



### Kindness

to change the world. No action is too small.



### Collaboration

is the key to achieving our goals and having a greater impact on the fight against all types of slavery.



### Safety

of the people we work with and of the information that is shared within our work is a priority.



### Transparency

of our work, progress, interventions and services. It builds a stronger community.

## vision

We believe in a world where all human beings are free and safe. We believe in a world where all survivors of human trafficking get free access to adequate mental health support.

At Humans for Humans, we believe in a global community willing to support human trafficking survivors so that they don't depend on the resources available in the country where they were rescued. It's time to move beyond labels and stigmatization. Collaboration is the only way we can eradicate slavery, everywhere, forever.

## mission

**To make mental health services accessible to all.**

- To improve post-trafficking mental health support services and make them a priority.
- To include programs about human trafficking in schools and universities.
- To educate global mental health professionals so they are prepared for the specific needs of this population.

# our impact goals

01

Including survivors in the design of more specialized mental health services for them.

02

Creating opportunities for inclusion and growth for all human trafficking survivors.

03

Promoting well-being and mental health for human trafficking survivors and for the professionals working in the field through mental health support and resources.

04

Preventing burnout and vicarious trauma among professionals working in the field.

05

Creating a global community of mental health professionals interested and committed to providing mental health services to human trafficking survivors and professionals working in the field.

06

Contributing to the improvement and evaluation of the quality of the services being provided in this field.

07

Preventing and creating awareness about human trafficking and slavery among the general public, by mobilizing and involving communities against this crime.

08

Developing technological solutions that facilitate the work between different professionals and survivors of human trafficking.

# what we do

After the global pandemic, we see more demand for online services in the field of mental health. With the increasing global humanitarian crisis, we see a need for reinforced empathy and flexibility when supporting victims of violent crimes.

Our goal is to build a global network that can support survivors of human trafficking and the professionals who work on the frontlines of this crime.

Our work is developed by prioritizing the needs of our beneficiaries, the resources we have available, and the solutions that can be sustainable.

This year we focused on:

**Awareness & Education**

**Mental Health Support**

**Collaboration Projects**

## awareness & education

SHE Conference ..... 07

Norway & Portugal meeting ..... 08

Social Media ..... 09

## Mental Health Support

Protocol with Portugal ..... 12

## collaboration projects

Witness Projects

# awareness and education

## What is adequate mental



Trauma-informed



Culturally-informed



Adaptable to  
each person's  
needs



Compassionate &  
Empathic

## WHAT WE DO: AWARENESS AND EDUCATION

# SHE Conference

In April, Sara Pestana was invited to be part of a panel discussion about "Human Trafficking and the Transparency Act" for the SHE Conference.

"77% of businesses believe that modern slavery is likely to exist in their supply chains. 82% of businesses believe that addressing human rights within their core business model is the most significant strategic indicator of corporate leadership on modern slavery."

- Corporate Leadership on Modern Slavery, 2022

An insightful conversation moderated by Astrid Sundberg, with Siri Engesaeth from Factlines AS, Sara Pestana from Humans for Humans, Marie Bergseng-Nordby from Slave-free Alliance, and Fabrizio Camerini from Yara International.

Human Trafficking must be discussed in events like this to raise awareness about the problem and to discuss the gaps in the systems trying to stop this crime.

"We need to understand that the person who was exploited probably accepted the job conditions because they didn't have any other choice.

We keep on exploiting people who are already in vulnerable situations, and we need to provide mental health support so they can also learn why that was wrong.

Many victims of human trafficking don't understand they were trafficked. And we need to start understanding the nuances of this topic.

If mental health starts being seen as a basic need, it will start being included in these laws and protocols, giving less space for it to be forgotten or neglected."

Sara Pestana



## WHAT WE DO: AWARENESS AND EDUCATION

# Norway & Portugal

In December, Humans for Humans was invited to a collaborative meeting with representatives from anti-trafficking organisations in Norway and Portugal.

Our shared commitment to combating this crime underscores the significance of international cooperation in addressing this pervasive issue.

During our discussion, it became evident that this fight knows no borders. By pooling our expertise, resources, and strategies, we amplify the impact of our efforts and create alliances against this crime.

As we reflect on the outcomes of this meeting, it is clear that joint efforts are crucial in the global fight against human trafficking, and survivors must be included in these conversations.

Let's continue to build on this momentum, fostering even deeper collaborations and partnerships.

Thank you to all organisations present from Norway: NADHEIM, ROSA, Marita Women, and Pro Senteret; and from Portugal: The Observatory on Trafficking in Human Beings, APF, Obra Social Irmãs Oblatas and O Ninho.

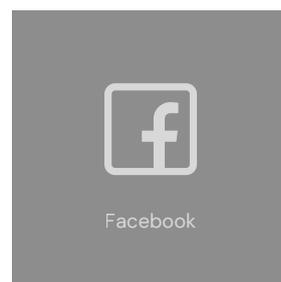
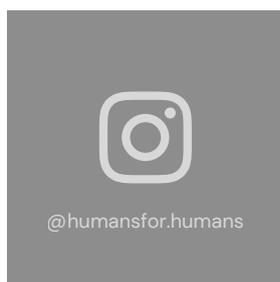
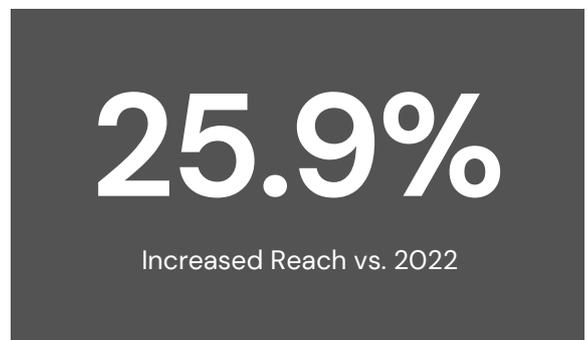
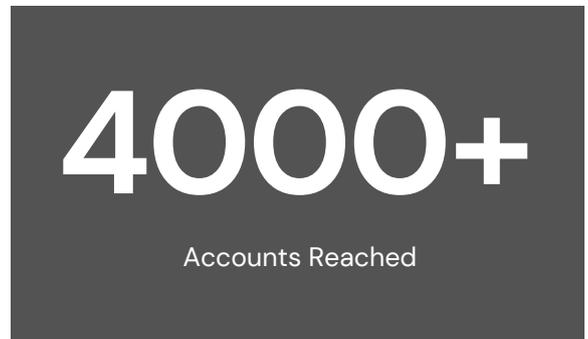


# Social Media

**We use our social media platforms to raise awareness about human trafficking by sharing educational content and resources.**

There were no paid ads performed this year. Thus, we only have organic followers, and our audience is full of people who are engaged and support our work.

**You can support our work by just sharing our posts, which will increase the reach and make resources more available to everyone.**



# Social Media

Our posts are both informative and educational, and you can find the sources of the information in each post.

By the end of this year, we established a new rule for our Instagram to help you find information more easily through a colour code.

 <p>War and conflict offer hunting grounds for traffickers →</p>	 <p>Human trafficking doesn't affect me →</p>		Human Trafficking
 <p>We have started providing support for survivors from Portugal →</p>			Mental Health
 <p>International Migrants Day →</p>	 <p>Human Rights Day →</p>		Human Rights
 <p>What is our plan to help survivors of human trafficking? →</p>	 <p>Are you in Norway? You can donate with <b>vopps</b> 628342</p>		Humans for Humans

# mental health support



**“Mental health and human trafficking are inextricably linked.**

**Addressing the mental health needs of survivors is an essential part of efforts to combat human trafficking.”**

## WHAT WE DO: MENTAL HEALTH SUPPORT

# Protocol with Portugal

This year, we have established a protocol with an organisation in Portugal to provide support to survivors of human trafficking and frontline workers.

This anti-trafficking organisation works from north to south of Portugal in different areas of intervention, such as identifying and rescuing victims; they have several protection houses for men, women and children; and support for survivors.

In this project, we start with supporting survivors transitioning to an independent life. They no longer have access to the services for victims, but they are not quite ready to be fully independent yet.

Our clinical psychologist, Inês Gonçalves, is a Portuguese therapist with several years of experience working in crisis intervention and formal education in trauma.

Inês has a very flexible and humane approach to working with victims of violent crimes, understanding that what each person needs is different, and she has to adapt to it, even if that means that the survivor will be having a session while their toddler is in the room. Many survivors are single mothers, and we must be empathic and flexible to their situation.

We say we provide mental health support, as we will not diagnose the survivors or professionals. We are not here to say they have a problem. We are here to support them in their life.

**For this project, and since it is done on a voluntary basis, we have agreed to help a maximum of three survivors and one team of frontline workers for a year.**

**For our impact to grow and for us to increase the support we provide, we need both funding and professionals who have learned the specific needs of survivors of human trafficking.**



**Inês Gonçalves**

Clinical Psychologist & ICF Certified Coach  
Head of Global Partnerships at Humans for Humans

**“We cannot talk about ending human trafficking without talking about the mental health of survivors. We must ensure that survivors have access to the support they need to heal and rebuild their lives.”**

Anti-Slavery International, 2023 report “The Human Cost of Human Trafficking: The Voices of Survivors.”

**“The mental health crisis among survivors of human trafficking is a hidden epidemic. We must shine a light on this issue and take action to address it.”**

Polaris Project, 2023 report “The Human Trafficking Hotline: Annual Report.”

**“By providing survivors with access to mental health services, we can help them to break the cycle of exploitation and violence and live fulfilling lives.”**

International Organization for Migration (IOM), 2023 report “Mental Health and Well-being of Trafficked Persons: A Review of Evidence and Best Practices.”

# collaboration projects



**Sara Pestana**

**Founder of Humans  
for Humans**

**Ka Man Mak**

**Founder of The Oslo Desk**

**Claudia Gonzalez**

**Senior Advisor at Caritas  
Norge**



# Witness Projects

Witness Projects is the umbrella project of solution-oriented Podcasts that aim to tackle different issues experienced by minorities in Norway, from discrimination to domestic violence and other forms of abuse.

This project is the result of a collaboration between Humans for Humans, Caritas Norge, and The Oslo Desk.

The three organisations intervene in different areas of supporting migrants and other minorities in Norway, and together, they aim to tackle these issues at a policy level, together with other service providers in the country.

**Empathy and sensitivity are vital to building trust and ensuring respectful handling of the stories so we don't create further harm.**



She Witness targets women who are going through a domestic violence situation, professionals working with them in different areas of intervention and the entities responsible for policy-making and dissemination of information.



They Witness is a solution-oriented podcast that invites dialogue to create concrete small steps of tackling discrimination in Norwegian society experienced by different minorities and vulnerable groups.



# podcast

# She Witness

The rising issue of violence in close relationships has brought us together to fight this crime from different angles.

Having the opportunity to widen our network and connect with professionals working at multiple intervention levels has been very rewarding.

We got a better insight into the complexity and nuances of this issue, which has been very helpful when directing women to support services.

Knowing that many women fear reporting or asking for help, along with many other barriers to accessing help, having the perspective of the organizations and entities responsible for this work gives a critical perspective on the challenges professionals face.

Learning from the personal stories of the women who reached out to us has been a humbling experience as we see and understand their struggles, vulnerability, and needs. Hearing these testimonials makes us more eager to make a change and get as many people involved as possible to make a difference.

Working with such a complex topic, we became even more aware of the importance of the terms and language used when addressing this topic, particularly with the victims.



Listen [here](#)



# podcast They Witness

Our goal with this podcast was to interview both people who have experienced various forms of discrimination in Norway and professionals who can discuss the current challenges and possible solutions for the future.

It is humbling to see the courage in those who come and share their stories, and it is shocking the direct and indirect forms of discrimination that are embedded in our society and affect millions of people every day.

We must speak up and create more opportunities for change and inclusion.



Listen [here](#)



**Claudia Gonzalez**

Senior Advisor  
at Caritas Norge

**Becky Coleman**

Project Manager at  
Humans for Humans

**Sara Pestana**

Founder of  
Humans for Humans

**Ka Man Mak**

Founder of  
The Oslo Desk

# summary of activities 2023

**4000+**

Accounts Reached on Social Media



SOCIAL  
HUMAN  
EQUITY

We were part of a panel discussion for the SHE Conference in April about "Human Trafficking and the Transparency Act".

**146**

Awareness & Educational Posts on Social Media

Started providing online support for survivors of human trafficking in Portugal.

**127**

Newsletter Subscribers

Presented our work and mission to anti-trafficking organisations from Portugal and Norway, in Oslo.

**17**

Episodes of the Witness Projects. This project was concluded in December.

Shared a day discussing best practices, common challenges and possible solutions with peers from both countries.

# Impact Plan

- 1** 2024 We need to listen to survivors. We need to understand their needs and create opportunities for them to be included in the design of the treatments provided post-trafficking.
- 2** 2024 For that, we will be organising a global **conference on “Mental Health & Human Trafficking”**. It is essential that mental health professionals learn about the specific needs of survivors.
- 3** 2024 With the knowledge gathered in this conference, we will compile an e-book with all the learning outcomes and Q&As from the event. This e-book will be available for free to anyone in the world.
- 4** 2024 We will launch our **network**, where professionals fighting human trafficking connect, share and learn. Here, we will include all the training videos, forums, and other useful resources.
- 5** 2024 To keep on raising awareness and growing our community, we will launch the **Humans for Humans Podcast**, where we will interview professionals and have dialogues about our line of work.
- 6** near future From the learning outcomes of the year, we will start developing training programs for mental health professionals, and for university students .
- 7** near future Develop a program for supporting frontline workers. We aim to support more teams, as the well-being of these professionals has a direct impact on the care they provide for survivors.
- 8** later on With more professionals trained on the specific needs of survivors of human trafficking, we want to build up our network and be able to support more survivors.
- 9** the goal We aim to build a workforce of global professionals that we can connect with survivors anywhere. We want to make mental health a priority and make sure everyone gets access to adequate care,

conference

# Mental Health & Human Trafficking



**This conference is part of a larger plan to increase education and awareness about mental health and human trafficking and strengthen collaborations within the anti-trafficking community around the globe.**

Together, we can create solutions and develop educational resources that can be accessible to anyone, regardless of their background, financial status or even access to the internet.

After this conference, we will create an e-book that includes all the learning outcomes and questions and answers from the live event. We hope to translate this to many languages and make it available for free to everyone.

Our goal is to make this an annual event, where each year, we can dig deeper into some of the more specific topics in this field.

Why is such an event needed?



"The largest challenge facing the health care of trafficked persons is that providers often lack the training and education to care for this patient population."

Coverdale, Gordon, & Nguyen, 2020 - ISBN 9781615373154

"Given the scale of the problem and concomitant harms, human trafficking and modern slavery should be treated as a global health concern."

Kiss & Zimmerman, 2019 - <https://doi.org/10.1371/journal.pmed.1002740>

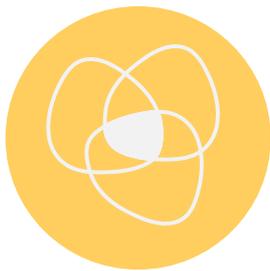
"Appropriate interventions and support services to address the multiple and serious medical needs, especially mental health, of trafficked people are urgently needed."

Ottisova, et al. 2016 - DOI: 10.1017/S2045796016000135

"Clinicians should work with, learn from, and take the advice of survivors. Survivor-informed practices are key, and survivors should be paid for their expertise."

Coverdale, Gordon, & Nguyen, 2020 - ISBN 9781615373154

# humans for humans network



**This will be a safe space where professionals and survivors globally can connect, share and learn.**

- Exclusive content and conversations with people who face the same everyday challenges that professionals do.
- People with a shared sense of compassion and who work in the same field.
- Practical, evidence-based solutions for the most difficult decisions.
- Opportunities to be seen and validate the experiences of others by exchanging stories, experiences, and ideas around our shared mission.
- Empathy and inspiration
- Access to the full recordings of the Digital Series
- And much more

We truly believe that only through collaboration and more open communication can we end slavery.

For that reason, this Network will be available for FREE for one year so we can get feedback from as many members as possible to create a platform where their needs are taken into consideration.

# humans for humans podcast



**This will be a safe space where anyone can learn about human trafficking and mental health with experts.**

We have started recording episodes for the Humans for Humans Podcast that will be launched in 2024.

These 30-minute to 1-hour episodes are conversations about mental health and human trafficking in a simple approach that is accessible to the general public.

Specific episodes will include external guests from Norway and abroad, who will share their own experiences and knowledge.

Goals:

1. **Increase awareness** by providing a platform for experts and survivors to share their experiences and knowledge.
2. **Destigmatize mental health and human trafficking** by creating a safe space for open and honest discussion.
3. **Promote understanding and empathy** by exploring the topics with care
4. **Empower listeners** to take action to support survivors and prevent these issues.

# About us

**We are friends and citizens of the world who share the same values, and we do our best to contribute to a world without slavery.**

Over the past four years, we have had a team with over 20 nationalities, diverse professional backgrounds and unique skill sets.

Everyone is welcome, and the conversations are more interesting with multiple opinions.

We are grateful to everyone who has crossed paths with us and left their contribution!



# Why do people join our team?

"I have been following the project since it lifted the ground, and I am fascinated by the work you do. I have had the chance to use some of your services as a professional in the field and experienced in the first person the amazing work you do.

Having worked closely with survivors of human trafficking, I am aware of the need for mental health support and the lack of services available for them, as well as for professionals.

Human for Humans fills the gaps that need to be filled not only in raising awareness on Mental Health and Human Trafficking within communities but also in supporting survivors having the support and the sense of community they deserve."

Bárbara Burgos

"Eye-opening, fulfilling, vital. These are some of the words I would use to describe my experience at Humans for Humans.

Being one of the very few organisations in the world that focuses on the mental health needs of survivors of human trafficking, our work is particularly important.

I am not the only one thinking this way; every day, I am inspired by my fellow volunteers from all over the world who commit their time, knowledge and energy to reach our goals.

I would encourage everyone wishing to make a difference to join us."

Bianka Karolyi



# Why do people join our team?



“Being a volunteer in H4H has been a rewarding experience for multiple reasons.

Initially, H4H showed me the reality of human trafficking and modern slavery, exposing factors that I was not well-acquainted with.

Additionally, H4H has provided me with the opportunity to study deeper into this field, research, and emphasize the importance of hope to create impactful changes.

Within this team, I work with amazing people with different backgrounds and life experiences, all united by a shared goal: raising awareness about human trafficking.

Although human trafficking is still a sensitive topic, as a volunteer in H4H, I am determined to support this team in our common goal and advocate continuously in the fight against human trafficking and the adequate mental support of the survivors.”

Catarina Fitas

**“Reaching a global population of 8 billion is a numerical landmark, but our focus must always be on people.**

**In the world we strive to build, 8 billion people means 8 billion opportunities to live dignified and fulfilled lives.”**

# Financial Statement

Description	Debit	Credit
Donations		1,066.12 kr
Grant from AKO Foundation		360,000.00 kr
<b>Project She Witness</b>		
Website domain	-220.35 kr	
Website	-2,400.28 kr	
Honoraries	-17,000.00 kr	
<b>Outsourced</b>		
Professional Fees	-355,000.00 kr	
Audit	-2,500.00 kr	
<b>Software Licenses</b>		
Website	-3,956.14 kr	
<b>Other Expenses</b>		
Bank Account Fees	-546.00 kr	
Materials for Events	-1,849.20 kr	
<b>Summary</b>		
From last year		56,708.45 kr
Total Income		377,242.92 kr
Total Expenses	400,324.97 kr	
Account Balance end 2023	33,626.40 kr	

# ways to support us

## make a donation

Account Number: 12546317461

Name: Humans for Humans

IBAN: NO6712546317461

Cultura Bank BIC / SWIFT: CULTNOK1

**VIPPS: 628342**

## free ways of helping



Share our work



Volunteer with us



Connect us with interested people and companies

[Subscribe to our newsletter](#)

# Ending slavery is everyone's responsibility.

**We are not  
B2B or B2C,  
we are H2H.**



**thank you for  
your support!**

**HUMANS FOR HUMANS**  
Org. NR. 924 268 298  
Oslo, Norway

[www.humansfor.org](http://www.humansfor.org)  
[hello@humansfor.org](mailto:hello@humansfor.org)