



ILFAT Annual Report

FY 2024-25

INTEGRATED LEADERS FORUM AGAINST TRAFFICKING

44, Backary Portion, 2nd Floor,
Regal Building, Connaught Place
New Delhi - 110001

TABLE OF CONTENTS

MESSAGE FROM THE PRESIDENT.....	2
ACKNOWLEDGEMENT OF STAKEHOLDERS & PARTNERS.....	3
ABOUT THE ORGANIZATION	4
KEY HIGHLIGHTS OF THE YEAR	6
FINANCIAL OVERVIEW	8
COMPLIANCE & GOVERNANCE.....	10
FUTURE PLAN & ROADMAP	11
ACKNOWLEDGEMENT OF ILFAT MEMBERS	13

MESSAGE FROM THE PRESIDENT

President's message

Dear Members, Partners, and Friends of ILFAT,

As we reflect on the past year, I am filled with pride and gratitude for the remarkable strides we have made together as a community. ILFAT was founded on the principles of inclusion, leadership, and collective transformation—and this year has demonstrated, more than ever, the power of those principles in action.

In the face of persistent global challenges—ranging from social inequality to shifting political landscapes—ILFAT has remained steadfast in its mission: to amplify the voices of those too often marginalized, and to champion grassroots leadership as a driver of systemic change. Across states and districts, our members have led advocacy efforts, informed policy dialogue, and stood at the forefront of movements that demand justice and dignity for all.

This year, we expanded our network, deepened our partnerships, and enhanced our capacity to support leaders within communities who are shaping solutions from the ground up. We have also continued to invest in strengthening our internal structures, ensuring ILFAT remains a resilient, responsive, and inclusive space for leadership development and transformative action.

None of this would be possible without the passion, vision, and hard work of our members, allies, and supporters. To every ILFAT member: thank you for your courage, your commitment, and your belief in the power of collective voice. Your leadership is the heartbeat of our movement.

As we look ahead, let us remain ambitious in our goals and bold in our pursuit of justice. We know the road ahead will not be easy—but we also know that, together, we are capable of extraordinary things.

In solidarity and hope,

Piu Mondal

President, ILFAT

ACKNOWLEDGEMENT OF STAKEHOLDERS & PARTNERS

The continued success of ILFAT is made possible through the strategic support provided by the **Strategic Alliance Group (SAG)** – a consortium of four organizations, each bringing distinct core competencies, collectively supporting ILFAT in its role as backbone agency since July 2022.

We are deeply grateful for the trust and support from SAG since the inception of ILFAT. Their expertise, resources, and shared values have significantly contributed to the advancement of our work and the realization of key objectives.

We respectfully acknowledge the support of:

- **Kamonohashi Project** – for their instrumental role in providing critical sectoral insight and strategic guidance that inform our programmatic efforts.
- **Chase India** – for their continued support as our Secretariat and anchoring our engagement in media and policy spaces, strengthening our ability to shape public discourse and legislative priorities.
- **ChangeMantras** – for playing a key role in enhancing our systems, strategy, and operational design.
- **Mojojojo Marketing** – for their strategic planning in translating human experiences into compelling digital narratives and amplifying our organizational voice and public presence through impactful content and storytelling.

Each partnership has played a crucial role in enabling us to deliver measurable outcomes. We recognize the importance of these alliances and remain committed to fostering strong, mutually beneficial relationships that drive sustained impact.

On behalf of our Board of Directors and the entire organization, we extend our sincere appreciation to all our partners for their dedication and support.

Sunita Kar

General Secretary & Board of Director, ILFAT

ABOUT THE ORGANIZATION

Vision

ILFAT envisions a country free from all forms of trafficking and having a world where no human being is trafficked. It is ILFAT's vision that from those who have struggled through the pain of trafficking, a new generation of leaders will arise, who stand for justice and empowerment.

Mission

Our mission is rooted in survivor leadership and systemic reforms. We are committed to:

- Building a powerful national federation of survivors, representing India's most marginalised populations across caste, gender, and socio-economic lines.
- Advocating for restorative, trauma-informed laws that protect survivors and ensure long-term justice.
- Empowering survivors as leaders and decision-makers in key committees and institutions.
- Engaging with the media to tell the stories of those most often silenced, ensuring that the voices of the vulnerable are heard and acknowledged.
- Shifting the narrative from a narrow criminal justice approach to a holistic, community-centred, and survivor-led anti-trafficking movement.

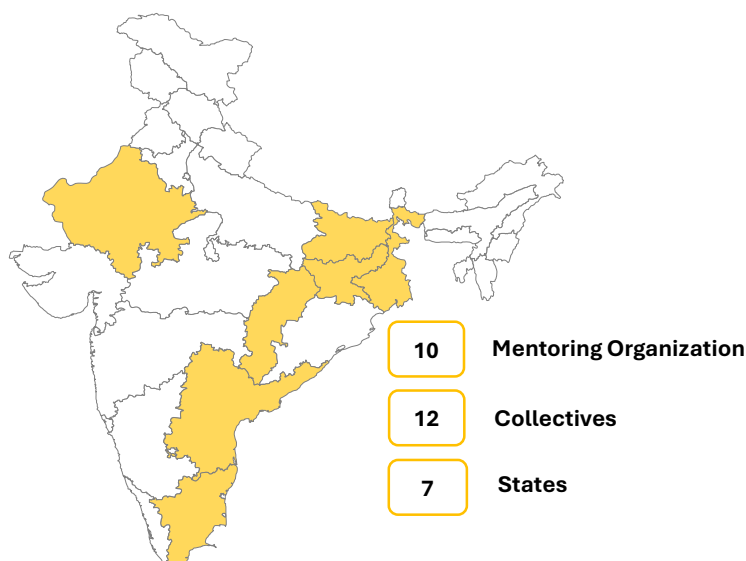
Strategic Objectives

To achieve our mission and move toward our vision, we are guided by the following core objectives:

- AWARENESS:** To raise awareness around the issue of human trafficking and promote issues related to anti-trafficking laws.
- WORK WITH ALL:** To initiate and encourage a collective effort by working with legislators, policy makers and implementers, think tanks and media in India to gain an understanding of exactly what needs to happen at a systemic level to end human trafficking.
- SUPPORT:** Support and facilitate survivor's voices and involvement and provide need-based support for advocacy with the help of policymakers.
- COLLABORATE:** To have on board all the interested parties and collaborate with a wide range of allies and organizations that have similar advocacy goals and interests of ensuring that survivor voices are central to any anti-trafficking efforts.
- CREATE NETWORKS:** Support the development of local survivor networks, and connect existing networks across city, state, and nations.

Organizational Overview

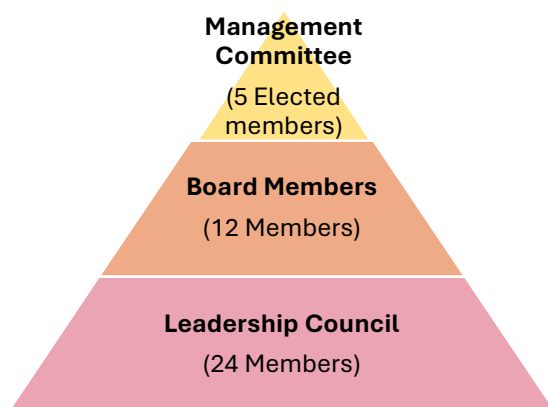
ILFAT is the world's first and largest national federation of trafficking survivors, representing **2,814 members** across India. The national forum is comprised of **12 survivor collectives**, supported by **10 mentoring NGOs** spanning **7 states** – **Andhra Pradesh, Bihar, Chhattisgarh, Jharkhand, Rajasthan, Tamil Nadu and West Bengal**, representing the leadership and lived experience of survivors of human trafficking. As a survivor-led organization, ILFAT's governance model is rooted in democratic representation and collective decision-making.



Out of the 2814 survivor-leaders in ILFAT members, the organization currently includes a total of **36 role-holders**, elected through structured internal processes at various levels.

Governance Structure

ILFAT follows a multi-tiered governance framework to ensure accountability, representation, and strategic leadership. This structure is entirely led by survivor leaders and enables both grassroots participation and national-level coordination.



- Leadership Council**
 Comprised of **24 members**, with **two representatives elected from each of the 12 survivor collectives**, the Leadership Council functions as the broad representative body that anchors the organization's direction, advocacy, and grassroots alignment.
- Board Members**
 ILFAT's Board is formed by **12 members**, with **one elected representative from each collective**. This body is responsible for organizational oversight, strategic planning, and governance.
- Management Committee**
 From within the Board, **five members** are elected to serve on the Management Committee. This group is tasked with overseeing the day-to-day implementation of decisions, supporting operational planning, and ensuring coordination among various collectives, role-holders and partners.
- Board of Directors**
 ILFAT's formal executive board includes **three members**, elected from the Management Committee. The Board of Directors is responsible for legal governance and compliance-related tasks of ILFAT.

Our Board Members

I.	Piu Mondal – President (& Board of Director)	VII.	Apurva N.
II.	Madan Kaswa – Vice President	VIII.	Ashish Kumar
III.	Sunita Kar – General Secretary (& Board of Director)	IX.	Anita Lahre
IV.	Sunil Kumar Lahre – Joint Secretary	X.	Janaki S.
V.	Moumita Biswas – Treasurer (& Board Director)	XI.	Mita Sardar
VI.	Dipti Jatua	XII.	Sanjita Kumari

KEY HIGHLIGHTS OF THE YEAR

Major achievements and milestones

Throughout the year, ILFAT has made significant strides in advancing its mission to combat human trafficking and empower survivors. The following achievements represent key milestones from the past year:

Organizational Growth and Development

ILFAT marked a year of significant institutional strengthening and formal recognition, laying the foundation for long-term sustainability and impact:

1. **Recognition from Agami India and Support:** ILFAT's sustained progress was acknowledged with a second disbursement of INR 5,00,000 from the prestigious Agami Idea Prize, reinforcing its position as a transformative force in the anti-trafficking ecosystem.
2. **Institutional Strengthening:** Following its incorporation as a Section 8 company, ILFAT achieved a major compliance milestone by securing 80G and 12A certifications, enabling greater financial transparency and eligibility for philanthropic funding.
3. **Governance and Accountability:** Demonstrating strong internal governance, ILFAT convened two Board Meetings and its Annual General Meeting in November 2024—also celebrating the anniversary of its founding and reinforcing its commitment to transparent and participatory leadership.

Capacity Building

1. **Skill Building Workshops – Delhi & Bangalore:** In 2024, ILFAT organized impactful Skill Building Workshops in New Delhi (October) and Bangalore (December), empowering members to lead structured stakeholder engagements. Participants created and delivered project proposals to deliver continued. These proposals were evaluated based on feasibility, scalability, and outcome orientation. ILFAT also engaged in meaningful discussions during networking sessions and contributed to building ILFAT's visibility and operational excellence. The events marked a significant step toward member-led sustainability and organizational strengthening.
2. **Digital Sub-Committee and Policy Workshop:** ILFAT members participated in a focused workshop on digital communication and policy advocacy, enhancing their understanding of social media use, government policy priorities, and meaningful engagement strategies. These sessions aimed to strengthen members' ability to engage with evolving policy landscape and digital platforms as tools for moving from awareness to action. Members were equipped with the skills and systems needed to manage ILFAT's online presence independently.
3. **Skill building Training Workshops – September and April:** In the two workshops held in September 2023 and April 2024, a total of 29 ILFAT members received in-depth training from partner organizations. These sessions helped build essential skills in donor communication, proposal development, and fundraising strategy, equipping members with the tools needed to support ILFAT's long-term growth and financial sustainability.

Active Policy Engagement

Over the past year, ILFAT has strengthened its role as a leading voice in anti-trafficking policy and advocacy through a series of impactful initiatives:

1. **Strategic Policy Realignment:** ILFAT undertook in-depth internal policy research to recalibrate its engagement strategies in response to evolving governmental priorities, ensuring continued relevance and effectiveness in influencing anti-trafficking frameworks.
2. **National-Level Policy Influence:** ILFAT contributed to India's *Voluntary National Review on Human Trafficking and Forced/Bonded/Child Labour*, jointly conducted by NITI Aayog and the United Nations Office on Drugs and Crime (UNODC). ILFAT submitted key recommendations, amplifying survivor-centric perspectives at the highest policy-making platforms. As a survivor-led forum, ILFAT's inputs were highly valued and appreciated for bringing authentic, lived experiences to the forefront of national policy discussions.

Strategic Media Advocacy

Over the past year, ILFAT has made significant strides in reshaping public discourse on human trafficking through targeted media engagement initiatives:

1. **Expansive Media Coverage:** A total of 29 stories were published across 12 prominent national and regional platforms, including print, digital, and video formats. These stories collectively broadened the lens on trafficking, addressing themes such as personal resilience, leadership journeys, the intersection of climate change and trafficking, and the psychological impact on survivors.
2. **Narrative Transformation:** Marking a strategic departure from traditional rescue-focused storytelling, ILFAT's media engagements emphasized survivor agency, growth, and leadership. These narratives centered on survivors as active contributors to society—leaders who are shaping their own futures and influencing systemic change.
3. **Media Perception Shift:** As a result of sustained advocacy, the media narrative has begun to evolve—from depicting trafficking purely as a criminal justice issue to recognizing and amplifying survivor-led experiences of empowerment and transformation. This shift underscores ILFAT's growing role in redefining how trafficking is understood and communicated in mainstream media.
4. **#CreateForChange Campaign:** This digital campaign invited community-generated content—writing, illustration, music, film—to amplify survivor stories and anti-trafficking awareness. With over 108 entries, the campaign garnered 198K impressions and 27.3K engagements. Amplified by 50+ collaborators, it sparked conversations across new audiences. Six creators have since expressed interest in deeper collaboration, making it not just a contest but a catalyst for narrative change and digital allyship.

Public Engagement and Visibility

ILFAT made significant strides in elevating survivor voices and enhancing its presence on national platforms, with a strong focus on leadership development and strategic engagement:

1. **Empowering Survivor Leaders:** ILFAT played a pivotal role in organizing and supporting Survivor Leadership Training programs in Madhya Pradesh and Rajasthan, in collaboration with International Justice Mission (IJM). ILFAT leaders were fully equipped to deliver impactful sessions. Their participation received widespread appreciation from organizers and fellow survivors, underlining the growing influence of ILFAT's survivor-led approach.
2. **National Representation and Partnerships:** ILFAT's visibility on national platforms was further enhanced through the participation of members Piu and Sunita at the Agami India – Justicemakers Mela 2024. With strong preparation, both leaders showcased ILFAT's work with confidence and clarity. Their presence opened doors to new collaborations and partnerships, significantly boosting ILFAT's national recognition.

Awards and Recognitions

1. **Fulcrum Awards:** Secured two Gold Fulcrum Awards for Best Use of Public Affairs and Best Not-For-Profit and Associations Sector Campaign, reflecting excellence in public relations and campaign effectiveness.

FINANCIAL OVERVIEW

Summary of income and expenditure

For the Financial Year 2024-25

This summary provides an overview of [Organization Name]'s financial performance for the reporting year. It reflects our commitment to transparency, fiscal responsibility, and the effective use of resources in advancing our mission.

STATEMENT OF PROFIT AND LOSS FOR THE YEAR ENDED 31st MARCH 2025

Particulars	Note No.	For the year ended	
		31st March 2025 (Rs.)	31st March 2024 (Rs.)
Revenue from Operations	7	920,050	-
Total Income		920,050	-
<u>Expenses:</u>	8		
Other Expenses		284,517	40,000
Total Expenses		284,517	40,000
Profit (Loss) before Tax		635,533	(40,000)
Tax Expense:			
(1) Current Tax		159,201	-
(2) Deferred Tax		-	-
Profit/(Loss) for the Year		476,332	(40,000)
Earnings Per Equity Share:			
(1) Basic		-	-
(2) Diluted		-	-
Nominal Value of Equity Shares		10	10
Significant Accounting Policies and Notes on Accounts	9		

As per our annexed report of even date

For Surendra Shrey & Co.
Chartered Accountants

For and on behalf of the Board
Integrated Leaders Forum against
Trafficking

[CA. Surendra Kumar Gupta, Prop.]

UDIN NO:
M. No: 074379, FRN: 017077N
Place: Delhi

Moumita
Biswas
Director
DIN:
10429899

Piu Mondal
Director
DIN: 10429898

Dated:

Notes:

- All figures are in Indian Rupees (INR) and are based on audited financial statements.
- Administrative costs are maintained at a reasonable percentage to ensure organizational sustainability and compliance.

Balance sheet and financial statements (audited)

**BALANCE SHEET AS AT
31st MARCH 2025**

Particulars		Note No.	As at 31st March 2025 (Rs.)	As at 31st March 2024 (Rs.)
I.	<u>EQUITY AND LIABILITIES</u>			
1	Shareholders' Funds			
(a)	Share Capital	1	100,000	100,000
(b)	Reserves and Surplus	2	436,332	(40,000)
			536,332	60,000
2	Current Liabilities			
(a)	Other Current Liabilities	3	15,000	40,000
(b)	Short Term Provisions	4	159,201	-
	Total		710,533	100,000
II.	<u>ASSETS</u>			
1	Current Assets			
(a)	Cash and Cash Equivalents	5	610,533	-
(b)	Other Current Assets	6	100,000	100,000
	Total		710,533	100,000
	Significant Accounting Policies and Notes on Accounts	9		

As per our annexed report of even date

For Surendra Shrey & Co.
Chartered Accountants

For and on behalf of the Board
Integrated Leaders Forum against
Trafficking

[CA. Surendra Kumar Gupta, Prop.]

UDIN NO:

M. No: 074379, FRN: 017077N

Place: Delhi

Moumita

Biswas

Director

DIN:

10429899

Piu Mondal

Director

DIN: 10429898

COMPLIANCE & GOVERNANCE

Statutory Disclosures and Legal Compliance

For the Financial Year Ended 31st March 2025

In accordance with the requirements of the Companies Act, 2013, and rules made thereunder, the Board of Directors of **Integrated Leaders Forum Against Trafficking** ("the Company") wishes to make the following disclosures for the financial year ended 31st March 2025:

1. Incorporation and Nature of the Company

The Company is incorporated as a non-profit company under Section 8 of the Companies Act, 2013, with a primary objective to promote **anti-human trafficking efforts in India**. The Company is licensed to operate without the addition of the words "Limited" or "Private Limited" to its name.

2. Compliance with Section 8 License Conditions

The Company has complied with all the conditions prescribed under its license issued by the Registrar of Companies under Section 8 of the Companies Act, 2013. No part of the income or property of the Company has been paid or transferred directly or indirectly by way of dividend, bonus, or otherwise to any of its members.

3. Statutory Auditors

M/s **Surendra Kumar Gupta** Chartered Accountants (Firm Registration No. **017077N**) have conducted the statutory audit of the Company for the financial year 2023–2024*. The Auditors have not reported any fraud under Section 143(12) of the Companies Act, 2013.

** ILFAT has not yet conducted the audit for FY 24-25, it will be done later in the month of September 2025.*

4. Annual Return Filing

The Annual Return in Form MGT-7 for the year ended 31st March 2025 shall be made available on the Company's website in compliance with Section 92(3) of the Companies Act, 2013.

5. Annual General Meeting (AGM)

In compliance with the provisions of Section 96 of the Companies Act, 2013, the Company conducted its Annual General Meeting on **23rd November 2024** via **Online Platform**, where the audited financial statements, Board's Report, Auditor's Report, and other statutory items were duly considered and adopted by the members. The meeting was conducted in a fair and transparent manner, with due notice and quorum as prescribed under the law.

6. Board Meetings

During the financial year, **two** meetings of the Board of Directors were held in compliance with Section 173 of the Companies Act, 2013. The details of the meetings and attendance of Directors are provided in the Corporate Governance section.

7. Related Party Transactions

All related party transactions entered into during the financial year were in the ordinary course of business and at arm's length and are disclosed in Form AOC-2 attached to this report, in compliance with Section 188 of the Companies Act, 2013 and applicable rules.

8. Maintenance of Books of Account

The Company has maintained proper books of accounts as required under Section 128 of the Companies Act, 2013 and the same were available for inspection during business hours.

9. Internal Financial Controls

The Company has adequate internal financial controls with reference to financial statements and these were operating effectively during the year under review.

10. Directors' Responsibility Statement

As required under Section 134(5) of the Companies Act, 2013, the Directors hereby confirm:

- That in the preparation of the annual accounts, the applicable accounting standards had been followed;
- That they have selected and applied appropriate accounting policies;
- That they have taken proper and sufficient care for the maintenance of adequate accounting records;
- That the annual accounts have been prepared on a going concern basis;
- That the internal financial controls were adequate and effective;
- That proper systems to ensure compliance with applicable laws were in place and operating effectively

FUTURE PLAN & ROADMAP

Strategic priorities for the next year

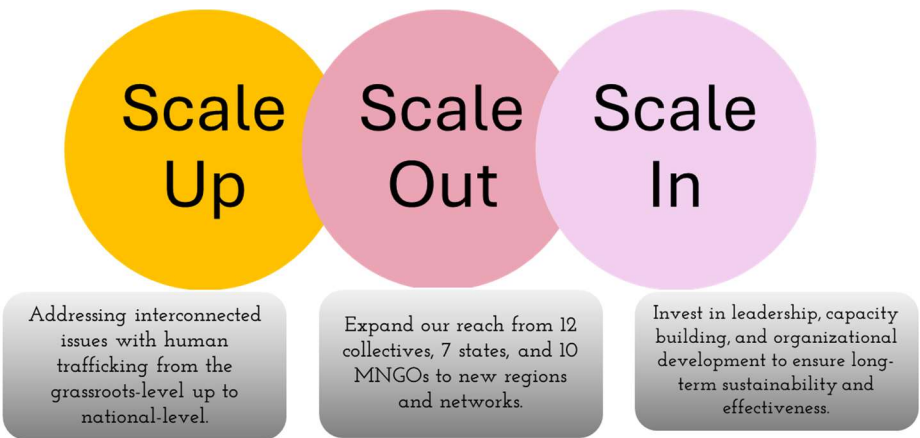
Through our process, ILFAT has identified several intersectional themes critical to addressing human insecurity in marginalised communities.

- **Impact of Climate Change:** How environmental vulnerabilities exacerbate trafficking and displacement.
- **Mental Health:** The critical need for trauma recovery services for vulnerable populations.
- **Insecurity in Migration:** Risks faced by migrant workers, particularly in informal labour sectors;
- **Safe public spaces for women:** To ensure participation in schools, skilling and workforce.
- **Access to Technology:** The need for inclusive digital infrastructure for education, employment, and protection.
- **Youth Leadership:** Building capacities of the next generation, who will become drivers of change within their communities.
- **Access to Justice:** To safeguard rights, provide legal protection, and address systemic inequalities.
- **Skill Development and Livelihoods:** Vital to foster economic independence and resilience against poverty.

ILFAT would integrate a **gender-responsive approach across the thematic areas, ensuring that opportunities are distributed equitably and accessible to everyone.**

Strategic Approach to Expansion

To realize our vision, we aim to grow in three key dimensions:



To achieve ILFAT's goals and ensure the sustenance of the federation, **institutional support** is essential. This support is critical to driving its secretarial work, advancing policy and media advocacy, fostering organizational growth through capacity building and leadership development, and strengthening its online presence.

ACKNOWLEDGEMENT OF ILFAT MEMBERS

To all 2814 ILFAT members across 7 states,

On behalf of the Management Committee of ILFAT, we extend our deepest appreciation and heartfelt thanks to all ILFAT members for your unwavering dedication, passion, and commitment to advancing our shared mission.

Your consistent efforts, valuable insights, and tireless advocacy have been instrumental in shaping ILFAT into a vibrant, inclusive, and impactful forum for leadership and transformation. Whether through your participation in meetings, your engagement in campaigns, or your leadership in local and international initiatives, each of you has contributed significantly to the progress we have made together.

We recognize that the strength of ILFAT lies in its members—the voices, experiences, and leadership that define our identity and purpose. Your resilience, creativity, and solidarity continue to inspire and propel us forward in our collective journey toward justice, equity, and sustainable change.

Thank you for being an integral part of ILFAT. We look forward to deepening our collaboration and building an even stronger, more united community in the days ahead.

With gratitude and respect,

The ILFAT Management Committee

 info@ilfat.org

 ilfat.org

 [@ILFAT_India](https://twitter.com/ILFAT_India)

 [@ILFAT_India](https://www.instagram.com/ILFAT_India)

