ANNUAL REPORT 2019

25 years comité FIGHTING CONTRE L'ESCLAVAGE 1994-2019 MODERNE

MAKING THE INVISIBLE VISIBLE

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A NOTE FROM THE PRESIDENTS

For the Committee Against Modern Slavery, 2019 is marked with a milestone. On April 11th, more than two hundred people participated in the colloquium it organized at the National Assembly for its 25th anniversary. It was an opportunity to reflect on the road travelled since its creation in 1994. Over these long years necessary to establish social, legal and administrative support for victims previously ignored, to make these stories known and to give us the means to combat them. In twenty-five years, France has become aware of the existence of the slave trade and modern forms of slavery, hundreds of trials have taken place, hundreds of press articles and television reports have been released. Major international agreements have been signed and in France itself several laws have been passed. The situation has clearly improved.

And yet victims still exist. Coming from all over the world, deceived by false promises. Vulnerable. Malnourished, poorly housed. Without any notion of their rights. Confiscated passports, overwhelmed with work, traumatized by the violence they suffer.

In 2019, CCEM received 380 reports which it analyzed in order to provide them with adequate response, i.e. redirection towards other structures or take their cases in hand. The team thus accompanied this year 200 people, including 45 new victims. The lawyers supported some sixty hearings before all French courts. The apartment for emergency reception has not been empty as housing victims remains a very difficult issue in France today.

Moreover, the voice of the CCEM now reaches further. Established experts in France and in Europe, it is from now on a recognized actor on the other side of the Mediterranean. It launched, in 2019, the project "Save" to accompany six Moroccan non-profit organizations in the fight against domestic slavery and human trafficking for economic purposes.

Under the effective leadership of its director, the team - nine persons with the support of many volunteers - has dynamically carried out many operations with victims which lie at the heart of CCEM's mission.

We would like to thank them all here.

Sylvie O'Dy, President Journalist, Author of « Esclaves en France » Me David Desgranges, President Attorney, Barreau de Paris

A QUARTER OF A CENTURY

5 727 alerts 1996 à 2019	141 women housed in our emergency apartment 2002 à 2019		
	867 victims identified & accompanied 1996 à 2019		7 international projects (coordination
2 successful cases before the Cour Européenne des Droits de l'Homme 1999 à 2019		356 hearings or trials 1999 à 2019	participation) 2000 à 2019
Comité Contre l'Esclavage			2005
Received first victim of labour exploitation 4			France is convicted for the first time by the European Court of Human Rights

FIGHTING

A look back at CCEM's anniversary conference

The 25 years of CCEM's existence were celebrated on April 11, 2019, in the form of a conference. Organized at the National Assembly under the patronage of Deputy Stella Dupont and with the participation of Maria Grazia Giammarinaro, Special UN Envoy on Trafficking in Human Beings, more than 200 participants attended.

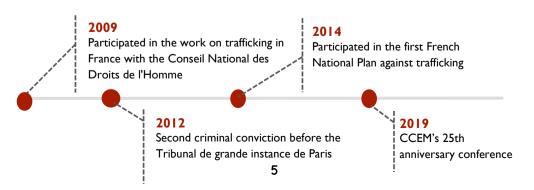
The event was an opportunity to examine the evolution of French legislation, to exchange on its implementation, to analyze the political and institutional responses at the national level. The issue of victim protection and recovery was addressed by presenting Belgium's experience in this area and then the French context, both in terms of the trial and the support of victims at every level: legal, social and psychological. This is the ongoing work of the Comité contre l'esclavage moderne.

While continuing to raise the political and public awareness on the issue, CCEM took advantage of the occasion to pay homage to all the assisted victims until the present day. We thank today the participants and supporters for having made



possible this event, unprecedented in the history of the CCEM, and for having made such a success of it.





CCEM IN 2019 : A FRESH,

In order to continue assisting people with as much professionalism and attention as they deserve, several projects to improve the facilities were carried out this year.

New Offices

2019 began with our move to new offices, integrated into the public parks of the City of Paris. Less expensive and more modern, they are better adapted to receive our II staff members and several volunteers, and they offer a more welcoming environment to receive and assist victims. Finally, they include a nearby annex where groups can meet for different types of activities and psychological support.



Reception at our new office at 169bis boulevard Vincent Auriol in the 13th arrondissement de Paris

NEW PRESENCE

A new website

A new version of the website, www.esclavagemoderne.org, was launched in March 2019 with the aim of providing more information to the general public and professionals on the neglected issue of human trafficking for labor exploitation. More user-friendly, it makes it possible to easily consult the work carried out by the CCEM, past newsletters, tools for raising awareness, etc. Visitors have the possibility to report a situation or to make a donation online.

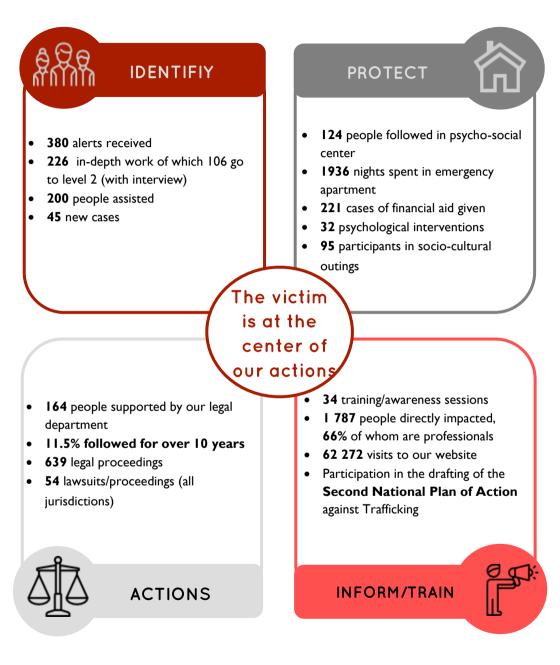


CCEM's homepage

A software for tracking files

After 3 years of research and work, CCEM is now equipped with an internal dataprocessing follow-up tool, developed mainly thanks to the action of volunteers. In addition to helping us maintain confidentiality, it allows us to track the progress of individual files as well as to produce rigorous statistical data to support our advocacy.

OUR ACTIONS OF 2019



IN SOME NUMBERS AND DATES

- Ist January : launching of SAVE, the first project outside Europe coordinated by CCEM aimed at reinforcing the operational capacity of 6 Moroccan NGO partners.
- **3** April : after 18 years of proceedings, ruling of the Supreme Court of Appeals (Cour de cassation) in the case of Fatima B., giving to trafficking victims the right to full compensation for damages suffered.
- **II** April: CCEM hosts approximately 200 participants at the French National Assembly at an anniversary conference celebrating its 25 years of fight for victims of trafficking and modern slavery.
- 24 & 25 June : first days of training in a cycle of three sessions organized by OCLTI and INTEFP, in collaboration with the Public Prosecutor's Office and CCEM.



• 27 June to 12 July : organization of 5 trainings on victim identification in the SAVE project in Morocco, gathering more than 150 participants in 5 regions.



• Ist to 5 July: Judges, lawyers, gendarmes and police officers, members of non-profits (including CCEM) and members of the judicial protection of youth participated in an inaugural training in real simulation, organized by the Ecole Nationale de la Magistrature (ENM).

• 28 August : a new action of psychological accompaniment at CCEM and a trilingual clinical psychologist joins the team.

• **30 September** : first European working group in the scope of the REST project (*Residency Status* : strengthening the protection of trafficked persons) in partnership with NGOs from 5 European countries.

 In September also, publication of an article written by the lawyers of CCEM in the Revue du droit du travail Dalloz, N°10 on compensation and the international obligations of France.

2019 AT CCEM: OTHER DATES

• **18 October**: the trial of Mrs. S., Saudi painter, in the High Court of Paris prosecuted for trafficking in human beings, and other offences against three victims represented by CCEM.

• **21 October :** The Correctional Court of Nanterre sentenced Mr. M., a former Burundian minister, and his wife for trafficking a fellow countryman and exploiting him for 10 years, to 2 years suspended imprisonment and €70,000 in damages. They appealed.

• **13 November**: intervention with the French Office for the Protection of Refugees and Stateless Persons (OFPRA), and awareness raising among protection officers about human trafficking for labor.

• 20 November : intervention of CCEM at the École Nationale de la Magistrature alongside OCLTI and the Labour Inspection during a training day for prosecutors and judges.

• The same day, CCEM took part in the meeting of the international forum La Strada in Turkey with 27 other European NGOs specialized in the fight against human trafficking.



• 5 - 6 December : meeting of the European Commission's network with a hundred European NGOs to exchange on European strategies and policies against trafficking in human beings.



After more than two year of waiting, the second national anti-trafficking plan is created with no progress for victims of trafficking for labor exploitation!

In April 2018, CCEM sent its suggestions for a second National Plan to fight trafficking in France. After two years with no news from MIPROF (France's interministerial mission for the protection of women against violence and the fight against human trafficking) on the adoption of a new plan, a delegation of the Council of Europe Group of Experts on Action against Trafficking in Human Beings (GRETA) met French authorities and NGOs in February 2019.

GRETA, acting through the Collectif Contre la Traite, of which the CCEM is an active member, never ceased to question the government on the plan. On May 2, MIPROF proposed the installation of working groups on certain aspects of the draft plan with appropriate NGOs, without largely taking into account the observations of the Collectif.

On October 18, 2019, MIPROF finally announced the second National Plan during the presentation of the third national survey on victims monitored by the ONDRP (National Observatory of Delinquency and Penal Responses). The CNCDH (National Advisory Commission on Human Rights) immediately issued an opinion stating the importance of creating a national mechanism and a coordinating committee to create an strategic plan annually with appropriate measures and means, monitoring indicators, and dedicated sources of funding.

Measures regarding victims of trafficking for labour exploitation are disappointing. Once again, the National Plan prioritizes the issue of sexual exploitation at the expense of other forms of exploitation.

CCEM will continue its advocacy so that the government will take into account the extent of this type of exploitation and its expansion and prosecute unscrupulous exploiters acting with total impunity.



IDENTIFY : ALERTS AND

The **reception and community unit** continuously receives reports and makes the first contact with potential victims. A meticulous process developed over 25 years of practice enables all reports received to be studied at three distinct levels of analysis, before any decision is taken to accept the case. This identification process is used to gather and analyze the first elements of evidence. Trafficking for the exploitation of labor does not only imply the violation of labor law, but a series of criteria such as: workload, living conditions, discrimination and personal freedom, and above all, the presence of threat, vulnerability, control or any means of subjugation and control of the victims. These criteria correspond to those established by the French legal framework.

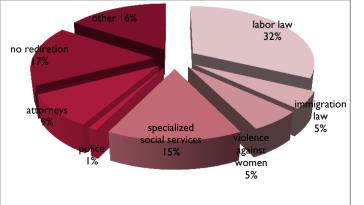
In 2019, CCEM received **380** alerts, compared to 356 in 2018, of which 59% were given an initial investigation (49% in 2018) and 28% went to level 2 reports (20% in 2018), with at least one interview in the presence of a lawyer and a social worker. One third of cases were with a translator.

These reports come to us from several sources:

- Qualified professionals and volunteers: caseworkers and social workers, labour inspectors, policemen/constables, etc. 32% in 2019 (41% in 2018).
- Third parties: neighbors, family, etc.: 32% in 2019 (41% in 2018).
- Potential victims themselves in 33% of cases in 2019, as in 2018.

CCEM follows up on alerts only on the agreement of a potential victim. A physical meeting then takes place with the potential victim, where an initial social and legal assessment takes place where the CCEM team analyzes the situation and decides on the appropriate action to be taken for the victim. The average period between the receipt of an alert and taking an action is 17 days.

People who CCEM does not cover are directed organizations that will be able to respond to their needs such as questions of labor law (cf. diagram).



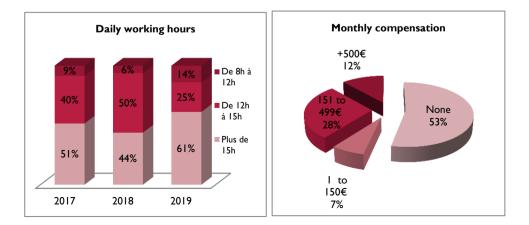
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NEW CASES

In 2019, 45 out of 380 alerts resulted in a decision to accompany, i.e. 12%, compared to 9% in 2018. Among these 45 victims, CCEM made the following analysis:

- 20% were reported by authorities such as the OFII (France's immigration and integration office), the Labor Inspectorate and OCLTI (the central office on illegal employment). This figure, higher than previous years, shows the strong link CCEM builds with specialized partners, in particular on trafficking for labor exploitation.
- 28% (25% in 2018) were reported to us by private individuals, neighbors, family or people that victims met randomly or when fleeing exploiters.
- 11% (6% in 2018) were reported by organizations specializing in the rights of foreigners or human trafficking.
- 15 victims had already filed a trafficking complaint at the time of reporting (compared to 3 in 2018). Their referral to CCEM was to ensure protection, legal assistance and access to their rights as victims of trafficking.
- 11% were minors at the time of exploitation, 44% between 18 and 35 years-old and 42% between 36 and 60 years-old coming from 19 different countries, including France, with a majority from Côte d'Ivoire (20%).
- 61% of the new persons accompanied worked more than 15h/day (compared to 44% in 2018) and 53% had no remuneration. (See charts below.)

CCEM makes these analyses every year to chart our actions as well as trends and advances in fighting human trafficking.



ACTIVE CASES IN 2019 : PROFILES



200 people accompanied





105 dependant children In 2019, CCEM managed 200 "active files" - a 10.5% increase compared to the prior year.

Once again this year, a quarter of the people accompanied are men: 26% in 2019, compared to 24% in 2018. This slight increase is due to the number of men newly accompanied during the year in group cases (with several victims).

The average age of those accompanied in 2019 is 39 years old: 25 to 40 years old representing the largest age group (43%), followed by 40 to 60 years old (34%) and 5% over 60 years old. Those under 25 years old made up 18% of the persons accompanied, although 11.65% of them were in fact minors at the beginning of their exploitation in France, in particular young girls exploited in domestic and intra-family settings, but reported to CCEM after they reached the age of majority.

For 63% of the people accompanied, travel was organized by the exploiter or the in-laws in the case of servile marriages (information available for 120 people only). 79% arrived by plane with tourist or for family reunification visas; however, 91% coming by plane were women whose travel was organised by their exploiter, compared to 20% for men. 25% of the victims were exploited in other countries before generally by the same exploiter who brought them to France.

TESTIMONY

Before I had nothing and the Comité helped me, I received some money, clothes and food. I was housed in their apartment and everyone was nice.

Everything changed when I left my aunt's house. Now I am fine. I have changed a lot of things in me. I do things on my own, I am free. Every day I am quiet, my aunt used to scare me every day. Now I am not afraid.

I am in CHRS (Housing and Social Reintegration Center) in a new city. I made two girlfriends. I was able to go to the theater. I need to learn French still and then afterwards I will do a training in pastry making. I would also like to do childcare.

Mme R., 22 years old, exploited when she was 17 to 20 years old, accompanied since October 2019

OF PEOPLE WE ACCOMPANY

Exploitation took place in 35 departments in France with one of our cases in Luxembourg. 86% were exploited in the IIe-de-France region, 39% of which in Paris.

In this year's active file, the average working time was 14.7 hours a day, during an average of 6.9 days a week. Compensation for those accompanied was generally non-existent or largely insufficient. 60% received no salary at all, 13% earned less than \in 150 per month, 23% earned between \in 150 and \in 500, 4.6% earned more than \in 500, and only one person we accompanied earning more than \in 700.

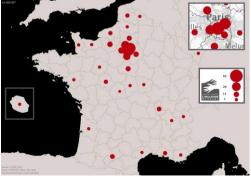
The majority of the people accompanied (59%), almost exclusively women, were exploited in the domestic setting doing housework together with childcare, care of the elderly or disabled and cooking. Almost a third (27%), mostly men, were exploited in other sectors: 7.5% in the catering and food trades (restaurant, bar, snack bar, butcher's store, bakery); 6.5% in construction, 4% in agriculture and the rest in a variety of trades (grocery store, scrap metal, car repair, chimney sweeping, etc.). For some victims (13%), exploitation was a combination of jobs: in the home and in the family business (cleaning, catering, etc.). Two people were forced to beg or commit crimes. Finally, in addition to labor exploitation, 4 people were victims of sexual exploitation.

The majority of abuse was psychological (88%), including bullying, insults, humiliation and control, restrictions on meals or denial of care. 26% were also subjected to physical violence and 15% to sexual violence (all women).

The people who were accompanied came from 50 countries on all continents, including France. As has been the case for many years, Morocco leads the list of countries of origin (18% of all beneficiaries), despite an increase in the number of victims from Côte d'Ivoire (12%) and the Philippines (9%).



Country of origin of persons accompanied in 2019



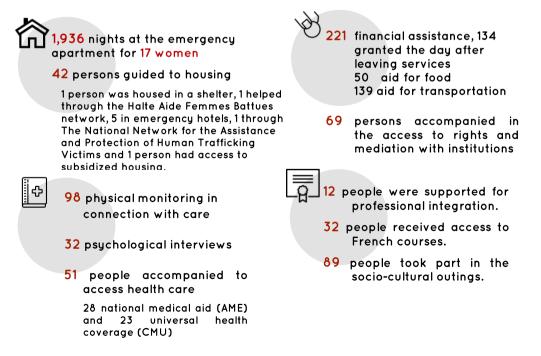
Places of exploitation of accompanied persons in 2019

PROTECT : OUR DIVISION FOR

Initial exchanges and meetings with victims in CCEM's identification phase include an examination at our new psycho-social center and a needs assessment: material living conditions (revenue, lodging, food, etc.), level of formal education, physical health and mental and emotional stability. This enables us to identify the priorities of support needed. In 2019, the center served 124 people with personal support of which 28 were newly received by CCEM. 76% support went to women, and 15 dependent children were directly affected.

The main difficulty, like each year, remains securing and integrating victims into housing. Even with the six places for women in CCEM's emergency apartment, finding a place to live is important in meeting the primary needs; however, finding a place, even through 115, is becoming more and more difficult. This year, only 9 people found lodging on 42 seeking help. Men have very few, if any, possible sources for accommodation, and sometimes have to resort to performing services in exchange for accommodation or to staying with third parties in very poor conditions. CCEM then remains vigilant to ensure that they are not exploited again in view of the precariousness of their lodging.

The majority of the people who CCEM accompanies are fortunate to find jobs after they break out of exploitation, and their legal status is settled; however, a stable living situation is key, without which permanent integration into society is impossible.



PSYCHO-SOCIAL SUPPORT

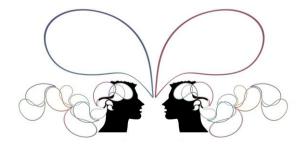
A volunteer in our social division, a professional in the field of social integration, has been accompanying people in this process for more than 15 years. This year, she accompanied 12 people (168 hours donated) and developed new partnerships to broaden the possibilities of integration and new opportunities.

Within the framework of the activities towards integration, the CCEM helps victims find French courses. This year, 32 were able to take courses for adults in social centers or other partner organizations.

A new program offering psychological support

In August 2019, a trilingual clinical psychologist joined the CCEM team and treated 32 people. After a first individual meeting and an evaluation of the state of the victim, upon the victim's consent, the psychologist may propose a plan for care. Sessions can take place in French, Arabic or English.

In parallel to this support, CCEM's psychologist may assist victims as needed during key moments of their procedure, such as the deposit of a complaint, confrontation with their exploiters or a court hearing. The psychologist is also called upon to manage emergency situations in close collaboration with appropriate organizations (Samu, hospital emergencies, etc.). Victims may eventually be redirected to partner organisations for longer-term psychological follow-up or psychiatric support. The psychologist may also organise awareness training on the specificity of the psychological problems of victims of human trafficking, with partner organisations.



RECEPTION AND

The overall accompaniment of the victims at the CCEM involves an individualized approach built on their personal needs as is determined in consultation with them. After several months, even years, of exploitation and being lost, victimes find a point of reference and a warm welcome at CCEM's offices.

As detailed above, people benefit from psycho-social and legal support as well as various administrative services, to succeed in meeting the requirements and procedures of reintegration. As such, in 2019 :



On their arrival, those who CCEM supports may receive clothes donated by individuals. They can also come to the CCEM offices to have a hot drink and Internet access to call their family and friends.

Reception at the CCEM is done in 3 languages on a daily basis. Volunteer or professional translators are available. A third of the individual interviews carried out in 2019 were in a foreign language.

Cultural outings are also a means of social integration. They offer entertainment and social contact for people who have been isolated for a long time under the domination of their exploiters. In 2019, 89 people were able to take advantage of cultural outings including visits to museums as well as gastronomic outings, notably in



partnership with the Refettorio, where chefs introduce gastronomy to people in precarious situations in a magnificent setting.

COMMUNITY LIFE

Proof of the importance that CCEM has played in their lives, it happens every year that people who CCEM accompanied in the past get back in touch (by going directly to our offices or by phone) when they are confronted with new difficulties or feel the need to reconnect with us.

In addition, every year, past and present beneficiaries, members of the Board of Directors, team members, volunteers and donors gather around a convivial dinner to celebrate the New Year.



The 2019-2020 New Year's Eve party in a room donated for the occasion

TÉMOIGNAGE

I couldn't stand my situation anymore, I looked for a solution to go back to my country and then I was told to go to the Comité Contre l'Esclavage Moderne.

Once I came to the Comité, my life changed a lot. Before, I did not sleep, now I sleep well, I have a home while before I was on the streets. Even after I left my employer who exploited me and met CCEM, the people who lodged me from time-to-time made me work: I slept on a mattress on the floor and took care of their children while they slept.

Since I am at the Comité I do not have any professional activity. Normally I am an active person and I have always worked since I was young and in France for 13 years, every day I worked. Now, even if I don't want to go back to my situation before, it's difficult to be without anything to do and not to be busy. The lack of money is also difficult.

Thank you for everything, the team of the CCEM saved my life!

Mrs. W. 49 years old, exploited between 2006 and 2019, accompanied by the CCEM since November 2019

ACTIONS :

Legal support at the heart of our action

This year, our lawyers monitored 185 people, taking on 42 new cases, 72% women and 28% men. Our legal actions bring to light the reality of trafficking practices for labor exploitation in France. Our objective is not only to condemn the perpetrators, but also to recognize the existence of this phenomenon and the rights of the victims.

In spite of fighting for more than 25 years, it is still difficult to assert victims' rights in courts. Our legal department's accompaniment through all stages of proceedings, from filing a complaint, to hearings by investigators and court appearances, is of paramount importance.

In order to maximize the chances of success of a legal action, the lawyers of CCEM carry out essential preparatory work to:

- prepare and accompany victims as they work to put into words their story of exploitation. It is essential that they are able to express the abuse they have suffered if they wish to engage in legal proceedings.
- inform victims of their rights so that they can make an informed decision.
- help victims gather evidence and testimonies to establish the facts showing that they were victims.

This pre-litigation work, which can be long and tedious, is the foundation of any legal procedure, whether criminal, social or/and other. In 2019, 11 new criminal procedures and 6 referrals to the labor courts were initiated by the persons accompanied by the CCEM. Unfortunately, victims very often encounter considerable difficulties at this stage. Thus, the accompaniment by a specialized organization remains essential.

The legal department in a few numbers:

- 356 trials since 1994, including 173 criminal trials (Tribunals of First Instance and Courts of Appeals), 5 trials at the bench, 16 trials before the supreme courts, 98 before the labor courts, and 36 before the administrative courts.
- In 2019, 38 trials were held, including 3 before the Cour de cassation, 6 before the Cour d'appel, 5 before the tribunal de grande instance (TGI), 5 before the industrial tribunal, 5 before the Tribunal administratif, 6 before the National Counrt of Asylum (CNDA), and 8 others (including I assistance service for the recovery of crime victims (Sarvi) and I compensation commission for crime victims (Civi)).
- 16 procedures are under investigation
- 639 actions undertaken, of which 381 were criminal.

LEGAL DIVISION

"

News from the "collective files «

In 2019, the legal department continued to share its experience with partners and specialists in criminal cases involving a large number of victims.

Currently, CCEM follows 13 cases involving groups of victims of which some 29 victims are accompanied individually by CCEM legally and/or socially. CCEM participates in the remaining group cases, with the agreement of the victims, giving strategic support, and no legal accompaniment is occurring for such reasons as victims are not present on French territory, refusal to bring a personal civil action, lack of news of certain victims.

2019 saw six new collective cases. CCEM is for the moment a civil party in two procedures one under preliminary investigation and the other in criminal proceedings (the decision should be handed down in 2020). Three cases are in the investigation phase. The last case, involving work in vineyards, was due to be decided in 2019, but in view of the multitude of victims (more than 100), the case was postponed to the summer of 2020 to allow for 3 days of hearings.

TESTIMONY

I was working with a boss who didn't pay me and gave me bad housing conditions. One day I told my story to a man I met and he advised me to write a letter to the Committee. They saw my situation and my documents, and then they helped me. It was in court that I had the most difficulty. But I count on CCEM to do everything on the legal procedure. With CCEM, they will assert my rights. I am sure of it, I trust them. When I learned that we won, I was happy but they did not pay us anything for the moment.

My plan is to be able to continue to work in agriculture in France and meet my needs. I thank very much CCEM. All the team supported me a lot. I say only good things about CCEM.

Mr. B. has been accompanied by CCEM since 2015. In 2019, his exploiter was sentences to 18 months prison suspended and damages. During the investigation, the Gendarmes discovered about twenty other workers in the same shameful conditions, some of whom were housed in trucks.

-COURT PROCEDINGS : COMPENSATION

Some events in 2019

On June 5, 2019, the Conseil des prud'hommes recognized work by Mme M., exploited in a cabaret in northern France, and ordered her former employer pay her \in 113,327 in unpaid wages and damages. His exploiter had been convicted earlier in a pleas bargain hearing to just pay a simple fine without the victim even being informed.

On October 21, 2019, a former Burundian minister and his wife were convicted of human trafficking, accused of forcing a man to work in undignified conditions for nearly a decade in their home. They had already been convicted of similar charges in 2004. The victim was awarded $70,000 \in$ for the injury to his dignity and the separation from his family. The opponents appealed the decision. At present, an employment tribunal procedure is also underway.

We devoted a page to this case in our 2018 annual report. Ms. K. finally saw her labor recognized by the justice system. After 14 years of proceedings, the Versailles Court of Appeals sentenced the woman who had brought her to France at the age of 13 to work in her home to subjecting a minor to undignified working and housing conditions and for undeclared work. However, the Court of Appeals reversed the calculation of the compensation and estimated 20,000€ in damages. Part of the wages had already been recognized by the Social Chamber of the Versailles Court of Appeals in 2014.

On November 21 st, the public prosecutor of the French Republic ordered 30 months imprisonment, several thousand Euros in fines and the confiscation of the €200,000 under seal against a Saudi artist prosecuted for trafficking and accused of having exploited 3 women in her Parisian home between 2014 and 2019. The decision will be rendered in 2020. Le Conseil des prud'hommes is in charge of taking a decision regarding the reimbursement of the unpaid wages.

FOR VICTIMS

But while increasingly more convictions are passed on the basis of article 224-5-1 of the Penal Code related to human trafficking, the question of fair compensation to victims still remains a crucial issue. This is an important part of discussions and advocacy work by expert associations, including CCEM.

It is with this perspective that CCEM participated in several seminars and surveys organized by the network of European NGOs - La Strada International. Between 2014 and 2020, La Strada is leading the project "Justice At Last" to identify obstacles that prevent granting victim compensation in various European countries and possible actions and solutions to remove these obstacles.

We estimated that the profit realized by exploiters in 2017 by not paying the 152 victims that CCEM accompanied reached \notin 7,397,012, (an average of \notin 81,107 per victim); however, that amount in damages and interest rarely was awarded. This does not include reparation for violence committed by the exploiters.

One of the main difficulties victims face when trying to obtain fair and full compensation for labor exploitation is that they must bring cases before several courts in parallel: criminal, labor and civil court (Commission d'indemnisation des victimes d'infractions). A decision in April 2019 by the The Cour de cassation (French Supreme Court of Appeal) may have simplified the judicial process for victims.

The Court of Cassation delivered a particularly well-reasoned decision in the case of Fatima B., accompanied for over 18 years by the CCEM, when it decided that "the victim of a situation of forced labor or a state of servitude has the right to full reparation of both moral and economic damages". The case was remanded back to the Court of Appeal of Paris.



ADVOCACY: ALERT,

Since its creation, CCEM endeavours to raise awareness of the continued existence of trafficking for labor exploitation purposes as much in the general public as with professionals, such as the investigating services, labor inspectors, judges, and elected officials, in order to improve the law and its application.

Legal watch

In 2019, the CCEM renewed its partnership with the Legal Clinic of the University of Nanterre **EUCLID** where a study was conducted: *victims of human trafficking: compensation at any price.* Under the supervision of two lecturer-researchers at the University, the study examined ways to improve the compensation of victims of human trafficking. Find this study at <u>http://www.esclavagemoderne.org/nos-publications/</u>

A ruling handed down by the Social Chamber of the Court of Cassation on April 3, 2019 has been the subject of several publications. In view of the decision's impact on CCEM's work, CCEM lawyers commented on it in the review of labor law in the Dalloz publication. Find this in the Revue du droit du travail n°10 at http://www.esclavagemoderne.org/nos-publications/

Networks and partnerships

CCEM's participation in networks specialising in the fight against trafficking in France and Europe remains active and effective. In 2019, advocacy with the Collectif Ensemble contre la traite des êtres humains, joining 26 French associations fighting human trafficking, aimed at emphasizing the fight against all forms of trafficking within the framework of the French National Plan against trafficking (see more details on the Plan page 11).

As a member of the **MIPROF** Coordination Commission, CCEM participated in 2019 in the work on the second National Plan against Trafficking (p.11) as well as in the annual survey on victims of trafficking monitored by French NGOs, published by the Observatoire de la Délinquance et de la Réponse Pénale (ONDRP).

Collaboration between CCEM, OCLTI (France's center on fighting illegal employment) and the Labor Inspectorate continued in 2019, both at the operational level on a dozen or so cases as well as in joint training courses as part of the INTEFP (National institute of work, employment and professional training). This collaboration allows greater care for victims regarding protection as well as follow-up information on cases.

AND INFORM

CCEM is also an active member of the Platform of the European Commission against trafficking (105 European organisations) and of La Strada

International, which gathers 25 European organisations specialized in fighting all forms of trafficking.

New advocacy action across Europe

REST ("Residency Status: strengthening the protection of trafficked persons") was developed within this platform with the

ultimate goal to improve victims' access to administrative protection, and their rights under it, while examining the difficulties of access and shortcomings in the current protection system. REST is coordinated by the NGO LEFÖ (Austria) in collaboration with CCEM in France, Proyecto Esperanza in Spain, CoMensha in the Netherlands, la Strada Moldava in Moldova and Astra in Serbia. In 2019, a first study was undertaken with a questionnaire to which the five partner organisations replied for their country. A seminar will be held in Paris in 2020 to share the results and recommendations.

Communication and social

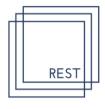
CCEM endeavours to carry out its mission to disseminate information about legal decisions, current events or events on the subject of trafficking through constant communication. In 2019, CCEM was asked 28 times to speak in the media (paper, audio-visual, digital). Through our website, social networks and quarterly newsletter (subscription via the website), we talk of our work, but also give broad information on human trafficking in general.

62 272 visits on our website www.esclavagemoderne.org

690 subscriptions to our newsletter

28 articles in the press and media appearances

963 Facebook members 581 Facebook followers 524 Twitter followers



BUILD AWARENESS AND TRAIN

Since its creation, CCEM is committed to raising awareness of the continued existence of trafficking in human beings for economic purposes, in particular domestic trafficking and modern forms of slavery. We also share our expertise and actions to combat trafficking and help victims reintegrate into society. We are regularly called upon to intervene throughout France on these issues.

For example, 1,787 people took part in 35 information and training programs organized by CCEM in France and under our SAVE project in Morocco.

Compared to 2018, the percentage of awareness-raising and training actions for professionals increased from 52% in 2018 to 65% in 2019.

In 2019, CCEM took part in a collaborative pilot training project with other institutional and non-profit organizations specialized in the fight against trafficking in human beings for purposes of exploitation. A cycle of 3 trainings took place in Paris (June 24-25), in Bordeaux (October 15-16) and in Montpellier (November 26-27). These trainings reached 63 control agents of the labor inspection and security forces.



Training professionals (social and legal personnel in shelters or administrative detention centers, labor inspectors, police officers, judges, etc.) on issues around trafficking for labor exploitation is crucial to help identify victims, conduct investigations and implement appropriate procedures.







IN FRANCE AND BEYOND

Some progress in Project SAVE

In January 2019, CCEM launched its first action outside of Europe - "Project SAVE" (Support in the identification and the Accompaniment of the Victims of Trafficking in Human Beings) - with

the objective to pass over a 3-year period (2019-2021) CCEM's expertise in the identification and legal assistance to the victims of trafficking for labor exploitation to six Moroccan partners.

For many years, CCEM has maintained a particular link with Morocco. Every year, between 20% and 25% of all CCEM's accompanied persons come from Morocco, making it the primary country of origin. The idea of SAVE germinated between CCEM and its partners in 2016, when Morocco adopted a law defining and penalizing the human trafficking.





- 158 participants in 5 training sessions on victim identification
- 84 alerts reported by the 6 partners (May-December 2019)
 - 47 victims identified and accompanied (May -December 2019)

We would like to thank the following organisations whose financial support made Project SAVE possible.



Fonds de dotation A&A Ulmann

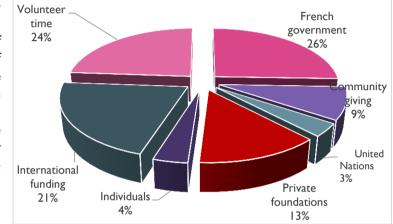
CCEM'S RESOURCES IN 2019

Revenue

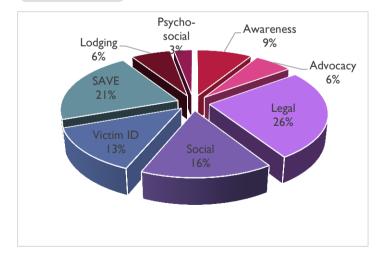
Financial contributions to CCEM support largely operational expenses to accompany victims, including reception, lodging, counselling and legal, social and psychological accompaniment.

Between 2019 and 2021, a part of our budget and expenses covers the implementation of Project SAVE and REST with specified grants (21% of the budget).

Of the 79% devoted to the budget for actions in France, 13% consisted of private funds and 35% of public funds, 3% from the United Nations, 4% from private donations, and 24% of the activities were carried out by eighty volunteers, including more than thirty lawyers.



Expenses



Expenses related to victim suddort and training represent 91% of the total budget (compared to 6% for those related to communications). This mainly consists of the salaries of social and legal workers.

AND OUR PLANS FOR 2020

What is the outlook for the year 2020? While maintaining our fight in line with our advocacy strategy for the victims of trafficking, CCEM pursues each year operational objectives to realize these actions:

Meeting with the lawyers of the field: in order to reinforce the expertise of its lawyers, CCEM plans to include the collaboration of a Belgian expert lawyer specialized at the European level.

Organization of a European seminar: as part of the REST project (see p. 26) which started in 2019, and following research findings, a European seminar will take place in 2020. Organized in Paris by CCEM in collaboration with the coordinating organization of the project, this seminar will bring together around 60 experts from several European countries.

Legal component of Project "SAVE": at the completing of a first phase of training on the identification and effective follow-up of reports given to 6 partner organisations, Project SAVE will focus in 2020 on training on the legal accompaniment of the victims, while supporting an approach of cooperation between associations and institutions.

Reinforcement of community life: 24% of our activities are carried out by volunteers for the CCEM. In 2019, the exchange between volunteers and accompanied persons was strengthened through fieldtrips and outings. In 2020, we plan to **organisation a meeting of volunteers** in order to continue strengthening bonds and recognize this invaluable partnership. Other actions to strengthen community life will take place in 2020 starting with a **survey of the accompanied persons** to establish a **'users' committee'** with a charter of operation. Work on a **strategic plan 2021-2025** will enable CCEM to set up objectives for the coming years and to plan the resources and capacities to meet the needs.

New actions: in line with the development of CCEM's activities, a **research/analysis** on the situation and possible actions with the Syrian Dom population will be launched in 2020. Finally, CCEM will continue research to strengthen **psychological accompaniment actions** as well as **collaborations with institutions and non-profit organizations**, in particular within European projects.

THEY MAKE OUR

Board of Directors Mme Sylvie O'Dy, Présidente et Porte-parole Me David Desgranges, Président Mme Franceline Lepany, Secrétaire M. Vincent Morley-Pegge, Trésorier Me Olivier Brisson M. Alain Moreau Mme Zita Obra Me Marie-Aimée Piriou M. Adelphe de Taxis du Poët M Michel Ricard Mme Georgina Vaz Cabral Me Juliette Vogel

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Interns and Service Civic Voluteers

Lucie Fouchier, Clara Boucher, Eve Farahimanga-Ramananjafy, Mélanie Adrien, Rihab Chemlali, Agathe Donnay, Maxime Vincent, Pascale Martin, Fanny Boidron

Each year, the action of CCEM would not be possible without the contribution of more than eighty volunteers.

66

TESTIMONY

Maitre Mehdi Bouzaida, Attorney member of the Barreau de Paris, on CCEM's side since 2016

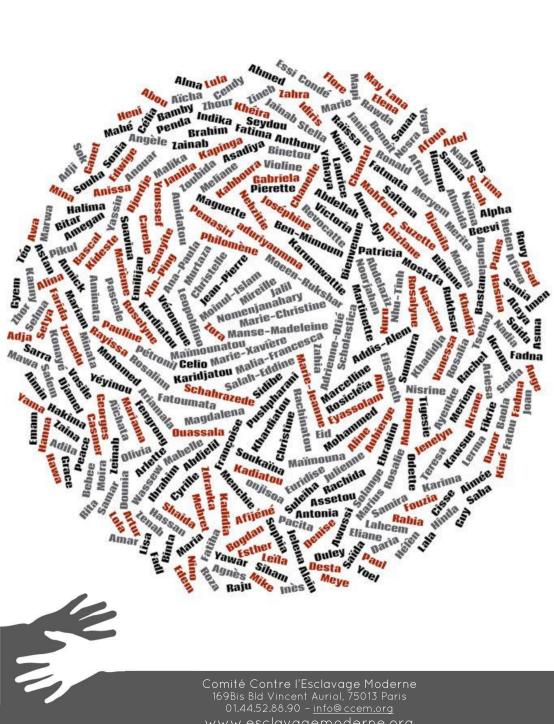
A lawyer for more than 10 years, I have been assisting people facing problems in labor and criminal law. It was therefore quite natural for me to get involved with the Comité contre l'esclavage moderne - helping victims of trafficking and labor exploitation in illegal and inhumane conditions.

I intervene to defend victims in proceedings before labor and criminal courts with the aim to punish exploiters and to repair the damages they have caused

WORK POSSIBLE

Actions of CCEM are financed by :





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