



COMITÉ CONTRE  
**L'ESCLAVAGE**  
MODERNE

---

ACTIVITY REPORT 2020

RENDRE VISIBLE L'INVISIBLE

# Table of Contents

---

## 03 Introduction

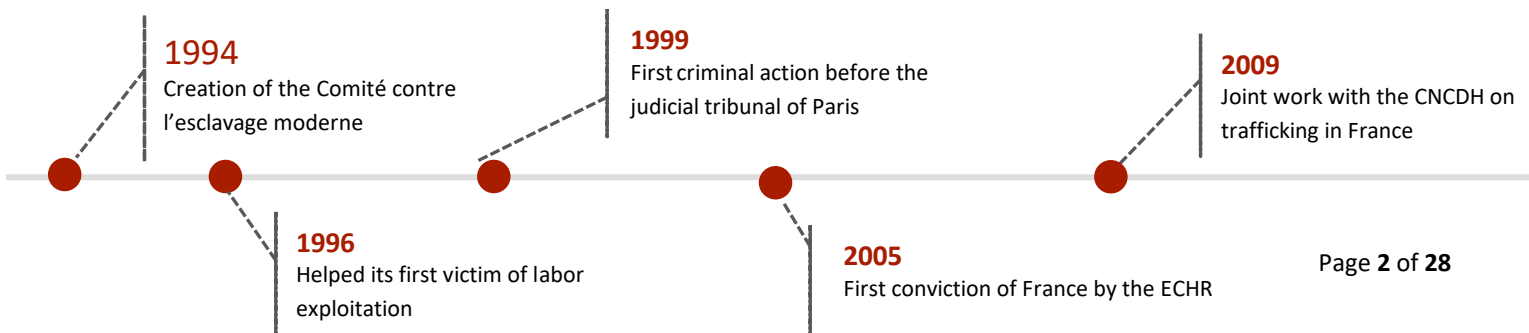
- 03 A word from the President
  - 04 - 05 2020 – An overview
  - 06 - 07 COVID: a continuous action
  - 08 - 09 2020: a year for mobilization
- 

## 10 Activities in 2020

- 10 - 11 Escaping invisibility: the identification process
  - 12 - 13 Profiles within the active file population
  - 14 - 15 Protecting: the social work office
  - 16 - 17 Litigating: the legal department
  - 18 - 19 Ending impunity: selected casework
  - 20 - 21 Alerting: our advocacy work
  - 22 - 23 Raising awareness and training
- 

## 24 Our resources

- 25 Outlook for 2021
- 26 They make our work possible
- 27 Our team



# A WORD FROM THE PRESIDENT



It has been a year like no other. In spite of the pandemic that impacted each and every one of us, the Comité contre l'esclavage moderne responded in full: quickly, efficiently, and always focusing on the victims from 45 countries who were in our care in 2020. As a frontline service, we provided material assistance by supplying hand sanitizer, masks and information in their native languages. Most importantly, the team - whom I would like to thank here - never stopped responding to calls for psychological, social and legal support, as the most vulnerable were the most affected by this health crisis.

As a result, it is not surprising that a greater number of women and men needed our help, especially in terms of psychological care. Beyond insecurity and loneliness, a new source of anxiety emerged, that of the disease.

Many cases were brought before the courts again this year. Among the 128 criminal proceedings in progress - proceedings lasting from three to ten years - some involve collective cases with dozens or even hundreds of victims. In 2020, CCEM was involved in seven of these cases representing 330 victims. In July 2020, the judicial court of Reims convicted a wine company, a subcontractor of major Champagne houses, for human trafficking. The grape-pickers, most of them foreign nationals, were recruited in the Paris region, worked more than 12 hours a day and lived in dire conditions.

France is definitely not spared by this underground criminal enterprise that feeds on misery and vulnerability. More than ever, the Comité contre l'esclavage moderne has a duty to act alongside the victims and to make the invisible visible.

Sylvie O'Dy,

President of Comité contre l'esclavage moderne

**2010**

First conviction of trafficking in a labor exploitation case

**2014**

Participation in France's first National Plan against trafficking

**2020**

Passed the threshold of 900 accompanied victims

**2012**

Second condemnation of France by the ECHR.

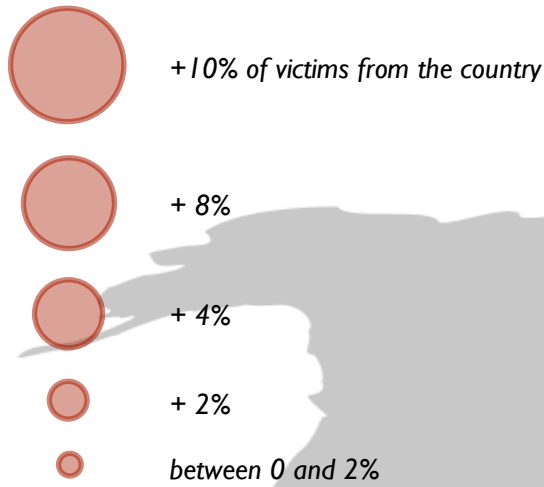
**2019**

CCEM 25<sup>th</sup> Anniversary Symposium

# 2020: An overview

**222**  
assisted people

**51**  
identified and newly  
accompanied victims



« **SAVE** : Soutien dans l'identification et l'Accompagnement des Victimes de traite des Êtres humains à des fins d'exploitation par le travail au Maroc (Support in the identification and accompaniment of victims of human trafficking for labor exploitation in Morocco) ». A CCEM project with six Moroccan partner organizations:

- 139 received alerts
- 118 potential victims located
- 96 victims identified and assisted
- 8 legal proceedings initiated



## IDENTIFY

**316 alerts** were received and analyzed by the Reception and Community Life office. 55% were analyzed in depth and 22% were interviewed physically. **51 new victims were identified and assisted** as victims of human trafficking for labor exploitation, the largest number since the creation of CCEM.



## PROTECT

**The Social Work office assisted 143 people this year.** Our social workers support victims throughout their recovery process, from sheltering them from exploitation to integrating them into housing structures and helping them find work, as well as providing them with psychological support and independence.

11

Members of CCEM's team

80

Volunteers

281

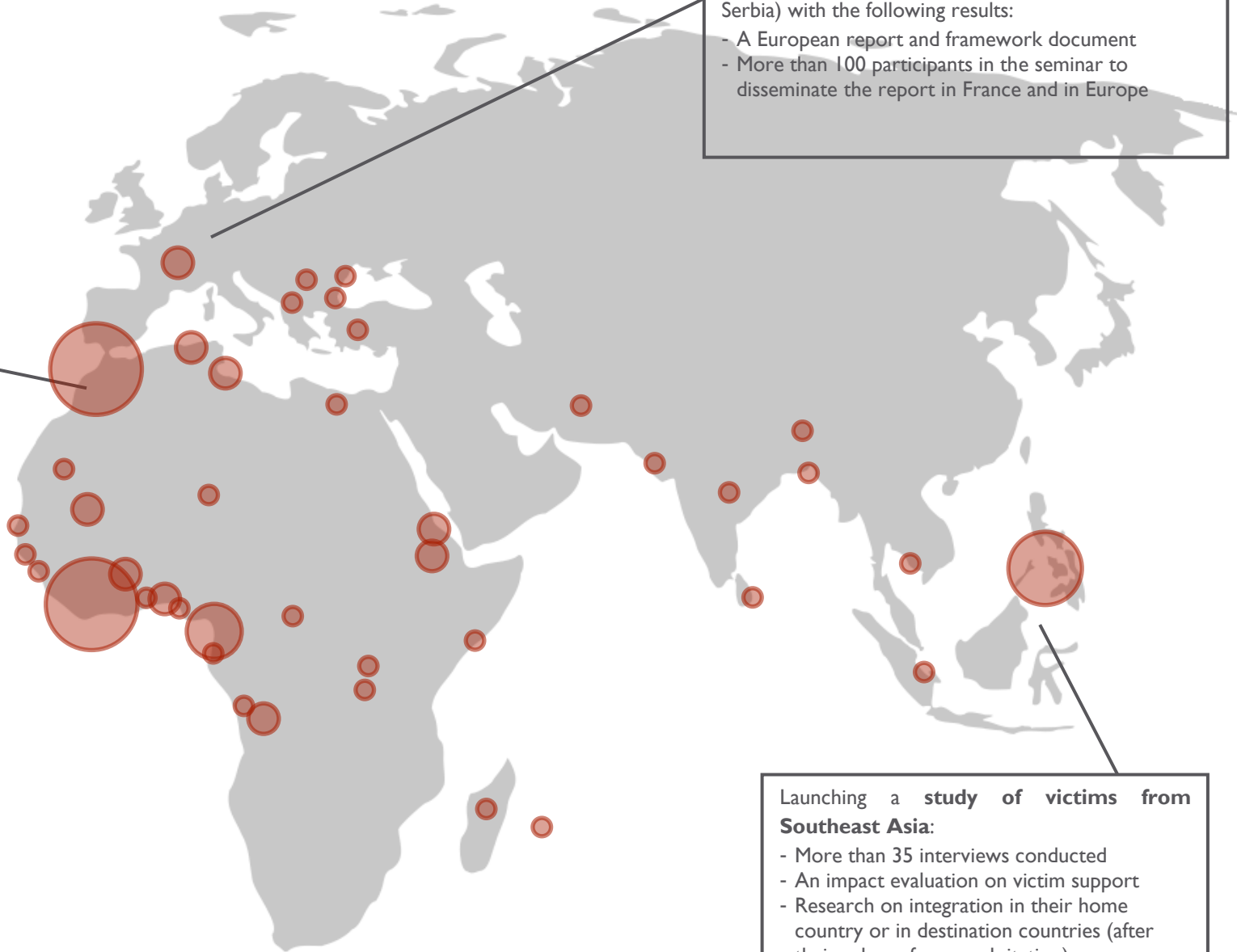
Financial aid grants

175

Pending legal cases

Participation in the European project "REST: Residency Status strengthening the protection of trafficked persons", for administrative protection of victims and access to rights in 6 European countries (Austria, Spain, France, Moldova, the Netherlands and Serbia) with the following results:

- A European report and framework document
- More than 100 participants in the seminar to disseminate the report in France and in Europe



Launching a study of victims from Southeast Asia:

- More than 35 interviews conducted
- An impact evaluation on victim support
- Research on integration in their home country or in destination countries (after their release from exploitation)



PROCESS

**198 people were served by the legal department.** This represents 89% of our active caseload. Individuals can be assisted with criminal, civil or administrative matters, independently or concurrently. See page 19 for more information on several cases in 2020.



ALERT

The CCEM worked with the **CNCDH and the European Council.** Through the REST project, it contributed and made recommendations to a European study on administrative protection of victims.



TRAINING & AWARENESS

**Over 50 articles** in the media reaching thousands of people and **15 events in France and Morocco (SAVE)** with **605 participants, 74% of whom were professionals.**

## COVID: a continuous action

As everywhere in the world, life at CCEM was upended by the global health crisis with unprecedented consequences. Organizations such as the CCEM that support victims have had to adapt to ensure that they can continue to assist and accompany the most vulnerable.

The first priority, aside from implementing a daily disinfection protocol for the premises as of February 2020, was to provide reassurance.

As soon as lockdowns were announced, we created WhatsApp groups by language groups to send information via multilingual media prepared by medical centers or the Ministry of Health and to share the information known at the time about the virus. Images and videos were used to address everyone according to their level of awareness and to avoid the risk of misinformation.

Then, we updated the contact details of the establishments and day shelters that remained open to respond to the need for housing and daytime lockdowns for people housed in structures that only accept people at night. This essential work also involved services such as soup kitchens.

It was also necessary to verify that people understood the national instructions concerning the schedules and modalities of travel passes.

The successive lockdowns and curfews have had a tenfold impact on the population accompanied by the CCEM, already fragile and marginalized, increasing their feelings of isolation and insecurity.

Between March and May, six women and men accompanied by the CCEM's social work office produced a testimonial video in which they described their daily lives grappling with feelings of loneliness, anxiety, monotony and their professional duties.

Edited and illustrated by a volunteer, the video is available on our website and YouTube channel.



Illustration from the video, made by a volunteer

[www.esclavagemoderne.org/galerie-videos/](http://www.esclavagemoderne.org/galerie-videos/)



Reception at CCEM

**330 washable masks distributed, 70 of which were made voluntarily by the team**

**1 550 disposable masks distributed**

**3 577€ on sanitizer and disinfecting products** for the office, emergency apartment and victims

**8 500€ COVID financial aids** including from private foundations

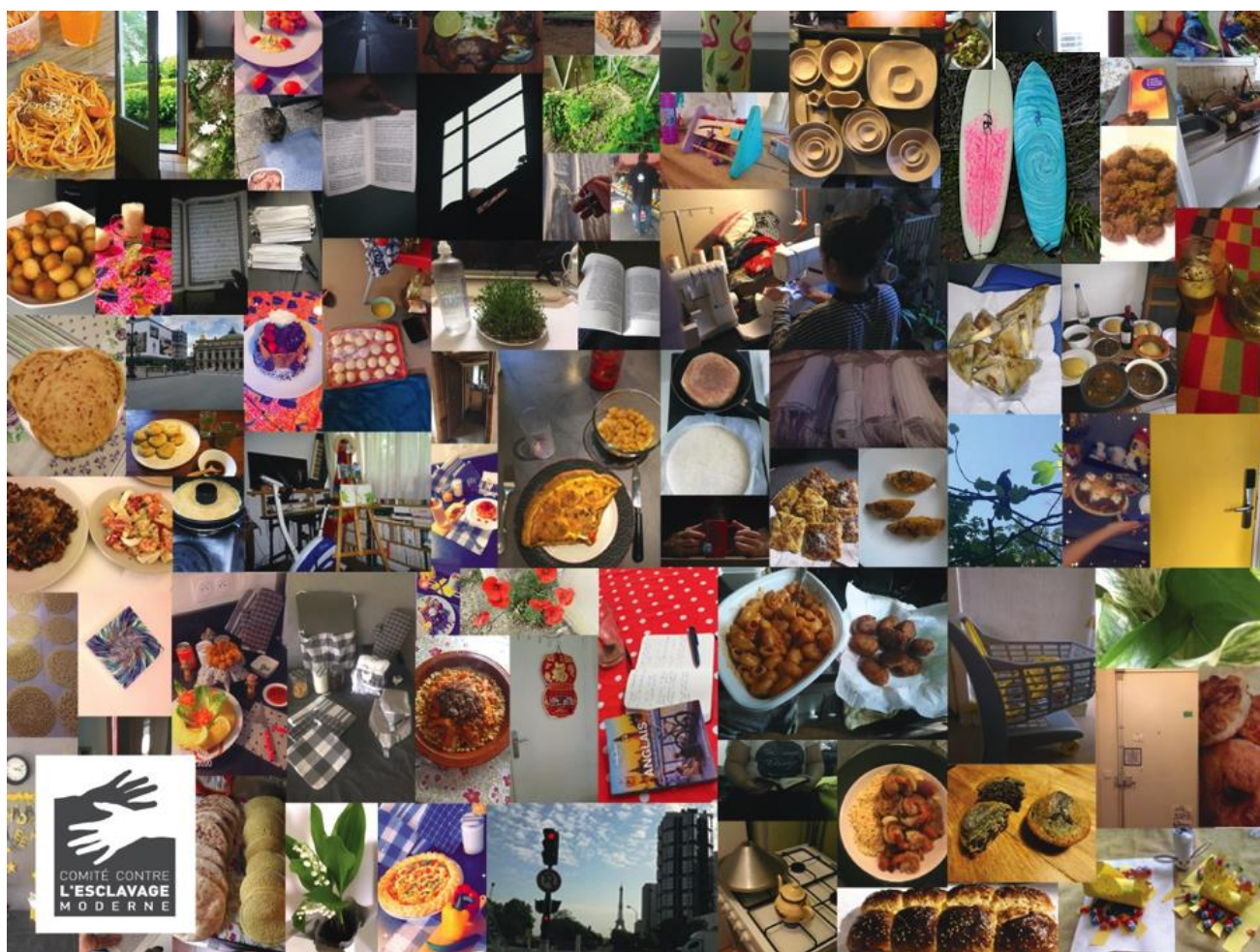
**2 621€ on adapting workstations to COVID** (computers, signs, etc.)

## *A photo project to share our daily lives*

During the first lockdown, to fight against the monotony and loneliness experienced by the people we assisted, the CCEM team created a poster where everyone would share a little bit of their life: daily activities, views of their home, etc.

In the end, the entire organization was mobilized for this innovative project, since in addition to our employees and beneficiaries, volunteers and board members also sent us pictures.

All the photographs were then assembled into a large poster. Hanging in the CCEM's reception area, it greeted our beneficiaries when they finally returned to the office in May 2020.



## 2021: a year for mobilization

### Ten years ago: the first conviction for human trafficking in a labor exploitation case

The European Day against Trafficking in Human Beings took place on October 18<sup>th</sup>, and as National Consultative Commission of Human Rights published an opinion on trafficking for economic purposes (see below), the CCEM reported on one of its current cases.



The new courthouse in Lyon, Maxime Jegat for Le Progrès.

Ten years ago, on October 21<sup>st</sup>, 2010, the trial that led to the first conviction for human trafficking in a domestic slavery started in Lyon.

A French couple was accused of having employed a Senegalese woman for nearly twenty years, twelve of which were spent in France. Mrs. F was paid 120€ per month for 16 hours of work per day.

In spite of the unprecedented aspect of the conviction, the sentence of one year of suspended prison time and a fine of 42 000€ seemed ludicrous to say the least...

### CCEM hearing with the National Consultative Commission of Human Rights on labor exploitation

As part of drafting **an opinion on measures to combat trafficking in human beings for the purpose of labor exploitation in France**, the CNCDH heard members of the CCEM in June 2020.

Management and the legal department in particular expressed their concern with the difficulties encountered in having the rights of victims of trafficking for the purpose of labor exploitation properly recognized and the laws effectively enforced.

The report, published on October 15, 2020, considers that trafficking for labor exploitation remains “poorly known although it affects many sectors of activity, [and] is not sufficiently prosecuted in France, resulting in violations of rights to which victims are entitled”. Among other things, it calls for training the actors involved in this issue and for cooperation among them.

*Click on the image to see the report.* →







Photo credit - Conseil de l'Europe

## Participation in the GRETA's 3<sup>rd</sup> evaluation of France

In 2020, the Council of Europe's Group of Experts on Trafficking in Human Beings (GRETA) began work on the third round of evaluations of France's efforts to effectively enforce the 2008 Warsaw Convention.

The evaluation is collaborative and provides for exchanges between the evaluated countries, the GRETA and specialized actors (in particular NGOs such as the CCEM or other members of the *Collectif Ensemble contre la traite des êtres humains*) before publication of the final report.

In reaction to France's response to the GRETA's third questionnaire, the CCEM submitted a set of observations specific to trafficking for the purpose of labor exploitation, most notably on the following issues:

- The absence of a national victim referral system.
- Difficulty in accessing protection for victims who are unwilling or unable to file a complaint.
- Lack of training for frontline actors on trafficking for labor exploitation.
- Lack of public support for specialized shelters.

The evaluation process will continue in 2021 and CCEM will remain vigilant to ensure that France follows the recommendations made by experts.

## A quarter of a century of legal precedents: Valuing and providing greater access to our legal expertise

Following the redesign of our website in 2019, the legal department created a new webpage in 2020, dedicated to legislation and jurisprudence on human trafficking in France and in Europe.

Visitors will find all recorded cases by the CCEM there, with comments from the legal department. This is a way to show the fight that victims must undertake when getting their rights recognized, and to facilitate information-sharing with other lawyers.

Click on the image to see the page. →



# Escaping from invisibility

## Alerts and new accompaniments

### The Reception and Community Life office and how it operates

The Reception and Community Life office receives alerts from potential victims every day and is their first contact with the organization. Upon receiving a report, a process that has been perfected over 25 years is put in place, allowing for a meticulous collection of victim identification evidence and “customized” flexibility for each situation. The office’s work represents nearly 14% of the organization’s activity and requires a combination of legal, social and psychological expertise. This analysis procedure is implemented on 3 main levels.



Indeed, trafficking for the purpose of labor exploitation is not only a serious violation of labor law; it also represents a wide range of elements that must be analyzed: the workload, the living conditions, the discrimination suffered, the degree of freedom and autonomy of the person, etc.

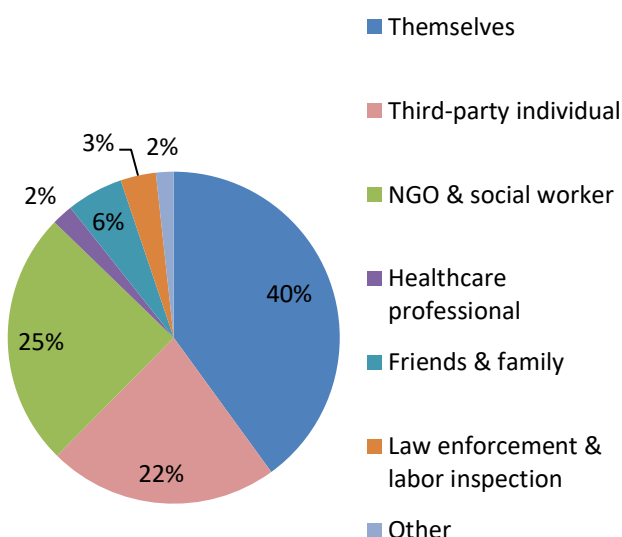
In 2020, 316 alerts were received, compared to 380 in 2019 and 356 in 2018, a decline likely explained by the health crisis. 55% of these alerts were the subject of an initial in-depth investigation and 22% of a "level 2", an interview or direct interaction with the victim, in the presence of a member of the Legal department and a member of the social work office, as well as an interpreter in some cases.

The identification process is initiated only if the potential victim gives his/her consent.

### Sources of alerts and redirections in 2020

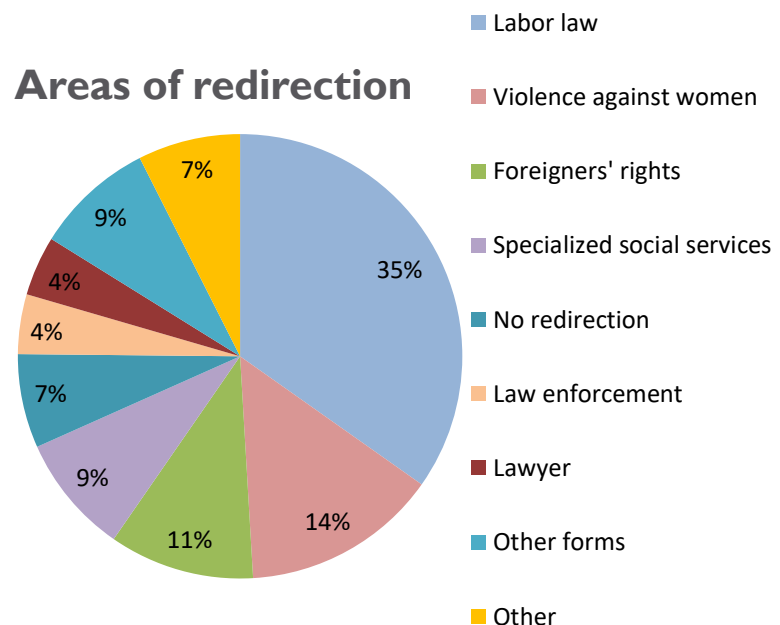
Alerts are received from several sources: professionals and individuals. In all cases, the link with the "whistle blower" is extremely important to allow the collection of information, create trust and establish a rapport with the potential victim.

Those who are not subsequently accompanied by the CCEM are (re)directed towards more appropriate organizations that respond better to their needs.



Sources of alerts

### Areas of redirection



## Sources of alerts for newly assisted persons

Of the 316 alerts analyzed, only 16% fit the strict criteria of victims of trafficking by the CCEM and were consequently provided with support. Of these 51 persons newly accompanied in 2020, 22% came to the CCEM themselves, often after advice received from third parties or services, without a prior link to CCEM. 20% were reported by individuals such as neighbors or bystanders. In 4% of the cases, close relations or the victim's family members alerted the CCEM.

**However, the majority were reported by professionals:** 29% by civic centers and social workers and 24% by specialized services (gendarmerie, labor inspection).

## Profiles of newly assisted individuals and work and living conditions

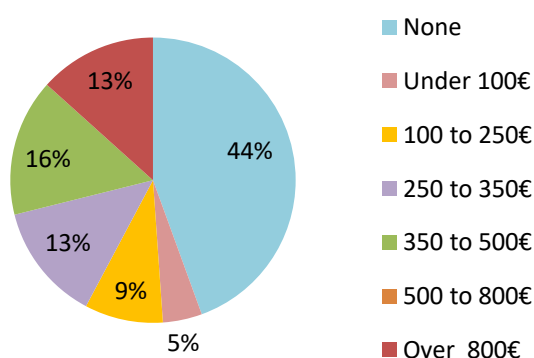
In 2020, 71% of newly accompanied individuals are women, and the percentage of male victims identified and accompanied increased, compared to 25% in 2019 and only 13% in 2018. This is partly explained by "collective" cases, grouping together a number of victims, generally men, and by the cases' economic sectors (agriculture and fishing, construction, mechanics, etc.). The majority of victims were aged between 26 and 45 years old when they arrived at the CCEM; however, 9% were minors at the beginning of their servitude in France, all of them girls with the exception of one boy.

Regarding living and working conditions, the average workday was 15 hours long and 72% of people lived at their workplace. The rest as such lived away from the workplace but at the exploiter's home or at a location under the exploiter's control.

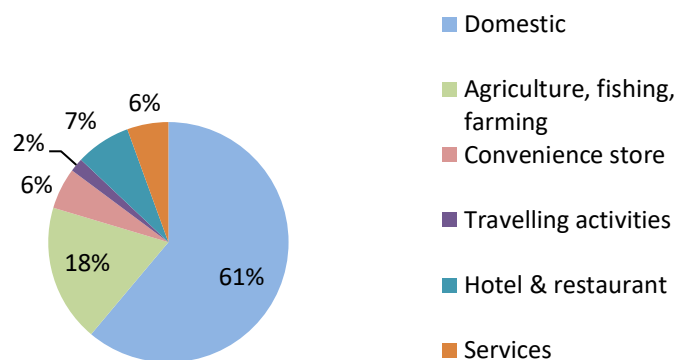
More than 71% of victims were given false promises pertaining to work or training, to living conditions (+66%) or to administrative regularization (+49%). They were also victims of violence or abuse – 73% psychological, 38% physical and 47% isolation.



## Monthly compensation (new victims at CCEM in 2020)



## Sectors of exploitation (new victims at CCEM in 2020)



## Profiles within the active file population



222 individual follow-up



71%

29%



+100 children taken in



45 countries of origin

### An 11% increase in the number of assisted people in 2020 compared to 2019

In 2020, the CCEM reached 222 people from 45 different countries, an increase of 11%. This is due to the continued increase in the number of people newly identified and accompanied each year (+13% in 2020 despite the health crisis, +40% in 2019), as well as the lengthy duration of legal procedures and the time needed to accompany a victim for access to rights, autonomy and the path to social and professional integration.

The female-male ratio remains slightly higher than in 2019 due to the arrival of cases known as "collective" primarily involving men. This increase remains minimal due to duration of accompaniment (currently 5.6 years on average for women, and 3.3 years for men).

Other trends observed this year :

- An extreme workload, with an average of 14.8 hours per day, and 87% working more than 12 hours per day;
- No days off, i.e. 97% worked 7 days a week;
- No remuneration for more than half of the victims, 12% received less than 100€/month, 18% between 100 and 350€, and 11% between 350 and 500€ per month;
- An average of 31 months of exploitation, with an average of 28 months for women and 38 months for men. 15% of the victims were exploited for more than 5 years (two thirds are women).

### An 8,126,827€ profit for exploiters!

By cumulating just the number of months of exploitation of the victims who did not receive any salary (4,015 months) based on a full time SMIC (French minimum wage, i.e. 35 hours), without integrating any overtime that the victims worked or vacations that were not granted, the **profits made by the exploiters for unpaid salaries and payroll taxes are staggering.**

This estimate is limited only to those whose exact duration of exploitation in France is known to the CCEM. Calculations are based on an average gross SMIC (net salary and salary charges) between 2002 (1,267€) and 2019 (1,521€), equal to 1425.43€. For these victims alone, the **total gross wages amount to 5,723,118€, i.e. an average of 51,100€ of unpaid wages per exploiter.** In addition to unpaid salary to victims, the government did not receive social charges from employers, estimated at 42% of the unpaid salaries and therefore at a total of **€2,403,709**, or an average of **€21,462 of unpaid charges per operator.**

## Work and living conditions

### A national problem that hits minors

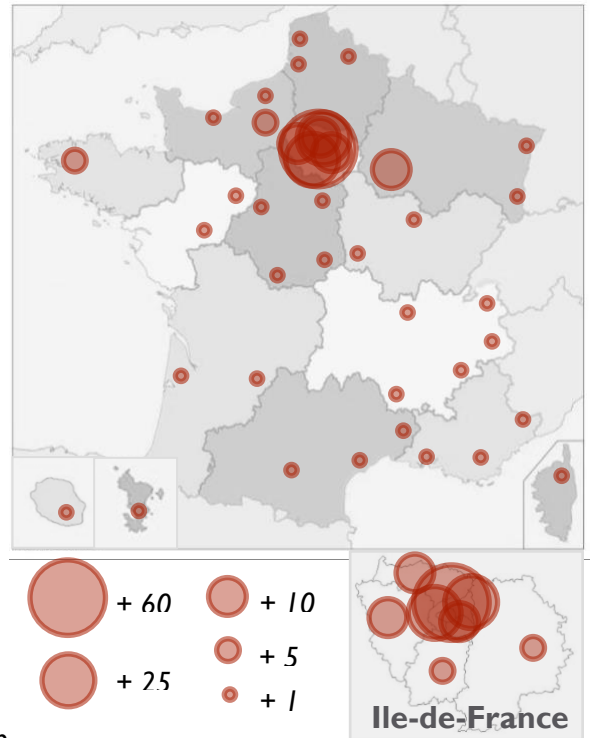
In 2020, the average age of people assisted by the CCEM was 30 years when the offence was committed, of which more than 12% were minors at the beginning of the exploitation (80% girls), exploited for an average of 53 months - a very long time to be living in such conditions mired in violence and control. This explains why victims generally arrive at the CCEM after they have reached legal age. More than half of the victims were less than 35 years old at the beginning of their abuse (25% for the 18 to 25 years old and 32% for the 25 to 35 years old).

The existence of trafficking for labor exploitation is not limited to the region around Paris or large cities, even if the majority of victims are exploited in Ile-de-France (70%) and Paris (25%). Exploitation took place in 44 different departments including Mayotte and La Réunion. At times, victims were « recruited » in Ile-de-France and then transported elsewhere, particularly in the collective cases.

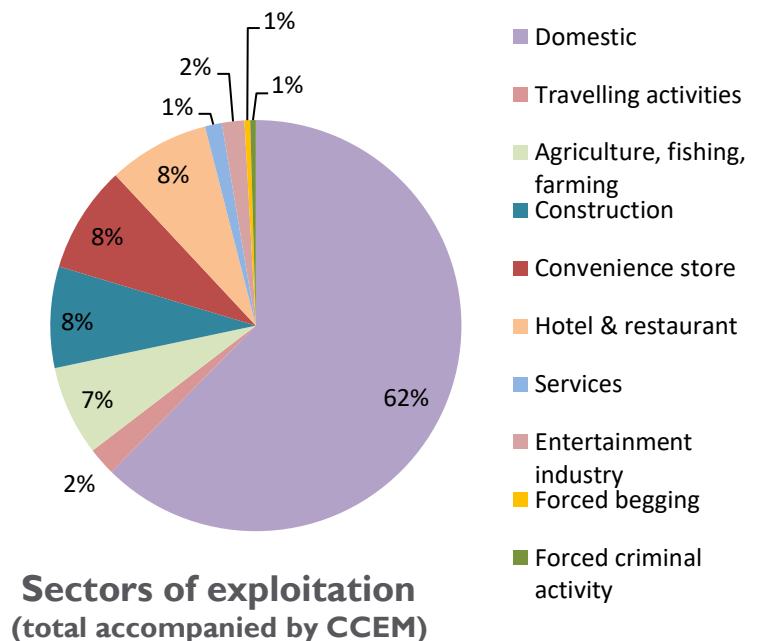
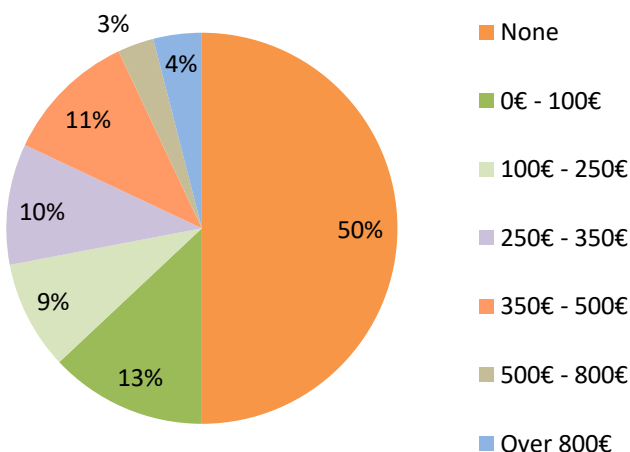
Of the 45 countries of origin, a large majority of victims come from Africa (75%), specifically Morocco (19%) and the Ivory Coast (13,5%). 9% come from Asia, mainly the Philippines (8%) and 7,2% from Europe, including France (2,7%).

Almost all those exploited in domestic work were women (95%), a sector of work that represents 62% of all active cases. In the other sectors of exploitation - agriculture (7%), construction (8%), convenience stores (8%) and hotels and restaurants (8%) - almost all the victims were men (88%).

### Areas of exploitation in France



### Monthly compensation (total accompanied by CCEM)



## Protecting: the social work office

The CCEM's social work office ensures access to health, economic and social rights as well as assistance with social and professional integration. The unit operates on two levels: emergency and integration. On the first level, the aim is to enable beneficiaries to meet vital needs: food, clothing, travel to appointments, immediate housing, emergency care, etc. On the second level, the aim is to address issues around integration and inclusion in society: language, empowerment, training and professional integration, sustainable accommodation or housing, etc.

This year, the social work office accompanied **143 individuals** (at least 40 dependent children in France), of which **34 new beneficiaries**, compared to 28 in 2019. Of the 34, **76% were women and 24% were men**.

The social work office has strengthened in recent years as a result of obtaining civic service accreditation (2017) allowing for a part-time position specifically for exterior accompaniments (pre-covid), a psychologist's arrival in 2019 and a new part-time social worker in 2020.

The unit also relies on a number of volunteers, particularly in the area of professional integration. Two volunteers, former and current integration professionals, work closely with CCEM employees to accompany the beneficiaries at various stages of their job hunting: writing resumés and cover letters, teaching interview techniques, finding suitable training courses, etc. Their commitment represents more than 80 hours of volunteer work over the year, including at least 46 face-to-face meetings with beneficiaries. In 2020, the main difficulties observed remain the beneficiaries' ability to recount and give value to their experience and to master internet research.



**1 528** emergency overnight stays for **24 victims** of which 1390 at the CCEM's emergency apartment (14 women)

**41** requests for shelter via the SIAO, of which **29** were successful

**3** people already sheltered who found better solutions

**4** requests for shelter via Ac.Sé, of which **3** were successful (1 man and 3 women)

**21** requests for social housing (4 successful)



**26** assisted in professional integration

**18** were admitting into French language courses



**63** beneficiaries of administrative domiciliation

**198** domiciled in the area of their legal proceedings



**281 recipients** of financial assistance, of which **116 were given the day after they exited exploitation ("first exits")**.

**78** assistance to first exits for food.

**131** assistance to first exits for transportation

**42** assistance for other needs (tax stamps, passports, lawyers, travel, etc.)



**61** access to and maintenance of health care rights

**16** new applications for Aide Médicale d'État (AME) and **35** renewals

**11** new applications for Couverture Médicale Universelle (CMU) et **26** renewals



**279** visits for mail retrieval

**655** parcels of mails received and distributed

With the health crisis in 2020, the CCEM took on the cost for a significant number of nights in emergency hotels (138 nights for 14 victims) in addition to the operation of its emergency apartment (1,390 nights for 14 women). The social work office noted a higher response rate from the various emergency accommodation services for victims of human trafficking (Samu Social, OFII services for victims seeking asylum, etc.), although very rarely immediate and therefore requiring an initial reception at our emergency apartment or financing nights in a social hotel. Despite this improvement in sheltering, problems of support and conditions of reception still remain. The vast majority of victims are housed in social hotels for an indefinite period of time, a situation that is synonymous with the absence of general or specialized social support. This failure still exists despite the recognition that victims suffer great vulnerability and fragility (lack of knowledge of French, lack of cultural and geographical references, deteriorated physical and psychological health, etc.). Finally, as in every year, the social work office notes how beneficiaries still struggle to obtain independent housing despite having steady employment and a stable social situation.

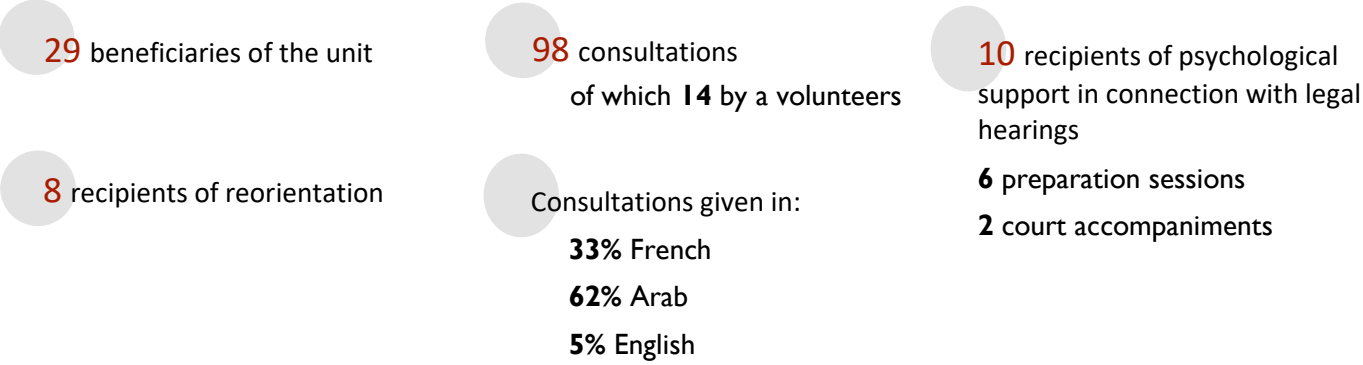
**Life-saving partnerships**

Whereas the sanitary crisis has greatly weakened and even put the personal lives of beneficiaries at risk, CCEM has been able to count on new partnerships, for example by bringing exceptional and important individual cases before the grants commission, or by helping beneficiaries obtain ticket-services after an evaluation of need is determined.

**Psychological assistance and monitoring**



The CCEM’s psychological support started in 2019 and continued in 2020 (from September to December due to the health crisis), clearly affirming the need for psychological evaluation and follow-up in-house. Work on the clinical specificity of victims of trafficking for the purpose of labor exploitation was also initiated by the psychologist.



**Despite lockdowns, socio-cultural outings to create links and gain autonomy**

Walks on the Seine, free gourmet dinners in a supportive restaurant, visits to major Parisian museums... Socio-cultural outings allow people to meet, make friends, find their way around Paris and forget for a few moments the difficulties of everyday life.

A trip on the Seine in August 2020

## Litigation: the legal department

Composed of three lawyers, an intern and a network of 35 volunteer lawyers, the Legal Department of the CCEM represents the organization's prime source of uniqueness and expertise, and was established to fight for the recognition and enforcement of the victims' rights.

In 2020, **198** victims were followed by the legal department - 29% men and 71% women; however, the CCEM has worked on 11% of the cases for more than 10 years and 24% for more than 5 years. This shows the great delay in legal proceedings in France, often due to the difficulties victims face in resolving their cases (lack of evidence, dismissal of cases after minimal investigations, loss of files, postponement of hearings, insufficient legal knowledge of trafficking for the purposes of work exploitation).

Like in the social work office, legal accompaniment is initiated after listening to the victim, assessing the situation and informing the victim of his/her options. Since 2019, a "legal information desk" is offered to all persons accompanied by the CCEM, including those for whom no legal work will, a priori, be initiated.

A "hearing" phase usually follows, during which the victim's story is reconstructed and transcribed in writing. This allows for the identification of potential evidence and testimony, highlighting elements of specific offences and making it so that the victim doesn't have to repeat his/her story.

The lawyers then handle all follow-up procedures in criminal, civil or administrative proceedings in all jurisdictions. One or more lawyers are assigned to each case and work closely with the legal advisor, in communication with the victim, to define the litigation strategy and to track the case.



**128** pending criminal cases

- 9 first instance hearing
- 6 court of appeals proceedings
- 2 judgements in the *Cour de cassation*



**27** Proceedings before the *Conseil des Prud'hommes*

- 5 new referrals
- 19 proceedings in the court of *1<sup>ère</sup> instance*
- 2 judgements in the court of *1<sup>ère</sup> instance*
- 7 appeal proceedings



**2** civil proceedings related to compensation

- 1 before the *Commission d'Indemnisation des Victimes d'Infraction (CIVI)*
- 1 before the *Service d'Aide au Recouvrement des Victimes d'Infractions (SARVI)*



**20** other civil proceedings

- In particular divorces in cases of **forced marriages**.



**14** seeking asylum and international protection

- 3 pending asylum applications before OFPRA (French Office for the Protection of Refugees and Stateless Persons)
- 4 hearings before the National Asylum Court (CNDA)
- 3 applications for subsidized protection granted
- 6 refugee statuses granted



**108** people accompanied in the legalization of their administrative status

- 13 first application for *titre de séjour*
- 5 acquisition of first *titre L316-1*
- 32 recipients of *titre L316-1*
- 66 recipients of other legal papers of permits



## The CCEM's engagement in "collective cases"

For several years, the CCEM has been regularly solicited by the special investigating services (Central Office for the fight against illegal work - OCLTI and Work Inspection) to participate in cases involving a large number of victims (up to several hundred) with complex ramifications.

Beyond the CCEM's direct assistance to the most vulnerable and precarious victims in these cases, its legal expertise is sought in order to establish trust with victims who would not have had the confidence to file a complaint or become a plaintiff in a legal action, in spite of interventions of the police and/or the labor inspection.

The CCEM brings an added value where the investigating services cannot intervene, for example, by accompanying victims in obtaining resident permits (article L316-1 of the CESEDA) in the procedures linked to their complaint (request for legal aid, accompaniment in appeal, etc.), or in communication with solicited law firms.



[Click on the image to access the article ↑](#)

Finally, by adding itself as a plaintiff to a case, the CCEM brings an additional legal perspective to the magistrates through its lawyers thanks to their extensive experience in defending the victims of traffic for purposes of exploitation by work.

### A few examples...

**In 2020, seven of these cases were in progress, representing more than 330 victims, including 32 directly tracked by the CCEM.**

The courage of a few Afghan farm workers, mainly recruited in the Ile-de-France region and then transported to Champagne, has made it possible for the victims' voices to be heard in a case involving well-known champagne houses and their subcontracting companies (see next page).

In 2020, the Labor Inspectorate and the OCLTI (the French Central Office for Combating Illegal Work) asked for the CCEM expertise regarding a case of trafficking within an administrative domiciliation organization. Under the cover of voluntary activity in return for a promise for legalization, in the long run, several dozens of undocumented persons carried out various administrative tasks 6 days a week, from morning to night for insufficient "remuneration". As the workers were completely dependent on the organization, a total "blackmailing of letters" was maintained by the director of the structure.

In Finistère, the Labour Inspectorate uncovered the terrible working conditions of several undocumented agricultural workers and reported the situation to the public prosecutor's office on the basis of human trafficking. The CCEM provides the workers with psychological and social support and is accompanying them in the criminal aspect of the case.



One of the "accommodations" for wine workers in Champagne's vineyards.  
A. Caucanas for l'Union

## Ending impunity: selected casework



Volunteer lawyer for CCEM, Maître Bouzaida and the deputy of the Prosecutor in Reims, in September 2020. A. Laudy pour l'Union

Despite the suspension of the hearings between March and May, several cases have progressed this year, and even though all the decisions are not yet final or fully successful for the victims, there have been some nice victories. Here is a look at some of these cases.

### Some cases in 2020

On February 4, 2020, Mr. A., a victim of human trafficking for more than 27 years and placed in an administrative detention center since January, was released following a decision by the Versailles administrative court. The CCEM was present to represent him, and he is now accompanied by our team on all matters.

On July 6, 2020, the Court of Appeals of Montpellier elected to revisit a case involving Ms. O. and a young Cameroonian national, M-C., whose case the CCEM undertook since M-C's release from exploitation. Ms. O. had been sentenced in first instance in November 2016 to 18 months of suspended prison, €20,000 in fines, and €14,000 in damages for human trafficking committed for remuneration or profit. Ms. O. had harbored M-C. in Cameroon and brought her to France with the aim to exploit her labor. The young woman took care of Ms. O's five children and did the housework and ironing 7 days a week. She was at the continuous disposal of her exploiter, working from 6 am to midnight.

In July 2020, a trial of great magnitude due to the number of victims took place in Reims. Six people and three companies were prosecuted for allowing or participating in the exploitation of 125 foreign workers in the Champagne vineyards over several years. The judicial court of Reims recognized the existence of human trafficking practices in these vineyards, and sentenced a couple managing a wine service company to three years in prison, one of which was suspended, and a fine of €100,000. The other defendants were sentenced to prison terms ranging from six months to eight months, six of which were suspended, and fines ranging from €5,000 to €50,000. The 125 foreign grape pickers lived in conditions that violated human dignity: they were crammed 15 to 20 to a room in unsanitary conditions, without access to hygiene, poorly nourished, and worked more than 12 hours a day for little or no pay.

On September 16, 2020, the Court of Appeals of Paris ruled on a case between Ms. J., a Filipina woman accompanied by the CCEM since 2015, and a person accused of human trafficking. Ms. J. worked for several months, 14 hours a day, without rest or leave, at the exploiter's home in the 15th arrondissement of Paris, doing all the domestic work while sleeping on a makeshift mattress in the living room for 400€ a month. She was also in charge of the maintenance of apartments of 100 to 160 m<sup>2</sup>, rented by the exploiter. The exploiter was sentenced to ten months in prison for labor exploitation.

After a hearing on September 11, 2020, Mr. K.'s employers, the W. couple, were judged and sentenced to one year and six months of suspended prison each by the Paris judicial court. Housed in a false ceiling and exploited by the work for three years, the damages to Mr. K. were valued at €15,000. The couple W. has appealed the decision.

If prosecutions are now perceived in France as a means to protect and compensate victims, they also expose and publicize the phenomenon while helping to bring an end to the impunity that the perpetrators still enjoy too often.

On July 2, 2020, the Paris Criminal Court sentenced Ms. S., a Saudi artist, to three years in prison for trafficking in human beings for the purpose of subjection to undignified working conditions, concealed work and employment of foreigners without work permits. Absent from her trial, an arrest warrant was issued against her. She has appealed this decision.

On November 5, 2020, the administrative court of Melun invalidated the prefecture of Val-de-Marne's refusal to grant Mr. C., accompanied since 2017, a request for a residence permit to follow the complaint he filed for human trafficking.

Withdrawing his appeal at a hearing on February 27, 2020 at the Versailles Court of Appeals, Mr. B.'s exploiter was sentenced to an 18-month suspended prison term and ordered to pay €5,000 in damages for Mr. B., who was recognized as a victim of working conditions contrary to human dignity. A procedure before the Conseil des Prud'hommes is still in progress.

### **Compensation for economic loss: the case of Mrs. F.**

Since we presented this unusual case, which has been before the courts for over 18 years, in our 2019 Activity Report (page 23 [click to read](#)), the Court of Appeal of Paris, following the decision of the Court of Cassation of April 3, 2019, estimated the economic damage done to Mrs. F. at 280 000€. Mrs. F. had been exploited in France for seven years when she was a minor and has been accompanied by the CCEM since her exit from exploitation in 2001.

### **The judicial journey of M, illustration of a dysfunctional justice system**

M., an adult male from Middle Asia, has been accompanied by the CCEM since February 2016, when, after demanding his wages once again, he was beaten by his employer. He received stab wounds to the abdomen and barely managed to flee and take shelter with local residents who called the police. Today, M. is still largely traumatized by this episode.

While an investigation was launched for "attempted murder", the CCEM revealed M.'s working and lodging conditions, incompatible with human dignity, as well as the quasi-absence of compensation for 7 last months of exploitation.

However, despite the opening of a judicial investigation, the facts of labor exploitation will not be the object of an investigation. All the facts will be reclassified as "voluntary violence" and no evidence of the work will appear. Despite the conviction of the perpetrator of the violence in 2020, this raises the question of the effectiveness of the justice system and the resources available to it to establish the truth.



Second day of the trial against managers of a wine subcontractor in Champagne tried for human trafficking in July 2020.  
Sophie Constanzer for Radio France.

## Alerting: our advocacy work

### Cooperation between investigative services and civil society : A pilot action to fight against trafficking

In continuation of a joint training action in 2019, the CCEM, OCLTI and the Labor Inspectorate are developing an inter-institutional cooperation to better protect victims. This action continued into 2020 and led to new cases involving several victims and the beginning of joint advocacy to strengthen policies against trafficking for labor exploitation.

Reinforcing this type of action with concrete measures to better investigate and protect victims also requires that the cooperation be integrated into a national identification and referral mechanism and an effective anti-trafficking policy.



### Appointment of Zita Cabais to the International Survivors Advisory Council (ISTAC)

Zita Cabais became **one of 21 members of the International Survivors of Trafficking Advisory Council (ISTAC)** whose goal is to help governments improve their anti-trafficking strategies and ensure that their policies focus on victims.



Zita Cabais  
(photo ISTAC)

*"I encourage and support men and women to come out of the shadows and stand in the light as strong and dignified survivors. Through ISTAC, I believe we can help those who have suffered from trafficking to use their experiences as a springboard to help more victims escape."*

Zita Cabais was accompanied by the CCEM in the early 2000s and has been a member of the Board of Directors since 2017. She has a career in one of the most important French trade unions and her associative commitment allows her to inform dozens of migrant women and men, especially Filipinos, of their rights in France every year.

### Networking to protect rights

In 2020, CCEM continued its commitment within the framework of the national Collective "**Together against the traffic of human beings**", which gathers 28 French associations involved in the fight against trafficking. In addition to participating in the drafting of common opinions and recommendations, the CCEM regularly contributes to writing articles for the website of the Collective, **including 6 in 2020**, with the aim of ensuring that the issue of economic exploitation is never absent from the debates.

He has also been an active member of European networks, namely: the **Platform of European NGOs against Trafficking in Human Beings**, and the platform of specialized organizations **La Strada International (LSI)**. Despite travel restrictions, these networks have been able to adapt, and many meetings and working groups have been organized by videoconference, most notably by LSI. As a member, the CCEM has again this year contributed to drafting and distributing the press releases, opinions and recommendations for the network. Finally, in July 2020, the CCEM joined the **Platform of French NGOs for Human Rights**, the first forum for collaboration and reinforcement of the competences of French associations intervening internationally and specialized in the defense of rights.

## Encourage European states to improve administrative protection of victims: continuation of the REST project

Announced in 2019, a seminar finally took place via videoconference in November 2020 to share the results of the REST project bringing together about 50 participants, including 10 from France. As a partner of REST, the CCEM participated in organizing the project and sharing the results and recommendations of research on administrative protection mechanisms for victims of trafficking in Europe. The 5 other partner associations also participated in each of their countries (Austria, Spain, the Netherlands, Moldavia and Serbia).

Project REST (« *Residency Status : strengthening the protection of trafficked persons* ») **aims to improve access to administrative protection for victims of trafficking and related rights while examining the difficulties of such access and the gaps in the current protection systems in the member countries of the European Union.**

This information sharing highlights gaps and similarities among the different countries' systems as well as existing good practices in administrative protection of trafficked persons in Europe.

A national presentation of the project results will take place in Paris in April 2021.

*Click on the image to access a presentation of the project and documents produced by the 6 →*



## Reaffirm the rights of victims at all stages of a proceeding

By [its decision of March 19, 2020](#), the Human Rights Defender recommended to the Ministry of the Interior to take all measures to ensure the correct application of the law concerning the protection of victims of human trafficking. The Defender, contacted by an applicant whose case was finally resolved in her favor, also took the opportunity to denounce the illegal practices of the prefectures concerning applications for residence permits to which victims are entitled when they file a complaint for trafficking in human beings (art. L316-1 of the CESEDA).

In 2020, a woman accompanied by the CCEM was denied the right to file a complaint by a police station in contradiction with article 15-3 of the code of criminal procedure, stating that a police station is required to accept a complaint. Similarly, prefecture officials often make the application for a residence permit conditional on the submission of a complaint, whereas the CESEDA only mentions the receipt of the complaint. It is not up to these agents to decide whether a complaint is justified.



In addition to a flaw in legal practice, such practices constitute a clear obstacle for the social and legal work carried out by organizations such as the CCEM and are seen as a rejection and additional violence for victims.

# Raising awareness and training

## In France...

### Despite the pandemic, we continue to publicize the reality of modern slavery through the print and broadcast media:

As always, the CCEM notifies the press of the trials it accompanies and responds to the requests from the media to continue to raise awareness of the reality of trafficking and modern slavery in France. In 2020, over 50 reports on cases or the global action of the CCEM appeared in the written press including Le Monde, Libération, Le Parisien, La Croix, L'Union and in the audio-visual media including Radio France and France Télévision.



### By training :

Health professionals, social workers, labor inspectors, school nurses and many other professionals particularly on the front lines of identifying and assisting potential victims can benefit from training delivered by our team throughout France.

In 2020, despite the health conditions, 605 people, 74% of whom were professionals, participated directly in 15 activities and were provided with the best practices to implement in case of doubt about a situation that could be considered trafficking for labor exploitation. The majority of the training sessions took place remotely.

In 2020, the pilot action launched in 2019 with the Central Office for Combating Illegal Work and the Labor Inspectorate continued. This training program reached 70 control agents from the Labor Inspectorate and the security forces this year. This shared initiative leads to a better awareness of cases throughout the country, reflected in the increase in the number of cases referred to the CCEM by these services.

### Through the internet and social network:



## ... and internationally

### Continuation of SAVE in Morocco: from training to accompaniment

Launched in January 2019, the project SAVE aims to train 6 Moroccan organizations how to identify victims of human trafficking for labor exploitation and to accompany them, particularly on a legal basis, based on a groundbreaking law adopted by the Kingdom in 2016 that came into force in 2018.



The team of the partner organization Voix de Femmes Marocaines during a workshop in November 2020

After having conducted in-depth work on issues surrounding the identification of victims of trafficking for labor exploitation, forced begging and coercion to commit crimes in the Moroccan framework during the first year of the project, the 6 partners are now largely autonomous in the identification of cases. They detect the presence of so-called identification clues and reconstruct the stories of potential victims in order to - after having formalized the identification - assist them and report them to the competent authorities.

In 2020, despite the impossibility of travelling to Morocco, the partners started the phase of work related to legal accompaniment of victims: criminal complaints, reports to children's services, administrative legalization and protection, etc. As in the identification process, they are accompanied by a resource person, an Arabic-speaking lawyer working at the CCEM. In addition to developing and conducting the training sessions, the lawyer accompanies them in mastering the methodology, in legal research, provides them with models and standard documents and assesses with them which legal strategies to choose.

**139** referrals of potential victims made through the project

**118** victims identified by the 6 partners

**96** victims accompanied by partners

**47** victims accommodated in 7 shelters

**30** beneficiaries of material and personal assistance

In order to make up for the impossibility of going on site to carry out the planned legal training, The CCEM and its partners organized 3 follow-up workshops via videoconference in November. These workshops gathered 30 participant from the 6 partner structures. In addition, two reports on the project's implementation were sent to the National Commission for the Coordination of Actions against Trafficking in Human Beings.



With the support of :



Preparations of a SAVE workshop respecting sanitary precautions by the partner AEO

# The CCEM's resources

The health crisis marked had a significant impact on funding and spending in 2020: the **30% decrease in public funding compared to 2019** was offset by a 16% increase in private funding and an 8% increase in individual donations.

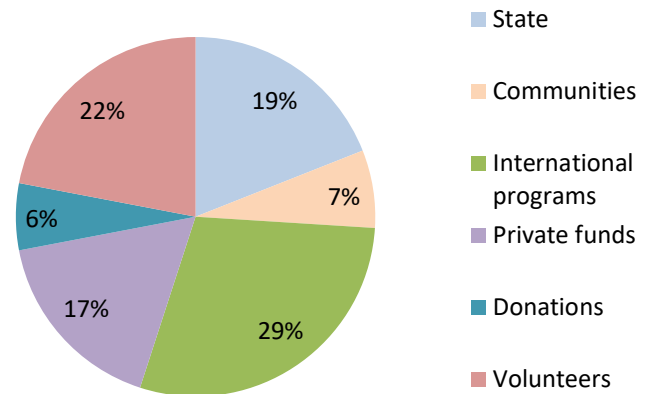
Financial resources of CCEM in 2020 included:

- 26% public support
- 29% international support
- 23% private donations (individuals and foundations)

Out of an overall cost of 671,000€, **22% came from volunteer work and sponsorship**, down 16% from 2019 due to the health crisis and the impossibility of maintaining certain volunteer activities, such as socio-cultural outings.

Financial support to CCEM is allocated primarily and predominantly to support victims (71%) and to training/awareness (21%).

## CCEM revenue sources

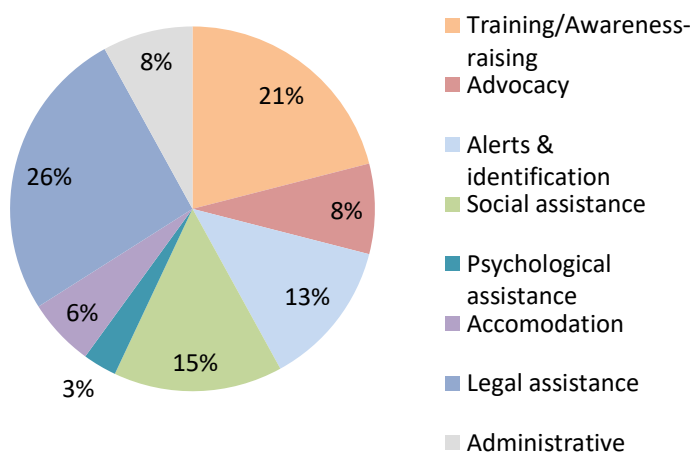


In spite of the overall decrease in funding (6%), spending was carefully controlled in 2020 in order to respond to an increase in both need and the number of persons accompanied by CCEM (+18%). Due to the health crisis and lockdowns, we saw a decrease in travel costs (use of videoconferencing technologies), consumable costs, electricity, etc.

This reduction in expenses does not affect victim financial aid, which in contrast increased by 54% relative to 2019 to reach over €33,000 in 2020.

The financial position and healthy management allow the CCEM to continue its fight and meet the needs of victims. But the diversity of funding sources imposed constraining and time-consuming work for management to maintain a sustainable financial balance. The lack of public funding to support actions to accompany victims is regrettable and makes the fight more difficult.

## Resource allocation





## **A special meeting of our network of lawyers:**

This meeting aims to increase the knowledge of our network of lawyers. The CCEM will be welcoming a particular a lawyer from Belgium whose expertise is recognized at the European level.

## **National seminar within the framework of the REST project:**

The CCEM will present results of the research carried out on administrative protection of victims in six European countries to institutional actors and specialized organisations. During this seminar, emphasis will be put on the French system as well as on good practices and recommendations.

## **Legal component and regional workshop of the SAVE project:**

Continuing the actions of identification and legal accompaniment of victims with the six Moroccan partner organisations, the SAVE project will include more in-depth legal training and a regional workshop (Europe / Maghreb and Middle East) to exchange practices.

## **Strengthening community life:**

Implementation of a specific action to mobilize and train volunteers and to establish a "Community Life Committee " with the participation of victims. Work on this project and strategic objectives for the next five years will be initiated with the support of an external consultant.

## **New initiatives :**

In order to intensify the CCEM's work, several other new actions will be developed, including:

- research/analysis on the social integration of victims (particularly from Southeast Asia);
- the intensification of psychological support;
- the development of audiovisual awareness-raising and training tools.

# They make our work possible

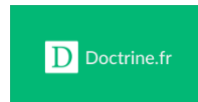
## Financial support



## Our working partners



## Our sponsors



And more than 200  
individual donations

## Our team

### Conseil d'Administration

Mme Sylvie O'Dy, President et spokeswoman  
Me David Desgranges, Vice-president  
Mme Franceline Lepany, Secretary  
M. Vincent Morley-Pegge, Treasurer  
Me Olivier Brisson

M. Alain Moreau  
Mme Zita Oبرا  
Me Marie-Aimée Piriou  
M. Adelphe de Taxis du Poët  
M Michel Ricard  
Mme Georgina Vaz Cabral  
Me Juliette Vogel

### Staff

Mona Chamass-Saunier, executive director  
Annabel Canzian, legal coordinator  
Manon Testemale / Pascale Martin, jurist  
Lamyra Essaghir, jurist

Jérémie Rochas, education specialist  
Zeina Chemaly, clinical psychologist

Salma Refai / Nassima Assani, victim reception and  
community life  
Roxane Ouadghiri Hassani, project development

### Interns and civic service volunteers

Rihab Chemlali, Fanny Boidron, Adèle Lemire, Lison Thévenoux

***Each year, the CCEM's work would not be possible without  
the participation of more than 80 volunteers***



And to begin 2021 well, a double page dedicated to the CCEM's work was published on January 5 in Le Monde following meetings with the President, victims, lawyers, volunteers and employees of the CCEM. This article highlights the heavy toll of legal procedures and the slowness of the French judicial system.

12 | FRANCE

JUSTICE

Le Monde  
MERCREDI 6 JANVIER 2021

## Esclavage moderne : le difficile parcours des victimes

Mal connues et difficiles à identifier, les affaires de traite d'êtres humains aboutissent rarement en justice. Les victimes, majoritairement des étrangers en situation irrégulière, n'ont souvent



y-Lana-Rawda-Mapi-Joséphine-Nenzitie-A  
vocate-Ben Mimoum-Karunawattie-Pema  
-Alina-Téo-Anissa-Pauline-Hakima-Arlette-L  
umata-Kadiatou-Menchie-Afijéné-Mike-Sil  
ul-Meye-Yoel-Hinda-Aimée-Saba-Cissé-Fad  
nse-Madeleine-Tima-Sania-Afiwa-Nassim  
salyne-Nuru-Nhu-Tinh-Abdelaziz-Martinet  
enue-Indika-Bamby-Penda-Célia-Marie-Xa  
mounatou-Maria-Suassan-Mawa-Philom  
hpharami-Salah-Eddine-Marie-Jeanne-Na  
fouz-Bascal-Zdravka-Fengrong-Hakima-D  
enelyn-Alain-Odette-Teresa-Khardiatou-Li  
ncem-Roscléa-Grienne-Olié-Breivi-Ronc  
e-Djamila-Mahfouz-Jainan-Stella-Zineb-Bib  
nia-Imen-Asma-Hassan-Zenah-Senayite-Zh  
agdalena-Desta-Bogdan-Cyrille-Yoel-Ikran  
nida-Rovy-Amegan-Nomenjanahary-Xin-P  
rtaza-Leopoldino-Aduriyaumma-Djordje-A  
achinatou-Pétroni-Zemedu-Konayé-Edwig  
-Maha-Maria-Francesca-Moinul-Isl  
-Astan-Hawa-Baola-Fatou-Hélèn-Do

MAKING  
THE INVISIBLE  
VISIBLE



Comité Contre l'Esclavage Moderne  
169Bis Boulevard Auriol, 75013, Paris  
01.44.52.88.90 - [info@ccem.org](mailto:info@ccem.org)  
[www.esclavagemoderne.org](http://www.esclavagemoderne.org)