

COMITE CONTRE
L'ESCLAVAGE
MODERNE

ANNUAL REPORT 2021



Making the invisible visible

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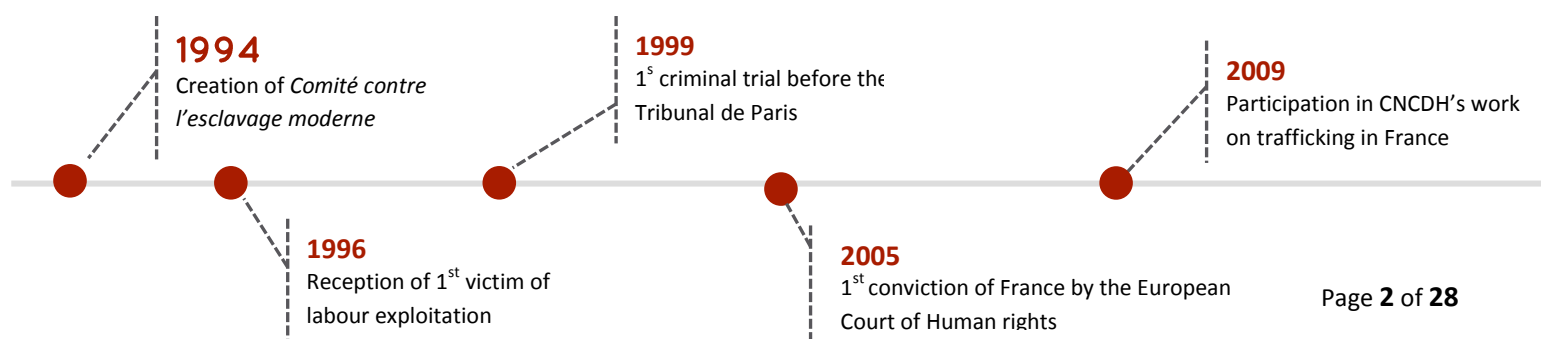
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LETTER FROM THE PRESIDENT



Does the year 2021 foreshadow the future work of the Comité contre l'esclavage moderne (CCEM, Committee against Modern Slavery)? The past twelve months, still marked by the Covid-19 pandemic, have seen the number of victims it accompanies rise by 20% over the past year and by 30% compared to 2019! It has received more than 400 reports and accompanied 262 people from 46 countries. New victims are coming in at a rate unprecedented until now: calculated on an annual average, current figures represent five new victims per month, that is to say more than one per week... On top of cases of domestic slavery which most often involve only one or two victims, there now exist collective cases involving dozens.

France is decidedly not impervious to human trafficking and modern forms of slavery, this underground crime that feeds on people's misery and vulnerability. However, these dramatic cases remain relatively unknown to public opinion, poorly identified by investigative services and seldom prosecuted in court. Even if the term "modern slavery" has entered everyday language, the French collective consciousness is loth to accept that modern forms of slavery continue to exist within the country's borders, which gave birth to human rights. And yet...

We see it in those women, young or not so young, deprived of passports, hidden away from society and exhausted by incessant domestic work and mistreatment. It is embodied in these men, young or old, whose are forced to work at mercy in an unknown and hostile environment.

Of course, since the creation of the CCCEM, both in the international and national framework, conventions, treaties, directives and laws have come to define and repress this trafficking in human beings, but awareness has spread much more slowly across French society. The three fundamental principles - prevention, protection of victims and the prosecution of exploiters - constitute the backbone of the actions that the team and the volunteers of the CCCEM undertake each day, who worked even harder this year due to a sudden influx of victims.

On the front line, CCCEM provides victims of exploitation and humiliation with shelter and reassurances. In addition to legal support and a social and professional integration program, they benefit from psychological and social care to rebuild their lives.

More than ever, staff and volunteers at CCCEM work to make the invisible visible and strive to allow each person who asks for support to open a new page in their life. We wish to express our gratitude to each and every one of them.

Sylvie O'Dy,
President of Comité contre l'esclavage moderne

2010

1st human trafficking conviction in a case relating to labor exploitation

2014

Participation in the 1st National Plan against human trafficking

2021

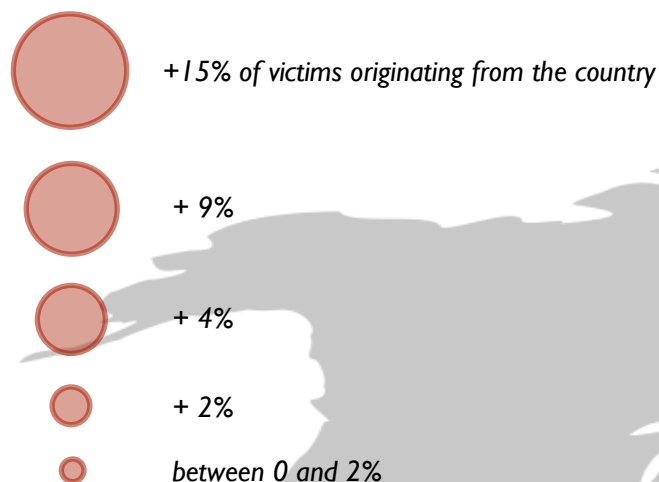
Threshold of 400 reports in a year passed

2012

2nd conviction of France by the European Court of Human rights

2019

CCCEM's 25th Anniversary Symposium



« **SAVE:** Soutien dans l'identification et l'Accompagnement des Victimes de traite des Êtres humains (Support in the identification and Accompaniment Victims of Trafficking of human beings) for the purpose of labor exploitation ». Project undertaken with five Moroccan partner organizations. Since 2019 :

- 185 alerts received
- 160 potential victims located
- 140 victims identified and accompanied
- 20 additional legal procedures initiated
- Organization of specialized training, an international workshop, local awareness-raising (see p.23)

IDENTIFY



405 alerts were received and analyzed by CCEM's Reception and Community Service unit. 41% were analyzed in-depth and 16% led to an interview. **62 new people were identified and treated** as victims of trafficking for labor exploitation, a 21% increase compared to 2020.

PROTECT



The Psychological and social support unit assisted 174 people this year. Via psychological support and empowerment, the unit supports victims throughout their recovery, from providing shelter from the place of exploitation to integrating accommodation structures and assisting with professional integration.

13Salaried team
members**80**

Volunteers

485Unique financial aids
distributed to victims**136**Active legal
cases

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

- A seminar in France with specialized actors
- A report and a guide on good practices at the European level

Progress on the study of **Southeast Asian victims**:

- 21 interviews conducted
- Evaluation of the impact of victim support
- Evaluation of the obstacles and factors for integration in France after leaving exploitation



LEGAL AID

254 people were followed up by CEM's Legal unit. This represents 97% of our active files. Individuals may be accompanied through criminal, civil or administrative matters, independently or simultaneously. See page 18 for more information on the Legal unit's highlights of 2021.



ALERT

Participation in the **3rd round of evaluation of France by GRETA** (European Group of Experts on the Fight against Trafficking) as well as the working group of MIPROF on the national mechanism of providing support to victims.



TRAINING & AWARENESS

Dozens of articles in the media reached audiences of thousands of people, and 27 meetings in France and Morocco (SAVE project) brought together **1176 participants, 65% of whom were professionals.**

Some examples of key



Hybrid organization of the REST project national seminar in April 2021

The second year of the Covid-19 crisis was marked by a historic number of newly accompanied persons, which was 21% higher than in 2020, and 30% higher than in 2019. An increase in needs and types of support provided accentuated organizational difficulties of working through a pandemic, marked by lockdowns and restrictions on freedom of movement. Everything had to be rethought and reorganized: interviews, support, accommodation, visits, administrative follow-ups, the space, self-isolation in the case of sick beneficiaries or CCEM members, etc. The CCEM was able to cope thanks to a motivated and mobilized team, which grew, despite the lack of corresponding funding.

With this trend of increased activity (which continues in 2022 since the average duration of support lasts for 3 years in the social unit and more than 5 years in the legal unit), CCEM continued its support of victims as well its work on advocacy and dealing with alerts. From the beginning of the year, a series of podcasts, "*Les entretiens libres du CCEM*", contributed to spread the testimonies of victims and the experiences of the Committee's volunteers. In January, a two-page article in *Le Monde* was entirely devoted to cases followed by the CCEM with, once again, the inclusion of victims' testimonies, but also of lawyers and CCEM members. In February, the CCEM participated four times in the hearings and interviews of the European Group of Experts for the Fight against Trafficking (GRETA) within the framework of the third evaluation of France. In addition to reporting the difficulties it observes as a specialized field actor, the CCEM was also took the initiative of having victims consulted by members of GRETA (see following pages).

Over the course of the following months, the Committee remained an active member of specialized European and national bodies, via the Platform of European NGOs against Trafficking during the dissemination of the new anti-trafficking strategy, or in France through the participation in the start of the work of the MIPROF working group for a national mechanism of orientation of victims of trafficking, or via the Alliance 8.7 working group within the framework of the strategy aiming at making France reach the status of "pioneer country".

Simultaneously, within the framework of the SAVE project in Morocco, coordinated by the CCEM in partnership with five Moroccan associations, training sessions resumed in June in Rabat, specifically on legal support (see p. 23). Or in the framework of the REST project, coordinated by the Austrian association Lefoe, in partnership with four other European associations on the administrative protection of victims of trafficking (see p.21).

- **January:** A specific article in leading national daily *Le Monde* on CCEM 's ongoing cases and the first podcasts of CCEM with the testimonies of victims and CCEM's volunteers or employees.
- **February:** The visit of GRETA in France for the third evaluation report.
- **March:** Launch of MIPROF's work on the national referral mechanism for victims of trafficking.
- **April:** National seminar on administrative protection as part of the REST project.
- **May:** Work on new strategy of the European Commission to fight against trafficking, and first working group of the Alliance 8.7.
- **June:** Legal support training workshop in Morocco as part of the SAVE project and a day of stakeholder exchange.

During the summer, in July, the U.S. State Department published its 21st report on human trafficking, highlighting **"insufficient efforts to identify and protect victims" by the French government** and the need to implement an effective policy to address this failing. CCEM sent its observations for this report, in particular on the need for the identification of victims without requiring a judicial procedure.

In August, the United Nations' Special Rapporteur on the Forms of Modern Slavery released a report on the risks faced by internally displaced persons (IDPs) and persons displaced across international borders. The report, to which La Strada International, of which CCEM is a member, contributed, highlighted good practices and persistent challenges in preventing and responding to various forms of modern slavery.

In Vienna, in September, the CCEM participated in a round table of experts on trafficking in human beings, examining the links between labour exploitation, migration and trafficking in human beings. Our participation focused on our actions implemented via the SAVE project in Morocco.

In October, in close relation with the Council of Europe, the CCEM participated in a working group to draft recommendations for the Committee of Ministers of the Council of Europe on fighting trafficking in human beings for labour exploitation. Work is ongoing and is expected to be completed in 2022.

In November, a meeting of 25 CCEM lawyers took place to discuss the latest jurisprudence and actions of CCEM and to hear from Maitre Jacques, a Belgian legal expert on trafficking, at the Council of Europe. On a national level, the French Presidency of the Alliance 8.7 enabled the presentation of a national strategy for the eradication of child labor, forced labor and trafficking in human beings in front of three ministers. Nine days later, France became a pioneer country within the Alliance. CCEM had actively participated in the groups' work on this strategy.

To end the year strongly, following the closure of Morocco's borders due to Covid-19 and the need to reorganize everything by videocall, CCEM organized an international workshop on "inter-actor cooperation in the fight against trafficking for labour exploitation". This workshop, planned as part of the SAVE project, allowed an exchange of practices between more than fifty representatives of institutions, nonprofits or international organizations of seven countries: Morocco, Tunisia, Lebanon, Ivory Coast, Senegal, Belgium and France.

- **July:** Release of the 21st U.S. State Department Global Trafficking Report.
- **August:** Report of the Special Rapporteur on modern forms of slavery of the United Nations.
- **September:** Participation of CCEM in a round table of experts against trafficking in Vienna.
- **October:** Meeting of a Council of Europe working group on draft recommendations to fight trafficking for labour exploitation.
- **November:** Meeting of the CCEM's network of volunteer lawyers.
- **December:** Organization of an international workshop as part of the SAVE project.



CCEM's "Open Talk" podcast series was launched in 2021 (*Les Entretiens libres du CCEM*)

In 2021, the CCEM launched a podcast series with the objective of making the voices of victims and the people working alongside them heard. Each month, anonymously or not, a person who has received support from the CCEM speaks during an interview and shares their journey, discusses their accompaniment and their future ambitions. Other guests such as volunteers, members of the Board of Directors, partners... also take part in these interviews and tells the audience about their role and experiences in the fight against trafficking for the purpose of labor exploitation. After sustaining a rhythm of one episode per month in 2021, the series will be renewed in 2022, on a quarterly basis.



*"One day I couldn't take it anymore. I went down to the reception of the hotel: 'Please, give me something to eat. I am very hungry.' They asked me what my problem was. So I said that my employer was bad. That my problem was that I wasn't being fed, that I wasn't sleeping. That I have a salary but that it is being withheld..." **

Produced thanks to our volunteers' work, the episodes are available on the CCEM's website, YouTube and SoundCloud channels. In addition to this free access, some episodes are used as training and awareness-raising aids by schools or as part of training courses organized in partnership with the Central Office for the Fight against Illegal Employment (OCLTI) and the INTEPF, the training institute for labor inspectors.

A committee on community life for further participation of accompanied persons

Following the CCEM's historical reflection on the inclusion of people in their own accompaniment and in the functioning of the association, including in relations with international bodies, as during our support for the selection of Zita Obra on the International Survivors Committee (ISTAC) at the beginning of the year, **work relating to the setting up of an Associative Life Committee (CVA) started at the end of the year 2020** and intensified in 2021. This work is being carried out in several stages, in order to understand the vision that the persons accompanied have of the association and to identify key spaces in which to value their participation. This work has so far involved:

- Interviews on social integration of victims of THB (trafficking in human beings) from Southeast Asia, and a comparison group from other countries. 21 people were interviewed and their voices will be used to make an initial diagnosis.
- In 2022, accompanied persons will be included in an internal reflection project (done with FRIO - The institutional and organizational strengthening fund in support of French NGOs) to reaffirm CCEM's project and define the strategies for the next 5 years.
- Based on the results of these first steps, the Psychological and social support unit will define the functioning of the CVA.

* Alina's testimony, from CCEM's Free Talk, episode 7

aspects of the fight against

Visit and 3rd evaluation report of France by GRETA

As we mentioned in our 2020 activity report, the Council of Europe's Group of Experts on Trafficking in Human Beings (GRETA) began work on the third round of evaluations of actions undertaken by France to make the Warsaw Convention, ratified in 2008, effective. As part of the report's preparation, a series of visits were organized in February 2021 across several cities and jurisdictions in France. As such, CCEM participated in four meetings with experts.

At the CCEM's behest, **GRETA spoke to ten accompanied persons** during a visit to CCEM's emergency shelter, and, by videocall, spoke to several victims of a collective case that CCEM is involved in relating to exploitation in the agricultural sector.

Lawyers in CCEM's legal network were also consulted and several exchanges took place as part of the National Collective Against Human Trafficking.

GRETA's final report highlights many shortcomings in France's efforts to protect victims, prosecute perpetrators and prevent exploitation (see p. 20).



Making victims' voices heard in the media

Although it is often difficult for victims to open up about their past, each year some individuals whom the CCEM provides support to are willing to undertake the task knowing that their testimony contributes to educating the French population about the existence of modern slavery. This year, M., confided in the daily newspaper *Le Monde* about the ten years he spent on a farm in a situation of forced labour for a diplomat and their spouse. M., A. and W. also spoke to *Le Télégramme* about the clearly undignified working conditions they suffered on an agri-food farm in the Finistère region. Links to these articles can be found in the "News" section of the CCEM's website.



In January 2021, *Le Monde* devoted a double-page spread to the subject of trafficking for the purpose of labour exploitation. In addition to the testimony of M., the article quoted and referenced many French specialized actors: employees, administrators and voluntary lawyers of the CCEM, investigative services, the National Consultative Commission of Human Rights...

Article appearing in *Le Monde*, on January 5, 2021

Escaping invisibility: identifying

Referrals and new accompaniments

Reception and community life unit: the gateway to CCEM

The Reception and Community Life unit receives reports of potential victims daily and is the first port of call at the CCEM. Each situation is studied following a procedure that has been refined over the years, with an individualized and meticulous analysis based on "identification clues" and knowledge based on experience. The unit's action represents nearly 14% of the activity at CCEM and involves meetings with legal, social and psychological experts.



This procedure can be broken down into three stages: the initial gathering of all available information; in-depth analysis via a written questionnaire; and direct interaction with the potential victim over the course of an interview. The procedure can only go through with the prior consent of the potential victim.

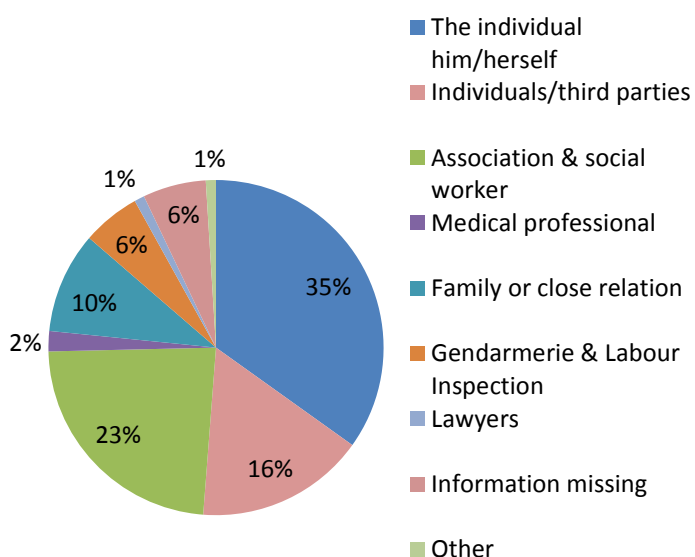
Trafficking for the purpose of labor exploitation is a serious violation of labor law. However, several factors must be taken into account for a case to go to prosecution: for example, the victim's workload, their living conditions, the type of discrimination they suffered, the degree (or lack) of freedom and the person's autonomy.

In 2021, CCEM received 405 referrals, compared to 316 in 2020. 53% were subject to further investigation via questionnaire and 16% advanced to the stage of direct interaction with the victim via interviews with members of the Legal and Psychological and social support units, as well as an, in several cases, an interpreter.

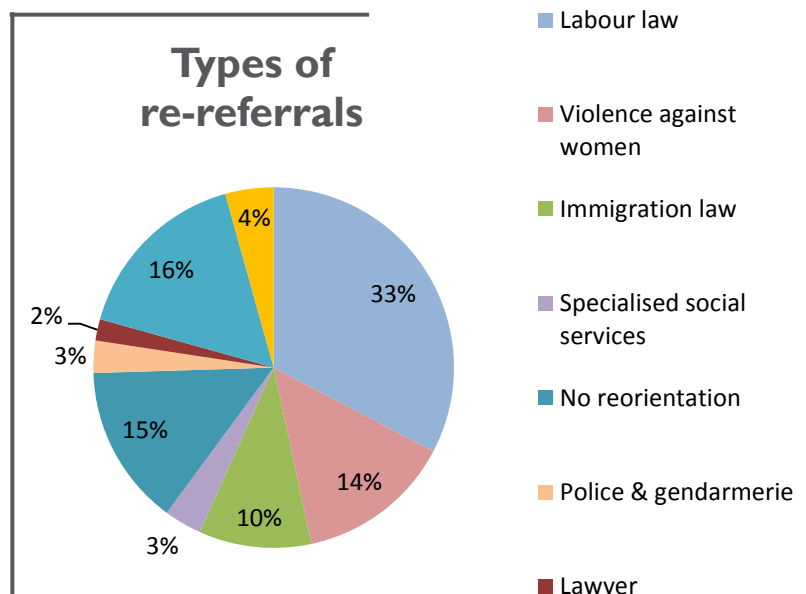
Sources of alerts and types of referrals in 2021

The alerts or referrals addressed to the CCEM come from various sources, both professionals and individuals. In all cases, the link with the "whistleblower" is extremely important to enable the gathering of information, to build trust and to maintain a link with the potential victim.

Those who do not fall within the CCEM's remit and therefore cannot receive further support from CCEM are (re)referred to more appropriate structures that are better able to meet their needs.



Sources of alerts



Types of re-referrals

and accurately referring victims

Sources of referrals of new persons accompanied

Of the 405 referrals that were analyzed in 2021, 62 people, or only 15% of cases, resulted in the person receiving further support from the CCEM's. This proportion is thus stable compared to last year. Of these 62 persons, 15% came to CCEM at their own behest, often after taking advice from third parties or professionals, without a prior link with CCEM having been established. 10% were reported by private individuals such as neighbors or passers-by, but also relatives of the victim, or even other victims of exploitation in cases involving several victims.

In 2021, 76%, or the vast majority of victims, were reported by front-line professionals. 39% were reported by NGOs, social services or shelters, 32% by the National Gendarmerie and the Labor Inspection and finally 8% by health professionals and care structures.

Profiles of newly accompanied persons and their working and living conditions

58% of newly assisted persons are women, which is lower than in previous years (+70% in 2020). This can be explained by the existence of "collective" cases which group together several victims, generally men, owing to the economic sectors involved (agriculture and fishing, construction, mechanics, etc.).

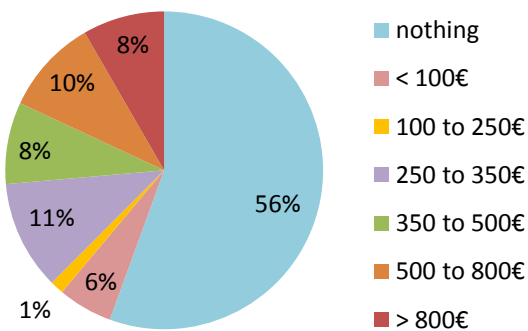
79% of the persons were 26 or older when they were first referred to CCEM. 35% were aged 26 to 35. Of note, 8% were minors when first exploited in France and 35% were under the age of 25. This accounts for the average duration of exploitation, which is of approximately 3 years, and the difficulties victims face to find help and effectively escape exploitation.

In terms of working and living conditions, victims' average daily workday was 13.9 hours long and 66% were "housed" directly on their worksite. The remaining proportion lived outside the workplace, either in the employer's home or in a location provided by the employer.

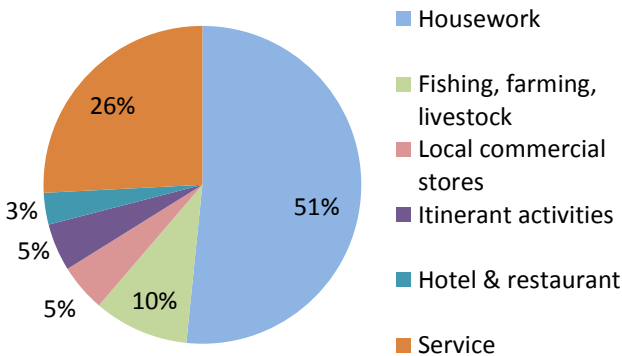
64% of the victims were controlled and remained in forced labour because of false promises relating to remuneration, accommodation (+46%) or the legalization of the conditions of their stay in France (+28%). 19% were subjected to physical violence.



Monthly pay



Sectors of exploitation



Working file 2021: what profiles ?



260
individuals
accompanied



67%

33%



Originating from
46 countries

An overall change in profiles due to a broader and more inclusive view of trafficking for labor exploitation

In 2021, there were 262 active cases (from 46 different countries), compared to 222 in 2020. In addition to this increase (see below), there were a number of changes relating to the profiles and specificities of the situations experienced by the victims.

This can be explained, as in 2020, by the presence of "collective" cases, generally referred to CCEM by specialized services (National Gendarmerie, Labour Inspectorate) and supported by the public prosecutor's offices. These cases differ from individual cases which have historically been closely followed by the CCEM. They involve structured systems of exploitation, where tens or even hundreds of people are forced into degrading work and undignified living conditions under different means of control. For example, they are often based less on a vital need for shelter than on false promises of a better life. These kinds of case made up 37% of the people newly supported by CCEM in 2021 and 16% of our active cases. This proportion should be considered when comparing operating trends with prior years.

5% of the persons accompanied and 8% of those newly accompanied have been exploited by detainers of diplomatic immunity.

- An average **daily workload** of 14.6 hours per day.
- Dependence on the exploiter **for accommodation** exists in **89% of cases** (victim lives at the workplace, at the exploiter's home or in a location provided and controlled by the exploiter)
- **50% of the victims did not receive any remuneration**; 13% received less than 100€/month and 19% between 100€ and 350€/month
- **An average duration of exploitation** of 36 months, with an average of 32 months for women and 46 months for men. 17% of the victims were exploited for more than 5 years (65% of whom were women).

A 30% increase in the number of newly accompanied people!

For several years, CCEM has accommodated a rapid and continuous increase in the number of solicitations and newly assisted persons. This is explained by efforts to raise awareness and train front-line actors, as well as by close links developed with the National Gendarmerie and the Labour Inspectorate. While the increased awareness is an obvious positive development in France, the available resources are insufficient to allow CCEM to thoroughly and adequately pursue its actions on all fronts.

Moreover, successive Covid-19 lockdowns and backlogs at shelters and with psychological and social care services makes the sustainable autonomy of these individuals particularly complex.

CCEM thus urges public authorities to take measures to meet the requirements of NGOs and field assistance services!

Work and living conditions

Forty departments, and various sectors of activity across France are affected

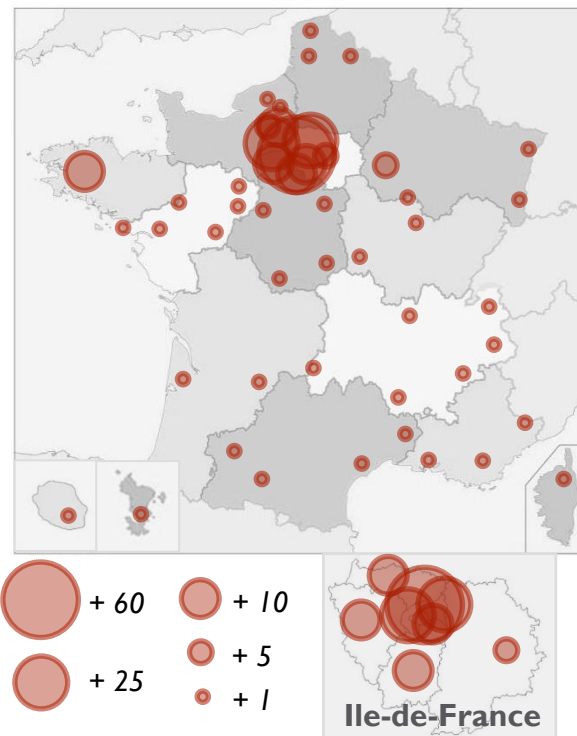
In 2021, 32% of people accompanied were between the ages of 26 and 35 at the start of their period of exploitation in France. 9% were minors and 10% were aged 46 and above. However, 18% of them were over 46 at the time of identification and outreach by the CCEM, which, as for the new persons accompanied, bears witness to the average length of exploitation and the stint of homelessness which generally follows.

Trafficking for labour exploitation is not limited to big cities and the Paris region, even though the majority of victims at CCEM were exploited in the Ile-de-France (76%) and particularly in Paris (32%). Exploitation took place in 40 different departments, including Mayotte and Reunion Island. Sometimes, victims were recruited in Ile-de-France and then sent elsewhere, especially in collective cases related to the agricultural sector. It should also be noted that several people may have been exploited across several different departments.

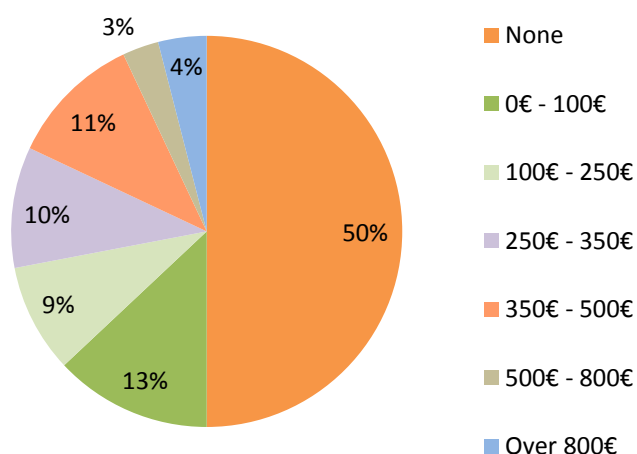
People accompanied by CCEM in 2021 came from 46 different countries, the vast majority from Africa (75%), particularly Morocco (16.22%) and Côte d'Ivoire (15.44%). 9.27% of victims are from the Philippines and 5% from Europe, including France (1.93%).

Almost all those exploited in domestic work were women (93.85%), a sector of work that represents 58% of our active files. In the other sectors of exploitation - agriculture (9%), construction (8%), local shops (7%) and hotels and restaurants (6%) - almost all the victims were men (79%).

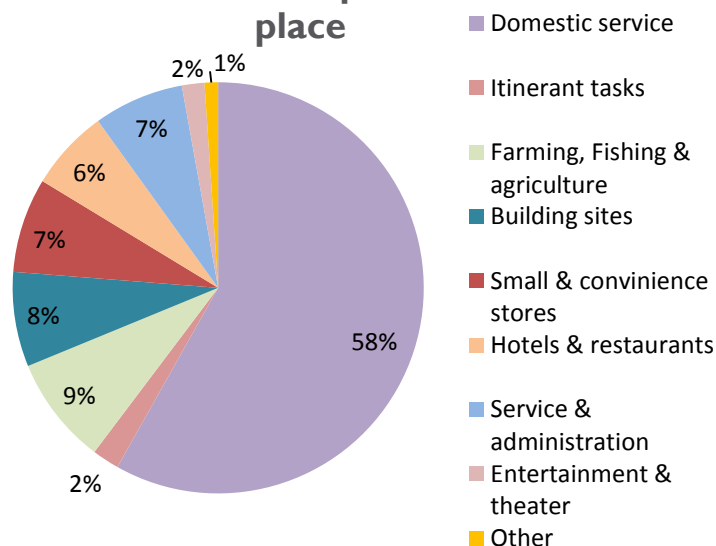
Locations of exploitation in France



Monthly pay



Sectors in which exploitation took place



The Psychological and social support

The psychological and social support unit at CCEM provides shelter, access to primary needs, healthcare, along with information on economic and social rights for the people we accompany, as well as a path to social and professional integration. It operates on two levels: immediate emergencies and long-term integration. In the first case, the aim is to enable beneficiaries to meet their basic needs: food, clothing, travel to and from appointments, accommodation, emergency healthcare, etc. The second level focuses on issues of integration and inclusion in society: learning the (French) language, empowerment, training and professional integration, access to long-term accommodation or housing, etc.

In 2021, **174 people** were accompanied by the Psychological and social support unit, 72% of whom were women and 28% men. At least 18% of these victims have children (at least 40 known dependent children in France), who benefit directly or indirectly from the support.

This year, reinforcement of the Psychological and social support unit was essential in order to meet the increased demand for shelter and primary needs. As a result, CCEM decided to secure funding for a part-time psychologist and to transform a social worker's role created in 2020 from part-time to a full-time.

The Unit also mobilized a part-time civic service volunteer, specifically to organize social and cultural outings, a full-time trainee for a few months, as well as several volunteers to help with professional integration. 34 people were accompanied at various stages of the job search, including 6 in partnership with SNC (Villette 19ème group). This action alone represents 186 hours of volunteer work over the year, including 106 face-to-face meetings with the beneficiaries. The main challenge remains access to digital technology in order to enhance individual career paths and to teach the basics of carrying out internet searches.



1415 emergency overnight stays for 25 victims, including 1318 in an emergency shelter apartment (10 women) and **97** in a hotel (**15 people**, including one with a baby):

33 requests for accommodation made through the SIAO, 15 of which were successful

5 already housed who found a more suitable solution

6 shelters via the Ac.Sé network

25 requests for social housing (**2 successful**)



34 people followed for professional integration

16 have found a job and 2 have received training

8 have started French courses



78 cases of opening and maintaining of healthcare rights

18 new applications for State Medical Assistance (AME) and 29 renewals

18 new applications for Universal Health Coverage (CMU) and 25 renewals



485 individual financial aids given to victims, of which 279 were distributed the day after leaving exploitation (first-time recipients)

109 first-time outgoing aid for food

170 initial transportation assistance

106 exceptional aids (travel expenses related to the follow-up of procedures, hearings, tax stamps, passports, lawyers, health, etc.)

100 Service vouchers (Abbé Pierre Foundation)



98 beneficiaries of an administrative address and

362 mail collection visits

836 letters received and distributed

The issue of accommodation is crucial for victims of trafficking in human beings for the purpose of labor exploitation. In international and French law, having to live in accommodation that is provided by the victim's employer-exploiter is constitutive element of the trafficking offence. The promise of accommodation or the proposal of "accommodation in exchange for services" is indeed an important bait for the recruitment and control of victims. In 2021, 95% of the persons accompanied were hosted by the exploiter. Either at the exploiter's home where they work (private homes), or at the workplace that was not the exploiter's home (e.g. restaurant, grocery store, etc.), or in a location made available by the exploiter and to which the victims were then transported (e.g. in abandoned pavilions near farmland where the victims work, housing owned by the exploiter, etc.).

In 2021, CCEM covered several nights in emergency hotels (1415 nights, see details opposite) with no specific public funding, such as the Regional and Interdepartmental Direction of Housing (DRIHL), even though the National Consultative Commission of Human Rights (CNCDDH) and the GRETA have pointed out the lack of means allocated to the protection of the victims of exploitation through work. CCEM turns thus to private backers to support this essential action.

Victims access emergency shelters thanks to the effort of the various entities that provide such services for victims of trafficking in human beings (Samu Social, OFII for victims seeking asylum, etc.), though these responses are rarely immediate. For this reason, victims are either housed in CCEM's emergency apartment or have a short stay in social hostels financed by CCEM. CCEM regrets that a large majority of victims are accommodated in social hostels for indefinite periods of time, which is all too often synonymous with the absence of social support, whether general or specialized. This is despite the fact that their placement in these specific facilities is in recognition of their great vulnerability and fragility.

Recommendation n° 10: The National Consultative Commission on Human Rights in France (CNCDDH) recommends the implementation of a real policy of sheltering victims of trafficking, regardless of gender, from the first phase of identification of potential victims, and throughout the procedure and even beyond, in particular to guarantee them a right to accommodation. To this end, the CNCDDH recommends an increase in shelter capacity and in care facilities.

CNCDDH, opinion on trafficking in human beings for the purpose of economic exploitation, October 2020

An alarming increase in the need for assistance

Following an initial 86% increase in financial assistance needs in 2020 due to the impact of Covid-19 which weakened victims and increased their precariousness, CCEM had to raise funds in 2021 to face a further increase of 76%. 2021's budget, thus, was double the budget for 2019. CCEM has been able to count on life-saving partners such as the Abbé Pierre Foundation, Secours Catholique-Caritas France or the Notre Dame Foundation, for targeted aid or service tickets, but we are still concerned about our future capacity to respond to needs without sustainable funding.

“

I stayed for 6 months in the CCEM's emergency shelter. The first time I arrived at CCEM, I was still afraid. I didn't know any French, it was very hard. And not everyone spoke English. But here, everyone spoke to me softly and clearly, it was very good. That's why I was able to tell myself that here I was safe, I was saved.

Alina's testimony, from CCEM's Open Talk podcast, episode 7”

Providing protection and support on the road to

Psychological support for victims

The opening up two years ago of a part-time psychologist's role in our team confirms the need for internal psychological evaluation and follow-ups to further improve the overall care of victims. We began by redefining the roles and functions of each member of the psycho-social team in relation to the persons accompanied. Situations in which social workers could find themselves in a difficult situation are now avoided. In addition, the input of a psychological perspective within the team deepens the interdisciplinary dimension of the work carried out by CCEM. The participation of the psychologist in our weekly team meetings and in the meetings of the Psychological and social support unit sheds a new light on victims' experiences.

Our Psychological and social support unit's work is takes on two primary functions: immediate in-house care (including emergency care) and referral to appropriate services. In both cases, our staff psychologist helps find a solution to the overcrowding of services and long waiting times. Similarly, all cases start with a facts assessment (via a meeting or a call), following which a strategy is determined. For people whom the CCEM accompanies, we only consider orientation when we feel that they are "ready".

Moreover, when someone receives simultaneous care from several external experts (psychologist, psychiatrist, general practitioner, for example), the presence of CCEM's psychologist contributes to a good coordination of their healthcare by centralizing information and ensuring that the beneficiary understands and can be fully invested in their own healthcare. Psychological and physical care should always be linked as the psychologist plays the role of "health referent" within the team.

Finally, through work with partners and structures towards which we direct possible victims, our psychologist is able to raise awareness among other healthcare professionals of trafficking in human beings for the purpose of labor exploitation

118 consultations and 8 evaluations

A first discussion group (on maternity, 3 women with children)

37 recipients of service

13 persons directed to other services

5 beneficiaries of psychological support in connection with legal hearings (TJ, OFPRA, CNDA, etc.)

Socio-cultural outings to forge links

Despite the large number of people accompanied, there are few opportunities for victims to meet each other, exchange and help each other. This is why CCEM organizes walks, picnics, free gastronomic dinners in a restaurant of solidarity, and visits to museums for those we accompany. In 2021, we organized **15 outings**, gathering **87 beneficiaries**, including 17 children. For some, these are occasions to meet, make friends, realize that they are not alone and to forget, albeit for a few moments, the challenges of everyday life.



Picnic in the summer of 2021

Seeking justice: the Legal unit

With three jurists and a network of 35 voluntary lawyers, CCEM's Legal Unit is the first domain of expertise of the association, which was founded with the mission of recognizing and enforcing the respect the rights of victims. With the aim of informing and providing training, the Legal unit welcomes trainee lawyers each year.

In 2021, **254** individuals were provided with support by the unit. 34% were men and 66% were women. We also note that 8% have been accompanied for more than 10 years and nearly 25% for more than 5 years. This bears witness to the length of legal proceedings in France, aggravated by difficulties more specific to victims of trafficking for labor exploitation (lack of evidence, impossibility of accessing private housing, lack of knowledge of the offense of trafficking for labor exploitation, etc.).

As in the case of the Psychological and social support unit, legal accompaniment begins with an evaluation of the situation as well as listening to and informing the victim. Since 2019, a "legal information session" has been implemented for all persons accompanied by CCEM, including those for whom no accompaniment will, a priori, be set up.

This is generally followed by the "hearing" phase, during which the victim's story is reconstructed and transcribed in writing. For people undertaking judicial or asylum procedures, this allows the identification of potential evidence and witnesses, highlighting the constituent elements of the targeted crimes and avoiding the victim having to repeat their story.

Our lawyers then organize, across all jurisdictions, the follow-up work relating to the criminal, civil or administrative procedures,. One or more lawyers are assigned to each case and work closely with the legal advisor, in conjunction with the victim, to define the litigation strategy and monitor the case.



96 ongoing criminal proceedings

- 62 preliminary investigations/instructions
- 4 hearings at 1st trial stage
- 7 hearings at the Court of Appeal
- 1 decision of the Court of Cassation



21 proceedings before the Conseil des Prud'hommes

- 1 new referral
- 14 ongoing 1st-stage proceedings
- 6 1st-stage judgements
- 3 proceedings at the appeals' stage



8 civil proceedings relating to compensation

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



11 people involved in other civil proceedings

- In particular, divorces in cases of forced marriages



14 persons concerned by asylum and international protection

- 11 pending asylum applications to the French Office for the Protection of Refugees and Stateless Persons (OFPRA)
- 3 hearings before the National Asylum Court (CNDA)
- 2 subsidiary protections granted



185 people assisted in legalizing their administrative situation

- 5 first-time applications for a residence permit
- 34 obtained a 1st-time L425-I permit
- 31 beneficiaries of an L425-I permit
- 70 beneficiaries of other permits or vouchers

* The difference with the figures presented in 2020 is explained by a count per case and not per person, whereas more than 60 people are involved in group cases.

Bringing a case to court...

Examples of cases in 2021

The Versailles Court of Appeals upheld the conviction of a former diplomat and their spouse for human trafficking. Mr. S., the plaintiff, stated that he had worked and lived in degrading conditions in their home for ten years. The case was widely reported in the press. However, whilst the court sentenced the couple to two years of imprisonment (suspended) and the obligation to compensate Mr. S., the defendants appealed to the Supreme Court. The decision is, therefore, not final.

Ms. R., exploited in domestic work for several months in 2019, won her case at the industrial tribunal hearing against her former employer and was awarded compensation for concealed labor and unworthy living conditions as well as the restitution of her wages. Her employers have appealed. A penal complaint is in progress. CCEM underlines the courage of Mrs. R. given that one of the employers has diplomatic immunity.

While the case was finally referred to court not for trafficking in human beings but for lesser offenses related to working conditions, after 5 years of investigation, Ms. B.'s employers were sentenced to a 6-month suspended prison term. They have appealed the decision.

On July 14th, the Court of Evreux ruled in favor of 5 Moroccan workers who had, by the same employer, been subjected to unworthy working and living conditions in several restaurants and bakeries across Normandy. Following a direct summons by the CCEM and the plaintiffs for the crime of trafficking in human beings, the employer was sentenced to one year's imprisonment and several thousand euros in compensation. Although he appealed and it will be necessary to wait until 2022 to obtain a final decision, this is a case without precedent in the history of the CCEM.

The **Defender of Rights (DDD)**, contacted by CCEM after facing numerous difficulties in the case, **intervened on the side of the victims to urge the magistrates to prosecute the employer for trafficking**, an offense not initially brought by the Prosecutor's office. This was the first time that the DDD has intervened directly in a CCEM case. In addition, even though the defendant had already been condemned for a multitude of other offenses, the **magistrates agreed to reconsider the case under a new light relating to more serious charges of trafficking in human beings**.



An article on the case published in the Paris Normandie regional daily



Maitre M. Bouzaida, the volunteer lawyer on the case, analyzes the judicial process in the 9th episode of CCEM 's podcast - Free Talks, available on YouTube and our website.

...and obtaining compensation for victims

Obtaining compensation for damages incurred during servitude: new progress

For more than twenty years now, CCEM has accompanied victims of trafficking in human beings for the purpose of labour exploitation throughout their various court proceedings. It is a complex journey that also includes efforts to have the right to compensation recognized.

In April 2019, in a historic decision obtained after more than 18 years of proceedings, the social chamber of the Court of Cassation decided that "the victim of a situation of forced labor or a state of servitude has the right to full compensation for both the moral and economic loss incurred". (See our website, section "laws and jurisprudence in France").

In 2021, the work of our Legal unit and volunteer lawyers allowed new advances on matters of restitution and compensation. For the first time in a CCEM case, all accompanied persons will thus be compensated by the Commission d'Indemnisation des Victimes d'Infractions (CIVI). Following a request filed in June 2021, the CIVI has decided to subsequently take into account the total absence of rest and remuneration, lodging in unworthy conditions and the prohibition of living elsewhere for the victim, stating that the victim was "deprived in totality ... of a decent quality of life and its usual joys".

"It is rare that the amount awarded to victims is commensurate with the harm they suffered throughout their years of exploitation and, in any event, that the awards are ultimately settled to the victim."

*Me J. Vogel, lawyer at the Paris Bar,
member of the lawyers' network*

In this pioneering decision, the CIVI recognizes that compensation is linked to the opportunity cost of advancing in education and exercising a professional activity during the entire period of exploitation (evaluated at 40% of the minimum wage), as well as recognize the total temporary functional deficit during this time, for which it fixed a compensation of 25€ per day of exploitation endured.

At the end of 2020, several other requests to the CIVI were underway, suggesting positive outcomes for victims after long years of fighting in the courts.

A gathering of CCEM's network of volunteer lawyers



On November 16th, 2021, two years after being postponed due to the pandemic, CCEM's network of volunteer lawyers met in the offices of our partner firm, HMN Partners, to whom we extend our gratitude for their hospitality. 25 lawyers working across various legal fields were able to exchange ideas and information on their work in connection with the cases entrusted by the CCEM.

Maitre Jacques, a Belgian legal expert at the Council of Europe and a specialist in trafficking in human beings talked about his experience as well as the protection system in the Kingdom of Belgium.

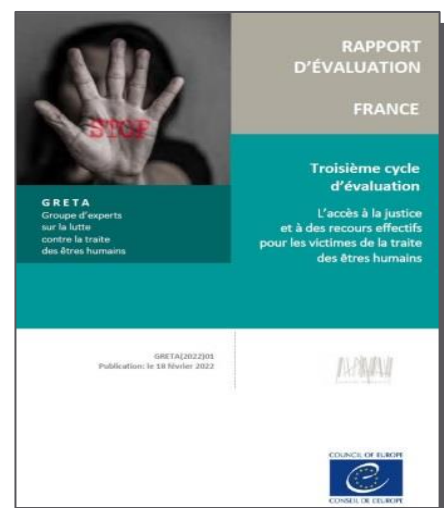
CCEM thanks its sponsor, the *Club des dirigeants de l'hôtellerie de luxe et de prestige* (Club of the leaders of the luxury and prestige hotel industry), for financing his trip to Paris.

Raising awareness: our advocacy

GRETA's third evaluation report on France

GRETA's evaluations of France are an essential backbone to CCEM's advocacy work and brings attention to the concerns of any French civil society organization that fights against trafficking. CCEM sends its written observations based on questionnaires and government responses, participates in meetings, and shares difficulties. GRETA's third evaluation report is an essential tool for analyzing the evolution of national policies and the actions required for an effective application of protection measures for victims. The warning points that this report raises constitute support for CCEM's work along with signposting objectives to pursue in terms of advocacy. These include:

- Facilitate and guarantee access to justice for all victims of trafficking and establish a national mechanism built with all institutional and civil society partners, based on the existing system;
- Guarantee effective access to compensation for victims;
- Intensify efforts for proactive investigations and effective prosecutions leading to meaningful sanctions, in particular by developing the specialization of investigators and magistrates;
- Intensify efforts to prevent and detect cases of domestic servitude;
- Encourage greater specialization of law enforcement and judicial officials in the fight against trafficking for labor exploitation.



A pilot project to fight trafficking: training and cooperation between investigative services and civil society

Since 2019, CCEM, OCLTI and the Labor Inspectorate have been developing inter-institutional cooperation to better protect victims. This action has made it possible to pursue new cases with several victims and to set up training that reaches hundreds of inspectors or investigators. This year, 280 professionals have been targeted by this action, enabling inspectors and investigators to identify and investigate situations of trafficking, and thus, refer victims to organisations that provide specialized support and protection.

Reinforcing this type of action with specific resources to better carry out investigations and protect the victims also involves taking into account this type of cooperation as an important part of a national identification and referral system and an effective policy against trafficking.

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

In connection with the REST project ("Residency Status: strengthening the protection of trafficked persons"), several high-level European meetings were organized by our partners across six countries (Austria, Spain, Netherlands, Serbia, Moldova and France). CCEM also organized a national seminar with approximately fifty professionals to share the results of these meetings, discuss the outlook to improve access of victims of trafficking to administrative protection as well as access to ensuing rights.



Participation in the work of MIPROF ahead of the adoption of a national victim referral system

As a member of the MIPROF Steering Committee, CCEM participated in the working group to establish a National Identification and Referral Mechanism (NIRM) in 2021. A cross-ministerial guide and a guide of indicators are being developed as a result. In spite of the limited resources allocated to MIPROF to fight against trafficking, CCEM praises its action to advance this objective while pointing out that NIRM must:

- take into account all forms of exploitation without exception,
- reinforce multidisciplinary work and cooperation between specialized actors,
- allow the protection of victims regardless of their connection to legal proceedings,
- ensure adequate resources for specialized organizations to support victims,
- and finally, avoid restricting victims to situations that could limit their access to rights.



M
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Mission
interministérielle
pour la protection
des femmes contre les violences
et la lutte
contre la traite des êtres humains

Networking to protect rights

CCEM is an active member of two European networks: the **Platform of European NGOs against Trafficking in Human Beings**, and the platform of specialized associations **La Strada International (LSI)**. In spite of travel restrictions, these networks have been able to adapt, and many meetings and working groups have been organized by videocall, notably by LSI. As a member, CCEM has contributed again this year to writing and distributing the communiqués, opinions and recommendations of the network. In 2021, CCEM also participated in meetings and workshops of the **Platform of the French NGOs for the human rights**, a first collaboration and skills-building exercise for French associations that intervene at the international level and that specialize in defending rights.

Every year, CCEM continues its commitment to the national Collective “**Ensemble contre la traite des êtres humains**” (“Together against trafficking in 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, CCEM regularly contributes to the drafting of articles for the website of the Collective, including four in 2021, with the aim of ensuring that the issue of economic exploitation is never far from the debates.

More specifically, this year, several associations of the Collective, notably the CIMADE and CCEM, supported a specific advocacy action to warn of certain risks following the recodification of the CESEDA.



LA RECODIFICATION DU CODE DE L'ENTRÉE ET DU SÉJOUR DES ÉTRANGERS ET DU DROIT D'ASILE (CESEDA)



Conséquences de cette recodification sur la protection des victimes de la traite des êtres humains et autres difficultés rencontrées

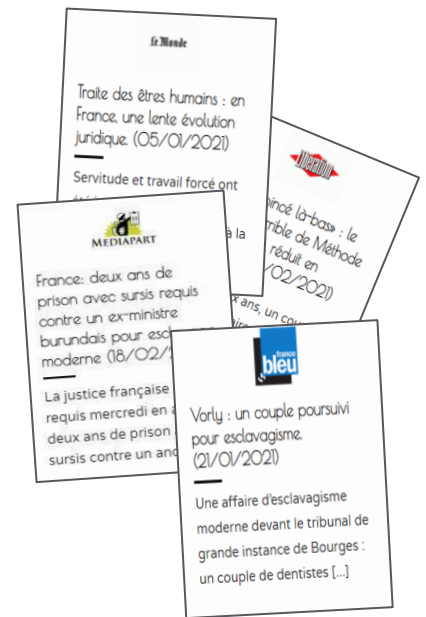
Inform, educate and

In France...

Educating the French population via the press

CCEM's goal is to raise awareness of and to combat the continued existence of trafficking and modern slavery in France. To this end, CCEM informs the press of the trials in which it is involved and responds to media requests. In 2021, more than **30 articles** on CCEM's cases or global actions appeared in the written press (*Le Parisien*, *Le Télégramme*, *Le Monde*, *Médiapart*, *Le Figaro*, etc.).

CCEM also responds to requests and appears on television and radio, such as in January on France Info, or at the end of the year on France 24.



Intervention among citizens and professionals

As we do every year, CCEM continues to respond to requests from schools, cultural organisations or professional entities to make presentations on how to support people in precarious situations or situations of violence. Training sessions also continue to take place in partnership with the Central Office for the Fight against Illegal Employment as well as the Labour Inspectorate.

In 2021, **1,176 people, of whom 68% were professionals, participated directly in at least one of these 27 events** and were taught the best practices for dealing with situations that could involve trafficking for labor exploitation.



Despite the lack of funding for this action and the absence of a salaried position at CCEM for organising awareness-raising and training interventions, we remain convinced that it is absolutely essential to transmit our experience through direct exchange, in order to dispel preconceived ideas about trafficking for the purpose of labor exploitation, and to enhance the capacities of the front-line actors to identify and direct victims.

Ensure a presence on social networks and the internet



See : www.esclavagemoderne.org



Sign up at: www.esclavagemoderne.org



Go to: [@ComitéContreEsclavageModerne](https://twitter.com/ComitéContreEsclavageModerne)



Go to: [@CCEM_France](https://twitter.com/CCEM_France)



Continuation of the SAVE project in Morocco: from training to support

Launched in January 2019, the SAVE project aimed to train five Moroccan associations on how to identify victims of trafficking for labor exploitation and to accompany them, particularly legally, under a groundbreaking law adopted by the country in 2016.

After two years of rigorous work on indicators for victim identification and the analysis of Law 27-14 on the fight against trafficking, we devoted 2021 to legal training to support victims. Three days of in-depth training were held in Rabat in June 2021. Based on a practical and fully bilingual approach, the training was based on practical cases and exercises inspired by situations our partners experienced in the field. The objective was for the partners to understand the first phases of setting up a criminal case. This training was followed by a day of inter-actor exchange bringing together Moroccan, French and Belgian specialized services.

In December, an international workshop was held with expert speakers from 7 countries (Morocco, France, Belgium, Tunisia, Ivory Coast, Senegal, Lebanon) and more than 50 participants to share examples of inter-stakeholder collaborations. Despite being held by videoconference due to Covid-19 and border closures, the workshop proved to be extremely enriching.

At the end of 2021, the impact of SAVE is undeniable. First, it has strengthened our partners' internal skills. They are now autonomous in identifying potential victims and providing them with support in the areas of housing, healthcare, and now, legal procedure.

Thanks to the quality and visibility of the project, the partners are beginning to be identified as experts on the issue by other Moroccan civil society organizations as well as national institutions, particularly investigative services.

In 2022-2023, the project will be extended for another two years, starting at the end of 2021, with the support of the European Union. During this period, work on legal support will continue, with an emphasis on collaboration with lawyers. Field visits between partners and in France will also be organized.



185 alert received

160 victims identified

140 accompanied victims

50 recipients of direct material aid

536 participants in local awareness actions

79% Moroccan
81% women
64% minors at the beginning of the event
54% exploited in domestic work
35% in forced begging



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CCEM's resources

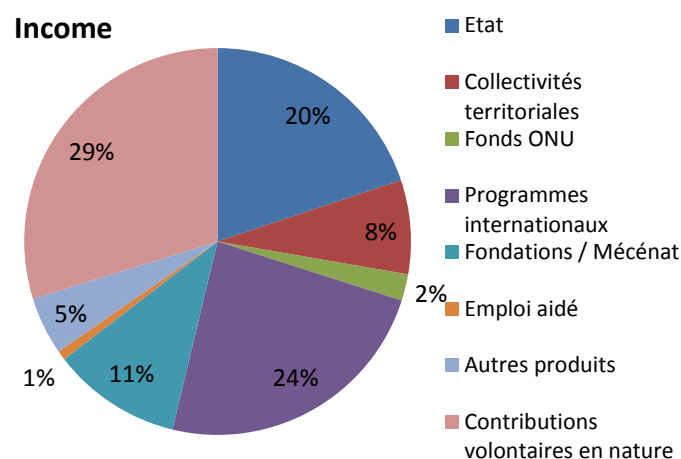
For the first time since 2015, CCEM incurred a deficit of nearly €8,800 due to the increased number of accompanied victims and growing needs relating largely to the health crisis and economic hardship. The budget for 2021 increased by 24% compared to 2020 (the latter having already been at 22% more than in 2019).

The increase for two consecutive years of the number of people accompanied (+30% compared to 2019, and a doubling of expenditures on primary aid) has had a significant impact on funding and spending: despite an increase this year of 35% on government funding, the latter remains 5% lower compared to 2019. The increase in funding from the Ile-de-France region has partially made up for this shortfall, particularly on legal support. The share of public funding remains limited to 47% of the total budget, including 18% for international action.

CCEM's financial resources in 2021:

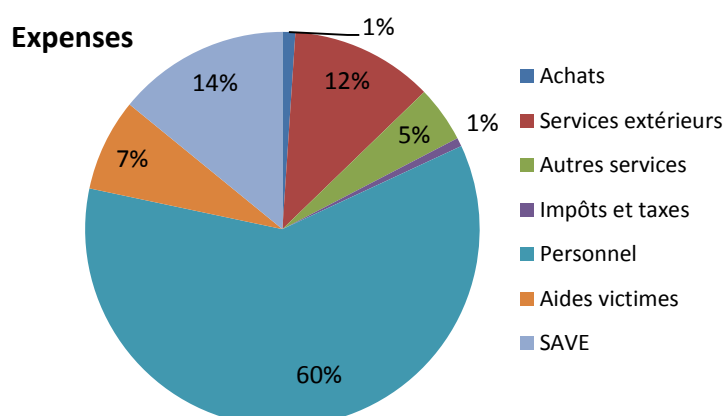
- 20%: French government
- 18%: European Union on the SAVE project (Morocco)
- 7%: local authorities (Île de France and Paris)
- 16%: private foundations (6% for international actions)
- 5%: individuals and targeted aid
- 2%: United Nations funds

Of the total expenditures of 909 656€ in 2021, **29% accounts for volunteer work, in-kind donations and sponsorships**, an 81% increase from the prior year. This is largely due to the Covid crisis suffered which impacted the possibility volunteering and increase in in-kind donations of service tickets.



Expenses

CCEM's financial resources are allocated first and foremost to supporting victims (60% human resources, 8% direct aid to victims, 9% for support/assistance to Moroccan partners and 5% for training on the SAVE project). Of the remaining 18%, a large part of expenses doubled due to Covid (equipment for working at home, PPE etc.).



In spite of the increase in need and thus expenses, the continuous search for funding coupled with expense control made it possible to limit our deficit whilst accompanying and answering the needs of 30% more people in 2021. This reduction of expenses also did not affect direct financial aid to victims which actually increased in 2021 by 79% from 2020 to reach 58 000 €.

Prospects for 2022

After two years of Covid crisis and increasing activity, CCEM foresees 2022 as a year of stabilization and reflection. The outlook shows the need to strengthen our resources and to work on our strategic direction in order to better face recent and future developments:

Reflections on organization and strategic orientations:

The year 2022 will be a year of collective work on reviewing our organization's vision and orientations for the next five years. Administrators, volunteers, staff and people we accompany, with the support of a consultant financed by the FRIO program, will work together to build a framework for action and determine our priorities for the next few years in order to better develop our partnerships, our internal organization, our objectives and our actions.

Continuation on actions through SAVE:

In addition to continuing to identify and provide legal support to victims with the five Moroccan partner organizations, the SAVE project plans to strengthen the network of lawyers, exchange practices between local partners in 2022, and prepare for the actions of the final year of the project, namely a field trip to France and an international closing workshop.

Preparing accompanied victims to be a part of CCEM's actions:

Reflection on CCEM as an organisation will facilitate the implementation of a long-standing project: the establishment of a "Committee of community life" made up of accompanied victims, in order to better include their participation and inclusion in CCEM's actions and mission.

Continuation and development of current actions:

As mentioned above, in 2022, CCEM will focus on strengthening and developing the actions undertaken, while working to define and implement the strategic directions for the next five years:

- Continued research/analysis on the social integration of victims (especially from Southeast Asia) ;
- Reinforcement of psychological support ;
- Reflection on legal action against diplomat employers protected by immunity ;
- Development of training activities ;
- Creation of links with the Fédération Aide aux Victimes and other new partnerships according to the results of the work on our organization's project.

They make our actions possible

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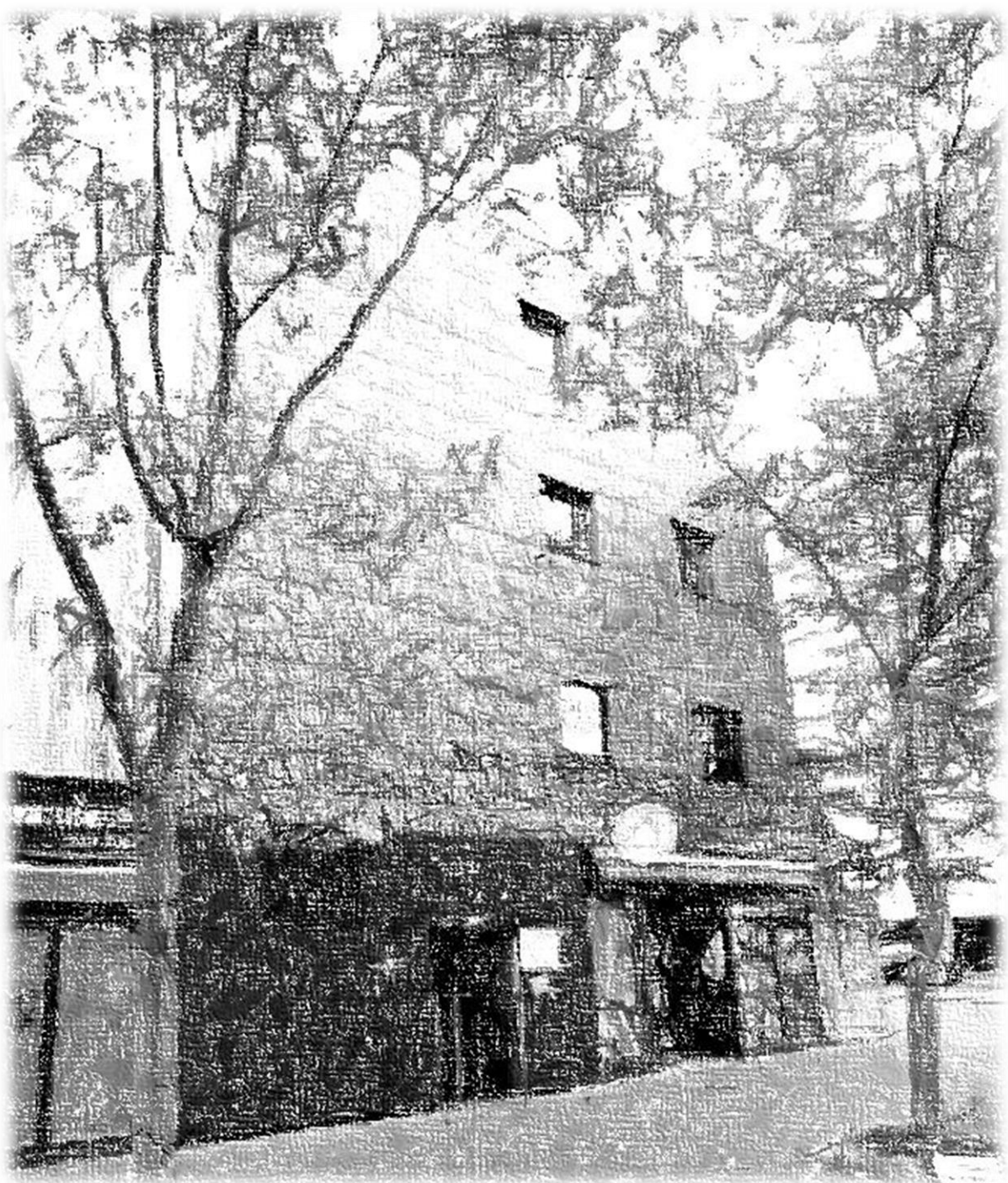
Nassima Assani/Tacko Diakhate, responsible for
reception and community life

Interns and service civique volunteers

Lison Thévenoux, Nicolas Chua, Caroline Paré, Paloma Lopes, Marion Tourné, Louise Cousin

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





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