

**ANNUAL REPORT 2022** 



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# 01

# INTRODUCTION





# Tribute to Mrs Sylvie O'Dy,

Co-founder and long-standing president of the Comité contre l'esclavage moderne

The end of the year 2022 was marked by the passing of Mrs Sylvie O'Dy, cofounder, president, and spokeswoman of the Comité Contre l'Esclavage Moderne (CCEM, Committee against Modern Slavery), on the 21st of November.

When she created the Comité Contre l'Esclavage Moderne alongside Dominique Torrès and others in April 1994, the concept of "modern" or "contemporary" slavery was yet to exist in France. A small group of journalists and lawyers came together around some cases that they imagined to be isolated incidents, and not a societal phenomenon; present even in private homes whilst remaining invisible to the eyes of each and every person. As Sylvie explained it, it is thanks to "the weapon of trial and information", but equally to her perseverance, her capacity to unite and her unwavering commitment to victims, that the Comité Contre l'Esclavage Moderne is what it is today; a helping hand that has been able to save more than 1000 victims since its creation. To bring them out of closed-door exploitation to a new life and to enable them to become free and dignified.

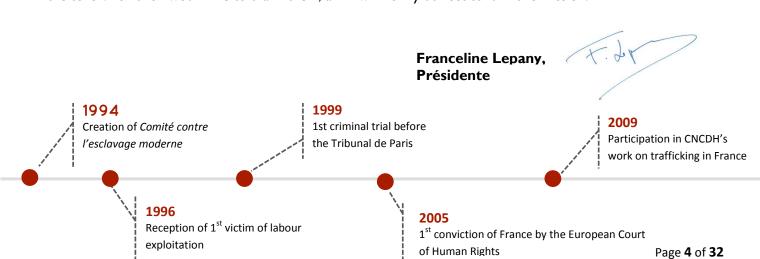
Raised to the rank of Officer of the Legion of Honour in 2022, Sylvie O'Dy contributed to paving the way towards a more just world, and it is with pride and humility that we will continue her fight.

This year was marked by a trend which is on the rise. In three years we have seen a 35% increase in the number of accompanied people. This year, the CCEM received 338 alerts and assisted 281 people coming from 49 countries, 56 of which were new victims. This equates to more than one new victim per week, particularly cases of domestic slavery.

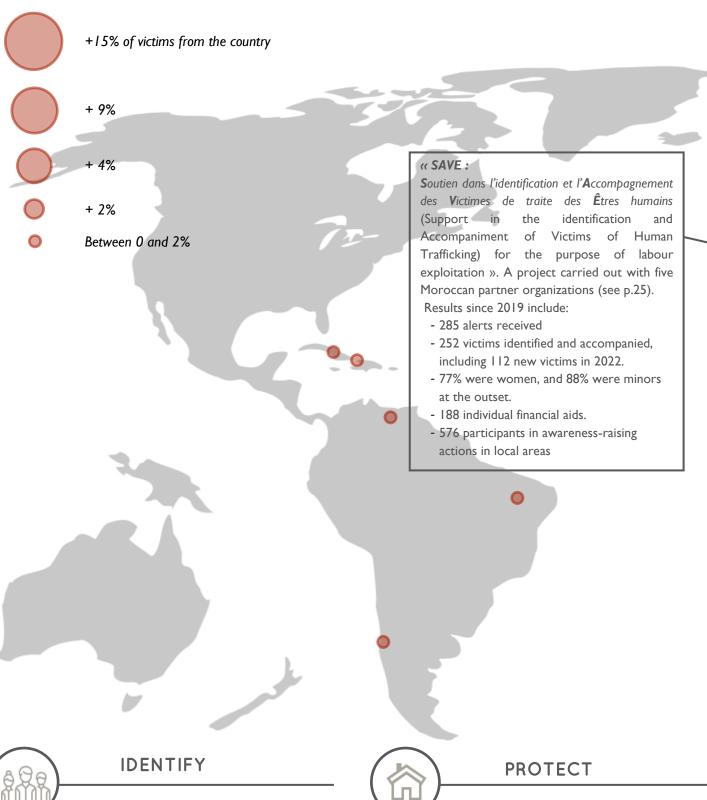
This "modern slavery" particularly affects women (69%); recluses out of sight and exhausted by incessant domestic labour and poor treatment. It is also embodied in men whose labour force can be exploited to death in the agriculture, building, and hospitality sectors and several other jobs and services. This underground criminality remains poorly understood by the general public, poorly identified by investigative services, and rarely pursued in the courts.

The CCEM's managers, team of employees and volunteers are continuing the actions which make up the fundamental principles of our mission; the prevention, protection of victims, and prosecution of exploiters – in keeping with the fight initiated by Sylvie O'Dy and in honour of her memory.

Bound by a close friendship to Sylvie, the Team and the Board of Directors have put their trust in me to take up the torch. For this I would like to thank them, and I will do my utmost to fulfil this mission.







338 alerts were received and analysed by the CCEM's Reception and Community Service unit. 60% were analysed in-depth and 23% led to an interview. 56 new people were identified and supported as victims of human trafficking for labour exploitation; a slightly lower figure compared to 2022, but one which demonstrates a better understanding of the CCEM's mandate, as 38% of alerts were identified (compared to 33% in 2021). See page 12.

unit assisted 174 people this year. The unit supports victims throughout their recovery via psychological support and empowerment, from providing shelter from their place of exploitation to integrating accommodation facilities and assisting with professional integration. In 2022 the unit underwent an

The psychological and social support

integrating accommodation facilities and assisting with professional integration. In 2022 the unit underwent an important restructuring and reinforcement. At the end of the year a renovation of the emergency shelter apartment was also organised. See page 18.

Integration of the Board of Directors of the European Platform 'La Strada International' (LSI):

- In 2022, the CCEM joined the organisations Lefö and Impact as one of the directors of the LSI platform, which gathers 30 specialised organisations in the fight against trafficking in 25 European countries
- As a member since 2016, the CCEM's
   participation in the Board of Directors allows us
   to continue to make exploitation through labor
   visible (a form of exploitation still little known in
   France and elsewhere).

Continuation of the project related to **Southeast Asian victims** (see p.26):

- Delivered the results of the study to the coordinating partner, the Global Alliance Against Traffic in Women (GAAWT)
- Internal reflection on the participation of beneficiaries in their accompaniment and in the life of the organisation
- Establishing collaborations with journalists from different French media companies
- Setting up advocacy and public awareness campaigns

LEGAL AID

by the CCEM's legal unit. This equates to 86% of our active files. Individuals may be accompanied through criminal, civil or administrative matters, independently or simultaneously. Several great successes have been obtained with regards to compensation for victims. Nevertheless, the CCEM continues to consider possibilities for the improvements of legal proceedings, especially through the work with its lawyers. See page 19.

**ALERT** 

Throughout the year, the CCEM alerted national and international observers to the absence of national coordination and a plan to fight against trafficking. The CCEM also participated in several United Nations, NGO State and platform reports, as well as government meetings with departments. See page 22.

TRAINING & AWARENESS

More than articles and media publications have reached thousands of people, and 37 interventions in France and in Morocco (SAVE project) brought together 1628 participants, 62% which of were professionals. See page 24.

# The CCEM in 2022:

2022, a year synonymous with a progressive return to normal life, has been a particularly noteworthy year for the Comité Contre l'Esclavage Moderne. In fact, whilst continuing to lead supporting work for an ever increasing active file (281 people compared to 262 in 2021), different projects of internal reflection and restructuring were initiated, some of which will continue into 2023.

Since January, the CCEM has known a new momentum, with the renewal of several positions in the Psychological and Social Support Unit, including making a second specialised educator post permanent and a civil service internship mission dedicated to supporting professionals. Today, 4 employees strong (including a Unit co-ordinator and a psychologist), the Psychological and Social Support Unit employs means better adapted to lead its mission of protecting, housing, and supporting victims of human trafficking for labour exploitation.

### January

The CCEM took part in a symposium on the support of victims of human trafficking, organised by the RUELLE association.

### March

The CCEM co-organised and participated in an international symposium, under the Alliance 8.7 and as part of the French Presidency of the European Union.

# February

An information meeting for the SAVE project was organised for Moroccan lawyers, in order to establish lasting relations with partner organisations.

### April

The United Nations'
Special Reporter on
human trafficking
published a noteworthy
report on labour
exploitation in the
agricultural sector.

### May

The CCEM was present in
Brussels with the OCLTI for the
European anti-trafficking
platform meeting, where they
presented a model for cooperation between
organisations and investigative
services.

The CCEM has undertaken a collective work on the definition of its non-profit project and its strategic orientations for the 5 years to come. Thanks to financing from the French Development Agency and Co-ordination SUD, via the Institutional and Organisational Strengthening Fund (FRIO), the CCEM is supported by an external consultant in this work which will last around 18 months. Members of the Board of Directors, employees, volunteers, certain partners, and those receiving support, first led an assessment of the CCEM's actions and the current stakes as well as those to come.

Thus, the first community workshop was organised in June, during which about twenty members put in the effort to reaffirm the vision, values, and missions of the organisation. Subsequently, the thematic work groups ("psychosocial accompaniment", "communication", "governance" etc.) were assembled and highlighted work priorities and strategic orientations for each axis of the organisation's work. The results of the work in these groups will be presented during a second group session, over two days, in January 2023; in addition to making concrete progress on the creation of a final report which will detail the association's project and strategic action plan in June 2023. This initiative comes at a pivotal time in the CCEM's history, which is undergoing a new phase of growth and professionalization.

### June

The CCEM joined the Board of Directors of the non-profit platform 'La Strada International', composed of 30 specialised NGOs in 24 European countries. Having started this work with the support of the "resident, Mrs Sylvie O'Dy, there is also the opportunity to strengthen the links once again between the directors, the employees, and the volunteers and to share the history and the values of the organisation between founders, current teams, and those to come.

# Key highlights of the year

In addition to the community workshop, the month of June was marked by the completion of a photography project in **Morocco** to document the work of our partners in the SAVE project (p.25). The pictures will be used in France and Morocco to communicate about the project and to raise awareness about the fight against human trafficking.

In July, the 2022 edition of the U.S. State Department's annual report highlighted (as it did the previous year), France's failure to protect victims, notably the absence of a national guidance mechanism (p.22).

Moreover, this is a sign of the lack of suitable facilities for victims of trafficking, notably concerning labour exploitation. The Psychological and social support Unit has come up against some major difficulties in terms of housing, throughout the summer period.

A significant number of women were brought to the CCEM's attention, while they were still in exploitation. The CCEM's emergency shelter apartment was still full. It is thanks to a lot of referral work and requesting help from specialised partners in accommodation that the CCEM was able to respond to the successive emergencies. For example, in August, 5 women were removed from exploitation in only 2 weeks, including 2 on the same day.

The lack of accommodation adapted for victims, as regularly pointed out by independent observers (such as the French National Consultative Commission for Human Rights (CNCDH) in 2020 or the European Council in 2021), is linked to the absence of a clear national policy in terms of the fight against trafficking.

And on account of the last plan ending in December 2021, 2022 elapsed without a national action plan against human trafficking. Furthermore, from the end of August, the inter-ministerial mission for the protection of women from violence and the fight against human trafficking, in charge of managing the national frameworks, operated without a Secretary General, for lack of a nomination.

The CCEM, whether alone or as part of the network of specialists, such as the National Collective "Together Against Human Trafficking", did not cease to warn public decisionmakers and international observers of this situation, which appeared to be a disengagement of the French State.

Consequently, and following their repeated demands, the member associations of the National Collective were received by the First Minister's office in December, for the opportunity to convey their concerns and recommendations.

It was therefore a busy end of the year for the CCEM, invested in other advocacy projects (p.22), in the renovation of the emergency shelter apartment (p.18), its training programmes (p.24) and the meeting of its network of lawyers (p.19).

The Secretary General of the MIPROF's (the interministerial mission for the protection of women against violence and the fight against human trafficking) term ended, leaving specialised

### August

The CCEM organised its 1<sup>st</sup> annual party since the pandemic. Employees, managers, volunteers, and those accompanied were able to meet for a lovely time of socialising together.

July

### September

Publication of the International Organisation for Migration's (OIM) report, which stated that there are 50 million people in slavery in the world, with an increase in labour exploitation.

### October

The publication of the study on the profile of victims of human trafficking accompanied by organisations in 2021, by the MIPROF and the SSMSI. Labour exploitation remains the 2<sup>nd</sup> form of exploitation in France.

### November

While the psychological and social support Unit attended the annual seminar of Ac.Sé (the National Network for the Assistance and Protection of Human Trafficking Victims), the Legal Unit and two CCEM lawyers participated in the meeting of the Council of Europe's group of jurists.

### December

The CCEM participated in the 1<sup>st</sup> edition of the "Dizaine des Droits Humains" (10 days for human rights), organised by the Town Hall of the 13<sup>th</sup> Parisian district; with an exhibition of photos from the SAVE project and an event with secondary school classes.

# 02

# CCEM's ACTIONS IN 2022



# Legal support

- 243 people supported
- 99 ongoing criminal cases
- **33** network-member lawyers
- 17 new complaints filed for human trafficking
- 1 441 legal steps carried out by the unit

# Training & Raising awareness

- 37 interventions carried out
- 1 628 direct participants
- **62%** were professionals
- 26% were students
- Creation of a training module on psychological trauma
- +400 brochures on labour laws distributed

# Psychological and social support

- 142 people supported
- 376 individual financial aids distributed
- 1 806 nights at the emergency shelter department
- **168** psychological interviews
- 105 participations in sociocultural outings

# Reception & Identification

- 338 alerts
- 78 in-depth interviews carried out
- **56** new people supported
- **12** people directly removed from places of exploitation.

# **Advocacy**

- Shared observations and worked on the debate on the "Asylum and immigration 2023" bill of law.
- Participation in drawing up the European plan of trafficking prevention in the context of the Russian-Ukrainian conflict.
- Participation in European antitrafficking networks.

•

The CCEM's actions are inter-disciplinary and centred on the victim.

This suggests that any supportive action that is implemented must be undertaken in respect of the victim's rights and include the victim in the making of the decision. No action or step may be taken without their consultation and their agreement.

The values that underpin the daily work of the CCEM are humanism, combativeness, justice and equity, dialogue, and lastly professionalism.

# Identify: the new

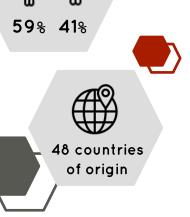
# The Reception and Community Service Unit, the gateway to the organisation

The Reception and Community Service Unit receives alerts about potential victims on a daily basis. It is thus their first contact with the organisation. Each situation is studied according to a process which has been refined over the years and which allows an analysis which is both individualised and meticulous, based on the "indices of identification" and a recognised in-house expertise. The unit's action necessitates the meeting of legal, social, and psychological experts.

The process of analysis is carried out in three distinct steps: the collection of the initially available information, an in-depth study through a written questionnaire, and direct interaction with the potential victim through an interview. The process cannot be followed without the preliminary agreement of the potential victim, and is adapted in accordance with their needs, emergencies, or circumstances of exploitation.

Trafficking for labour exploitation is not only a grave violation of labour laws but a violation of individuals' dignity. Numerous elements come into play; the workload, the living conditions, the discrimination suffered, the degree of the person's freedom and independence etc.

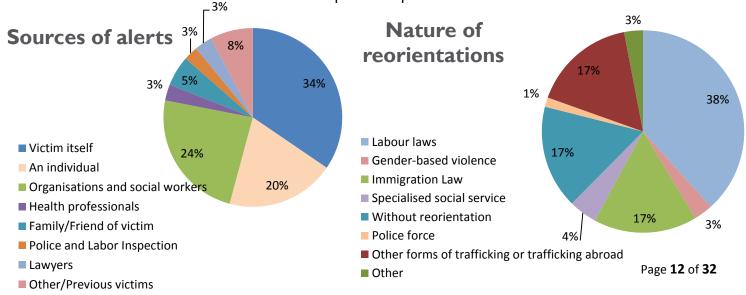
In 2022, **338** alerts were received and analysed, compared to 405 in 2021. A decrease notably due to the fact that the CCEM was not called upon for any dossier of great scope this year... 60% of alerts were studied in depth by questionnaire and 23% were followed until the step of direct interaction with the victim. The proportions which are far greater than those of 2021, suggest a better understanding of the CCEM's mandate. Moreover, a larger number of people who were ultimately unidentified as victims of trafficking were redirected towards labour law (38% in 2022 compared to 33% in 2021).



338 alerts

### Sources of the alerts and nature of reorientations in 2022

Alerts come from several different sources, both professionals and individuals. In each case, the link with the "signaller" is extremely important for allowing the collection of information, to give them confidence and to have a link with the potential victim. The people who are not supported by the CCEM in the end are redirected towards structures which are better adapted to respond to their needs.



# people supported

# Sources of alerts of the new people supported

Of the 338 alerts that were analysed, 56 people (16%) of the situations resulted in support by the CCEM. This proportion is slightly higher in comparison to the previous year. Of these 56 people, 13% reported their situation themselves, often after receiving advice from a third person or from professionals without any established link being with the CCEM. 11% were reported by lawyers, 27% by social workers and 14% by individuals such as neighbours, passers-by or friends or family of the victim. Finally, 34% were accompanied by other people who were either currently or previously supported themselves.

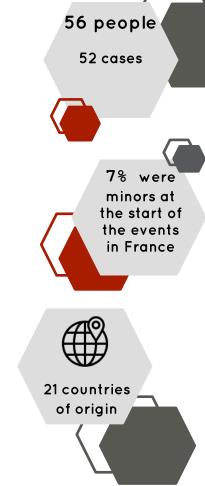
The year 2022 saw an increase of alerts of women of Filipino nationality (20 new supports), all except one from compatriots, especially other women having been victims of trafficking and still close to or supported by the CCEM. This year, the Philippines are the first country of origin of newly supported victims and the third country of origin of the whole active file.

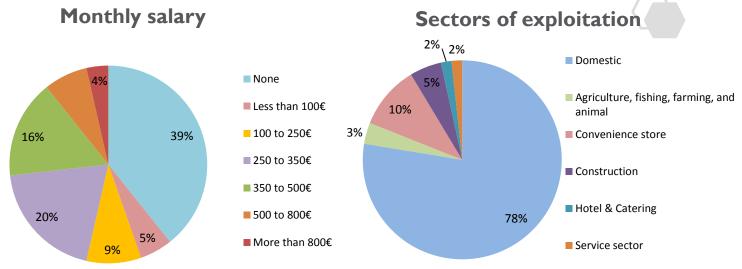
# Work and life conditions of the new supported victims

78% of people were above 26 years old when they arrived at the CCEM, 26-35 year-olds making up 20% of them. However, 7% were minors at their outset in France and 23% were under 26 years old. This demonstrates that the average duration of exploitation in France is 3 years and several months and highlights the difficulties of the victims in finding aid adapted to help them leave exploitation.

In terms of the work and life conditions, 89% were working more than 12 hours a day (more than 14 hours on average for the 56 new victims) and 73% of victims earned less than 350€ a month. 100% were directly dependant on their exploiter for their housing, of which 91% were "housed" in exactly the same place as they were working.

63% of victims were kept under control through false promises of salary, housing (55%) or papers (21%). 91% faced psychological violence, 34% of whom faced specific physical violence





# Support : the profiles of





The total active file in 2022 was 281 people accompanied, compared to 262 people in 2021. If it is not possible to observe a similar increase to that experienced between 2020 and 2021 (+30%), it is because fewer collective dossiers were identified, but also because a larger number of accompaniments ended on the eve of 2022.

This is firstly explained by a better seizing of independence. The end of lockdowns, curfews and restrictions in certain economic sectors allowed a number of people who could have been independent from the CCEM's support since 2020, to return to (or access) work. At the same time internal work on the strengthening of partnerships and independence training were carried out, especially by the psychosocial unit.

However, some endings of support work were simply the result of the impossibility of advancing some legal cases, or people's disinterest and discouragement with their legal proceedings, as it is not uncommon that they don't hear anything for 3 or even 4 years...



### Profiles of supported people and how their exploitation began.

Like last year, the top three countries of origin are Morocco (16%), the Ivory Coast (14%) and the Philippines (13%).

Concerning people's ages at the time of their identification and the start of their care, one third were 26-35 years old and one third were 36-45 years old, which on the whole corresponds to their ages at the time of their exploitation in France. However, 31% had been exploited before they were 25 years old (9% of minors).

65% of people fell into exploitation or were kept there through the promise of accommodation (highlighting the current housing crisis, for French people as well as foreigners); 72% following a promise of salary and 40%, the promise of papers.



### M's escape at the Nice airport

M is from the Philippines. In 2014 she immigrated to the Gulf as a domestic worker. There she was in the service of the family of a wealthy and capricious woman, who entertained guests every night and did not hesitate to withhold the salaries of her employees if she was not satisfied with their work. Considered to be her boss' "favourite", M accompanied her on her trips, including to the south of France since 2019.

In 2022 the family was spending the summer in the south of France. Exhausted by her work and the almost daily humiliations, M decided to escape when she and her employers were waiting to board the plane supposed to take them back to the Gulf. Her brainwave? She would have her passport temporarily returned...

M excused herself, claiming to go to the toilets, where she tried to alter her appearance by changing her clothes before discretely going to a kiosk and asking the vendors to help her hide. They took her to a store and informed airport security of the situation. M was immediately received by the Border Police who explained her rights, offered a visit to a doctor, and assured her that she would be accommodated for the nights to come. Thanks to the Filipino community, she came to Paris several days later and was identified by volunteers for the CCEM. At the end of 2022, she was preparing to make a file a formal complaint against her former employers.

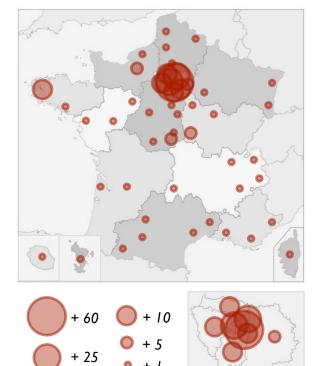
# the active file in 2022

# The assertion of a national presence and interventions in all economic sectors

The data from 2022 confirms a trend observed since 2020 ... an ever-increasing emergence of cases outside the lle de France region. If since its creation, the work of the CCEM was national, it is clear that it is more and more frequently called upon by the Centre Val-de-Loire, the Bourgogne-Franche-Comté and the Occitanie regions.

This evolution is directly related to the economic sectors involved in trafficking for labour. Last year, we were already bringing the "collective" files to light, usually occurring in the agriculture sector. In 2022 several (male) victims reported having been exploited in "estates", such as small castles or manors, often open to tourism or turned into guesthouses. Remote and far from urban centres, sometimes trapped by the impossibility to escape, they were housed in often dilapidated or badly equipped outhouses, and were responsible for the maintenance of the parks, animals, garden furniture and also the gardening, cleaning etc.

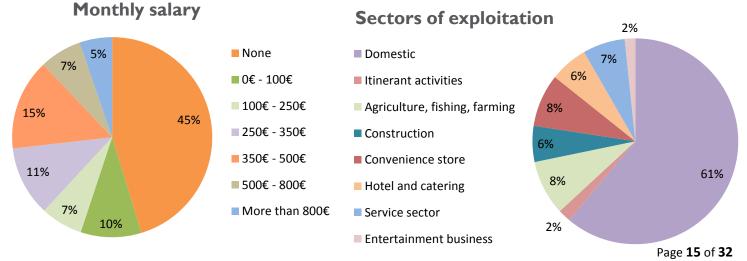
# Lieux d'exploitation en France



**Ile-de-France** 

The conditions of exploitation change little, except that a greater proportion of victims receive wages, if this can be considered as such given the hours they worked...

- An average workload of 14.5 hours a day, 7 days a week, for the vast majority.
- A dependence on the exploiter for accommodation **in 94% of cases** (victims lived at their place of work, with their exploiter or in a third (-party) place made available and controlled by the exploiter).
- A total absence of salary for 45% of victims; 17% received less than 100€ a month and 19% received between 100€ and 350€ a month.
- An average length of exploitation of 36 months, with an average of 34 months for women and 44 months for men; noting that 19% of victims were exploited for more than 5 years (68% of whom were women).



# Protect: the

The CCEM's psychosocial support works for victims' security, their access to socio-economic rights and to independence. The unit acts in two temporalities; emergency and integration. In terms of the former, it works to allow beneficiaries to meet their needs: food, clothing, travel to appointments, accommodation, emergency care etc. With regards to the latter, it is an issue of integration and inclusion in the society concerned: learning the language, training, professional integration, access to long term accommodation or housing etc.

In 2022 the unit underwent re-organisation with the recruitment of a unit co-ordinator, responsible for the effective functioning of the unit, passing on information from the field, and getting involved in the advocacy actions specific to the challenges of the medical-social sector. The unit also benefitted from having an intern and a civil service volunteer, who supported the caring of victims and the organisation of socio-cultural outings. More visible than before in instances of advocacy and exchanges with the concerned public institutions, the CCEM received funding from the DRIHL for the first time (after 7 years of requests)! This is a welcome and normally lasting aid which will give the whole team certain serenity and most importantly will allow the perpetuation of the shelter of victims.

**142 people** were supported by the psychosocial unit, of which 77% were women. Driven by the new psychosocial team, the care in 2022 was principally focused on the empowerment of victims, and the creation and the strengthening of partnerships, as well as professional integration. Despite this wish, a substantial amount of time was spent researching solutions for shelter and emergency housing (see page opposite).

Moreover, at the end of the year, significant renovation work began on the CCEM's emergency shelter apartment; a real challenge since its occupation tax has increased by 37%. Beyond maintenance touch-ups and routine repairs, the objective of the work was to rid the apartment of the recent bedbug arrival. Come back in 2023 to see the results!



1944 emergency overnight for 22 victims including 1806 in the emergency shelter (14 women) et 138 in a hotel (8 people including 4 women with children!):

- 27 applications for accommodation made through the SIAO 23 of which were successful
- **6** people housed in emergency shelter via associative partners and citizen accommodation (AFJ Association, Utopia 56)
- **8** DAHO/DALO procedure inquiries (3 favourable responses)
- **15** follow ups of social accommodation applications ( $1^{st}$  inquiry and renewal)



376 individual financial aids given to victims, of which 137 were distributed the day after leaving exploitation (to first-time recipients).

- 46 food financial aids for first-time recipients
- **91** transportation assistances for first-time recipients
- **136** exceptional aids (travel expenses related to the follow-up of legal procedures, hearings, tax stamps, passports, lawyers, health etc.)
- 103 service vouchers (Abbé Pierre Foundation)



- 52 people supported in finding professional integration
- **8** people have found a job and 6 have received training
  - 7 people have started French courses



75 cases of opening and maintaining healthcare rights

**18** new applications for State Medical Assistance (AME) and **17** renewals

23 new applications for Universal Health Coverage (CMU) and 17 renewals



130 beneficiaries of an administrative address (27 of which are new) and:

606 mail collection visits

1476 letters received and distributed

# psycho-social unit

# The persisting difficulties in accessing accommodation

Even though the psychosocial unit detailed the problems it was facing with regards to the shelter and housing of victims in their annual report in 2021, we must admit that in 2022 the shelter needs have remained significant and are not always able to be filled.

# Thus, the number of nights spent in social hotels paid for by the CCEM has undergone an increase of 42%!

This involves the lack of flexible solutions for extracting of people with disabilities, women with children, and even men (although not concerned by 2022) from exploitation. Of the 8 women lodged in hotels this year, 4 had children with them. Despite several specific financial aids, the CCEM cannot cover these nights, and a disabled woman whose mobility is reduced had to be lodged in the emergency shelter apartment after leaving exploitation, despite the fact that it is not adapted since it is a duplex. The woman was not able to freely make the most of her new freedom as she had to anticipate her movements even within the apartment until she could move to an adapted centre a few weeks later...

This problem of women being exploited whilst being accompanied by their children (who are generally very young) also poses the question of the children's exposure to bad treatment inflicted on their mothers, then the successive moving inflicted on them, from one social hotel to another etc. True ricochet victims, they can present with emotional or educational difficulties.

# Creating links through social gatherings

As they do every year, the psychosocial unit, including interns and civil servic volunteers, proposed numerous opportunities for meetings and exchanges with victims in being accompanied. 105 participants were involved in 18 activities.

Amongst them, 10 children joined their parents for picnics, dinners at the community restaurant Le Refettorio, museum visits or guided walks in Paris. So many essential moments for the well-being of those accompanied, and which are rare opportunities for the aforementioned to meet each other and end any loneliness that they find themselves in.

### Recommendation n° 10 :

The National Consultative Human Commission for (CNCDH) recommends putting in place a real policy of housing victims of trafficking, regardless of gender, from the first phase of identification of potential victims, and during all the proceedings and beyond, particularly to guarantee them the right to accommodation. For CNCDH recommends the increasing the hosting capacity and services for care.

National Consultative Commission for Human Rights, opinion on human trafficking for economic exploitation. October 2020.

# N and R, given emergency shelter in a social hotel

N arrived in France in January 2022, after having fled from violent domestic abuse. After becoming pregnant during her migratory journey, she gave birth to her child R, at sea. In France she thought she could find refuge with her aunt in Paris, who promised to accommodate her and to help her to request asylum. However, from her arrival in Paris, she ended up in 6am to 10pm workdays. Fed once a day, N was regularly beaten and her asylum seeker's allowance was confiscated.

A friend of N, with who she was in contact via social media, advised her to contact the CCEM. As soon as she had the opportunity, N ran away with her baby. Immediately given shelter in a hotel, she was able to move into a 115 hotel two weeks later. Today she has taken control of her request for asylum and benefits from a holistic accompaniment from the CCEM, including psychological and parental support.

Alina's testimonee, extract from « Entretiens libres » by the CCEM, episode 7

# Support towards the healing of the body and spirit: psychological support

Making the part-time psychologist post within the team permanent, especially thanks to support from the Foundation of France, has definitely confirmed the need for evaluation and psychological monitoring within the organisation, and the need to continue to improve the holistic care of victims. The psychological perspective and input within the team deepens the interdisciplinary dimension of the work lead; the psychologist's participation in weekly team meetings and the Psychological and Social Support Unit meetings shines a new light on the situations people experience.

In the work of the Psychological and Social Support Unit, the psychologist's work is part of a double temporality; the immediate (or even emergency) internal care, and redirection towards specialised services. In both of these cases, she brings a solution to the service overcrowding and waiting times. Likewise, everything starts with an evaluation of the situation (via a meeting or a phone call), and it is only following this that the subsequent strategy is determined. For those having been monitored internally, the orientation is considered once they are deemed "ready".

In addition, when several care structures are employed in the accompaniment of one person (psychologist, psychiatrist, general doctor, for example), the internal presence of a psychologist contributes to effective coordination of care by centralising the beneficiary's information and ensuring that the aforementioned understands their different follow ups and is able to engage in them fully. In fact, the psychological care cannot be separated from the physical care (and vice versa), and the psychologist therefore serves as a "health consultant" within the team.

168 consultations, 17 of which were evaluations/explorative interviews.

33 beneficiaries of action.

14 beneficiaries of redirection to other psychological services

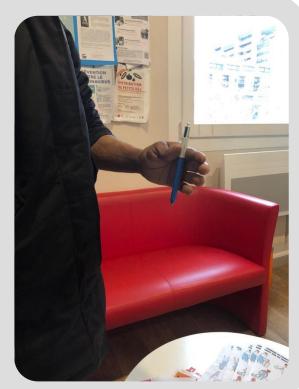
7 beneficiaries of psychological support in connection with legal hearings (TJ, OFPRA, CNDA etc.)

'N' is from West Africa. Arriving in France at 23 years old, he was exploited by a 'BTP' business for almost 2 years until a terrible work accident caused him to lose 3 of his fingers on his left hand.

Accompanied since October 2021, his situation unites all the facets of the CCEM's accompaniment: accommodation; housing; literacy; physical, psychiatric, and psychological care; legal, administrative, and civil rights, everyday education...

To help him, the psychologist formed a network of professionals and specialists to help him in his mental and physical restoration and reconstruction.

Since I received this prosthetic, I re-entered the world as a new man. I am full of joy."



フフ

# Seeking justice: the legal

Armed with four jurists and supported by a network made up of 35 voluntary lawyers, the CCEM's legal unit represents the specialised nature and primary expertise of the organisation, having been founded with the mission of making known and respecting the rights of victims. Having the passing on of knowledge and training at heart, the legal unit welcomes legal interns every year.

In 2022, the unit accompanied **243** people. 34% were men and 66% were women, noting that nearly a quarter of them were monitored for more than 5 years. This testifies to the length of legal proceedings in France, which is worsened by difficulties specific to victims of trafficking for labour exploitation (lack of evidence, closed door homes, lack of knowledge of the offence of trafficking for labour exploitation, the social and cultural isolation of victims, difficulty verbalising their account due to psychological trauma etc.).

Legal support, like psychosocial support begins with an assessment of the situation involving listening to the victim as well as informing them of their rights. Since 2019, a "legal information point" was made available to all people accompanied by the CCEM, including those for whom no legal support will be put in place a priori.

This is generally followed by the "hearing" phase, during which the victim's account is re-established and transcribed in writing. For those in legal or asylum proceedings, this allows the identification of evidence and potential witnesses. It highlights the constitutive elements of the offences concerned and avoids the victim having to repeat their story.

The jurists therefore organise all the monitoring of criminal, civil and administrative procedures, before all jurisdictions. One or several lawyers are recruited for each case and work closely with the referent jurist, in collaboration with the victim, to define the contentious strategy and follow the case.



# 99 pending criminal proceedings\*

- 71 preliminary inquiries/investigations
- 6 initial trial hearings
- 8 hearings at the Court of Appeal
- 2 decisions by the Court of Cassation



# 7 civil proceedings relating to compensation \*

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

# 15 people involved in asylum and international protection

- 8 pending asylum applications to the OFPRA
- **5** hearings before the National Asylum Court (CNDA).
- 5 subsidiary protections granted
- 2 refugee statuses granted



# 20 proceedings before the Conseil des Prud'hommes \*

- 5 new referrals
- 9 pending first-instance proceedings
- I first-instance verdict
- 5 appeal proceedings



# 9 people involved in other civil proceedings

In particular, divorces in cases on servile marriage(s).



# 166 people assisted in legalising their administrative situation

- 17 people obtained a 1st L425-I permit
- 40 beneficiaries of an L425-I permit
- **78** beneficiaries of other permits or vouchers (12 of which were first time permits/vouchers)
- 5 proceedings before the administrative

# A look back at some key cases in 2022

Contrary to past years, the CCEM has made the choice to only highlight two specific cases. To keep up to date on the progress of cases, you can subscribe to the trimestral newsletter via the Committee's website (the past years' numbers are also available on the website) or follow the organisation on Facebook and Twitter.

### 14 years after filing her complaint, Mrs A was finally heard by a tribunal.

Mrs A's long judicial process started in 2008, after running away from the house, where she said that she worked since 2005 for around 70€ a month, every day of the week, around 19 hours a day. Directed to the CCEM by a private individual, she filed a complaint a few months later. Following an initial dismissal without further action, an investigation was opened at Mrs A's request in 2011. At this time, she was housed at the CCEM's emergency shelter apartment and taking literacy classes.

In 2016, the judge ended the investigation, and the case was sent back to the court for 4 offences connected to labour laws. Nevertheless, a dismissal was pronounced for the submitted offences concerning the working conditions and unfit housing. This partial dismissal was contested as far as the Court of Cassation, which was found in Mrs A's favour and referred the case back to the Investigating Chamber of the Paris Court of Appeal.

In 2021, the aforementioned determined that for the period before 2007, the facts are to be tried as submission to unfit working and accommodation conditions, but that for the rest of the period; they must be tried for human trafficking. Finally, on 14th November 2022, Mrs A could make her voice heard in front of the accused couple and before the judges of the judicial tribunal of Nanterre. In December, the couple was convicted for human trafficking, amongst other things, with a sentence of 18 months of probationary suspension, prohibited from contacting the victim and damages, and compensation and interest. They nevertheless appealed this decision.

This first victory for Mrs A and the CCEM, which included a civil aspect, is a testimony to the in-depth work and the long-term endeavours led by the Legal Unit. Despite changes to the team, the proceedings are continuing and paradoxically, each obstacle passed is an opportunity to refine the court's interpretation of the offence of human trafficking.



Article published in Le Parisien le 15/12/2022

### "Life in Paris"; an affair that became a textbook case in France and in Europe.

Presented in the 2020 Annual Report (p.17), the "Life in Paris" case (named after the accused organisation) concerned approximately fifty victims who were exploited by an administrative housing organisation. Under the pretext of a voluntary activity which would eventually enable participants (who lacked papers) to receive their necessary papers, they carried out varied administrative tasks 6 days a week, from morning to night for a practically inexistent "bonus". Dependant on the organisation for all their needs, a system of extortion and control was maintained over victims by the president of the organisation.

Following a joint investigation by the Central Office of Combat against Illegal Work (OCLTI) and the Work Inspection (which directed 17 of the most vulnerable and at-risk victims to the CCEM), the organisation was convicted on 10<sup>th</sup> June last year, notably for aggravated human trafficking.

Unusual for the industry sector concerned, yet equally the modus operandi and control exercised (the victims feeling particularly valued by this voluntary status), the case was the subject of a "purple notice" from the OCLTI to Interpol, in order to alert the European police services to this type of operating procedure. It is also a case study used frequently in the training led by the Work Inspection, the OCLTI and the CCEM.

# Invisible amongst the invisible; exploited in diplomat's homes.



Undeniably, cases of human trafficking for labour exploitation occur in all economic sectors and every social background, sometimes, in the most affluent and powerful households. It is the case, for example, in the homes of diplomats, who benefit from diverse immunities. Already unreachable by Work Inspection services, this is also the case for law enforcement agencies... Invisible amongst the invisible, the victims of this type of case are perfectly aware of the special statuses which their employers benefit from; thus, the control exercised on them is only intensified.

In 2021 these victims represented 5% of the complete active file (and 8% of those newly in care) and nearly a third of them were identified at the end of the year. Their care thus started in 2022. On the whole, it is a complex process.

For example, in the case of Mrs B, her diplomat employer had worked in France with a special residence permit, directly dependant on the Minister of Europe and Foreign Affairs. What followed for Mrs B was a difficult journey of fighting to obtain her residence permits L-425-I from the Prefecture, designed for victims of trafficking currently filing a complaint. The administrative maze that she traversed kept her in a precarious position, both administratively and financially.

"In 2021, my employer who is a diplomat from \*\*\*\* brought me here to France to work for his family. But he did not pay me a fair salary, including all my work during the night. My compatriots helped me to contact the CCEM who supported me. They gave me a temporary place to stay and a small financial aid as I wasn't working. I am grateful for them; they also helped me to get a new residence permit."

Mrs B., testimony received in April 2023



It is within this context that the CCEM renewed its requests for a meeting with the relevant departments of the Minister of Europe and Foreign Affairs, which has remained unanswered since 2018. The objective of this exchange is two-fold; to examine these identified situations of trafficking and to put in place a partnership for a better protection as well as preventative measures.



### A business meeting of the CCEM's network of voluntary lawyers

In December, the Legal Unit organised a meeting of its active voluntary lawyers in criminal law, work, and compensation fields. The goal was to share their expertise in order to improve legal strategies. Indeed, while the CCEM is trying to have the facts recognised before the Conseil des Prud'hommes (and thus re-establish the victims' status as workers, and obtain payslips and a history of contributions to open up all of their socioeconomic rights), the limitation periods and appeals linked to these proceedings are completely different to those of criminal proceedings. A true co-ordination of the different proceedings is thus necessary for each case.

Similarly, compensation (see p.18 of the 2021 Annual Report) is at the intersection of civil and criminal law, and generally takes place at the end of proceedings. When the calculation of damages is mainly based on the psychosocial elements, how can we best prepare these claims for compensation, as early as the day after the exploitation, which is sometimes 10 to 15 years before the exploiter's definitive conviction?

It is this problem that 12 lawyers, the members of the legal unit and the coordinator of the psychosocial unit are addressing. Several plans have emerged and will be put in place from the year 2023.

The CCEM thanks its lawyers, some of whom have worked alongside the organisation for almost 20 years. We particularly thank HMN Partners, the cabinet where Ms Juliette Vogel (who is also a member of the Board of Directors) is associated and who hosted the meeting.

# Raising awareness: our advocacy

# The CCEM's presentation before national rapporteurs at a European level

As a member of the European NGO platform against human trafficking, the CCEM was the only organisation to take part in the meeting with national European reporters in May 2022, organised specifically on the theme of labour exploitation and as part of the French Presidency of the European Union. Along with the OCLTI, the CCEM presented co-operation actions between civil society and investigative services. It was a unique occasion to shine a light on the role of organisations in victims' protection and the complementary work led by institutional services despite the lack of means accorded to this form of exploitation.

# Observations on the bill to "control immigration, improve integration".

In response to an umpteenth CESEDA reform, beyond participating in a collective associations' reflection by the National Collective Ensemble against trafficking, the CCEM shared its written observations with the Ministry of the Interior, following a meeting organised by the latter. They especially called:

- To make better information available for new arrivals, in their language, on their rights and the risks of trafficking for labour exploitation, particularly amongst seasonal workers or those waiting for special residence permits issued by the MEAE (see p. 21).
- To open access to multi-year residence permits for victims of trafficking, especially given the length of criminal proceedings.
- To withdraw trafficking victims seeking asylum from fast-track proceedings, a recurring problem due to the particularly short timeframe within which the asylum application must be filed.
- To guarantee places of accommodation for male victims of trafficking, especially as part of the "Vulnerability Plan".
- To train prefecture and OFII officials about human trafficking, as well as all other administrative officials who might be in contact with a potential victim.

Le CCEM a l'intention de rédiger et diffuser des propositions d'amendements du projet aux parlementaires, dans la suite du processus législatif (voir sur le site internet « Pour aller plus loin » ; « Nos publications »).

### Participation in the CNCDH's evaluative report of the second National Plan against trafficking.

As part of the preparation of an evaluative report of the second National Plan against trafficking (2019-2021) in France, the CNCDH heard the members of the National Collective Ensemble against Trafficking in November. The Committee highlighted the difficulties met in making the rights of victims of labour exploitation trafficking known, and in applying the law in an effective way, including the other forms of exploitation. It also underlined the lack of available means and State Protection for organisations and investigative services. The CNCDH's report will be published in 2023.

### A European plan to prevent trafficking in the context of the Russian-Ukrainian Conflict

Following Russian aggression in Ukraine and in line with the humanitarian sector's mobilisation, the European Commission's anti-trafficking team developed a strategic plan, in which the CCEM participated significantly. It notably translated and distributed its information brochure on French labour laws in Ukrainian and Russian (see the website section "Outils de prevention").







# work in France and Europe

# Advocacy for a MIPROF equipped with concrete means and an effective national strategy

Worried about the insufficient resources allocated to the MIPROF and the non-renewal of the Secretary General's term before the end of the year, the CCEM raised awareness several times as to the lack of political motivation necessary to reinforce the role of national coordinator; especially within different regional bodies such as the Council of Europe, the European Commission, or the associative platform La Strada International (LSI). Simultaneously, it called attention to the fact that the Second National Plan against trafficking which expired in December 2021, had not been renewed, in addition to having been the subject (as the CNCDH's work already tends to demonstrate) of inoperable implementation with regards to measures relative to labour exploitation. This is despite the fact that France adopted a national strategy to fight against forced labour and child labour in 2021, as part of its membership of Alliance 8.7 and its designation as a "pioneering country" ...

### Participation in specialized networks to protect the rights of victims

In June, after being an active member since 2016, the CCEM became a member of the LSI. With this platform the CCEM took part in evaluative proceedings and revision of the European Directive against trafficking, in a study visit to Italy and in 2 specialised regional events in Serbia and Cyprus organised by the Council of Europe. The CCEM respectively shared its expertise on co-operation with investigative services and victims' compensation. As a member of the Board of Directors of the LSI, the CCEM is further engaged in the reflection and work led for victims' protection and the application of law at a European and even global level.

The CCEM is also a member of the Platform of French NGOs for Human Rights, the first collaboration space for the reinforcement of the skills of French organisations working internationally and specialised in defending rights.

The CCEM is especially mobilised as part of the national collective "Ensemble against human trafficking" of which it is one of the founders and which today unites 28 French organisations involved in the fight against trafficking. With the aim of ensuring that the issue of labour exploitation is never absent from debates, it actively follows the various projects carried out. In 2022, the collective advocacy focused in particular on: the State's lack of engagement, their absence of a national mechanism, a national plan, and the national co-ordination via the MIPROF. At the end of the year, a delegation from the Collective including the CCEM met three advisers from the Prime Minister's office.

In 2022, the CCEM stepped up its participation in the COHAL network, a group of organisations working within the accommodation and access to housing in Paris. This engagement, allowed by the new presence of the psychosocial unit's co-ordinator, contributes to making the victims' problems known.

### The CCEM advocates for:

- The adoption of a national identification and reorientation mechanism for victims of trafficking, aimed at the collaboration between institutions and specialised associations.
- A better training for professionals on trafficking for labour exploitation, in order to better identify victims.
- Better protection of victims, especially in terms of access to accommodation and psychological and psychiatric care.
- The separation of victim protection from legal proceedings.
- A better understanding of the proceedings of the crime of trafficking.
- A better information for victims on their legal proceedings.



# Informing: educating and providing

# Informing through national and local media

Since its creation, the CCEM has been focused in its mission of denouncing slavery practices through the path of the press. In 2022, the CCEM deepened its relationships with certain media and undertook long term work, for example with the newspaper *Libération* (see page 26). There are more than 60 articles on the cases or global action of the CCEM which have appeared in the written press (*Le Parisien*, *Le Télégramme*, *Le Monde*, *Vice*, *Le Figaro*, *Ouest France* etc.) This year, the CCEM has further tried to mobilise local papers in order to relay the verdicts of cases outside the lle-de-France region, such as the case of Moroccan workers in Normandy.

The CCEM also responds to requests for audio-visual interviews and is also involved in television and radio, even internet programmes.



### Acting alongside citizens and professionals

Like every year, the CCEM continued to respond to requests for interventions received from school institutions, cultural associations or professional organisations acting in the field of care for people in precarious or violent situations. The training carried out in partnership with the Central Office for the Fight against Illegal Work and the Work Inspection is also pursued.

In 2022, 1628 people, of whom 68% were professionals, directly participated in 37 interventions, of which 167 were professionals of investigative services or work inspection. This represents an increase of more than 38% compared to last year! And this was despite an absence of finance dedicated to this action.

In December, the psychologist worked with investigating officers from the Grand Est region for the first time. Her training module, created for the occasion, is an introduction to psychological trauma to allow these officers to better understand the lived reality of victims trafficked for labour exploitation.





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# training in France and elsewhere



SAVE Continuation of the SAVE project in Morocco; strengthening work

Launched in January 2019, the SAVE project's goal was to train 5 Moroccan organisations to identity victims of trafficking for labour exploitation and to support them, particularly at the legal level, thanks to an unprecedented law adopted by the kingdom in 2016. After 3 years of rigorous work on the identification of victims and following specific training in legal support, the partner organisations continue their daily work alongside identified potential victims, providing adapted and specific social and legal monitoring within the framework of the law 27-14.

At the end of 2022, following 285 reports, 252 victims were identified and supported, 112 of which in 2022.

The "SAVE network", formed by partner organisations continues to grow in strength through sharing and exchange work. At its request, **3 inter-partner visits took place in 2022**. These allowed each organisation to help people discover its environment, context, and local partners. As well as promoting a better mutual understanding of specialised actors (voluntary or institutional), the project contributes to a long-term strengthening of the fight against human trafficking in Morocco.

2 follow-up visits to Morocco were carried out by the CCEM in February and June. One presented an opportunity to organise an information meeting for a dozen Moroccan lawyers, with a view to working closely with partners. The other, to take photos with each organisation, thanks to the arrival of a voluntary photographer for the CCEM. The first exhibition of the shots was organised in December for the I3<sup>th</sup> Parisian district's Town Hall's Ten Days for Human Rights initiative.

This year again, our partners' numerous awareness and communication actions – with different audiences (women, children, partner associations) – have made the phenomenon of trafficking in Morocco a bit more visible to more than 200 direct participants. The partners are now recognised as associations of reference on the theme.

At the end of 2022, the results of the SAVE project allow us to think about an inter-partnership and inter-actor collaboration in Morocco in the long term. In addition to the location and accompaniment of victims, the partners seem to have established solid bases to continue to work in co-operation by pooling expertise and sharing experiences and resources.

285 alerts received

188 recipients of direct material aid

576 participants in local awareness actions

252 supported victims 112 of which were new in 2022:

89% were Moroccan

77% were women

88% were minors at the beginning of facts

Most of them were exploited through domestic labour and forced begging.



A training session on trafficking in Agadir in June 2022, during the visit of the photographer, alongside our partner 'Voices of Moroccan Women'.







# Encouraging the participation of supported people

# Progress of the "From Southeast Asia to Europe" project

Begun in 2020 in partnership with the Global Alliance Against Traffic in Women (a dozen other associations in Europe and Asia), the project aims to better understand the trajectories of women from Southeast Asia who are exploited in Europe, and to encourage their social integration in host European countries, both through

empowerment and through communication and advocacy actions.

Whilst less visible than other actions or supported projects, this initiative comes at an opportune time for the CCEM, which is, as previously explained, facing an increase in the number of people from Asia, especially from the Philippines, and is reflecting on the spaces of participation of those in the CCEM's care (see the 2021 Annual Report).

Thus, a first phase of research was carried out from November 2020 to February 2021, during which more than twenty victims were surveyed on their feelings regarding integration in France, support from the CCEM, their relationships with different support services or French institutions etc. In step with the participatory approach of the project, presentation workshops on this were organised with the participants, to ensure their adherence to the approach and to hear their potential propositions.

After a presentation of the results of studies led by each partner of the project in Bangkok in May 2022, the CCEM drew up different advocacy actions (see page opposite), based on the participation of those supported. These will continue in 2023.

Participate in an exhibition at the National Museum of the History of Immigration!

Imagine a space for the participation of beneficiaries within the CCEM (see below)

Establish collaboration with different French media companies, via which the beneficiaries can express themselves in confidence and contribute to determining the focus of articles.

Improve information on people's rights through translating the prevention brochure into different Asian languages and distributing it amongst community associations.



### Creation of a "Community Committee"

Following several years of reflection, in 2022 the CCEM truly set about laying the groundwork for the future of the Community Committee, whose objective is to promote the participation of those being accompanied by the organisation, firstly within the organisation, but also more generally of those in society and in the fight against trafficking.

Thanks to a dedicated group (as part of the work on the association's project, see page 8), the waiting times, the functioning, and the objectives of the "CVA" were able to be refined and detailed. Concerning the objectives, it is particularly a question of:

- Enriching the practices of the CCEM through feedback on the quality of support and the desires of beneficiaries (social, legal or advocacy actions).
- Strengthening the links and exchanges between the beneficiaries and the team, and intergenerational sharing of knowledge between those accompanied.
- Giving beneficiaries the opportunity to take confidence in them by taking part in meetings and gettogethers etc. and thus strengthening their independence and capacity to act.

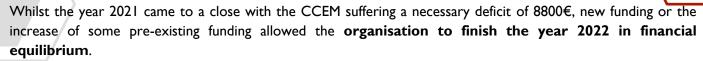
# 03

# CCEM's RESOURCES





# CCEM's resources

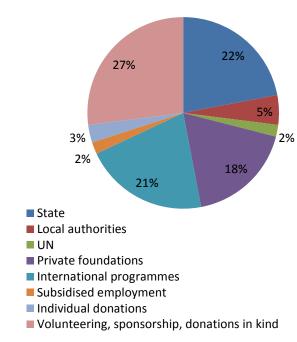


Several factors can explain this positive development. Firstly, the unstable situation in 2021 pushed the CCEM to further increase its applications for funding to both public and private funding bodies; a time-consuming activity which does not guarantee new resources. Notified, several private foundations and certain institutional financers were thus able to re-evaluate grant amounts and financial contributions. It is possible to believe that, with a slight delay, the funding bodies have adapted and recognised the growth and restructuring phase undertaken by the CCEM during recent years. It could also be seen as the recognition of the expert work it has been carrying out for almost 30 years.

### Financial resources

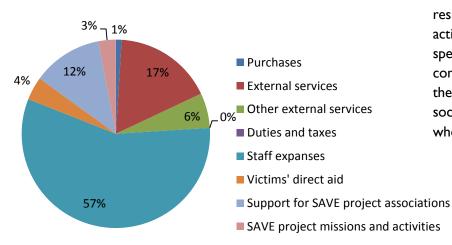
Thus, the global budget experienced a significant and life-saving increase, from 900 795€ in 2021 to 1 043 093€ in 2022. As explained below, this is primarily due to the support of private foundations and an increase in national public grants (State via ministries), which represents 22% of the budget compared to 20% in 2021.

As in the previous years, volunteering (including sponsorship and donations in kind) represents over a quarter of the budget. This includes for example: translators; SNCF reductions; or free reservations of hotel rooms to accommodate the travel of members of the organisation, donations of technological equipment, free access to specialised research engines etc. (see page 31).



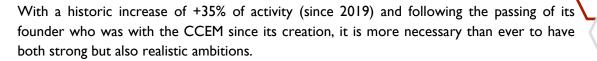
### **Expenses**

The CCEM's financial resources are allocated first and foremost to the operational working of direct support for victims; 57% of the budget is dedicated to human resources and 10% to direct financial aids for victims and to the operation of the emergency shelter apartment. Other categories of cost can also include costs linked to accompaniment (lodging, telephone lines etc.).



The easing of the pandemic and the resumption of beneficiaries' professional activities brought about a decrease in the spending on direct financial aids (29 828€ compared to 48 563€ in 2021). However, the share dedicated to sheltering victims in social hotels increased, bordering on 6 700€ when it was only I 716€ in 2021.

# Prospects for 2023



Strong because what is at stake is human trafficking for labour exploitation and its consequences on the lives of victims, and the very history of the CCEM demands it. In addition, the year 2023 will mark the beginning of preparations for the 30<sup>th</sup> anniversary of the organisation in 2024. Realistic, because in this great period of change it is right to be wise and to not act outside one's means. The outlooks therefore reflect this necessity to take time to best prepare ourselves to tackle the recent developments and those to come.

### Continued reflection on the association's project and strategic orientations:

The collective work on the revision of the association's project and the orientations for the 5 years to come started in 2022 and slightly slowed by the passing of Mrs O'Dy, will continue in 2023. In particular, the board of directors, the team of employees, the volunteers and people supported expect this rich body of work to help better define our framework for action and our priorities for the coming years. For example, this concerns which partnerships to develop, the internal reorganisation, the definition of our objectives and actions etc.

### SAVE project's last year

In 2023, the SAVE project will come to a definitive end, this being the last year after 5 years of effective and successful work. In addition to the pursuit of identification and legal accompaniment of victims with 5 Moroccan partner organisations, a study visit to France and Belgium, a session of information/training for lawyers, and finally an international workshop, the creation of a practical guide will be part of the last activities of this project. Also, it is the year to prepare the future development of this project and of reflection with Moroccan partners, who are now indispensable actors in the fight against trafficking for labour exploitation, to perpetuate the continued success of this precious work, conducted since 2019.

### Participation of supported victims

Reflection on the association's project will continue in 2023. Thanks to the ideas and progress made following the first workshops and the strengthening of the psych-social unit, a "Community Committee", made up of accompanied victims, will be put in place to allow better participation of the aforementioned in the life of the organisation and thus to make "the silent voices" heard.

# **Continuation and development of current actions**

As indicated above, in 2023 the CCEM will concentrate on the reorganisation projects underway. The association's next project will establish the strategic orientations for the next 5 years, and from as early as 2023. Alongside these, the CCEM will pursue the development of undertaken actions, especially:

- The strengthening of psychological support.
- The development of training actions.
- The links with the MEAE for a partnership to protect victims of exploitation by diplomat employers, protected by immunity.
- The creation of partnership links with the Aid Federation for victims.
- The strengthening of the team; ½ training posts and ½ administrative posts.



# Thanks to their support



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The work of the CCEM would not be possible without the participation of over eighty volunteers every year!



