

ANNUAL REPORT 2023



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N i	viction for trafficking in a oitation case



Foreword from our President

In 2023, the activity of the Comité Contre l'Esclavage Moderne (CCEM) confirmed a significant increase in the number of beneficiaries it provides support to: 52% in five years, despite a lack of additional resources to reinforce the team. This year, the CCEM received 356 reports concerning potential victims, and assisted 304 people, including 62 new beneficiaries.

"Modern slavery" affects women (65%) and men from 49 countries, including France. In the 21st century, they continue to live under the control of their exploiters, locked up, deprived of their identity, forced to work long hours, and subjected to physical and psychological violence.

Since its creation, the CCEM has chosen to defend such victims in court. Our pro bono lawyers and legal counsellors have always been mobilized to bring these vital cases to trial. Our psychological and social support unit has always been on hand to meet their primary needs, provide them shelter and support their integration into society.

"They have the precious quality of being untiring, and, with perseverance and even obstinacy, of never giving up" as our founding president Sylvie O'Dy once put it.

2023 was also a year of mobilization around the CNCDH's third national anti-trafficking plan, and of participation in the drafting of this new plan, following the arrival of a new Secretary General at MIPROF. We stepped up our work with the Collectif contre la traite des êtres humains (Collective against human trafficking) on an information campaign around the Olympic Games, alongside the Collectif le Revers de la Médaille (Reverse side of the medal), and with La Strada International on European directives and regulations.

Regarding the SAVE project in Morocco, 2023 was a year to prepare for the closing workshop and the drafting of the practical guide, whilst continuing fieldwork with our five associative partners to identify and support 280 victims, and carry out awareness-raising actions that reached more than 2,800 people in 2023.

The Committee's awareness-raising and training activities were intense in 2023, reaching 1,123 people, including 490 professionals. Our communication efforts were stepped up in 2023, with more than 40 press articles and radio broadcasts... This enables us to continue along the path laid out by our founders to make the invisible visible.

Despite all this sustained action, our team, our Board's members, our volunteers and the people we support have been reflecting together in collective workshops to revisit our vision, our values and our associative project. Launched at the beginning of 2022, this process has enabled us to reaffirm our fundamental principles, determine our strategy for the years ahead, and map out our common future.

More than ever, we continue to work together to make the CCEM's fight against human trafficking and labour exploitation the focus of our actions and those of our partners, funders and donors. I would like to warmly thank them all for their energy and perseverance.

Franceline Lepany, Honorary Lawyer, President

2014

Participation in the 1st National Plar against trafficking

2019 - 2024

Implementation of the "SAVE" project in partnership with 5 Moroccan associations and development of the Awareness & Training Unit

2012

France is condemned for the 2nd time by the EHCR

2019

CCEM's 25-year anniversary and symposium

2023

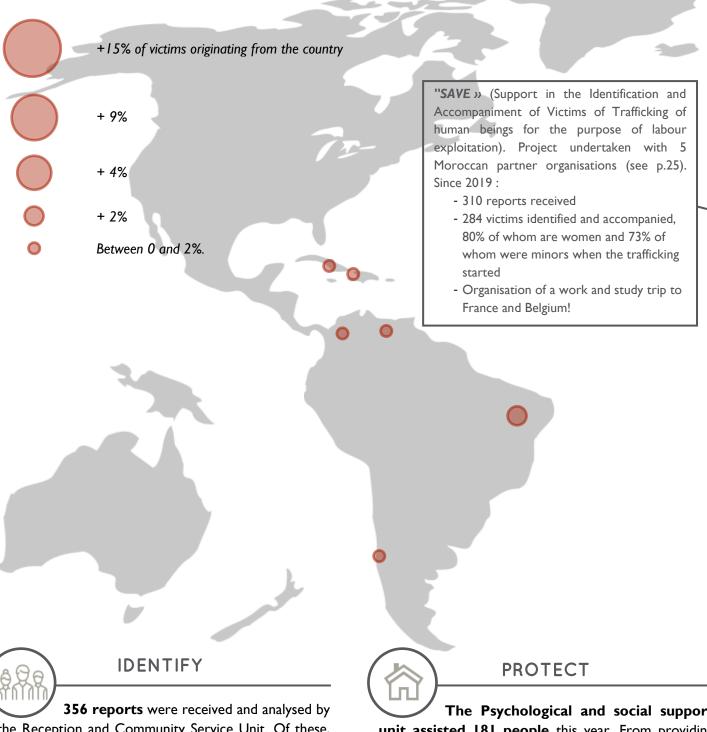
The threshold of 300 persons being provided with support by the CCEM is crossed

Page **3** on **36**

2023 in brief

304
Persons provided with support by CCEM

02 Newly identified victims



356 reports were received and analysed by the Reception and Community Service Unit. Of these, 61% were subjected to in-depth analysis, and 27% to a physical interview. 62 new people were identified and treated as victims of human trafficking for the purposes of labour exploitation. This figure confirms these latter years' increase and meets the record set in 2021. The fact that the number of reports received did not particularly increase this year also suggests a better understanding of the CCEM's mandate (see p.10 to 13).

The Psychological and social support unit assisted 181 people this year. From providing shelter at the site of exploitation, through to psychological support and empowerment, to integration into accommodation shelters and support for professional integration, this unit supports victims over the course of their recovery. In 2023, it was confronted with a large influx of men in particularly precarious housing conditions, as well as victims of serious industrial accidents, putting social workers under pressure (see p.10 to 13 and 16 to 18).

65Volunteers

636
Financial aid
distributed

On-going criminal cases

121

Continued CCEM involvement in the Board of Directors of the European platform La Strada International (LSI), which brings together 33 specialised associations from 24 European countries:

- Advocacy around the European Directives against trafficking and on the Duty of Vigilance;
- Participation in work on identification, compensation and lack of sanctions;
- Organization of LSI's General Assembly 2024, to be held in Paris to mark the 30th anniversary of the CCEM and to coincide with the Olympic Games!

Continuation and completion of project with victims from South-East Asia (see p.27):

- Publication of the final study by GAATW, the coordinating partner;
- Accompanied women took part in an exhibition on Asian migration at the Musée National de l'Histoire de l'Immigration ;
- A study trip to partner Ban Ying in Berlin!

LEGAL AID

284 people were assisted by the

Legal Department. This represents 85% of the active caseload, reflecting the needs of people even when they do not file a complaint. In fact, they can be assisted with criminal, civil or administrative matters, as well as with asylum applications, independently or simultaneously. In 2023, many complaints were filed, thanks in particular to ever-increasing collaboration with specialised investigation services (see p.17 to 19).

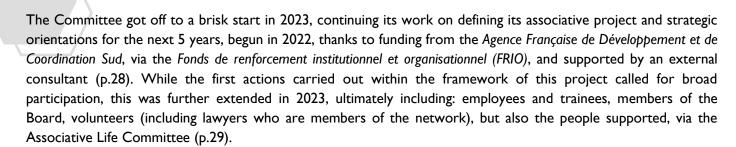
ALERT

busy year in terms of advocacy work for the CCEM, which actively participated in the work of the new MIPROF team in drawing up the 3rd National Plan, while cultivating individual advocacy with national and international observers, as well as its backers (see p. 6-7, 20 to 23 and 35).

TRAINING & AWARENESS

The CCEM reached out to a record number of professionals this year, with 297 gendarmerie and labour inspection officers taking part in one of its 29 training courses (1,123 participants in all). Thousands more were reached by over 50 media actions and publications promoting the CCEM's work (see p.24 to 27).

CCEM in 2023:



Thus, a new collective workshop was organized in January, followed by the creation of thematic working groups tasked with identifying work priorities and strategic directions for each of the association's lines of action. The groups' findings were then presented at a final two-day collective workshop in July 2023. In addition to having enabled us to draw up a concrete associative project and strategic action plan for 2024-2028, this work will conclude just before the celebration of CCEM's 30th anniversary in 2024, at a pivotal moment in the association's history, as it undergoes a new phase of growth and gains in legitimacy among its many stakeholders. Last but not least, this internal project is helping pass on the association's history and values between generations, founders, current and future teams.

January

The year got off to a great start, with the organization of a 2nd collective workshop on the associative project! Renovation works on the emergency shelter were also completed.

March

The 5 Moroccan partners involved in the SAVE project made a study visit to Paris and Brussels. Their delegation also included a representative from the Moroccan social affairs Department.

May

For 2 weeks, the CCEM made a real and lasting impact on the news, with a report on the exploitation of Filipino women published in Libération, after 1 year of collaboration and investigation.

By the end of 2022, the CCEM began drafting observations and proposed amendments (some general, others specific to victims of trafficking) for the new Asylum and Immigration Bill. In 2023, it continued this advocacy by sending these proposals to all French parliamentarians, which led to us being auditioned by a member of the National Assembly (p.20).

February

As part of the new new bill on asylum and immigration, the CCEM has drew up proposed amendments, which it then shared with all French parliamentarians.

April

The appointment of a new MIPROF Secretary General was the starting point for a series of meetings and working groups in which the CCEM was particularly active.

June

The CCEM received a visit from GAATW, its partner coordinating the project on the paths of South-East Asian women. At the same time, the "ALC" began to meet regularly.

The year continued in this dynamic vein with a visit from our Moroccan partners in the SAVE project in March, organized between Paris and Brussels. Its rich programme and the very encouraging welcome received from the French, Belgian and European partners made this visit a memorable moment in the recent history of the CCEM and laid the foundations for excellent cooperation between the involved stakeholders (p.25).

In April, MIPROF underwent a renewal, with the arrival of a new Secretary General, immediately kick-starting work on the long-awaited 3rd National Plan to Combat Trafficking.

The process, which is largely collaborative, saw the very active participation of the CCEM, a key player in the fight against trafficking for the purpose of labour exploitation. This work continued into the autumn, followed by the announcement of the plan in December (p.22).

At the same time, the year saw a number of media interventions by the CCEM, some of them the fruit of long-term work, such as the series of long articles published in national daily Libération over the course of the year (p.26). By continuing to use our media visibility to further our cause, we are honouring the legacy of our co-founder Sylvie O'Dy.

Highlights of the year

In addition to our work on the national plan and the publication of our series of articles with Libération, the months of May to July were marked by a visit from Diane Schmitt, the anti-trafficking coordinator at the European Commission, as well as the continuation and completion of our project on the pathways and recovery of victims from South-East Asia (p.27).

As in previous years, the CCEM was faced with a serious shortage of suitable shelters and facilities for victims of trafficking for labour exploitation. Men in particular were often in dire straits and having to face homelessness. To solve this situation and protect the

people it cares for, the Psycho-social support unit has relied on volunteers and donors from its network (people known for many years) to provide accommodation. The CCEM would like to profusely thank them. However, managing accommodations in relation with private 3rd parties requires a considerable amount of investment by the unit, in addition to the enormous amount of work involved in orienting and soliciting partners who are specialised in finding accommodation. This also applies to the provision of overnight stays in shelters paid for with the association's own funds (or via support from the Fondation Notre-Dame), to meet successive shelter emergencies, with regards to which men are particularly vulnerable (p.16-18).

August

The pycho-social support unit organized a 1st series of group workshops on access to rights. This month, the CCEM began a collaboration with a CNRS researcher, opening its doors and archives to her.

July Staff, administrators, volunteers and beneficiaries met for 2 days of workshops to discuss the associative project. Each working group presented its priorities and perspectives, which were developed into strategic orientations.

September

The CCEM attended the general meeting of the European associative platform La Strada International in Romania. An opportunity to exchange with its 33 members.

The shortage of suitable, specialised accommodation for victims remains the main obstacle to providing them with shelter and, in some cases, helping them to escape exploitation. It is directly linked to the absence of a clear national policy on accommodation and sheltering in general, and in the fight against trafficking, which the CCEM hopes to see change with the recent reinforcement of MIPROF and the new dynamic created by its Secretary General.

The arrival of warmer weather has been the starting point for a number of initiatives, both by the team and by the people we support, to organize socials and activities, which are essential for the well-being of our beneficiaries and for strengthening the bonds between team members and volunteers. These moments are greatly appreciated by all! In fact, it was at this time that the Associative Life Committee gained momentum and began to make proposals. Following in its footsteps, the Psychological and social support unit began organizing group workshops to help people become more independent.

In September, the CCEM began a collabouration with Alizée Delpierre, a researcher at the CNRS specialising in domestic work and labour relations. We hope that her research, carried out using CCEM files and data, will enable us to better analyze the evolution of the phenomenon, the profiles of victims, their career paths and the penal response. Throughout the year, the CCEM actively took part in the development of a campaign by the Collectif Ensemble contre la traite, in preparation for the Paris Olympic Games in 2024.

The last few months of the year were very busy, starting with the contribution of the CCEM and 4 accompanied women to an exhibition at the Musée National de l'Histoire de l'Immigration (p.27).

This was followed by the annual meeting of our network of lawyers, with a talk by our psychologist on psychotrauma, its impact on victims and how it is taken into account in legal proceedings. Finally, the year ended with the Dizaine des Droits Humains (Human Rights Week) at the 13th arrondissement town hall, with an exhibition of objects chosen by the people we support, and presentations to schoolchildren.

November The CCEM went to Brussels for the meeting of the antitrafficking civil platform. It also began work on organizing its 30th anniversary celebrations, which will take place in 2024!

December Announcement of the 3rd National Plan against traffickingwith the testimony of Zita Cabais, survivor of trafficking and the CCEM director, in the presence of 3 ministers, including the Minister of Labour!

October

On October 18th, the CCEM was present at the presentation of the national survey on the profile of victims, as well as at the opening of a national exhibition in which 4 accompanied women took part.

Fulfilling our mission:

1. Identification

- 356 alerts received and analysed
- 95 in-depth/identification interviews carried out
- 62 new beneficiaries
- 304 beneficiaries and people supported in total, 65% of whom are women



3. Legal assistance

- 284 beneficiaries & people supported
- 121 ongoing criminal proceedings
- 44 new complaints filed
- 32 cases pending before the labour tribunal (Conseil de Prud'hommes)
- **34** 1st-time residence permits **obtained** for trafficking in human beings
- 9 protections obtained via asylum

2. Psycho-social assistance

- 181 beneficiaries & people supported
- 636 individual financial assistance grants
- 2140 emergency overnight stays, including 1754 in the emergency shelter (11 women)
- 196 in-house psychological consultations
- **57 people** treated by the psychologist
- 118 participants in social & cultural activities

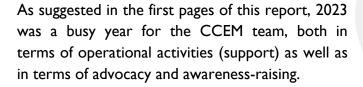


Our units' activities in 2023





- Proposing legislative amendments to members of parliament
- Participation in MIPROF's work on the new National Plan to Combat Human Trafficking
- Taking a stand at European level, via La Strada International
- Lobbying public funding bodies to increase available resources



All whilst responding to ever-increasing requests for help, the arrival of new profiles of beneficiaries and the need to integrate new practices, CCEM's support has remained faithful to its principles and values (see p.28).

5. Awareness raising and training

- 29 awareness-raising or training initiatives carried out
- 1123 participants
- 46% professionals, including 297 officers from specialised investigation departments
- 10 departments involved in the operations

Based on a victim-centred approach, the psycho-social support unit and the Legal unit offer individualised and specialised support that takes full account of the wishes of the person being supported. The victim's agreement is essential at every stage of the support, and no decision can be taken without their informed consent.

Despite the ever-increasing number of people being supported (+52% since 2019), the CCEM wishes to maintain this quality of support, which it considers absolutely necessary for the well-being and then the recovery of people who are victims of human trafficking for the purposes of labour exploitation.

Finally, in 2023, the team was confronted with the premature passing of 2 beneficiaries over the course of their accompaniment, rare but particularly difficult events. Christian, a French man, died of lung disease, which may have been a direct consequence of his long years of exploitation in unhealthy accommodation. Z, a young Moroccan woman, took her own life. We would like to pay tribute to them and keep their memory alive.

Identify: new beneficiaries

The Reception and Community service unit, the gateway to the association

The Reception and Community Service unit receives alerts from potential victims on a daily basis, and is the first point of contact with the association. Each situation is examined according to a process that has been refined over the years, enabling an analysis that is both individualised and meticulous, based on "identification clues" and recognised in-house expertise. The unit's work brings together legal, social and psychological expertise.

The analysis is carried out in three distinct stages: collection of the initial information available, in-depth analysis using a written questionnaire, and finally direct interaction with the potential victim during an interview. The process can only be continued with the prior agreement of the potential victim and adapted according to the needs, urgency or circumstances of the operation.

Trafficking for the purpose of labour exploitation is not only a serious violation of labour law, but also an attack on the very dignity of individuals and their fundamental rights. Many factors come into play: the control exerted over the victim, the excessive workload, the undignified living conditions, the discrimination suffered, the lack of freedom and autonomy, etc.

In 2023, **356** alerts were received and analysed, compared with 338 in 2021. 61% of alerts were investigated further by questionnaire and 27% were processed through to the stage of direct interaction with the victim: the identification interview. These proportions are stable compared with last year, although there has been an increase in the number of people seen for an interview. This year, as in recent years, the nature of the alerts suggests that the organisations and individuals who contact us are more familiar with our mandate.

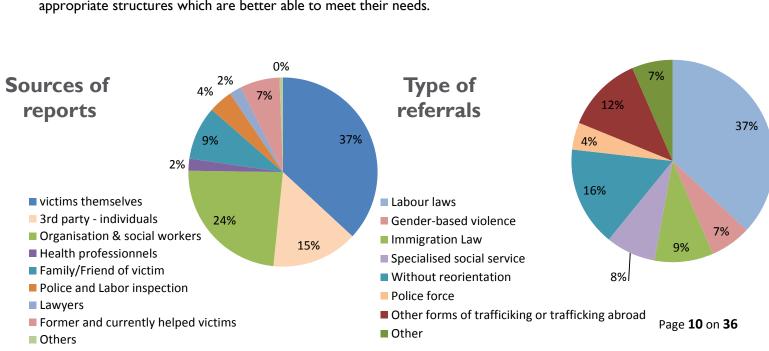
Sources of referrals and nature of redirections in 2023

356 reports

43%

countries

Reports are received from several sources: both professionals and private individuals. In all cases, the link with the "whistleblower" is extremely important to enable information to be gathered, to build confidence and to nurture a link with the potential victim. People who are not ultimately supported by the CCEM are (re)referred to more appropriate structures which are better able to meet their needs.



& people supported

Sources of referrals and profiles of new beneficiaries and supported people

Of the 356 alerts analysed, 62 people, or only 17% of situations, resulted in some form of accompaniment and support by the CCEM. This proportion is stable compared with last year. Of these 62 people, 14% reported the situation themselves, often on the advice of third parties or professionals, although no prior contact had been established with the CCEM. 29% were referred by NGOs, and 23% by other victims who were previously or are currently receiving support (most notably Filipino women, see RA 2022) and 13% by the Labour Inspectorate, a particularly high rate compared to previous years). Finally, 5% were reported by lawyers and 4% by the victim's family or friends (sometimes based the victim's country of origin). As in 2022, Filipino women accounted for the majority of new beneficiaries (14 people).

2023 confirms a trend observed in 2022, concerning the arrival of young and even very young North African men, particularly Tunisians, mainly exploited in the construction industry throughout France. Among new victims, those under 25 at the time of the offence represent 41% of the total number of new beneficiaries, compared with 23% in 2022! With 8% of victims being minors and 16% being 18-21 and 22-25 year olds, this represents a genuine trend of younger profiles being victims of trafficking for the purposes of labour exploitation.

By the time they arrive at the CCEM (several months or even years later), they still represent 31% of victims, which is still higher than in 2022 (11%). So, while 89% of new beneficiaries were aged over 25 when they arrived in 2022, they will be only 69% in 2023! The 26-35-year-old age group accounts for 31% of new beneficiaries, a figure that remains stable from year to year.

65% 35%

62 people

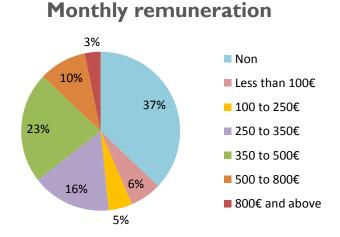
54 cases

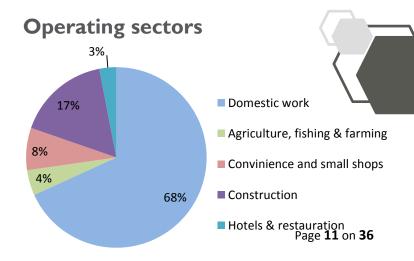
Working and living conditions of victims

In terms of working and living conditions, 67% worked more than 13 hours a day (14 hours on average for the new beneficiaries). This slight decrease since 2022 can be explained by the decrease in cases of domestic work (78% to 68% of cases), as opposed to other cases of exploitation where working hours are limited by the closure of shops or the impossibility of doing construction work at night in urban areas. 95% of people were directly dependent on the exploiter for their accommodation, including 71% who were "living" directly on the site of their exploitation. One unaccompanied minor was living on the streets whilst being exploited.

79% of the victims were kept under control by false promises of remuneration, accommodation (79%) or the legalization of the conditions of their stay in France (52%). One woman was the victim of a servile marriage and 2 minors were adopted for the purpose of exploitation.







2023: profiles and observations



The total active caseload in 2023 stands at 304 beneficiaries, compared to 281 in 2022. Despite several dozen cases being closed at the end of 2022 (due to people becoming independent of the CCEM, the end of proceedings or the impossibility of taking them further - dismissal of cases, discouragement on the part of the victim, total absence of news, etc.), more than 300 people received support at some point during the year, a historic milestone for the association.

Profiles of people supported and age at the entry into exploitation

While the top 3 countries of origin of victims remain Morocco, the Philippines and Ivory Coast, for the first time Filipino nationals (98% of whom are women) have become the largest national group, accounting for 15.5% of beneficiaries, ahead of Moroccan nationals (15.13%). Generally speaking, the gap between these 3 groups has narrowed, since in 2017 Moroccans accounted for almost 25% of all beneficiaries!

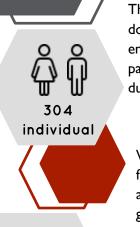
With regard to age, 9% of beneficiaries were minors at the start of their exploitation, 23% were aged between 18 and 25, 30% between 26 and 35 and a quarter was aged between 36 and 45. 13% were over 46. When they arrived at the CCEM, only 1% (2 people in 2023) were still minors. The 18-25 age group represented 20%, the 26-35 age group 32% and the over 36 age group 48% of the active caseload.

Working and living conditions of people receiving support

The increase in the number of men identified (25% in 2017 compared with 35% today) has an impact on the figures for conditions of exploitation. In fact, the majority of women are still exploited in domestic servitude, a specific context that more often than not involves a total lack of pay and much longer working hours. While an analysis by gender and sector of exploitation is becoming relevant and should be carried out, the average data gives appalling details when it comes to the actual experiences of victims:



- Dependence on the exploiter for accommodation in 94% of cases (victim lives on the site of their exploitation, at the exploiter's home or in an alternative location made available and controlled by the exploiter);
- A total lack of pay for 41% of victims, 77% of whom were women!
- An average exploitation period of 36 months, with 33 months for women and 39 months for men. This difference could be explained by the fact that men are paid more frequently and therefore take longer to question their working conditions. People who were minors at the start of the operation, mainly young girls, were exploited for an average of 59 months! A much longer period of exploitation, due to their greater vulnerability.

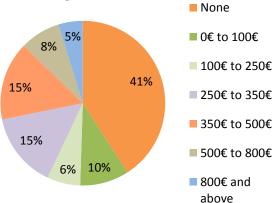












Exploitation sectors 2% Domestic work 7% 6% ■ Street/roving activities Agriculture, fishing & farming 8% Construction 6% ■ Convinience and small shops 61% 8% Hotels & restauration Services 2% ■ Spectacles and shows

on ongoing cases

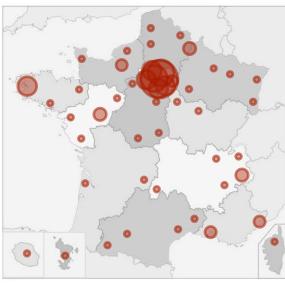


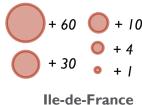
Asserting a national presence and taking action across all economic sectors

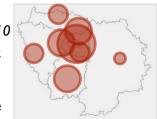
Data for 2023 confirms a trend observed since 2020, namely the emergence of more and more cases of exploitation outside the Paris region (29%). Although the CCEM has been active nationally since its creation, it is currently particularly solicited in Savoie and Haute-Savoie, as well as Champagne (for a total of 50 *départements* in 2023).

This development is directly linked to the economic sectors concerned by trafficking for the purposes of labour exploitation, as well as the strengthening of collaboration with the Labour Inspectorate throughout the country. Whether it's a question of "collective" cases or victims being exploited alone, the CCEM's growing visibility throughout France is leading to reports being made and attention being paid throughout the country. Men are particularly concerned, as they are more likely to be in sectors such as agriculture. Considering the lack of financial means to travel to each of them, the CCEM has to reinvent its practices to maintain the link and support with these men, who are often non-French speaking, particularly precarious and do not benefit from local psychological and social support.

Locations in France









Focus on young men, an increasing number of people receiving support

Amongst men, who are being identified in ever-increasing numbers, the CCEM is seeing the emergence of a real statistical group with common characteristics. These are young men, aged between 18 and 25 at the time of their exploitation, mainly in construction and public works, or small local businesses such as grocery shops. They are young, of North African origin, speak little or no French, are highly mobile throughout the country depending on job opportunities, and do not have residency permits. They are housed on building sites or in groups in flats rented by their employers, where their status is often inferior to that of their colleagues (due to their youth and lack of knowledge of their rights).

In several of these cases, these young people were victims of accidents at work, sometimes serious, or of violence at the hands of their exploiters, particularly when they finally insist on being paid.

These young people accounted for 14% of new cases in 2023. They are often referred by individuals they meet after having fled or been made homeless from their place of work, or by the labour inspectorate, which is particularly active in this type of case.

While they are generally very willing to initiate proceedings against their exploiters and to follow the support, their follow-up requires the CCEM to adapt its practices. In fact, the lack of means available to visit each of them, coupled with their lack of social support close to where they live, means that we have to work at a distance, particularly during the identification and complaint-filing preparation phase.

Protect: the

Psychological and social support at the CCEM aims to give the people it assists a sense of security and access to socio-economic rights and independence. It operates in two phases: emergency and integration. In the first phase, the aim is to enable beneficiaries to meet their immediate needs: food, clothing, travel to appointments, accommodation, emergency care, etc. In the second case, the aim is to enable beneficiaries to meet their immediate needs: food, clothing, travel to appointments, accommodation, emergency care, etc. The second phase is about integration and inclusion in society: learning languages (mostly French), training and professional integration, access to long-term accommodation or housing, etc.

181 people received support from the Psycho-social unit, 74% of whom were women, reflecting the greater autonomy of male victims, although the proportion of men receiving support from the unit increased slightly (26% compared with 23% in 2022). After being strengthened in 2022, the psychological and social support unit consolidated its operations and practices throughout 2023. One of these practices is the organisation of collective information and learning workshops. As well as making better use of the social workers' available time, these workshops make it possible to work on:

- Helping people to become independent by learning how to take the necessary steps
- Building self-confidence and confidence in others through group presentations
- Enhancing self-value among peers, by sharing experiences and providing feedback

4 such workshops were organised, bringing together 41 participants. The Psycho-social unit received a number of new volunteers, who provided welcome resources to enable it to organise this type of activity. For the first time, 2 staff members were made available for 2 half-days by the public finance centre in the 13^{ème} arrondissement to organise workshops on how to file tax returns. Second, as part of their university course, 4 students from Sciences Po Paris university embarked on a cooperative project with the CCEM for the whole of 2023-2024. Their aim is to produce a practical booklet to help the people they are supporting with their procedures and to help the CCEM organise group activities, such as these workshops. See you in 2024 for the booklet!



2,140 emergency overnight stays for 20 victims, including 1,754 in an emergency shelter (11 women) and 257 in a hotel (5 people, including 1 woman with a baby) and 129 overnight stays in shared accommodation (4 people):

- **26** requests for accommodation and/or social housing made via the SIAO, **15** of which were successful
- **3** people provided with emergency shelter via the Ac.Sé secure system
- **7** instructions for DAHO/DALO procedures (I favourable response)
- 22 applications for social housing (I successful)



636 grants, 205 of which were awarded the day after exiting exploitation (first-time applicants)

- 69 grants for food
- 136 transport subsidies
- **297** exceptional aids (travel to follow up procedures, court hearings, tax stamps, passports, lawyers, health, etc.)
- 134 food stamps (Fond. Abbé Pierre)



48 people monitored in the context of integrating the labour market

- **12** people have found a job, 4 are actively looking for work and 9 are in training
- 27 people have started French courses
- **5** people directed towards digital learning courses



80 opening and maintaining healthcare entitlements

- 24 new applications for State Medical Aid (AME) and 8 renewals
- **31** new applications for Complémentaire Sécurité Solidaire (CSS) and **17** renewals



122 beneficiaries of an administrative address (31 new) and:

747 mail collection visits

1777 letters received and distributed



Psycho-social unit

Renovation of the emergency flat!

Renovation works on the emergency flat, made possible by the support of 2 private foundations, was completed at the beginning of the year, providing the women in the apartment with greater comfort and safety, thanks in particular to bedbug-proof works and new furniture.





Supporting victims of serious accidents at work

While last year we told you about N., a young man who lost 3 fingers while working (AR 2022 p.18), the CCEM team is more and more regularly confronted with this type of situation, mainly men, victims of such serious accidents, which irreparably disrupt their lives. Exploitation through work inevitably leads to the wearing and tearing down of bodies and minds, and the women we work with often show signs directly attributable to the conditions in which they have been forced to work: hands damaged by cleaning products, muscular pain, etc.

etc. On the other hand, t male public that the CCEM is increasingly supporting is exposed to handling dangerous tools in conditions that are totally contrary to labour law (lack of protective equipment and tool maintenance, lack of training, food, hydration and rest, etc.), which increase the risk of serious accidents at work tenfold.

These instances represent a real psycho-social, healthcare, administrative and legal challenge, with social workers and psychologists on the front line. Firstly, because these amputations, fractures and partial or total blindness require highly specialised, tailor-made psychological and medical care, as well as social support. Accommodation and living conditions need to be adapted to the care and treatment provided, and so on. Secondly, it is important to work in perfect symbiosis with the Legal unit. As work-related accidents are never declared by the exploiters, it is necessary to have them recognised as quickly as possible, often via summary proceedings (urgency) with the Labour Court, without which it is impossible for the Psychological and social support unit to start the procedures with the primary health insurance funds, leaving these victims unable to return to work for several months or even years without any resources...

All in all, it's a real learning curve for the team, which has to develop new social and litigation support strategies.

Recommendation n°10:

The CNCDH recommends the implement-tation of a genuine gender-neutral shelter policy for victims of trafficking, from the initial identification phase of potential victims, and throughout the procedure and even beyond, in particular to guarantee their right to accommodation. To this end, the CNCDH recommends increasing reception capacity and care facilities.

Commission Nationale Consultative des Droits de l'Homme, opinion on trafficking in human beings for the purpose of economic exploitation, October 2020.

Persistent difficulties in accessing accommodation

As it does every year, the CCEM would like to remind everyone of the difficulties it faces in providing shelter and accommodation for the people it cares for, particularly for men, for whom it does not have its own specially adapted system as it does for women.

It urges the public authorities to take the measure of the repercussions that wandering and the street have on vulnerable people, including in terms of falling prey to and even return into exploitation.

Despite overnight stays in social housing financed at the last minute by the DRIHL and solutions provided by CCEM volunteers, at least 3 men, some of them seriously injured, have had to remain on the streets, despite otherwise being CCEM beneficiaries...

Helping the body and mind heal: psychological support

Since the end of 2019, the CCEM has benefited from the presence of a part-time clinical psychologist. Over the years, her presence has become absolutely crucial in supporting the CCEM, as she complements both the socioeducational and legal support.

As part of the Psychosocial Unit's approach, the psychologist's work has a dual timeframe: I) immediate in-house care (or even emergency care) and 2) referral to appropriate services. In both cases, she provides a response to the overcrowding of services and long waiting times. It is only following an assessment of the situation (via a meeting or a call) that the follow-up strategy is determined. For people being monitored internally, referral is only considered once they are considered "ready".

As explained last year (AR 2022, p.18), although the social workers are obviously heavily involved in monitoring people's health, the psychologist now plays a 'health referral' role within the team, by coordinating the care (physical and mental) of people with the most complex problems, such as men who have suffered serious accidents at work. After several years of the psychologist's presence, the network of healthcare and especially mental healthcare partners has grown and more people have been able to benefit from both internal follow-up and referrals (31 people referred compared with 14 in 2022 and 54 benefiting from psychological action compared with 33 in 2022). In addition, for the first time, the psycho-social unit has formed a partnership with a volunteer general practitioner (GP), who is extremely available and committed.

In 2023, the psychologist strengthened her skills by taking a training course in "Integration of the life cycle", which now enables her to explore new therapeutic approaches and provide ever more individualised support.

Finally, as in the previous year, the CCEM applied for financial support from the Agence Régionale de Santé (Regional Health Agency) in order to perpetuate the psychological support system through public action. Once again this year, the CCEM was unable to obtain funding, meaning that the project relies exclusively on private support from the Fondation de France.

196 consultations, including 29 assessments/exploratory interviews

57 beneficiaries

31 people referred for mental healthcare

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



Creating links during social events

As it does every year, the psycho-social unit, in particular with the help of trainees and civic service volunteers, offered many opportunities for people receiving support to meet and talk to each other. A total of **II8 participants took part in 22 activities**. Among them, 5 children joined their parents for dinners at Le Refettorio, dance classes, visits to museums and a day out in the Meudon forest. All of these activities are essential to the well-being of the people we support, and provide rare opportunities for them to meet up and break the solitude they may feel.

Pursuing justice: the Legal unit

Representing the specificity and primary expertise of the association, founded with the mission of recognizing and respecting victims' rights, the CCEM's Legal unit has 4 lawyers. It relies on a network of around 30 volunteer barristers (who represent the victims in trials) and takes on trainees every year.

In 2023, 284 people were monitored by the Legal unit, 40 more than the previous year. This can be explained by the increasing number of victims wishing to denounce the exploitation they have experienced (121 ongoing criminal proceedings compared with 99 in 2023, 32 ongoing court proceedings compared with 9 in 2022). It should be noted that more than 33% of these victims have been accompanied for more than 5 years and 7% for more than 10 years, testifying to the lengthy nature of legal proceedings in France, compounded by difficulties more specific to victims of trafficking for the purpose of labour exploitation (lack of evidence, homes closed to the public, lack of knowledge of the offence of trafficking for the purpose of labour exploitation, social and cultural isolation of victims, difficulty in verbalising the story in connection with psycho-trauma, etc.).

Legal support, like psycho-social support, begins with an assessment of the situation by listening to the victim and a "legal information point", which is open to all people accompanied by the CCEM, including those for whom no legal support would otherwise have been set up.

This is generally followed by the "hearing" phase, during which the victim's story is reconstructed and transcribed in writing. For people involved in legal or asylum proceedings, this enables potential evidence and witnesses to be identified, highlights the constituent elements of the offences in question and saves the victim from having to repeat their story.

The unit's legal experts then organise all the follow-up procedures, whether criminal, civil or administrative, before courts of all level. One or more barristers are assigned to each case and work closely with the legal advisor, in liaison with the victim, to define the litigation strategy and monitor the case.



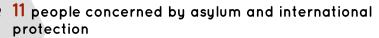
121 ongoing criminal proceedings against exploiters *

- **44** <u>individual</u> complaints (or preparation of complaints)
- 82 preliminary investigations
- 22 cases filed
- 4 first-time hearings and I appeals court hearing



7 compensation proceedings underway

- **4** before the Commission for Compensation of Victims of Crime (CIVI)
- **3** before the Service d'Aide au Recouvrement des Victimes d'Infractions (SARVI) (Victims of Crime Reperations Service)



- 2 asylum applications still pending with OFPRA
- 3 hearings before the National Asylum Court (CNDA)
- 6 subsidiary protections granted
- 3 "refugee" statuses granted



32 proceedings before the

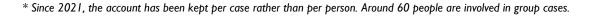
Labour tribunal* (Conseil des Prud'hommes)

- 12 new referrals
- **32** proceedings in progress at initial hearings
- 7 decisions rendered after an initial hearing



254 people accompanied in the legalization and monitoring of their administrative situation

- **34** obtained a legal right to remain (1st-time L425-1 document)
- **50** beneficiaries of an L425-1 permit (excluding 1st-time permits)
- 28 recipients of an L423-3 residence permit following the conviction of their exploiters (and I in progress)
- **95** beneficiaries of other permits or receipts (including **22** Ist-time permits/receipts)



Increased collaboration with the OCLTI and the Labour Inspectorate

For several years now, the CCEM has maintained particularly good relations with the investigative services specialising in the fight against illegal employment, mainly the Central office against illegal labour (OCLTI) and the labour inspectorate, notably through training and awareness-raising initiatives.

In 2023, collaboration with the Inspectorate developed particularly well at operational level, with many cases reported to the CCEM by inspectors, or referred to it by the Legal Unit, generally with the support of the network of "human trafficking" referrers, and the Regional support unit for the control of illegal labour (URACTI), whose extensive powers enable it to react quickly.

We invite you to discover 2 cases (out of 8 initiated with the Inspectorate in 2023), which, thanks to early referrals between the CCEM and inspectors, have followed paths rarely seen in cases of trafficking for the purpose of labour exploitation, the beginnings of which are generally tedious.

M and A, mother and daughter exploited in domestic work

M and her daughter A, who is a minor, arrived from Latin America to escape domestic violence. They end up meeting a building caretaker in an affluent district of Paris, who offers them accommodation (in one of the building's studios) and money in exchange for work. And so their ordeal began. M worked from 8am in the morning until 2 or even 4am the next day, in the building's flats, but also in other flats and offices. Every minute of her time is controlled by her landlady. A, her daughter, is at secondary school but has to help her mother, who is exhausted and suffering from increasingly intrusive physical and mental problems, leading her to attempt to take her own life.

Authorised to go to the local church following this event, M was reported by the parish to the CCEM, to whom she told of her wish to flee and denounce the situation. For the first time, the CCEM called in the Labour Inspectorate in a case of domestic exploitation. As M and A were not living directly with their exploiter, it was possible to carry out rigorous and extensive investigations into their living and working conditions. In less than a week, M and A were identified by the CCEM, interviewed by the inspectorate and removed from exploitation. An official report on human trafficking was sent to the public prosecutor's office.

F and the bar of shame

F is a man in his early sixties who has spent many years living in precarious conditions, homeless in France. In 2011, he met the manager of a PMU bar in the Paris region, who offered him a job and accommodation.

For 12 years, F lived in the cellar of the bar where he worked more than 12 hours a day: bar and customer service, taking in supply deliveries, cleaning, cashiering, and so on. All this for €400 a month, with no heating or hot water in the cellar, which is also used as a warehouse.

Following hospitalisation, F was persuaded to contact the CCEM. After being sheltered and given a few weeks' support, he was informed that the bar was about to be sold. As a matter of urgency, the CCEM asked the Inspectorate to inspect his living conditions before the change of ownership.

In less than 72 hours, the inspectors, thanks to their great flexibility and autonomy, were able to make some appalling observations about the living conditions. F was immediately heard, and a complaint for human trafficking was lodged.

L'esclave du bar-PMU « de la honte » vivait au sous-sol depuis douze ans

Il y a quinze jours, le Relais des Ulis a été perquisitionné aux Ulis (Essonne). Un homme de 62 ans vivait dans la cave du café dans des conditions indignes. De nombreux ordinateurs ont aussi été découverts, laissant penser à une activité de blanchiment via les cryptomonnaies.

Par Bartolomé Simon et Julien Constant

Here again, these new approaches are leading the CCEM to renew its practices and litigation strategies. Indeed, as soon as a case is referred to the Labour Inspectorate, the employer-exploiter is de facto informed that action has been taken by the victim. Criminal proceedings therefore need to be adapted to take account of this new element.

Three convictions for human trafficking in 2023

Unlike previous years, the CCEM has chosen to highlight only two specific cases. To keep abreast of progress on these issues, you can subscribe to the quarterly newsletter on the CCEM website (previous issues can also be viewed on the website), or follow the association on Facebook, LinkedIn, Instagram and Twitter.



The so-called "Saudi artist" case came to a definitive end in its criminal aspect this year. After an appeal by the wealthy artist and numerous postponements of the hearings, a ruling by the Paris Court of Appeals was handed down on the 8th of February 2023, sentencing the exploiter to a 3-year suspended prison sentence and an obligation to compensate the victims. The sentence was lower than that handed down by the court of first instance (which had imposed a prison sentence), but it did restore justice and recognise the exploitation endured by the 3 domestic employees for whom the CCEM had brought a civil action. For the first time, considering the wealth of the defendant, the CCEM had not limited itself to asking for a symbolic €I, but had quantified its investment in this case in terms of hours of work. It now remains to be seen whether the exploiter will pay the sums owed to the State and to the victims.

In the so-called "Finistère poultry pickers" case, the main defendant lodged an objection (an annulment) to the decision handed down on the 15th of December 2022 for aggravated trafficking, due to a procedural error. The defendant had not been summoned to the hearing. The hearing was held once more, and on the 6th of July 2023, the judges once again sentenced the man to 2 years' imprisonment along with issuing him with a ban from running a business. He has appealed against the decision. Another defendant, prosecuted as an accomplice (for having provided the victims with unsanitary accommodation) had also appealed against his conviction. We will probably have to wait a few more years to see this case, opened in 2020 by the CCEM and the Labour Inspectorate (one of our first operational collaborations!), come to a close.



10 years after the complaint was lodged, a favourable decision for Ms B! For 9 years, she worked in a home in the Paris region. She worked 17 hours a day, taking care of the children and doing all the chores, for a salary of between €30 and €50 a month... Very similar to Ms A's case in terms of the facts and the way it was handled by the courts (see AR 2022, p.20), Ms A's case was the subject of a lengthy legal procedure, fraught with pitfalls and only reaching a criminal hearing a decade after the complaint was lodged. According to the verdict handed down at the very beginning of 2024, the exploiters were sentenced (among other things) to 3 years' imprisonment, 2 of which were suspended, and ordered to pay the victim €100,000. As a civil party, the CCEM will receive a symbolic €1.

Meeting of the CCEM network of volunteer lawyers

As has been the case for several years, at the end of the year the CCEM brought together its network of volunteer barristers for a discussion aimed at enabling them to get to know each other better and to discuss best practices and litigation strategies.

Each of these meetings is devoted to a specific topic; in 2023, the discussions focused on the psychological impact of trafficking in human beings for the purpose of labour exploitation on the victims, as well as the assessment and recognition of this harm by the courts, in particular the Commission for the compensation of victims of offenses (CIVI). To lead the discussions alongside the Legal Department coordinator, the association's psychologist presented her training module on psycho-trauma, and Ms Priou-Alibert, a volunteer barrister specialising in bodily harm, outlined the main compensation mechanisms. 10 lawyers were present this year.

The CCEM would like to thank its barristers, some of whom have been working along its side for nearly 20 years, and in particular HMN Partners, the firm where Juliette Vogel, also a member of the Board of Directors, is a partner and which hosted the meeting for the third year running.



Alert: our advocacy work

Proposals on the bill to "control immigration and improve integration".

After sharing its written observations with the Interior Ministry, the CNCDH, the MIPROF and the Collectif Contre la traite, the CCEM drafted and forwarded amendments proposals to the bill to members of parliament as part of the legislative process (see "Further information" and "Our publications" on our website). In particular, they called for:

- Providing better information to new arrivals, in their own language, about their rights and the risks of trafficking for the purpose of labour exploitation, particularly for seasonal workers or holders of special residence permits issued by the Ministry of Europe and Foreign Affairs;
- Opening up access to multi-annual residence permits for victims of trafficking, particularly in view of the length of criminal proceedings;
- Withdrawing victims of trafficking who are asylum seekers from accelerated procedures, which is a recurring problem, due to the particularly short deadline within which asylum applications must be submitted;
- Training prefectures' and OFII staff on human trafficking, as well as any other administrative staff likely to be in contact with potential victims.
- Extending the scope of article L.425-1 of the CESEDA to include offences related to trafficking in human beings, i.e. the purposes listed in article 225-4-1 of the Criminal Code: enslavement, servitude, forced labour and undignified working conditions.

The CCEM received responses from a number of Members of Parliament and Senators, demonstrating a genuine interest in and willingness to listen to the issue of protecting victims of trafficking in human beings for the purpose of labour exploitation. One Member of Parliament even gave us a hearing. Despite all this, none of the proposed amendments were ultimately included in the final legislative bill, which raises questions about access to the most fundamental rights of foreign nationals and the prevention of labour exploitation.

Participation in the European Commission's NGO platform

As well as taking part in the meeting with Diane Schmitt, European Coordinator of the fight against trafficking in human beings, during her visit to France in June, the CCEM, as a member of the Platform of European NGOs against trafficking in human beings (led by the Commission), took part in the annual meeting of national rapporteurs and equivalent mechanisms in November. In the case of France, 2 mechanisms were present: the National consultative commission on Human Rights (CNCDH), the independent national rapporteur on trafficking, and the *Interministerial mission for the protection of women against violence and the fight against trafficking* (MIPROF), which implements public action. During the discussions, the CCEM stressed the importance of supporting the participation of victims in the development of prevention tools and awareness-raising campaigns (something it is trying to do in France), as well as highlighting certain good practices in France, such as cooperation between NGOs and investigative services, and in particular the jurisdiction of the labour inspectorate over the offence of trafficking, which is quite unique in Europe. However, he also pointed out some of the difficulties we face.



French participants at the November 2023 session, from left to right: Ac.Sé, CNCDH, MIPROF, CCEM, Forum Réfugiés and Hors La Rue

As a pioneering association in the fight against labour exploitation, the CCEM is working to ensure that European directives are amended to guarantee equal means for combating all forms of trafficking in France and Europe. In addition to the European Commission platform, this advocacy is also organised via the La Strada International platform.

in France and Europe

Making the CCEM's voice heard in Europe via La Strada International

The La Strada International, or LSI, platform (which differs from the European platform in that it is an autonomous and entirely associative entity) is made up of 33 members, all specialising in human trafficking, based in 24 European countries. The CCEM is one of its long-standing members and endeavours to be as active as possible in making its team available, mainly via the Legal unit and management, for monthly meetings.

Thanks to LSI, the CCEM and its partners can unite their voices to make their concerns heard at a regional level. LSI's full-time team is entirely dedicated to producing and relaying this advocacy on behalf of its members. This allows us to make the best use of our resources, while pooling the knowledge, observations and practices of 24 countries to advance the debate on trafficking.

This year, LSI's work focused in particular on the production of reflection and advocacy material on the principle of non-punishment of victims forced to break the law as part of their exploitation, the application of which in Europe is very uneven, as well as on the new European directives. Indeed, 2023 has been a busy year, with the revision of the so-called "trafficking in human beings" directive (of prime interest to specialist players) and the draft directives on the duty of care and forced labour.

Evaluation of the 2nd National Anti-Trafficking Plan by the National Consultative Commission on Human Rights

In January 2023, the CNCDH published its evaluation report on the second National Plan against Trafficking (2019-2021). At a hearing held by the CNCDH, the CCEM highlighted the difficulties encountered in ensuring that the rights of victims of trafficking for labour exploitation are recognised and that the laws are effectively enforced. It also highlighted the lack of resources available to associations and government investigation and protection services.

This assessment, which is scathing regarding the government's (in)action, agrees with the associations on a number of points, in particular the glaring lack of resources available to combat trafficking in France. Out of 43 measures set out in the 2nd National Plan, the CNCDH considers that only 3 have actually been implemented!

For the CCEM, as for other specialist associations, the evaluation report is of great importance and serves as a basis for advocacy to support the messages and warnings it sends to the media and political decision-makers in France and Europe, as it did, for example, in the TV programme "C à vous". Far from being useful only for civil society, it has also served as a base for the work of the 3^{ème} National Plan undertaken by the new MIPROF team (see next page).

Work of the collective Ensemble contre la traite des êtres humains (Together against human trafficking)



As one of the 28 members of this national collective coordinated by Secours Catholique, the CCEM has again this year actively participated in meetings and advocacy work on current issues relating to trafficking, in particular the "Asylum and Immigration" bill mentioned above and the new National Plan.

In 2023, the collective's main commitment is to develop an awareness-raising campaign entitled "Acting against exploitation on the sidelines of major sporting events", in the run-up to the Paris Olympic and Paralympic Games. The Collective's aim is to raise awareness of all forms of exploitation, offering keys to understanding them and ways to take action. The CCEM has contributed specific stories and fact sheets on trafficking for labour exploitation.

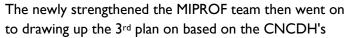
An unprecedented collaboration with

Participation in drawing up the 3^{ème} National Plan with MIPROF

The appointment of Roxana Maracineanu as the new Secretary General of the Interministerial Mission for the Protection of Women against Violence and the Fight against Trafficking in Human Beings (MIPROF) in March 2023 has given new impetus to the collaboration between MIPROF and the associations, after 2 years without a National

Plan and almost 9 months without a Secretary General.

The new Secretary's first action was to get to know the main players involved and specialised in this area, which the CCEM welcomes. For the first time since its creation in 2012, the MIPROF visited our premises to meet members of the team, as well as people currently supported by the association, who were able to talk to the Secretary about their experiences and talk about their needs in terms of reintegration.





Roxana Maracineanu at the CCEM, with B, S and E, the psycho-social centre coordinator and the director

recommendations and in collaboration with the associations. Several working groups were set up, focusing on different forms of exploitation, in order to provide an expert view of each dimension of human trafficking as it exists in France today. The CCEM sent written observations to the MIPROF, containing a number of recommendations and suggestions regarding the content of the future Plan. This document, widely distributed to the other institutional players involved in the work, is available on our website ("Our publications", "The work of the CCEM"). Several of the CCEM's proposals have been incorporated into the plan, including:

- Organising cooperation between stakeholders by creating a national mechanism for the identification, referral
 and protection of victims (MNIOP), and involving former victims in its conception;
- Carrying out a national study on trafficking for labour exploitation in cooperation with the OCLTI, the Labour Inspectorate and the CCEM;
- Enhancing training for professionals involved in trafficking for labour exploitation, particularly labour inspectors, and rolling out modules for magistrates;
- Reinforcing preventive information for migrant workers or beneficiaries of special residence permits issued by the Ministry of Europe and Foreign Affairs;

Presentation of the Plan alongside the Minister for Employment

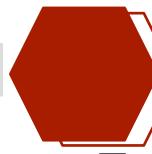


The 3rd Plan was presented by the MIPROF in the presence of three ministers, including the Minister of Labour in December 2023. The CCEM was invited to testify along with two other associations, Hors la Rue and MIST. Zita Cabais-Obra, formerly a support worker and currently a member of the CCEM Board of Directors, presented a text based on the accounts of several victims, and spoke on their behalf and that of the CCEM. She also raised a number of expectations and priorities concerning the future implementation of this 3rd Plan.

The CCEM regrets, for example, that no concrete measure has been envisaged specifically for domestic exploitation that occurs in private homes, which today remains a blind spot for investigation services. The collaboration between the MIPROF and the associations in 2023 sent a strong signal to civil society and established a climate of trust, which we hope will continue.



What we are advocating for



Building a stronger advocacy strategy at the CCEM

The CCEM is the only French association specialising in trafficking for the purpose of labour exploitation; its operational support for victims over the past 30 years has given it the legitimacy it enjoys today. It plays a key role in France as a member of the MIPROF steering committee, through its contributions to the CNCDH and the GRETA, and through its effective collaboration with partners in the field, such as the OCLTI and the labour inspectorate. Thanks to its expertise, based on years of case law, it organises its advocacy via its national and European contacts and networks: Collectif contre la traite, Plateforme des Droits Humains, Council of Europe, La Strada International (of which it is a director), and the European Commission's NGO Platform.

The CCEM's advocacy aims to develop networks of influence and share knowledge and expertise in order to bring about changes in legislation and its application, as well as in public policy. It must contribute to:

- Strengthening the identification of victims and raising the profile of trafficking for labour exploitation;
- Strengthening the protection of victims;
- Strengthening the laws (through dialogue with political decision-makers, the creation of jurisprudence and the effective application of these laws)

In 2023, during the work on our association's project and strategic orientations, a specific advocacy working group brought together members of the Board of Directors, employees and volunteers to reflect on the design, implementation and monitoring of an advocacy strategy. The first objective was to identify the priorities for action and the messages that the CCEM should convey at national and European level. These priorities are determined in relation to the reality on the ground and the difficulties encountered in supporting victims. The group also drew on the observations and recommendations of the GRETA and the CNCDH. The priorities were then validated by the Board of Directors.

The working group then began mapping its networks and partners, to better grasp the opportunities for action and communication specific to each battle and according to the timing of the reforms underway or their implementation. The team has been working to implement these new advocacy practices since the start of the year on the Asylum and Immigration Bill. From now on, the CCEM, following the roadmap drawn up by the "advocacy" group, will also endeavour to better coordinate communication (including the press) and its advocacy actions, so as to ensure the best possible impact.

The CCEM calls for the development and implementation of :

- A national mechanism for identifying and redirecting victims of trafficking, aimed at collaboration between specialised institutions and associations;
- Better training for professionals on trafficking for labour exploitation;
- Better information for victims on their rights and procedures;
- Better protection for victims, particularly in terms of access to accommodation and psychological and psychiatric care;
- Separating the protection of victims from legal proceedings;
- Better cooperation between stakeholders and recognition of the role of NGOs
- Increasing the resources available to NGOs to enable them to fulfil their missions.



Raising awareness and

Working with the general public and professionals

As it does every year, the CCEM continued to respond to requests for assistance from investigating departments, the labour inspectorate, schools, cultural associations and professional bodies working in the field of support for people in

precarious or violent situations.

In 2023, it organised **29 events (for all audiences), attended by a total of I,123 people**. This figure is slightly down on the previous year, which can be explained by the mobilisation of the CCEM and its team on other activities (work carried out by the new MIPROF team, the SAVE project, internal work on the associative project, etc.). Furthermore, the awareness-raising and training activities are not only visible through the final number of interventions: in fact, during the year 2023, the team was also mobilised on the preparation of interventions for the year 2024 or on the updating of awareness-raising and training tools. Finally, it should be remembered that the CCEM does not have any employees or specific funding for awareness-raising and training.



Speech by our director to Masters students at the Sorbonne Institute of Development Studies

Of these 1,123 people, 46% were professionals, including 297 officers from specialist investigation services, in particular the Labour Inspectorate and the Gendarmerie Nationale. This represents an increase of almost 78% on last year! Efforts have therefore been concentrated on these front-line professionals, whose work and good cooperation with the CCEM are essential if victims are to receive appropriate care.



Training session with the Labour Inspectorate and student social workers

Other professionals involved in the projects include social workers and lawyers, who were made aware of the issues during an event organised by the Paris Bar Association.

Overall, all the members of the Committee can be involved in the work: employees, but also members of the Board of Directors and, more recently, people receiving support!

The majority (48%) of interventions were held in Paris, but with 10 departments involved in 2023 (and one intervention abroad), the CCEM continues to assert its position as a national expert on work-related exploitation.

Taking part in local initiatives

Some of these actions are part of specific projects or initiatives. This is the case, for example, with the Dizaine des Droits Humains (Human Rights Week) organised by the Town Hall of Paris' 13rd district, which has been running since 2022. Once again this year, the CCEM played an active part, with an exhibition of artefacts (to complement the exhibition at the Musée National de l'Histoire de l'Immigration, see p.27), as well as 2 presentations to fourth form students, during which members of the Comité de vie associative gave emotionally-charged testimonies (see p.29).





Training in France and elsewhere



Continuation of the SAVE project in Morocco: Our Moroccan partners visit France!

Launched in January 2019, the SAVE project aims to train 5 Moroccan associations to identify victims of trafficking for the purpose of labour exploitation and to support them, particularly at a legal level, thanks to an unprecedented law adopted by the Kingdom in 2016. After 3 years of rigorous work on identifying victims, and following specific training in legal support, the partner associations are continuing their day-to-day work with the potential victims, providing appropriate and specific social and legal follow-ups, within the framework of law 27-14.

While 2022 was mainly devoted to visits between Moroccan partners, in 2023 the CCEM was able to welcome, in Paris, a Moroccan delegation composed of its associative partners and a representative of Entraide Nationale!

The group of I2 professionals discovered the French context in which the CCEM operates, as well as the Belgian context, thanks to a one-day visit to Brussels. The delegation was received by and had discussions with: the MIPROF, the Ministry of Europe and Foreign Affairs, the CNCDH, the Town Hall of the I3rd district, the OCLTI, the Île-de-France Labour Inspectorate, the Myria Federal Centre (Belgium), the Council of Europe, the European Commission, and the associations Foyer AFJ, MIST, Hors La Rue and PAG-ASA. In addition to the days of visits and meetings, the programme included exchanges of practical experiences in the field; for one day, the partners were able to play the role of a CCEM, Hors La Rue or AFJ employee. The partners and the CCEM also worked on the future practical guide, which will be published in 2024.

At the same time, this has not prevented partners from continuing to identify and care for potential victims. By the end of 2023, following 310 reports, 276 victims had been identified and assisted. In addition, 46 awareness-raising initiatives were carried out by our partners, reaching 2059 people. 37 of these actions were carried out in the context of the earthquake that hit the Chichaoua region in September 2023. Our partners were heavily affected by this disaster, which had serious repercussions on the living conditions and mental health of the people they support (particularly children). One of the accommodation centres supported by the project was destroyed by the earthquake, forcing the partner concerned to find emergency solutions for all the children under its care.

The project will officially come to an end in February 2024. Two key activities remain to be carried out: the organisation of an international closing workshop and the distribution of a practical guide!

330 reports received

+15 criminal complaints initiated

2,813 participants in 73 local awareness Campaigns

284 victims assisted (including 24 new victims in 2023):

81% Moroccan nationals

80% women

73% were minors at the start of the offence

Mostly exploited through domestic work and forced begging



The Moroccan delegation received by the MIPROF, the CNCDH and the Ministry of Foreign Affairs in Paris in March 2023







Informing, communicating

Informing the national and local media

Since its creation, the CCEM has made it its mission to use the power of the press and media to denounce instances of slavery, servitude and trafficking. In 2023, the CCEM and the cases it handles were cited in **more than 40 press articles or radio and television broadcasts**.

As far as possible, the CCEM tries to focus on diversity, in order to reach a wide audience. In 2023, for example, it collaborated with the specialist journal Lien Social, as well as Society Magazine, France Inter radio station or the German radio station Deutsche Welle.

Although media requests are mainly dictated by current events and the judicial calendar of cases, the CCEM has endeavoured since 2022 to maintain regular links with several media outlets in order to be more and more at the origin of media coverage and to work with journalists to create topical events around the theme of trafficking.



In this way, the CCEM hopes to take modern slavery cases out of the "minor news" category and turn them into a social phenomenon.

A feature in Libération and the creation of a media highlight!

As announced last year, an unprecedented collaboration began in 2022 and continued in 2023 with the newspaper Libération. For almost a year, one of their investigative journalists followed several Filipino women who were victims of human trafficking for the purpose of labour exploitation, accompanied by the CCEM, including one in particular, from the very moment she fled the place where she was being exploitated.

The publication of the case file, across 4 articles in May 2023, created a media frenzy around the issue of domestic exploitation and the Filipino community. The story of 'Lin' and her compatriots was picked up by various national media, including the TV programme "C à Vous".

www.esclavagemoderne.org the

I,326 Facebook Twitt

+37,000 visits to the site

907 subscribers to Quarterly newsletter

internet

Go to :

@CommitteeAgains

ModernSlavery

I,073
subscribers to
Twitter/X
Go to:

121 followers on Instagram

Go to :

@ccemfrance

The texts by journalist Gurvan Kristanadjaja have been illustrated by the remarkable shots taken by photographer Aline Deschamps.

An intimate, sincere and moving insight into the daily lives of these women domestic workers, between the Philippines, the Middle East and Paris. Available on the CCEM and Libération's websites.



valuing benificiaries' experiences

Continuation and conclusion of our "From South-East Asia to Europe" project

Launched in 2020 in partnership with the Global Alliance Against Traffic in Women (GAATW), and a dozen other associations in Europe and Asia, the project aims to gain a better understanding of the trajectories of South-East Asian women exploited in Europe, and to encourage their social integration in European host countries, through empowerment, communication and advocacy.

Although less visible than other activities or projects, this initiative is a response both to the increase in the number of people from Asia, particularly the Philippines, and to our concerns about the participation of the people we support (see 2021 and 2022 activity reports).

In 2023, the project researcher finalised the study compiling the data and findings collected by each of the project's partner associations. It can be downloaded free of charge from our website ("International actions" section). As for the CCEM, it has set up the advocacy-action activities announced in its previous activity report. In addition to working with Libération and setting up the Comité de vie associative (see p.29), 4 Filipino women took part in the "East and South-East Asian immigration to France since 1860" exhibition organised by the National Museum for the History of Immigration.

We consider that the objective of the project has been achieved!

Our cornerstones were empowerment and emancipation. During the work with Libération, apart from the first meeting, the women were autonomous in their contact with the journalist, taking photos and managing their image. As for the exhibition, the fifteen or so women who took part (4 of whom ended up having their objects selected) chose the objects they wanted to exhibit and described them in their own words. The project was a real learning experience for the CCEM team: encouraging without forcing, guiding, believing in people's ability to make the best choice for themselves...

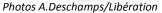
Objects that have not been selected by the Museum are the subject of a virtual exhibition on the CNRS blog dedicated to the Asian Migration in France Research Network (scan the QR code to access it!).

Also as part of the project, 3 CCEM employees took part in a study visit to Berlin in May 2023, organised by the German partner association Ban Ying. The CCEM and the Dutch association Fair Work were able to find out about the field work of this long-standing partner, which is also a member of La Strada International, and to meet the Berlin labour exploitation prosecutor and specialist branches of German trade unions.



Finally, in July 2023 the CCEM received a delegation from GAATW to discuss the end of the project. In the spirit of the latter, 3 beneficiaries who had participated in the activities took part in the meeting, as did the journalist from Libération.







Reaffirming our values: a year of

Continuation of our work on the CCEM association project

As announced at the beginning of this report, the CCEM team, Board of Directors and volunteers continued to work internally on the association's project and strategic orientations.

Accompanied by a consultant as part of the "FRIO" (Fonds pour le renforcement institutionnel et organisationnel), a scheme co-managed by Coordination Sud and the French Agency for Devlopment), all the participating members pooled their views on the association to reaffirm its foundations.



Our vision

"For a world without contemporary slavery, without human trafficking, where everyone's dignity and rights are respected".

Our values

- Dignity
- Justice
- Professional expertise
- Perseverance
- Dialogue

Identify

Support

(psychosocial and legal)

"The CCEM's mission is to fight the invisible, the trafficking in human beings, in particular for the purpose of labour exploitation, and to help victims to rebuild their lives."

Our mission

Training & raising awareness

Advocacy



During 2023, the project was organised into thematic working groups: "Identification", "Psychological and social support unit", "Legal Unit", "Governance", "Finance and Development", "Training", "Association Life Committee", "Communication", "Advocacy" and "Steering Group".

Each group established its own priorities and orientations. Constant dialogue between the groups, in particular via the steering group, has helped to harmonise the different perspectives and create a coherent roadmap for the next 5 years. Here again, the CCEM played the participation card: 5 people supported, members of the *Comité de vie associative* (CVA) took part in the Identification, Psychological and social support unit and Legal unit working groups!

The final association project will be announced in 2024, for the CCEM's 30th anniversary.







The obstacles that we are fighting

- The invisibility of victims
- Victims' exit from exploitation
- Victims' access to their rights
- Impunity for the exploiters

fruitful internal workings



News from our Associative Life Committee

Last year, the CCEM announced the creation of its "Comité de Vie Associative" (CVA, or Associative Life Committee) a project that has been in the works for several years. The aim is to promote the participation of people receiving support, firstly within the association, but also more generally in society and in the fight against trafficking.

To join the CVA, the CCEM staff identified volunteers who were settled in their daily lives and whose nationalities or language groups allowed them to be fairly well represented in the active file. Around ten members were thus able to launch the CVA. As the meetings progressed, it became clear that the CVA was moving towards a dynamic operation driven by a small core group (around 5 people), who were joined by any beneficiary who expressed interest in volunteering, including for a one-off action or activity.

The first task of its members was to draw up a mandate! Initially, 3 objectives were identified by the CCEM (see AR 2022, p.26). While these objectives are still relevant today, this first generation of members, supported by the Psychological and social support unit, has itself defined its areas of action and areas of work.

1. OUTINGS - ACTIVITIES - MEETINGS

- Creating links, gaining self-confidence, meeting new people, learning and practicing the language
- Going out, sports, music...

3. SKILLS WORKSHOPS - TRAINING

 Suggest thematic workshops for beneficiaries (e.g. digital/ IT workshops, using a computer, etc.).

2. DISCUSSION GROUPS

Sharing experiences, being listened to and exchanging ideas

4. VOLUNTEERING - MUTUAL AID

 Organising support for/among carers, doing each other favours

Among the key words that inspired the members and that they chose to define the CVA are: "Activities", "Together", "Support", "Sharing experiences", "Learning", "Speaking French", "Self-confidence", "Volunteering", "Weekends", "Outings", "Discussion", "Things will work out".

The CVA most notable actions in 2023 include:

- 3 working meetings (around 15 participants);
- The involvement of one of the members with other people receiving support, in particular by providing translations during appointments and providing feedback (for example on ongoing asylum procedures);
- Participation in the "Identification" working group to update the new identification questionnaire (testing the questionnaire and proposing new questions/wording);
- Participation in the exhibition at the National Museum for the History of Immigration;
- Participation in Alizée Delpierre's research (see p.7) via in-depth sociological interviews;
- Participation in the Dizaine des droits humains (Human Rights Week) at the Town Hall of the 13rd district of Paris, with an exhibition of objects and testimonies for 4 classes of secondary school pupils.

We look forward to continuing to observe the growth of this Committee within the Committee, the rise in confidence and the flight of its members!





The CCEM's resources



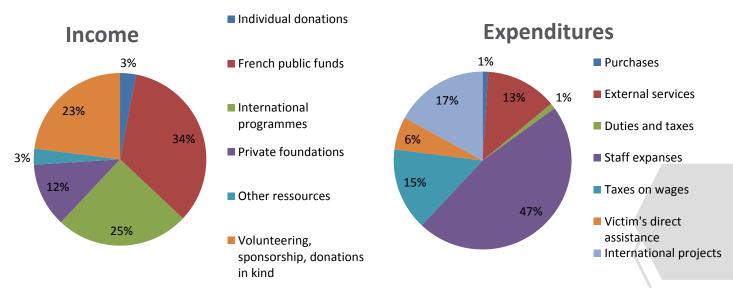
While the last two years ended with a deficit or a balanced budget, in 2023 the CCEM was able to make significant progress with a profit of €17,916. This was achieved while meeting our commitments to victims, the core of our work, as well as our other activities, including the SAVE project in Morocco and all our awareness-raising, training and advocacy activities. Of course, this was made possible thanks to the generosity of our institutional, private and individual funders. Once again this year, our teams of employees and volunteers have coped with their workload with enthusiasm and perseverance. We would like to thank them all for their contribution.



There are several reasons for this positive trend. First, we have submitted an increasing number of funding applications to both public and private funding bodies. This is a time-consuming activity, which does not guarantee new resources (only one new grant in 2023), but which has enabled us to increase some pre-existing funding. It is therefore possible to believe that, even if the changes are minimal, funders are beginning to recognise the expansion of CCEM's activity (synonymous with greater needs) in recent years, and the expert work it has been carrying out for 30 years.

Financial resources

Despite the profit situation, the overall budget has fallen slightly, from €1,043,093 in 2022 to €1,029,655 in 2023. However, income has risen from €766,943 in 2022 to €795,536 in 2023. This is mainly due to the support of private foundations and an increase in national public subsidies (State, regional or local authorities), which represent 34% of the budget compared with 28% in 2022.

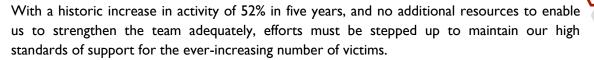


As in previous years, voluntary work, sponsorship and donations in kind account for around 23% of the budget. These include the work of lawyers, translations (such as this report!), free hotel reservations, donations of computer equipment or service vouchers, access to specialised search engines, etc. (see p. 31).

Expenditures

In 2023, the careful management of its expenditures has enabled the CCEM not only to maintain its activity at the same demanding level, but also to reduce certain operating expenses, in particular purchases and external services (-19% compared with 2022). By making a profit, the CCEM is implementing its strategy of strengthening its equity capital. Salaries and social charges remain the largest item of expenditure, accounting for 60% of our costs. The other major expense items are: aid and expenses directly linked to victim support in France (6% of expenses, €50,000), operational expenses for the SAVE project with our associative partners for the implementation of victim support in Morocco, and finally training and awareness-raising activities (16% of expenses).

Outlook for 2024



2024 will mark the **30**th **anniversary of the CCEM**. Our outlook must therefore reflect both ambition and caution. Ambitions that have been thought through together as part of the collective work on our association's project and our strategy for the next five years, which reflect the CCEM's unique place in the fight against trafficking for the purpose of labour exploitation. We also need to be cautious in a period of political change and budget cuts, which means we have to be careful not to act beyond our means.

First year of implementation of strategic orientations

After all the collective work on the revision of the association's project and the guidelines for the next 5 years, the Board of Directors, salaried staff members, volunteers and beneificiaries will be able to implement the actions and priorities determined by the working groups. For 2024, these will include advocacy, communication, developing partnerships, refocusing support on issues directly related to trafficking, and last but not least, structuring and developing awareness-raising and training initiatives. The organisation of the Olympic and Paralympic Games in Paris in 2024 has led us to reflect on the possible links between major events and human trafficking. Raising public awareness and providing training ahead of the Games seems essential.

Latest actions in the SAVE project

In February 2024, the SAVE project will come to an end after 5 years of effective and successful actions. The last two actions will consist of an international closing workshop and the finalisation of a practical guide. This will be followed by a final assessment of the project, which has enabled the Moroccan partners to become key players in the fight against trafficking for the purpose of labour exploitation in Morocco, and which has greatly contributed to the growth of the CCEM.

Involvement of people receiving support

The CCEM intends to build on the ideas that emerged from the collective workshops to continue to promote the participation of the people it supports, in particular within the framework of the Associative Life Committee. In 2024, the Committee will be asked to reflect on the practical implementation of the areas of work it set itself in 2023, as well as to think about the ways in which its members can take part in raising awareness of the CVA among people receiving support and enabling a wide range of participation. The organisation of the 30th anniversary year will be the first opportunity to give the CVA and its members a major role in the life and work of the CCEM!

Continuation and development of current initiatives

As indicated above, the CCEM will focus on the activities set out as strategic orientations, starting in 2024. It will continue to provide support, while working to:

- Strengthening psychological support;
- Developing training and awareness-raising initiatives;
- The protection of victims of exploitation by diplomatic employers protected by immunity.



They make up the Committee

Renewal of our Board of Directors

In view of the departure of several members of the Board of Directors, which until recently was largely made up of founders and original members, new members have joined this essential internal body of the association.

Following the Annual General Meeting on 20th April 2023, 5 new candidates were considered and the team of directors was renewed. Their profiles testify to the CCEM's growing strength in these areas and the strengthening of its partnerships with various institutions.

Members of the Executive Board

Franceline Lepany, Chairman

Honorary Lawyer at the Paris Bar, member since 2004

Me David Desgranges, Vice-Chairman

Lawyer at Bar of Paris, member since 2005

Vincent Morley-Pegge, Treasurer

Management controller (retired), member since 2012

Mr Adelphe de Taxis du Poët, Secretary

Innovation expert at Caisse des Dépots et des Consignations (retired), member since 2017

Mr Olivier Brisson

Lawyer at the National asylum court (retired), founding member

Board members

Me Marie-Aimée Piriou

Lawyer at the Paris Bar, member since 2005

Mrs Georgina Vaz Cabral

Former CCEM employee, international expert at the United Nations and OSCE, member since 2008

Ms Zita Obra

Survivor of modern slavery, former trade unionist and member of ISTAC, member since 2017

Ms Axelle Lemaire

Executive Director of the French Red Cross, former Member of Parliament, Member since 2021

Ms Juliette Vogel

Lawyer at the Paris Bar, member since 2020

Mr Charles-Eric Clesse

King's Public Prosecutor (Belgium), Council of Europe expert, member since 2022

Mrs Christine Lazerges

Former President of the CNCDH and Member of Parliament, member since 2023

Mr François Pacquement

Head of History and Strategic Thinking, AFD, member since 2023

Ms Maria-Grazia Giammarinaro

Former UN Special Rapporteur on trafficking and magistrate (Italy), member since 2023

Mr Patrice Fleury

Director of emergency housing facilities (retired), member since 2023

Gal Philippe Thuriès

General of the Gendarmerie Nationale, former head of the OCLTI, member since 2023





Against Modern Slavery



The salaried team

Mona Chamass-Saunier, Director Roxane Ouadghiri Hassani, Deputy Director

Annabel Canzian / Pascale Martin, Coordinators of the Legal Unit Marie Foucray, Coordinator of the Psychosocial Unit

Clémence Patoureaux, lawyer











It was with great sadness that we learned on 7 November 2023 of the death of Alain Moreau, who had been a member of the CCEM Board of Directors for 22 years. An important figure in the world of literature and publishing in France, he never ceased to support the fight against modern slavery, through his dynamism and his journalistic network. With pride and determination, the CCEM will honour his memory by continuing to support the victims daily.

Photo BERNARD CHARLON / GAMMA-RAPHO VIA GETTY IMAGES

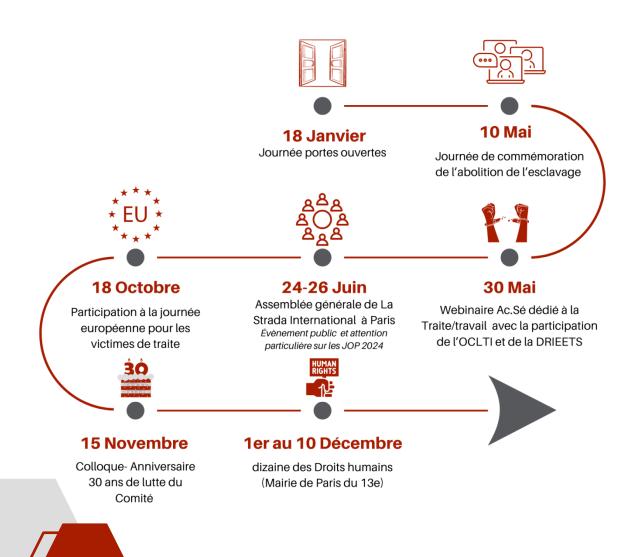


30 years of fighting modern slavery!

Proud of its history, the CCEM is looking forward to celebrating its 30th anniversary in 2024.

Having already had recent experience with the organisation of its 25th anniversary in 2019, the CCEM has, over the course of 2023, set up a working group dedicated to the organisation of its 30th anniversary. This group includes members of the Board of Directors, employees and a representative of the people supported. More than just a celebration, the organisation of the "30th anniversary year" involves strategic objectives in terms of visibility, partnerships and growth. As such, it has been incorporated into the 2024-2028 association project.

In practical terms, the members of the Committee would like to organise a number of events throughout the year: open days, exhibitions, mobilisation of partners, highlighting trafficking in human beings for the purpose of labour exploitation at seminars dedicated to trafficking (AcSé annual seminar, LSI annual general meeting, etc.),



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