

**EMPOWERING GIRLS AND YOUNG WOMEN AT RISK IN MOROCCO:
A Resource Book on Sexual Abuse, Forced Labor and Human Trafficking in
Prostitution and Domestic Service**

ENGLISH SUMMARY

Empowering Girls and Young Women at Risk in Morocco is the first edition of a Resource Book designed to serve as a tool for awareness-raising, direct service, and advocacy on behalf of girls and young women at risk of sexual abuse, forced labor and human trafficking in prostitution and domestic service in Morocco.

Elaborated to enhance the capacities of women's rights NGOs and local development associations, this Resource Book also targets journalists, lawyers, social workers, researchers, and other actors interested in supporting the human rights of this vulnerable population.

Empowering Girls and Young Women at Risk in Morocco is intended to be a comprehensive and practical guide to working with girls and young women at risk from a human rights based approach.

It contains descriptions of the phenomenon of girls and young women at risk and case studies from a variety of sites across Morocco; a collection of news articles from the local press; a practical guide to support programs for girls and young women at risk from a human rights based approach, including fieldwork, outreach and communication strategies, psycho-social assistance, legal advice, and other practical assistance; the national legal framework; international human rights laws; human rights education sessions for girls and young women at risk and the larger public; analysis and strategy planning sessions for NGOs; and numerous appendices with additional resources such as Internet resources, a Directory of international NGOs, bibliographies, and practical fact-sheets and case forms.

Empowering Girls and Young Women at Risk in Morocco was elaborated by the Morocco Field Office of the International Human Rights Law Group, in collaboration with a Working Group on Girls and Young Women at Risk comprised of 13 local NGOs in diverse regions across Morocco from November 2002 – March 2003. Many of the international human rights materials were developed and provided by Ann D. Jordan, Director of the Initiative Against Trafficking Persons at the International Human Rights Law Group.

The Resource Book illustrations were elaborated by *Association Amal pour la femme et le développement* (El Hajeb) and a girl at risk client of one of the Working Group partner organizations.

The preparation, translation and printing of this Resource Book was made possible by the generous financial support of the British Embassy in Rabat, and was an integral part of the Month of Awareness on Girls and Young Women at Risk in Morocco organized in March 2003 by the Law Group and the 13 Working Group member organizations.

The Law Group also thanks the Catholic Organization for Relief and Development (CORDAID – The Netherlands) for its general support of the Girls and Young Risk in Morocco Initiative, including a 6-month pilot training and implementation program conducted for 10 local NGOs from April – September 2002.

The Resource Book is primarily in Arabic, with certain sections and documents in French.

More information on the Girls and Young Women at Risk Initiative, as well as the Morocco program in general, can be found on the Law Group's website at www.hrlawgroup.org

TABLE OF CONTENTS

I. GENERAL INTRODUCTION AND DESCRIPTION OF THE PHENOMENON

1. Introduction

A. Description

This section :

- Defines the population of beneficiaries targeted by this Resource Book as “Girls and Young Women at Risk for sexual abuse, forced labor, and trafficking in persons in prostitution and domestic service”;
- Emphasizes that the focus of the Resource Book is on the human rights violations that girls and young women may be at risk for in certain contexts, and not on specific categories of girls and young women;
- Describes the human rights-based approach used in the Resource Book as one based on a participatory model of program development that involves the beneficiaries from the very beginning, and whose overall objective is the empowerment of the beneficiaries;
- Explains the concrete implications of this approach for working with girls and young women at risk, which include starting from the client’s own experience, identifying her problems as human rights violations, creating a non-hierarchical relationship between the counselor and the client, and developing a holistic approach to the client’s empowerment process;
- Sets out a framework for elaborating an Empowerment Plan with each client that:
 - Starts with the client’s individual experience, needs, desires, problems and priorities as she expresses them;
 - Lists the legal, physical and emotional health, family, labor and education, and other issues facing the client;
 - Identifies the corresponding human rights violations;
 - Elaborates an individual empowerment plan for each client to address her priority issues through counseling, training, legal advice and representation, and other assistance;
 - Contributes to the development of appropriate human rights advocacy strategies on behalf of and in partnership with girls and young women at risk.

B. Objectives

This section sets out and clarifies the objectives of this Resource Book, emphasizing that the discussion of this topic is quite new in Morocco and that as a result the Resource Book does not provide a complete or accurate description of the situation of girls and young women at risk in Morocco, nor a specific model of intervention for working with this target population.

Rather, this Resource Book, the first of its kind in Morocco, is a pilot attempt to:

- Break the silence and taboos surrounding the issue of girls and young women at risk in Morocco;
- Present a sketchy overview of some aspects of the phenomenon in Morocco with the information currently available;
- Motivate individuals and local organizations to integrate girls and young women at risk into their service provision and human rights advocacy activities;
- Suggest a framework for thinking about ways to elaborate service provision and advocacy activities;

- Encourage individuals and local organizations to use the human rights-based approach in their work with girls and young women at risk.

This first version of such a Resource Book invites individuals and organizations to enter into the process of working with girls and young women at risk, test the materials in the book against their experiences and realities, and produce a future second version based on experiences in the field and a full analysis of the situation of girls and young women at risk in Morocco.

C. Project Background and History

From April 2002 through September 2002, the Law Group Morocco office implemented a 6-month pilot project on Supporting Girls and Young Woman at Risk of Sexual Abuse, Forced Labor, and Slave-like Practices in Prostitution, Domestic Service and Trafficking.¹ The Law Group Morocco team, in collaboration with Marieke Kamerbeek, a social worker specializing in Moroccan girls and young women at risk in the Netherlands, as well as Ann D. Jordan, Director of the Initiative in Trafficking in Persons from the Law Group Washington D.C. office, conducted a series of 3 one-week trainings for violence counselors, social workers, community educators, health outreach workers, lawyers and human rights activists. The participants came from 13 women's rights organizations and local development associations from Casablanca, Rabat, Tangiers, Tetouan, Khenifra, Azrou, El Hajeb, Fes, Agadir, Essaouira, and Marrakech.

This innovative training series introduced participants to counseling methods, outreach techniques, international human rights standards and advocacy strategies on behalf of girls and young women at risk. In between the three trainings the participants conducted preliminary fieldwork, outreach and counseling activities to apply what they learned, with follow-up and evaluation by the Law Group training team.²

Empowering Girls and Young Women at Risk in Morocco builds on this initial pilot experience as part of a larger national Initiative to develop and ensure sustainable programs of support and advocacy on behalf of girls and young women at risk in Morocco.

Empowering Girls and Young Women at Risk in Morocco was elaborated from December 2002 – February 2003 through a collaborative effort by the 13 organizational partners in this Initiative who formed a Working Group on Girls and Young Women at Risk in Morocco. The Working Group elaborated this Resource Book in the larger context of a National Month of Awareness on Girls and Young Women at Risk in which the partner organizations conducted a variety of public awareness, prevention, direct service and human rights advocacy activities throughout March 2003.³

Many of the international human rights materials were developed and provided by Ann D. Jordan, Director of the Initiative Against Trafficking Persons at the International Human Rights Law Group.

The members of the Working Group who contributed to the elaboration of this Resource Book are:

¹ This 6-month pilot project was made possible thanks to the financial support of CORDAID (The Netherlands).

² The complete report of this training series and the interim activities conducted by the participants is available in both English and Arabic at the Law Group offices in Rabat.

³ *Empowering Girls and Young Women at Risk in Morocco* was made possible by the generous support of the Embassy of Great Britain, Rabat.

- Association Amna pour défendre les femmes victimes de violence (Tanger)
- Association de recherche féminine pour le développement et la coopération (Tétouan)
- Union de l'action féminine (Tanger section)
- Initiatives pour la protection des droits de la femme (Fès)
- Centre d'écoute et d'orientation juridique et psychologique pour femmes agressées (Casablanca)
- Association Bayti (Casablanca and Essaouira sections)
- Oum el Banine (Agadir)
- Terre des Enfants (Agadir)
- Association Amal pour la femme et le développement (El Hajeb)
- Liaison du *Law Group* (Marrakech)

D. Project Future and Follow-up

This section encourages and establishes a structure for individuals and organizations to contribute to the elaboration of a second version of this Resource Book, as well as to developing strategies for future program implementation.

2. **Description of the Phenomenon in Different Sites across Morocco**

This section contains descriptions of the situation of girls and young women at risk of sexual abuse, forced labor and trafficking in persons in prostitution and domestic service in diverse regions across Morocco. Written by the different Working Group members, this section contains descriptions of this phenomenon in the following towns and cities:

- A. Marrakech
- B. Tangiers
- C. El Hajeb
- D. Tetouan
- E. Agadir
- F. Casablanca

3. **Case Studies**

This section contains case studies and individual interviews with girls and young women at risk of sexual abuse, forced labor and trafficking in persons in prostitution and domestic service in diverse regions across Morocco. Written by the different Working Group members, this section contains the stories of girls and young women at risk from the following towns and cities:

- A. El Hajeb
- B. Tetouan (2 case studies)
- C. Agadir
- D. Casablanca

4. **Articles**

This section contains a variety of articles on girls and young women at risk collected from local publications and press.

- A. *Article (interrompu) sur les prostituées au Maroc* (Saida Menebhi, 1977)
- B. News articles from Moroccan newspapers and magazines

II. EMPOWERING GIRLS AND YOUNG WOMEN AT RISK: A HUMAN RIGHTS BASED APPROACH TO ASSISTANCE PROGRAMS⁴

1. Potential Problems Faced by Girls and Young Women at Risk

This section describes a variety of problems that girls and young women at risk may face, and that people working with girls and young women at risk clients should keep in mind. These include legal and administrative matters, communications (language and literacy), health, financial, sexual abuse, psychological and emotional, work, shelter, family and personal freedom issues.

2. Human Rights Violations Faced by Girls and Young Women at Risk

This section links each of the above problems with a specific human right, and lists the human rights violations that girls and young women at risk may be experiencing. Emphasis is placed on the idea that in an empowerment model of assistance, people working with girls and young women at risk need to recognize their client's problems as human rights violations, and work with the client so that she recognizes them as human rights violations as well.

3. Outreach: Establishing and Maintaining Contact with Girls and Young Women at Risk

A. Methods

This section describes methods for conducting outreach to girls and young women at risk, including fieldwork, pamphlets, brochures and posters, mass media, and the use of referrers and intermediaries.

B. The First Contact

This section explains the objectives of the first contact with a potential client, and highlights things to keep in mind in order to motivate the client and maintain contact with her.

C. Case Files

This section explains the importance of maintaining complete and accurate written records of work with girl and young women at risk clients, presents a sample format for organizing case files and creating forms, and suggests methods for maintaining the confidentiality and security of case files.

⁴ Many of the materials in this section were adapted for the Moroccan context and translated from the English from *Practical Guide to Assisting Trafficked Women* (GAATW; Bangkok, 1997). The participants from the 6-month pilot training series in April – September 2002 also contributed their experiences from the field to this section. Finally, thanks to Marieke Kamerbeek, Consultant for the pilot training series, for her input to the sections on psycho-social assistance.

4. Counseling Assistance for Girls and Young Women at Risk

A. Possible Feelings and Emotional Issues

This section details various emotional issues that girls and young women at risk may be experiencing, and then explains how these may interfere with or affect the counseling process. These include isolation and lack of knowledge, fears, guilt, anger, shame, betrayal, lack of trust, powerlessness and depression, shock, disbelief and disorientation.

B. The Counseling Process

This section presents the different stages of the counseling process with girls and young women at risk clients, from the first contact through the process of assistance, to the closing-out of the case.

C. Counseling Skills and Techniques

This section describes a practical list of strategies that people working with girls and young women at risk can use to communicate effectively, including active listening, asking questions, parroting, reflecting, paraphrasing and silence.

Emphasis is placed on the fact that attitude is more important than any specific technique. Counselors are encouraged to concentrate on verifying that their approach and behavior towards the client are respectful and encouraging of her human rights.

D. Listening Techniques

This section presents a practical list of techniques that counselors can use to listen to their client effectively, concentrate on her, use positive body language, and deal with their own feelings and prejudices.

E. Trauma

This section defines trauma and Post-Traumatic Stress Disorder (PTSD), lists its symptoms, and suggests ways that clients can deal with PTSD.

F. Working with Families

This section describes ways that counselors can integrate family members into the empowerment process with the client and encourage them to support her effectively.

G. Group Counseling

This section describes group counseling through discussion and support groups, including the objectives of such group work, methods for organizing them, suggested topic for discussion, and facilitation strategies for groups, including both professional and peer facilitation.

5. Legal Assistance for Girls and Young Women at Risk⁵

This section is designed to help counselors, paralegals and lawyers provide accurate and practical legal advice to girls and young women at risk through an explanation of their rights

⁵ With many thanks to Najat Chentouf, Esq. (*Association Amna*, Tangiers) and Fadwa Issam, Esq. (*Initiatives pour la protection des droits des femmes*, Fes) for their contributions to this section.

under Moroccan law, the relevant criminal and civil actions and procedures, and strategies to take. It also suggests concrete ways that individuals and organizations can work with clients throughout the preparation and course of legal actions.

A. Introduction w/simple definitions

This section lists and explains basic legal concepts and institutions through simplified definitions. These include: a civil action, a criminal action, civil damages, criminal penalties and fines, the different steps in civil lawsuits and criminal trials, the role of the different actors (police officials, prosecutors and judges), and the structure and organization of the Moroccan law enforcement and court systems.

B. Legal problems

This section lists and describes the Moroccan laws and procedures pertaining to the following legal problems that girls and young women at risk may face:

- (1) Rape and Sexual Abuse
- (2) Corruption of Minors
- (3) Single Mothers
- (4) Domestic Violence
- (5) Violence (general)
- (6) Incest
- (7) Divorce
- (8) Alimony and Child Support
- (9) Domestic Workers
- (10) Child Labor
- (11) *Abandon de Famille* (Negligence, Abuse, Non-Support)
- (12) Prostitution
- (13) Procuring/Pimping
- (14) Kidnapping and Sequestration
- (15) Adultery and Sexual Relations Outside of Marriage

For each problem listed above, the description provides:

(1) *A simplified legal definition and explanation* of the actions and elements that make up the specific crime or the tort

(2) *Legal actions that the client can take* (or that can be taken against her)

- Criminal actions
- Civil actions

The description of each action includes:

- The specific name of the crime or the tort
- Against whom the action is taken
- How a case is initiated: where and to whom a complaint is made
- How to make a complaint: procedures, papers, evidence necessary, witnesses, and required fees
- Steps in the legal and judicial process
- Possible results: prison, fines, compensation
- Risks of bringing a complaint

(3) *Practical considerations*

C. Practical Legal Assistance Activities

This section suggests a variety of activities that individuals and organizations can implement to provide practical legal assistance to girls and young women at risk. These include: developing a network of lawyers willing to provide volunteer or low-costs legal services to girls and young women at risk, assisting the client in initiating a case (helping clients collect the necessary evidence and witnesses, write her statement and file a complaint), accompanying clients to the police stations and courts, organizing translation and interpretation services, reviewing her testimony, providing a safe refuge for women during their case, and networking with organizations in foreign countries, especially those with significant Moroccan communities.

D. Problems to Consider

This section lists some obstacles that girls and young women at risk may face in legal actions, including bribery, corruption, threats, loss of witnesses, and prejudices and discrimination by the authorities.

6. **Practical Assistance for Girls and Young Women at Risk**

This section lists other types of concrete practical assistance that individuals and organizations can offer girl and young women at risk clients, either themselves or through referrals to other appropriate organizations.

Based on the issues identified as a priority by the client herself, other aspects of a holistic empowerment plan might include language and literacy classes, vocational training, job placement, translation and interpretation services, childcare, medical services, shelter, the elaboration of an escape plan, a peer counselor/sponsor system, and participation in the organization's advocacy activities.

III. **THE LEGAL FRAMEWORK**

1. **Moroccan Law**

A. Penal Code

This section contains the relevant Moroccan criminal legislation on kidnapping, illegal detention and confinement, child negligence and abuse, sexual abuse, rape, violence, adultery and fornication, prostitution and pimping.

B. Labor Laws

This section presents the relevant Moroccan labor laws on hazardous occupations, child labor, and "dangerous occupations forbidden to children and women."

2. International Human Rights Law

A. Chart of Rights and Responsibilities

This chart lists the human rights of girls and young women at risk that may be violated, and identifies the corresponding international texts that protect them.

B. International Human Rights Framework

This section describes the international human rights framework that protects girls and young women at risk, and explains the relevant texts, including the Protocol to Prevent, Suppress and Punish Trafficking in Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime, the Slavery Convention, the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, the Convention on the Elimination of All Forms of Discrimination Against Women, the Convention on the Rights of the Child, the Optional Protocol on the sale of children, child prostitution and child pornography, the Convention Concerning Forced Labor No. 29, the Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor No. C182, the Human Rights Standards for the Treatment of Trafficked Persons and the UN High Commissioner for Human Rights: Recommended Principles and Guidelines on Human Rights and Human Trafficking.

C. Chart of Morocco Ratifications

This chart lists the international human rights documents relevant to girls and young women at risk and presents the status of Morocco's ratifications to them.

D. The Annotated Guide to the Complete UN Trafficking Protocol

The French translation of the *Introduction to the Annotated Guide to the Complete UN Trafficking Protocol*, written by Ann D. Jordan, Director of the Initiative Against Trafficking Persons at the International Human Rights Law Group.

E. The Trafficking Protocol

The Arabic language version of the *Protocol to Prevent, Suppress and Punish Trafficking in Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime*.

F. Human Rights Standards

The French language version of the *Human Rights Standards for the Treatment of Trafficked Persons*, developed by NGOs to establish standards governments should take in recognition of their international human rights obligations to protect and ensure the rights of all persons, including trafficked persons.

G. CRC Protocol

The French language version of the *Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography*.

3. **Comparative Legal Systems**

This section explains the different legal approaches countries use to address prostitution, describing each one's general philosophy, what acts are legal and illegal in each system, what the law punishes, the practical implications of the laws, and countries with each system.

- A. Prohibitionist
- B. Regulatory
- C. Abolitionist
- D. Decriminalization

IV. **HUMAN RIGHTS EDUCATION SESSIONS**

1. **Sessions for Girls and Young Women at Risk**

This section contains 8 two-hour sessions for facilitators to use to educate girls and young women at risk about their legal and human rights.

The sessions were elaborated by the Working Group members and are based on consultations with girls and young women at risk in their communities to identify their priority issues.

Each topic contains a 2-hour Lesson Plan for the session and a corresponding Legal Fact sheet with the national and international human rights laws related to the subject.⁶

- A. Search and Seizure Laws: Domiciles of Sex Workers
- B. Filiation: Establishing Paternity
- C. Girls and Young Women at Risk
- D. Sexual Exploitation of Girl Domestic Workers
- E. Single Mothers: Registering Your Children
- F. Trafficking in Persons
- G. Pimping
- H. Rape and the Human Rights of Sex Workers

2. **Case Studies: Comparative Legal Systems**

This section contains three case studies of girls and young women at risk, each one corresponding to a different legal approach to prostitution (prohibitionist, regulatory and abolitionist, as described in Section III-3 above). Facilitators are encouraged to use the case studies in human rights education sessions to identify the human rights violations that exist in each legal system.

3. **Awareness-Raising Activity: *The Act Like a Lady Flower*⁷**

This 90 minute human rights education session targets all girls and young women, and invites them to define the socially acceptable behavior of girls, examine stereotypes and

⁶ These eight human rights education sessions are based on the same format and methodology used in "Making Human Rights Real: A Legal Literacy Program for Women in Morocco" developed by the Morocco Field Office of the International Human Rights Law Group. For more information on the pedagogy used in this program and the structure of the sessions, please see the Arabic language legal literacy program manual or its English Summary (International Human Rights Law Group, 2002).

⁷ This session translated from the English and adapted for a Moroccan audience from *Local Action/Global Change: Learning About the Human Rights of Women and Girls* (Julie Mertus, Nancy Flowers and Malika Dutt, UNIFEM and the Center for Women's Global Leadership, 1999).

discrimination against girls and young women, and identify the human rights violations that result.

4. NGO Strategies Session

A. Analysis: Conceptual Clarity Session - Trafficking in Persons, Especially in Women and Children⁸

This analytical session of designed to work with participants to:

1. Develop a comprehensive, fact-based conceptual clarity about trafficking in persons, starting from the decision to migrate through the situation of forced labor or slavery to the recovery of the trafficked person.
2. Identify appropriate intervention strategies to prevent human trafficking.

B. Actions: Areas of Interventions for NGOs Promoting the Human Rights of GAR

This chart presents potential areas of intervention for NGOs working on the human rights of girls and young women at risk, including direct service, research and documentation, information and education, and legal and human rights advocacy at the national and international levels. The chart gives examples of specific activities and suggested partners for each area of intervention.

V. APPENDICES

1. Internet Resources:

- A list of on-line resources on girls and young women at risk, including links to international human rights documents, institutions including the United Nations, ILO, IOM, UNICEF, regional mechanisms such as the EU and the OSCE, NGO websites, and research materials.

2. NGO Directory:

- A directory of NGOs working on girls and young women at risk, including international NGOs as well as local NGOs in eight European countries with particularly close ties to Morocco.

3. Resource Room Bibliography:

- A catalog of the books, articles and videos on girls and young women at risk available for consultation at the Law Group's Rabat office Resource Room.

4. Bibliography of University Resources:

- A bibliography of student theses on girls and young women at risk available at different University libraries across Morocco (compiled by members of the Working Group in each site).

5. Client Intake Form:⁹

- A standard Intake format for opening a case file with a girl/young woman at risk client.

6. Case Close-Out Form:

- A standard form for closing a case with a girl/young woman at risk client.

⁸ This session was elaborated by Ann D. Jordon, Director of the Initiative Against Trafficking in Persons at the International Human Rights Law Group, and translated from the original English language version.

⁹ The Client Intake form and Case Close-out form based on models provided by Marieke Kamerbeek, training consultant for the Girls and Young Women at Risk Initiative.

7. Escape Plans for Women Victims of Violence:¹⁰

- A practical check-list for establishing an Escape Plan with girl/young women at risk clients.

8. Support Groups:

- A practical check-list for establishing support groups for girl/young women at risk clients.

9. Peer Education:

- A practical check-list for Peer Education techniques for girl/young women at risk clients.

10. Shelters for Women Victims of Violence:

- A practical check-list for creating and managing shelters for girl/young women at risk clients.

11. Report of the Special Rapporteur's Mission to Morocco:

- The Special Rapporteur of the Commission of Human Rights on the sale of children, child prostitution, and child pornography: *Report of the Mission of the Special Rapporteur on the issue of the commercial sexual exploitation of children to the Kingdom of Morocco* (E/CN.4/2001/78/Add.1; 7 November 2000).

¹⁰ The practical sheets on Escape Plans, Support Groups, and Shelters were developed by Pardiss Kebriaei during an internship with the Morocco Field Office of the International Human Rights Law Group in the summer of 2001.