

TRAFFICKING IN HUMAN BEINGS. GLANCE FROM ANOTHER SIDE

Gediminas BUCIUNAS

Vytautas Magnus University
Jonavos str. 66, LT-44138 Kaunas
E-mail: gediminas.buciunas@vdu.lt
Mykolas Romeris University
Maironio str. 27, LT 44211 Kaunas, Lithuania
E-mail: gediminas.buciunas@mrui.eu
ORCID ID: [0000-0002-1826-0527](https://orcid.org/0000-0002-1826-0527)

DOI: 10.13165/PSPO-25-37-04-02

Abstract. *The article analyzes one of the social phenomena in the labor market, which is part of the economic subsystem: exploitation at work. The author of this scientific study chose the following research design to obtain data on labor exploitation from individuals who have directly encountered and fallen victim to one of the latent and difficult-to-prove form of trafficking in human beings in a criminal justice area – a forced labor exploitation. The author of this article prepared the list of questions and, with the consent of the respondents, conducted a survey with the mediation of the non-governmental organizations and Catholic organizations operating in Ukraine for the distribution questionnaire. The respondents were Ukrainian citizens, and they had been asked about various aspects of their exploitation of forced labor abroad, starting with how they began their search for work, what reasons prompted them to take this step, the circumstances of the signing (or non-signing) an employment contract, working and living conditions and the nature of the work, economic sectors related to the respondents labor activity, and ending the survey on the process of termination of the employment relations (whether formalized legally or not formalized in any way) including the negative consequences for the employee. The collected, collated, and analyzed data provided elements to build sketchers of a paradigm on identification the features of possible labor exploitation. It also may be a useful tool for distinguishing the breaches of the requirements set up in the labor law and criminal offenses that entail criminal liability for forced labor exploitation.*

Keywords: *Trafficking in human beings; labor exploitation; forced labor exploitation; labor law; criminal liability.*

Introduction

Human trafficking is an open wound on the body of contemporary society, a scourge upon the body of Christ. It is a crime against humanity (Pope Francis)

Trafficking in human beings is a fast-growing crime area that affects millions of people around the world. Many countries protect the rights and freedom of human beings by different legal instruments. One of the instruments is a criminal law which protects only the highest values of society, criminalizing attacks on these values. According to Part 1 of article 1 of the Criminal Code of the Republic of Lithuania, “*the purpose of the criminal code is to protect the rights and freedoms of individuals and citizens, as well as the interests of society and the state, from criminal acts by means of criminal law.*” The same provision is set up in the Criminal Code of Ukraine, other countries around the World.

The Criminal Code or the Laws defines socially dangerous acts or omissions and counts them as criminal offenses and, at the same time, sets up the heaviest type of legal liability – the criminal. In many countries around the world trafficking in human beings is criminalized. Harsh punishment for such activity is set up by the criminal law/code in many countries. For example, Section III criminal offences against liberty, honor and dignity of a person under Article 147 of the Criminal Code of the Republic of Lithuania. A similar stance of lawmakers is presented in

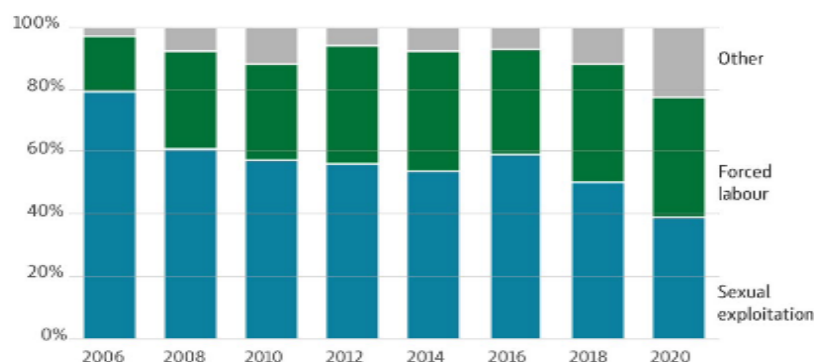
article 149 of the Criminal Code of Ukraine. For example, Part 3 of the above-mentioned article states that *“any such actions provided for by Part 1 or 2 of this Article, committed against a minor by his/her parents, adoptive parents, guardians or custodians, or committed against a child or an organized group, or combined with violence dangerous to life or health of a victim or his/her relatives, or with the threat of such violence, or if they resulted in grave consequences shall be punishable by imprisonment for a term of eight to fifteen years with or without forfeiture of property. Note. 1. Under this Article, exploitation of a human being shall mean all forms of the sexual exploitation, using in the porn industry, forced labor or forced servicing, servitude or usages similar to servitude, servile status, involvement into indentured servitude, body organs’ removal, experimentation on a person without his/her consent, adoption with the purpose of gain, forced pregnancy or forced termination of pregnancy, forced marriage, forced involving in begging, involving in criminal activity, using in armed conflicts, etc.”*

According to the National Association of Securities Dealers Automatic Quotation System (hereinafter referred to as “Nasdaq”) 2024 Global financial crime report, among the most prevalent crimes that fueled trillions of dollars in illicit flows and money laundering activity were a range of destructive crimes, including an estimated: \$782.9 billion in drug trafficking activity, \$346.7 billion in human trafficking, \$11.5 billion in terrorist financing. As we can see, trafficking in human beings is one of the most lucrative illegal income sources for organized crime, even though trafficking in human beings is forbidden.

Trafficking in human beings occurs in a variety of ways and in many different sections of society. Trafficking in human beings can take various forms and may involve sexual exploitation, forced labor or services, slavery, servitude, exploitation for the purpose of forced criminality, such as pickpocketing, shoplifting and drug trafficking, according to EUROPOL. The above-mentioned statistical data show that income from trafficking in humans is one of the major illegal incomes for organized crime groups (Buciunas, G., 2024, p. 276-279).

According to the United Nations Office on Drugs and Crime (hereinafter referred to as “UNODC”) data, the latest global data show that trafficking in forced labor has become equally prevalent as sexual exploitation. UNODC data show that forced labor and sexual exploitation were each detected in just under 40 % of cases in 2020 (Table 1.). This ratio results from a recent decrease in reported cases of trafficking for sexual exploitation and a steady rise in the registered number of cases of trafficking for labor exploitation.

Table 1. Reported cases of trafficking for sexual exploitation and for labor exploitation



Data source: [UNODC, 2022.](#)

The following question may be raised in any given situation. How many criminal cases involving trafficking in human beings were registered? For example, in the Republic of Lithuania. According to the official data placed at the site of the Information Technology and Communications Department under the Ministry of the Interior of the Republic of Lithuania were registered 45181 criminal acts in 2023, in 2024 – 47216 criminal acts were registered. Although only 7 trafficking in human beings' cases were registered in 2023, and only 3 cases in 2024. It raised the following question. Does statistical data on trafficking in human beings show the real situation? It leads to the discussion on the reliability of statistical data. It is a separate topic of academic research, and it is not going to be analyzed in depth in this academic paper.

The author chooses the paradigm of the research on social phenomena – trafficking in human beings from the perspectives of the people who encountered one of the types of trafficking in human beings – forced labor exploitation. That approach may be called the term “glance from another side”. At the same time, this paper is novelty. The author has reviewed the literature on trafficking in human beings and didn't find any author who conducted the research in such a way. The main research method to get information about forced labor exploitation were used in the given academic paper – a survey, namely, the citizens of Ukraine who encountered such social phenomena.

Research part

Someone may be raising a question as to whether forced labor and exploitation are the same or not? If the answer follows – it is not, the next question is coming. What is the difference between the labor exploitation and forced labor exploitation. Is each labor exploitation be counted as forced labor exploitation? Article 3 of Protocol to prevent, suppress and punish trafficking in persons especially women and children, supplementing the United Nations Convention against Transnational Organized Crime adopted 15 November 2000 states that (a) *"Trafficking in persons" shall mean the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs;* (b) *The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used."* The topic on similarities and differences between the two concepts may be separate topics for the research.

The author is going to use the labor exploitation concept due to the following fact. The information about subtle at the same time, sensitive details on factors pushing to search for a job, pre-employment and employment procedures, start and end of labor relations were gathered from people who directly passed and experienced negative emotions, many difficulties in their work and who went through work problems with remnants of painful pattern on their souls. Working difficulties were specified the term “labor exploitation.” Most of the respondents didn't apply to law enforcement agencies either in foreign countries or their native country for help, due to different reasons starting from distrust of police and other state institutions ending to a fear of retaliation from employer's side. The respondents of this survey applied to the non-governmental organizations, Roman Catholic charitable organization

“Caritas” for a piece of advice on how to act in case of labor exploitation. Some of the respondents encountered labor exploitation before full-scale Russian aggression, some – after full-scale aggression from 24 February 2022.

Few people who are not actually practitioners of a mature science realize how much mop-up work of this sort of a paradigm leaves to be done or quite how fascinating such work can prove in the execution. And these points need to be understood (Kuhn, Th., 1970, p. 24).

The author considered the fact that some breaches of labor law provisions don't fall under regulation of criminal law as the last resort for the protection of legal interests. It brings the challenge for the practitioners to choose applicable laws: labor or criminal. How do you distinguish exploitation for forced labor exploitation and infringement of labor law provisions? Which criteria should a police investigator or a prosecutor have at his/her disposition to make the final decision: to open a criminal case or refuse to do it? Gathered, collated, analyzed data help to identify some important features of the first signs of labor exploitation. It was one of the tasks of this academic paper. It also led to the question. How does the author of the paper plan to perform the task?

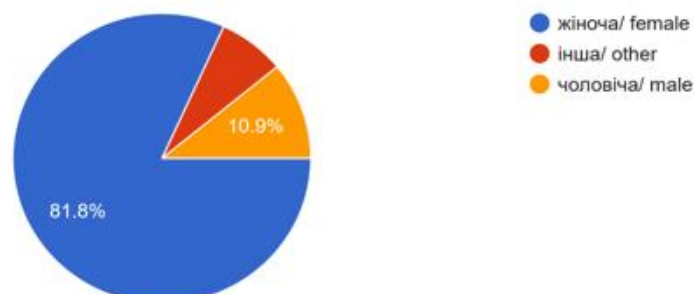
The author of this paper has prepared a list of questions covering different aspects of labor exploitation including forced, starting with common traits of respondents' identity, such as age, gender, education, push factors to search for a new job abroad, ways for searching for new jobs, forms of communication with potential employers, a contract signing procedure, working conditions and finally the termination of labor relations between involved parties in. The target audience of this survey were 55 Ukrainian citizens who directly encountered labor exploitation. It is their (the respondents) opinion about experience in the labor market inside Ukraine and abroad. The author maintains the respondents' anonymity during the survey. This means that there is no information which allows you, directly or indirectly, to identify a person. The survey is still ongoing slowly due to strict requirements on personal data set up in law on data protection. The questionnaire was created by the author of this research paper in compliance with ethical and data protection standards prescribed in the laws. Some of the respondents experienced labor exploitation inside the country (Ukraine), some outside the territory of Ukraine – abroad. All respondents received all information regarding the objective of the survey, safeguards of their anonymity and only after that if a respondent agree to take part, the link to the Google form to fill up the questionnaire was shared with them. Most respondents (more than 80 % of respondents) are females (Table 2.). It is in line with the findings made as the result of a collaborative effort between the International Labor Organization (hereinafter referred to as “ILO”) and the Walk Free Foundation in partnership with the International Organization for Migration (hereinafter referred to as “IOM”). According to above-mentioned findings, women and girls are disproportionately affected by modern slavery, accounting for 28.7 million, or 71 % of the overall total in 2016.

So, it leads to sum up that more women than men are affected by different types of trafficking in human beings, including forced labor exploitation.

Table 2. Gender of respondents

Your gender/Ваша стать

55 responses

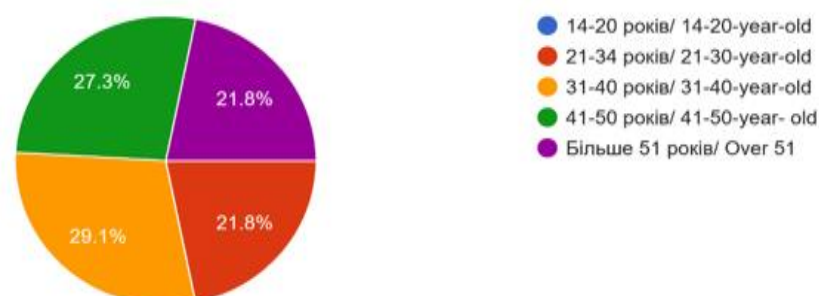


The second question of the survey was related to the age of respondents. As survey results shown in table 3, the biggest share of the population (citizens of Ukraine) who encountered labor exploitation are 31-50 years old.

Table 3. Age of respondents

Скільки вам років/ How old are you?

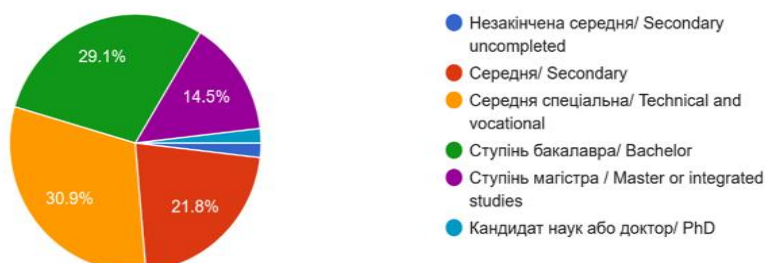
55 responses



The third question of the survey was about the achieved identity trait of the respondents – education. The most prevailing among respondents' levels of education, according to the 1997 International Standard Classification of Education (hereinafter referred to as "ISCED") were levels 3, 4, 5 and 6: secondary, post-secondary non-tertiary education, first stage of tertiary education and bachelor's.

Table 4. Level of education of respondents

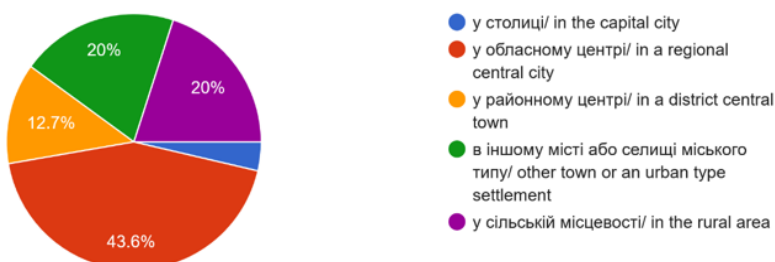
Яка у вас освіта?/ What is your education?
55 responses



The following question of the survey was related to a respondent's domicile\living area.

Table 5. Domicile of respondents

Де Ви мешкали до моменту, коли вперше зіткнулися з випадком використання вашої праці та трудової експлуатації?/ Where did you live when you first encountered labour exploitation?
55 responses



63.6 % of all respondents' domiciles were in a: rural area (20%) or urban type settlement (42.6 %). The current population of Ukraine is 39,203,106 as of 18 September 2025, and 76.77% of the population is urban based on Worldometer's elaboration of the latest United Nations data. The fifth question was the following. What was your marital status when you first encountered labor exploitation? The answers were as follows:

- Married without a child or children - 9.1 %
- Married and having a child or children – 34.5 %
- Unmarried without a child or children – 25.5%
- Unmarried and having a child or children - 12.7 %
- Divorced without obligation to take care of a child or children – 5.5 %
- Divorced and having a child or children – 12.7 %
- She/he is the custodian of a disabled child or other family members, relatives – 5.5 %.

So, it led to the conclusion that 60% of respondents who encountered labor exploitation having a child or children. The question about the occupation of respondents before she/he encountered labor exploitation and answers are following and presented in table 6 below.

Table 6. Occupation of respondents

Чим ви займалися чи ким працювали перед тим, як потрапили в ситуацію торгівлі людьми?/
What were you doing or working before you faced the situation related to trafficking in human beings?
55 responses



Another question of the survey is about satisfaction with income. Did you satisfy the level of your income before you encountered labor exploitation? 47.3% of respondents replied that they weren't satisfied with the level of income; 30.9% - income wasn't sufficient for them; 10.9% - income was more likely sufficient for them; 9.1% don't have any income. Only one respondent (1.8 %) replied that for him/her the income was fully sufficient.

The ninth question aims to identify negative conditions or circumstances in an area that motivate people to leave and migrate to another location in searching for jobs inside the country and abroad. Human trafficking is the result of several push factors. The most important thing in this regard is the fact that the people who fall to be victim are often characterized by a difficult socio-economic situation and a lack of prospects for the future. The following question of the survey sounds. What reasons made you look for a new or additional job? Replied 55 respondents. Factors pushing human beings into searching for jobs inside the country and abroad are to be linked to different by essence of the push factors and are grouped as follows into two groups: socio-economic and political.

Socio-economic factors:

- High unemployment rate in his/her living area,
- Change of domicile,
- Low income or insufficient amount of income to survive.
- Not enough income for children's wellbeing, including education,
- No job in rural areas (high unemployment rate),
- Insolvency or necessity to return loan, credit,
- Search for seasonal jobs to improve the wellbeing of the family,
- Attractive working conditions,
- Health issues of family members, relatives,
- Loss of husband,
- Bad organizational culture at the business entity,
- Expectation to have stability in the upcoming future,
- Due to war, we lost jobs.

Political factors:

- Occupation of the area where respondents used to live and work by Russian military forces.
- Ongoing military actions in his/her domicile.

Socio-economic and political factors create an atmosphere of fear, instability and are the driving force pushing individuals to migrate to another part of the country or abroad in searching for a new job.

The tenth question of the survey was about the duration of jobs outside Ukraine. 22 respondents used to work abroad and their answers on the duration of a job were following: 40.9 % seasonal job, 13.6 % performed assigned tasks (mainly at the reconstruction industry).

So, it led to the conclusion that at least 54.5 % of respondents had a short-term job with a clearly defined condition for the end of labour relations. Short-term employment mainly prevails in the reconstruction industry or in the agriculture sector just to meet seasonal demand from the workforce. Only 13.6 % of respondents had permanent employment.

The eleventh question of the survey was about the source of information about the possibility of working abroad. The respondents pointed out three main sources: the Internet, acquaintances and newspapers. Only one respondent mentioned a state institution. It leads us to conclude that the main source of information about jobs abroad for citizens of Ukraine are mass media outlets.

The next question of the survey was the following. In what form did you receive a job offer and information about working conditions abroad? 25 respondents replied, and their answers were as follows: only two respondents received a permanent job offer, 6 respondents received a job offer with a probation period and 14 respondents were informed that a job is going to be offered to them if they agree to work unofficial. It means without signing any contract. Two respondents mentioned that their personal documents (passports) were deprived by an owner/employer.

The following question of the survey was related to the amount of salary dedicated to respondents who had worked abroad and if a contract in written form had been presented for them (as job seekers), and if the salary was specified in a draft of a contract or proposal, and at what level was it mentioned? The answers were as follows regarding the amount of salary:

- Minimum wage for the given country was mentioned – 16.7 %
- Average salary for the given country – 8.3 %
- Salary higher than average in the country – 16.7 %
- I don't know minimum wage and average salary in the country of a potential employee - 33.3 %
- I trusted the employer and agreed with the proposed salary by him/her - 29.2 %.

As we can see from the answers, one third of all respondents who had worked abroad did not have any information about the legally mandated minimum wage in the country of his/her employer, average salary in the industry for some job positions in the country of the employer.

The following questions of the survey are related to the signing procedure of a contract, working and living conditions either in Ukraine or abroad. The answers you may see in tables 7-17 (except answer submitted and presented in table 11) below.

Table 7. On preliminary labor contract

Чи надіслали Вам попередній контракт на ознайомлення перед працевлаштуванням? / Have you been sent a preliminary contract for review before employment?
28 responses

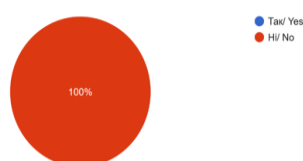


Table 8. Language of labor contract

Чи був контракт складений мовою, яка була вам повністю зрозумілою? / Was the contract concluded in a language that you could understand fluently?
55 responses

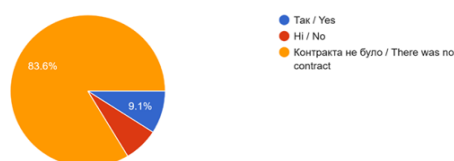


Table 9. Preparation of employment documents and relocation

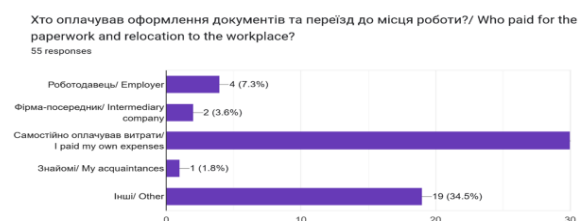


Table 10. Payment for accommodation, food, work clothes

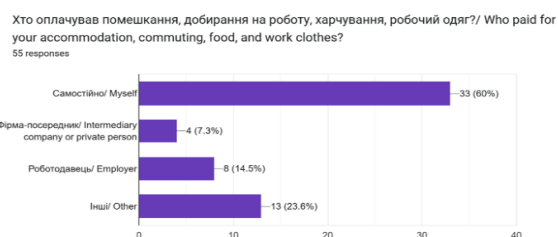


Table 11. Conditions of accommodation (replied respondents who used to work abroad)

Якщо помешкання оплачував роботодавець, скільки людей мешкало разом з вами у одному приміщенні?/ If the accommodation was paid for b...w many people lived with you in the same room?
19 responses

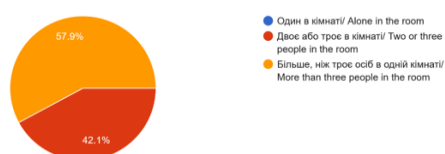


Table 12. The work safety rules

Чи ознайомив Вас роботодавець з правилами/ інструкціями безпеки під час роботи?/ Did the employer familiarize you with the work safety rules/instructions?
55 responses

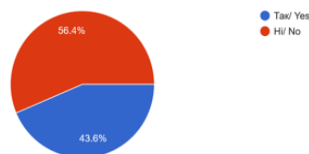


Table 13. Protective equipment

Чи видавав Вам роботодавець захисне обладнання, одяг та взуття?/ Did your employer provide you with protective equipment, clothing and footwear?
55 responses

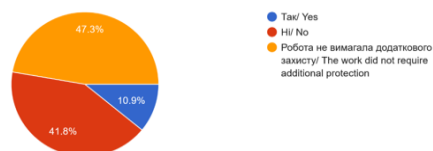


Table 14. Living place

Чи проживали Ви на місці роботи?/ Did you live at your place of work?
55 responses

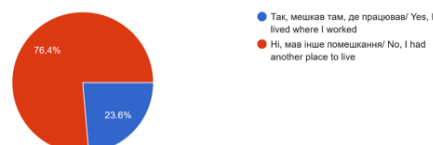


Table 15. Workday duration

Скільки тривав Ваш робочий день?/ How long did your working day last?
55 responses



Table 16. Paid leaves

Чи були у Вас оплачувані відпустки?/ Did you have paid leaves?
55 responses

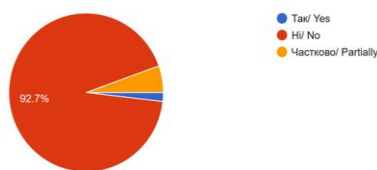
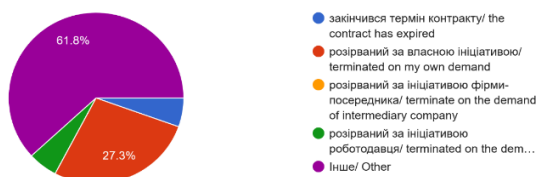


Table 17. Termination of labor relations

Як був розірваний контракт або неофіційні робочі відносини?/ How was the contract or informal working relationship terminated?
55 responses



The following question in the survey pertained to actions taken in response to the employer's dishonest behavior. What suspicions and doubts did you have during the employment process about your employer? Most of the respondents answering the question placed below draw attention to the following and prevailing facts in their answers:

- Employers know about employees' financial distress,
- Employers didn't specify amount of salary and period of payment.

The next question of the survey aims to identify is whether any violent behavior that took place during employment from employers' side. The question sounds. Did the employer commit violent acts during work? The questions were applied to all respondents who used to work abroad and in Ukraine. Respondents (55) provided information about the types of violence used by employers and means in use to suppress resilience of the workers. The answers were as follows on the type of violence:

- One third of respondents experienced psychological violence,
- One-eighth – physical violence.

The most prevailing instruments to control employees and in use by employers are the following:

- Imposed financial fines,
- Restriction on interaction with family members and relatives,
- Deprivation of personal identification documents (mainly passports).

Another question of survey was dedicated to the employer's behavior and actions after the contract (written and in unwritten form) were terminated without indicating the initiator for the termination of labor relations. The answers are as follows from 55 respondents:

- Final payment wasn't paid on time for almost one-third of employees (respondents),
- Final payment wasn't paid at all for more than one-third of employees (respondents).

The survey's results were analyzed, collated and valuable data extracted on features of labor exploitation. The objective of the survey was to investigate latent social phenomena such as labor exploitation from the point of view of those who suffer from labor exploitation.

The Preamble of the Constitution of the International Labour Organization states that *“whereas universal and lasting peace can be established only if it is based upon social justice; And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperiled; and an improvement of those conditions is urgently required; as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of equal remuneration for work of equal value, recognition of the principle of freedom of association, the organization of vocational and technical education and other measures*

Results of the survey allowed us to have pictures of all the labor exploitation process from the human being's perspective who directly experienced it. It allows the author of this academic paper to design the sketches of the paradigm on essential features indicating/alarming on high level of probability of exploitation and exploitation in the labor market. It is in line with the idea set up in ILO Declaration of Philadelphia that states *“labour is not a commodity” but a platform for the pursuit of “material well-being and spiritual development” and the objective is follow “the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution*

to the common wellbeing". At the same time, it can be used as an algorithm in investigation into forced labor exploitation and facilitate the decision-making process on the application of the relevant laws. Unsolved conflict at work, wrong decisions on application of laws may lead to injustice, losing trust to the rule of law. In the given case which provisions of law should be applicable in labor law or a criminal law. Due to subtitle nature of the free market, liberalization of labor relations, some breaches of working conditions of employees may fall into infringement of labor laws or even into the area of criminal liability for the damage caused to the most protected values (Buciunas, G., Brych, L., 2024, p. 171-180).

Article 2 of the Labor Code of the Republic of Lithuania on principles of legal regulation of labor relations states that *"Labor relations shall be regulated in accordance with the principles of legal certainty, protection of legitimate expectations and comprehensive protection of labor rights, creation of safe and healthy working conditions, stability of labor relations, freedom to choose work, fair remuneration for work, equality of subjects of labor law regardless of their gender, race, nationality, citizenship, language, origin, social status, religion, beliefs or views, age, sexual orientation, disability, ethnicity, religion, health status, intention to have a child (children), adopt a child (children), take a child (children) into care, or take a child (children) into foster care (hereinafter referred to as a child), marital and family status, membership of political parties, trade unions and associations, circumstances unrelated to the professional qualities of employees, freedom of association, free collective bargaining and the right to take collective action."* Article 1 of the criminal procedure code of the Republic of Lithuania states that *"the purpose of criminal proceedings is to protect the rights and freedoms of individuals and citizens, as well as the interests of society and the state, by swiftly thoroughly investigate criminal offenses, and properly apply the law so that the person who committed the criminal offense is punished fairly and no innocent person is convicted."*

So, analysis of the answers allows to the author of this academic paper to present the sketch of a paradigm for identifying the features of possible labor exploitation based on the results of the survey presented above. A paradigm comprises the following elements:

1. Pushers to start searching for a new job: socio-economic and political factors which are closely interconnected. Firstly, political factors such as war, occupation of territory by aggressive military force, unrest, political turmoil etc. It creates favorable conditions for the domino effect which occurs when one event triggers a chain of related events. For example, war leads to massive migration to other parts of the country or outside for search for safe heaven, a job. Complexity of socio-economic and political factors facilitated and encouraged human beings to migrate. In the migration literature, several factors have been identified as to why migrants decide to leave their homelands and move to other countries (Efendic, A. 2016; Qin et al., 2018).

2. Social vulnerability of jobseekers. Race, nationality, citizenship, knowledge of foreign languages, origin, social status, religion, beliefs or views, age, sexual orientation, disability, ethnicity, religion, health status, social status, skills and education, marital status, fact of having dependents including with disability or not.

3. Sources of information on employment: the Internet, state institutions, private companies/recruitment agencies, family members, relatives, acquaintances, diaspora.

4. Ways of communication with potential employers: directly, through mediators.

5. Collection of information about a potential employer, his/her reputation, country, region of employer's location had place.

6. Knowledge of the labor law provisions of the country of potential employment.

7. Information about the social protection system existing in the country before employment and during employment. For example, benefits in case of sickness, average salary in the country, minimum hourly salary in the country, etc.

8. Pre-employment screening. For example, introduction with draft of a contract, the language of a labor contract, the mandatory elements of a labor contract set up by law.

9. Signing procedure for the official contract or setting up informal labor relations.

10. Working conditions.

11. Safety rules and protection equipment at the workplace.

12. Organizational culture inside the business entity.

13. Living conditions and employer's role in creating (un)favorable living conditions for employees.

14. Employers/owners, and other managers' behavior toward employees. For example, the use of psychological violence, a conflict resolution mechanism set up in the business entity.

15. Control instruments used towards employees by the employer/owner of a business entity. For example, deprivation of personal documents, limitations or/and restrictions to interact with family members, relatives, friends

16. Termination stage of labor relations and presence of negative consequences for employees.

It is a non-exhaustive list of elements of the sketchers of a paradigm designed to identify the fact of labor exploitation or just the breaches of labor law requirements.

Conclusions

Incomes from trafficking in humans is one of the major illegal incomes for organized crime groups.

Factors pushing human beings into searching for jobs inside the country and abroad are to be linked to different by essence of the push factors and may be grouped into two groups: socio-economic and political.

The sketchers of a paradigm on identification of the features of possible labor exploitation based on the results of a survey comprised of the following elements: 1. pushers to start searching for a new job: socio-economic and political factors; 2. Social vulnerability of jobseekers; 3. Sources of information on employment; 4. Ways of communication with potential employers; 5. Collection of information about a potential employer, his/her reputation; 6. Knowledge of the labor law provisions of the country of potential employment; 7. Information about the social protection system existing in the country; 8. Pre-employment screening; 9. Signing procedure for the official contract or setting up informal labor relations; 10. Working conditions; 11. Safety rules and protection equipment at the workplace; 12. Organizational culture inside the business entity; 13. Living conditions and employer's role in creating (un) favorable living conditions for employees; 14. Employers/owners, and other managers' behavior toward employees; 15. Control instruments used towards employees by the employer/owner of a business entity; 16. Termination stage of labor relations and presence of negative consequences for employees.

References

1. Buciunas, G. (2024). *Trafficking in human beings. Statistics. Does it reflect the real situation?* Збірник тез Міжнародної науково-практичної конференції "Теорія та практика протидії злочинності в умовах правового режиму воєнного стану". 8

- Листопада 2024 року. Львів: ЛьВДУВС, 276-279.
https://dspace.lvduvs.edu.ua/bitstream/1234567890/8621/1/08_11_2024.pdf
2. Buciuonas, G. and Brych, L. (2024). *Problems of investigating human trafficking for the purpose of labour exploitation: experience of Ukraine and Lithuania*. Збірник тез міжнародної науково-практичної конференції “Державна політика у сфері протидії торгівлі людьми і незаконній міграції: сучасні виклики для України та світу”, 7 Червня 2024 року / упорядники О. М. Марін, І. А. Вишневська. Львів: ЛьВДУВС, 171–180.
 3. Constitution of the International Labour Organization.
https://normlex.ilo.org/dyn/nrmlx_en/f?p=1000%3A62%3A1566624867971040%3A%3ANO%3A62%3AP62_LIST_ENTRIE_ID%3A2453907%3ANO
 4. Criminal Code of the Republic of Lithuania. <https://www.infolex.lt/ta/66150#>
 5. Criminal Code of Ukraine. <https://zakon.rada.gov.ua/laws/show/2341-14?lang=en#Text>
 6. Criminal Procedure Code of the Republic of Lithuania. <https://www.e-tar.lt/portal/lt/legalAct/TAR.EC588C321777/asr>
 7. Dutch National Rapporteur on Trafficking in Human Beings and Sexual Violence against Children. *Types of human trafficking*.
<https://www.dutchrapporteur.nl/trafficking-in-human-beings/types-of-human-trafficking>
 8. Efendic, A. (2016). *Emigration intentions in a post-conflict environment: Evidence from Bosnia and Herzegovina*. *Post-Communist Economies*, 28 (3), 335–352.
<https://doi.org/10.1080/14631377.2016.1166800>
 9. European Parliamentary Research Service. *Global percentages of victims by form of exploitation*. <https://epthinktank.eu/2024/11/28/human-trafficking-the-gender-dimensions/global-percentages-of-victims-by-form-of-exploitation/>
 10. EUROPOL. *Trafficking in human beings*. <https://www.europol.europa.eu/crime-areas/trafficking-in-human-beings>
 11. International Labour Organization and Walk Free Foundation. *Global estimates of modern slavery*.
https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40dgreports/%40dcomm/documents/publication/wcms_575479.pdf
 12. ILO Declaration of Philadelphia. <https://webapps.ilo.org/static/english/inwork/cb-policy-guide/declarationofPhiladelphia1944.pdf>
 13. Informacijos ir ryšių departamentas prie Lietuvos Respublikos vidaus reikalų ministerijos. *Raktų šeima: Duomenų rinkinys apie nusikalstamas veikas Lietuvoje*
<https://www.ird.lt/lt/indicators/opendata/item.151213?export=csv>
 14. Informacijos ir ryšių departamentas prie Lietuvos Respublikos vidaus reikalų ministerijos. *Duomenys apie nusikalstamas veikas, padarytas Lietuvos Respublikoje (Forma_EK-SAV)*.
https://www.ird.lt/lt/reports/view_item_datasource?id=11395&datasource=102819
 15. Kuhn, S. Thomas (1970). *The structure of scientific revolutions*. Second edition. Enlarged, Vol. 2, No. 2., 1-210. <https://www.lri.fr/~mbl/Stanford/CS477/papers/Kuhn-SSR-2ndEd.pdf>
 16. Lietuvos Respublikos Darbo Kodekso patvirtinimo, įsigaliojimo ir įgyvendinimo įstatymas. <https://www.e-tar.lt/portal/lt/legalAct/f6d686707e7011e6b969d7ae07280e89/asr>
 17. Nasdaq, Verafin (2024). *Global financial crime report. Insights at the Intersection of Financial Crime Data & Real Survivor Stories*.
<https://elements.visualcapitalist.com/wp-content/uploads/2024/04/1711973384569.pdf>

18. Protocol to prevent, suppress and punish trafficking in persons especially women and children, supplementing the United Nations Convention against Transnational Organized Crime. <https://www.ohchr.org/en/instruments-mechanisms/instruments/protocol-prevent-suppress-and-punish-trafficking-persons>
19. Qin, G., Johnson, C., Zhang, Y., Zhan, H., Yin, J., Miller G., Turingan, G. R., Guisbert, E., & Lin, Q. (2018). *Temperature-induced physiological stress and reproductive characteristics of the migratory seahorse Hippocampus erectus during a thermal stress simulation*. Biology Open, 7(6), 1–7. Doi: [10.1242/bio.032888](https://doi.org/10.1242/bio.032888)
20. UNESCO Institute for Statistics. *International Standard Classification of Education ISCED 2011*. <https://web.archive.org/web/20130124032233/http://www.uis.unesco.org/Education/Documents/isced-2011-en.pdf>
21. Worldometer. *Ukraine Population*. <https://www.worldometers.info/world-population/ukraine-population/>
22. 4 stirring quotes on human trafficking. <https://theexodusroad.com/eleven-inspiring-quotes-on-human-trafficking-slavery-and-justice/>



This article is an Open Access article distributed under the terms and conditions of the [Creative Commons Attribution 4.0 \(CC BY 4.0\) License](https://creativecommons.org/licenses/by/4.0/).