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Republic of Serbia
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**VIEWS AND NEEDS
OF YOUNG PEOPLE IN SERBIA
WITH REGARD TO RISKS
AND PROTECTION FROM
LABOR EXPLOITATION
- STUDENTS' RESEARCH -**

**Views and needs of young people in Serbia
with regard to risks and protection from
labor exploitation**

- Students' research -

VIEWS AND NEEDS OF YOUNG PEOPLE IN SERBIA WITH REGARD TO RISKS AND PROTECTION FROM LABOR EXPLOITATION

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Preface

Trafficking in human beings for the purpose of labor exploitation is an increasing problem in Serbia. However, adequate institutional response is still lacking. Due to high youth unemployment rate, thousands of young men and women are migrating to bigger towns in Serbia or to foreign countries in search for employment. In the process of labor migration, they are faced with serious challenges, ranging from frauds and harassment to forced labor.

Young people between 18 and 30 years of age living in poverty and with weak professional qualifications are at highest risk. Out of fear for their safety, they rarely report exploitation they experienced. Serious systemic and regulatory gaps, lack of capacities, unclear division of competences and insufficient cooperation of state authorities disable preventive actions and efficient sanctioning of such practices which at the same time can be serious criminal offence and violation of human rights.

Wishing to draw attention of both professional and broader public to the problem of labor exploitation and widespread practices in the labor market in Serbia which are increasing tolerance to exploitative labor and result in its normalization, organization ASTRA – Anti Trafficking Action, with support of the European Union (EIDHR program), has launched the project “Make It Work for Youth”. This project is aimed at the analysis of normative regulation of the entire area of labor and employment in Serbia in order to detect shortcomings and gaps that enable exploitation of youth labor, as well as at analyzing views, experiences and needs of young people when it comes to employment and vulnerability to labor exploitation.

An important characteristic of this project is youth participation. Namely, three studies – the analyses of legal and institutional frameworks for combating labor exploitation and the analysis of views, experiences and needs of youth – have been conducted by the students of the Belgrade University Law School, Union University Law School, Kragujevac University Law School, Niš University Law School, Belgrade University Faculty of Philosophy (Psychology Department), Singidunum University Faculty for Media and Communication (Psychology Department), Belgrade University Faculty of Political Sciences and Faculty for Economics, Finance and Administration (Creative Production Department) with support of professors-mentors Ljubinka Kovačević, Mario Reljanović and Milutin Petrović. Young people will be actively involved in other project activities as well, in particular in the creation and production of media campaign.

In the next phase of the project, the findings will be presented to the representatives of competent institutions, hoping to come together to the solutions for identified problems. At the same time, an awareness raising campaign will be produced which should help young people better protect themselves from labor exploitation as well as seek appropriate assistance if they find themselves in the situation of exploitation.

Through these activities, ASTRA continues its work, started almost 20 years ago, on combating trafficking in human beings and all other forms of exploitation, as well as all other practices that contribute to trafficking in trafficking in human beings.

Summary

Within the Make It Work for Youth – MyWay project, implemented by NGO ASTRA – Anti Trafficking Action with support of the European Union (EIDHR program), 20 selected students passed one-day training and developed a short questionnaire used to survey non-random convenience sample consisting of 697 respondents of both genders between 18 and 30 years of age in the territory of Serbia. The aim of the research was to examine knowledge and attitudes of young people with regard to labor exploitation. Recommendations derived from the findings of the research will be presented to competent authorities and will be used for creating a media campaign and portal.

The results of the research indicate to several key findings. There is a strong tendency of young people to travel abroad in search for employment or to consider such possibility regardless of their demographic characteristics. Job with surprisingly high salary is attractive for the majority of young people. Those between 18 and 25 years of age, who have completed primary school (currently in secondary school) and secondary school or are still on graduate studies, as well as those who are currently informally employed are most ready to accept a “suspicious” job offer. The majority of respondents report to be familiar with the term “labor exploitation”. However, looking into their explanation of this term, it can be observed that only a small number of them is able to elaborate labor exploitation. Many of those who reported to have had the experience of labor exploitation are not able to adequately describe this experience. Further, small number of respondents have a clear picture of what agencies could be of assistance for making a right decision in such situations. There is no connection between whether the respondents have an experience of labor explanation and whether they know where to look for help. If a person knows what labor exploitation is, he/she is more likely to assess another exploited person as less responsible for such situation. Even the respondents who are familiar with the term and have the experience of exploitation are not more careful in assessing “suspicious” job offers compared to those who do not know the term or have not experienced labor exploitation. Young people are to a great extent aware that any person, regardless of gender, age and education level, can fall victim to labor exploitation. However, the age group they belong to (18-30) is convincingly estimated as the most vulnerable. With regard to information about important social topics, young people most often get informed through acquaintances, social networks and internet portals, while the most interesting type of content for such topics is text.

1. Introduction

Within the Make It Work for Youth – MyWay project, implemented by NGO ASTRA – Anti Trafficking Action with support of the European Union (EIDHR program), 20 students were selected and trained to collect data, that is, to conduct a research and analyze attitudes and needs of young people in the area of employment and labor in Serbia. At the training, the students learned basic terms with regard to labor exploitation and discussed and exchanged different examples from practice. One of the main characteristics of this project is the fact that the research was conducted by persons who belong to the target group, that is, youth. The aim of the research was to examine knowledge and attitudes of young people about labor exploitation. The findings will be presented to the representatives of relevant institutions. Based on the findings, the students will also participate in developing a media campaign and a portal for workers later in the project.

2. Methodology

2.1. Instrument

Having passed the training on the problem of trafficking in human beings with emphasis on labor exploitation, ten students of creative production (Faculty for Economy, Finance and Administration) and ten students of psychology (Faculty of Philosophy, Belgrade University and Faculty for Media and Communication, Singidunum University) jointly participated in the development of a questionnaire. The idea was to make a short questionnaire and based on it, to discover the main characteristics of the sample, their attitudes, knowledge and experiences with regard to relevant aspects of labor and labor exploitation, as well as their preferences with regard to the way of receiving information. The final version of the questionnaire consists of 36 short questions which completion required not more than 10 minutes.

2.2. Plan of the sample

It was planned, through appropriate sampling, to collect 700 respondents who would correspond best to the representative sample. The main variables based on which it was desirable to distinguish the respondents were: gender, education, place of birth and residence, and work and material status.

2.3. Procedure

Every interviewer had a task to interview 35 respondents. In order to achieve as heterogeneous sample as possible according to relevant characteristics, the interviewers who had a possibility to travel to places outside Belgrade conducted the interviews there. In Belgrade, the research was conducted in different parts of town in as long as possible time intervals. In the majority of cases, the interview was conducted face to face, and in the event that targeted respondents were physically unavailable, the interview was conducted over the phone.

3. Findings

3.1. Description of the sample

The respondents were young (18-30) citizens of Serbia of different gender, education level, material and labor status, place of residence and birth. The sample consisted of 700 respondents as it was initially planned. Three respondents were excluded from further analysis because their age did not correspond to the projected range.

Gender

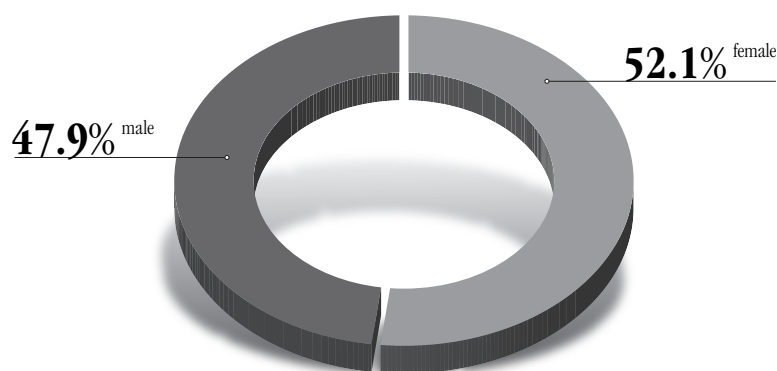


Figure 1. Gender

The sample consisted of 47.9% male and 52.1% female respondents. Further analysis has shown that the number of the respondents according to the category of gender (male/female) does not differ significantly. Therefore, according to gender, the sample was well balanced.

Age

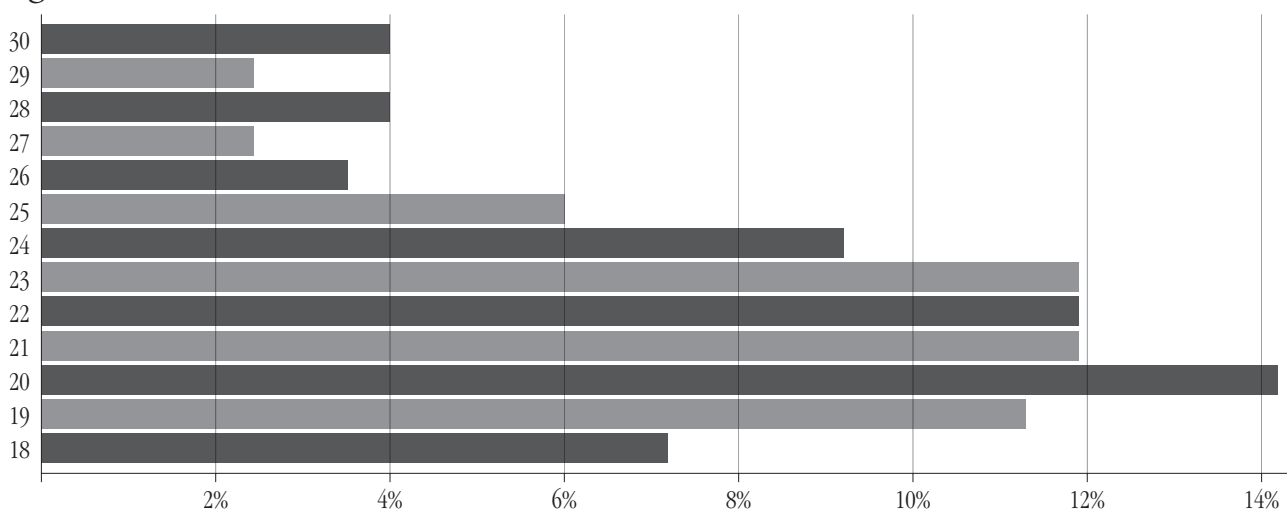


Figure 2. How old are you?

The average age of the respondents was 22.45 years. Half of the respondents was up to 22 years old; there were slightly more respondents of 20 years of age in the sample compared to other age groups. The

average deviation from the mean regarding age was 3.174, which means that the respondents differ mutually for that number of years on average. Looking at the measures of the asymmetry of distribution (skewness) and the chart above, it can be observed that the distribution of age is to a certain extent positively asymmetric, which means that the largest saturation (the highest number of respondents) is slightly moved to the left end of the age distribution. Further, the number of the respondents according to different ages is not equal and the largest number of respondents is up to 24 years of age (see Annex 1).

Place of residence



Figure 3. Where do you live?

Other big towns mean all towns except for Belgrade with population over 50,000, while small towns are those smaller than 50,000 inhabitants. As can be seen in the chart, 80.9% of the respondents live in Belgrade. Only 20% of the respondents do not live in Belgrade, but in other big town (11.2%), small town (5.2%) or village (2.7%). Thus, the majority of sample are persons who live in the capital city.

Place of birth



Figure 4. Where were you born?

Although 80% of the respondents live in Belgrade, significantly smaller number of them (50%) was born there: 24% were born in another big town, 18.5% were born in a small town, while the percentage of those who were born in a village does not differ from the percentage of the respondents who still live there. In that respect, the sample is more heterogeneous regarding the place of birth compared to the place of residence.

Education level

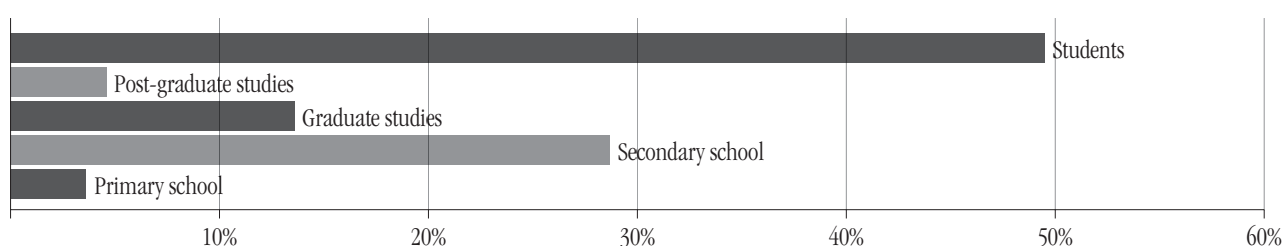


Figure 5. What is the highest education level you have completed so far?

As far as the education level is concerned, the respondents were required to report what is the highest education level they achieved to date. Persons who are still on graduate studies are put in a separate category

to distinguish from those who have completed secondary school and have not enrolled in university. The largest percentage of the respondents belongs to the category of current students (49.5%); 3.6% respondents have completed primary school. Further analyses show that these are mostly respondents who continued their education by entering secondary school (but have not completed it yet). Further, 28.7 % the respondents completed secondary school, 13.6% graduate studies and 4.6% post graduate studies.

Employment status



Figure 6. What is your employment status?

Although the category of unemployed (46.2%) prevails, observed globally, the majority of the sample (53.8%) is employed in different ways. Persons with permanent contracts or self-employed constitute 12.9% of the respondents, 22.1% of the sample have fixed-term contracts or work on temporary jobs and 18.8% are informally employed¹.

Material situation

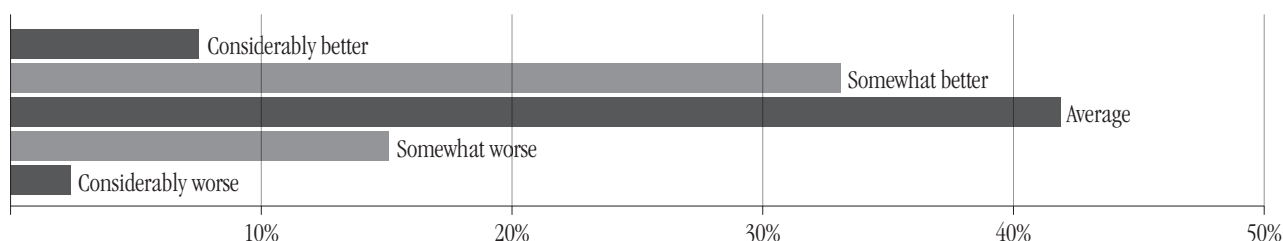


Figure 7. How do you assess your material situation?

The respondents assessed their material situation based on their subjective feeling, comparing themselves with what they thought was the average. The majority of the respondents (41.9%) reported that their material situation was the same as of the majority of others, i.e. average. The next most prevalent category includes those whose material situation is somewhat better than the average (33.1%) followed by those whose material situation is somewhat worse than the average (15.1%). The smallest number of the respondents assessed their material situation as considerably better or considerable worse than the average – 7.5% and 2.4% respectively. In that sense, the majority of the sample consists of persons who assess their material situation as average or above average (82.5%).

Conclusion

The only demographic variable whose categories do not differ significantly according to the number of the respondents is gender, which indicates that the sample is well balanced with regard to gender. As far as other variables are concerned, the majority of the sample are young residents of Belgrade (>24 years of age) who are currently on their graduate studies and whose material situation is average. Also, around half of the sample is unemployed while the rest differs according to the type of employment. Although the respondents are not

¹ Illegal work without any contract, without any labor rights and without the payment of taxes and insurance contributions by the employer.

distributed equally within the majority of the categories of these variables, the number of the respondents according to individual categories is sufficient to conduct additional analyses of conclusion statistics. Since the respondents were not collected by random sampling, the sample can be considered satisfactory.

3.2. Job seeking

Are young people planning to seek employment in a foreign country?

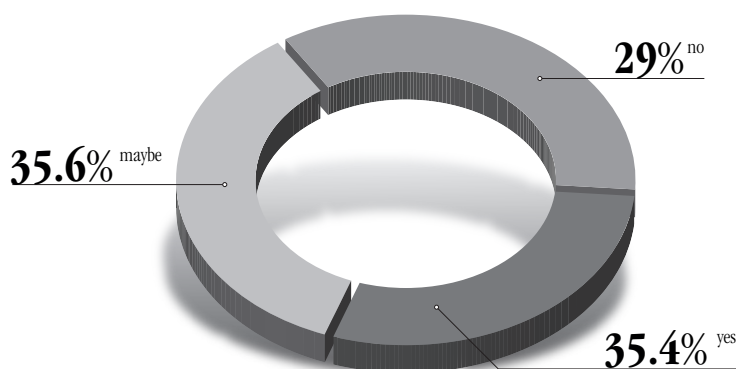


Figure 8. Are you planning to seek employment abroad in the near future?

The first question that had closer connection with the topic of the research was about the plans of young people to seek employment in a foreign country. It may be assumed that young people who are planning to travel abroad looking for an employment are at potentially greater risk of some form of labor exploitation, having in mind that their departure can imply an unfamiliar environment and unknown conditions. In addition to insight into the number of those who have such plans, it is reasonable to compare answers to this question with answers to some other questions.

More than two thirds of the sample (71%) is already planning to seek employment abroad (35.4%) or is not certain about it yet (35.6%). 29% of the sample did not report such plans. Considerably larger than expected number of young people (age 26-30) is not planning to seek employment abroad (see Annex 2). Such finding is reasonable under the assumption that the older portion of the sample to a greater extent has gained independence in their own country. It may be assumed that unemployed respondents and those with lower education level would be more likely to plan to look for employment abroad. Still, no difference on this variable has been observed either regarding the employment status or the education level. Hence, respondents' decision to search work abroad is not linked to the fact whether they have a job (and what kind of job that is) or what is their education level. No differences have been observed regarding other demographic variables, as well (gender, place of residence or birth, material situation). It may be concluded that there is a strong tendency of young people between 18 and 30 years of age to go abroad in search for employment or to consider such option regardless of their demographic characteristics.

Readiness of young people to accept "suspicious" job offers

For the purpose of the research, a short measuring scale has been made on which the respondents were assessing to what extent they would be ready to accept jobs with different characteristics. These characteristics were designed following the examples from working materials used in the training of suspicious offers that could be used as a "bait" for exploitative jobs. In that respect, the level of awareness of risks of labor exploitation and respondents' carefulness were indirectly measured. For all five items, the question was formulated as "to what extent would you be ready to accept...", and the items were: (1) employment in the country whose language you do not speak, (2) employment advertised with the words "workers needed

urgently”, (3) employment not related to your profession, (4) employment with surprisingly high salary and (5) employment which does not include any selection process. The respondents were assessing their readiness on the continuum of 1 to 5, where 1 meant “not at all”, 2 “more no than yes”, 3 “I am not sure”, 4 “more yes than no” and 5 “yes of course”.

The mean for all items ranges around 3, except for item 4, which relates to the job with surprisingly high salary, where the average value is around 4 (see Annex 3.1). This means that the respondents on average are not sure regarding accepting such offers and that they are most prepared to accept surprisingly highly paid job.

Observing mode (that is, measure of the most frequent reply), it can be seen that, regarding item 3, the respondents reported that they would be more ready to accept the job that is not related with their profession and/or work experience, while for item 4, they most frequently said that they would be entirely ready to accept such job offer. For other three items, the respondents were most often uncertain regarding the acceptance of such offers. Such findings indicate that surprisingly high salary is the most attractive “bait” for suspicious job offers.

For the purpose of further analysis, a summary score on this scale has been formed.²³ In this way, one variable was obtained whose mean, median and mode total 3. The standard deviation of respondents was reduced (0.764) and normal distribution of scores was obtained, which enabled better differentiation of respondents on the scale and at the same time more reliable and more valid analyzing (see Annex 3.3).

Further, the analyses were conducted to examine the differences of means by the categories of all demographic variables on the previously described scale. This was done for the purpose of identifying the profile of the most vulnerable youth.

Differences according to gender, material situation, place of residence and place of birth were not significant. Significant difference of the arithmetic means was obtained for the category of age on the summary scale of readiness to accept “suspicious” job offers. Young people between 26 and 30 are less ready to accept a “suspicious” offer compared with youth between 18 and 25. The average difference is less than a half of the unit of the scale (around 0.3. of the scale unit). (see Annex 3.4).

Several significant differences were obtained with regard to the level of education, as well. The respondents who have completed only primary school (most of them are currently in secondary school) are to a significant extent more ready to accept “suspicious” job offers than those who have completed graduate and post graduate studies. More specifically, they have on average by around half of the unit higher scores on the scale. The respondents who have completed secondary school (and have not continued education) are more ready to accept a “suspicious” job offer than those who have completed graduate studies. They have by around 0.3 unit higher scores on the summary scale on average. It is also interesting that current students are significantly more ready to accept such offer compared with those who have completed graduate studies. Their scores on the scale are higher by around 0.3 of the unit (see Annex 3.5). A global conclusion can be that the most careful are those who have completed graduate and postgraduate studies, while the least careful are those who have completed primary (currently in secondary school) and secondary school, and current students of graduate studies. These findings correspond to those obtained based on the age.

Finally, significant differences have been obtained according to the categories of respondents’

² Total score is calculated as the average value of the sum of all replies of the respondents on individual items of the scale.

³ Respondents’ measures on all items deviate on average from the arithmetic mean by slightly more than 1 of standard deviation, which indicates that the dispersion of data is somewhat larger. Observing skewness measure, it can be seen that they mostly contain less data on their ends and consequently differentiate the respondents less according to the items than it would be done by normal distribution. However, these departures from normal distribution are not large and thus it can be assumed that the discrimination of items is still satisfactory. The correlations among all five items are significant at the level of 0.01 and range between 0.1 and 0.4. This data indicates that this scale is to a certain extent homogenous and that individual items partially measure the same construct (see Annex 3.2). The representativeness of the scale (presented by Kaiser-Meyer-Olkin measure) is 0.731 and the reliability (presented by Cronbach’s alfa) is 0.64, which is rather satisfactory in view of the small number of items).

employment status. Persons who are informally employed are significantly more ready to accept “suspicious” job offers than those formally employed on permanent contract, self-employed and unemployed persons. Also, respondents with fixed-term employment or those with the contract on temporary job are somewhat more ready to accept such offers compared with the unemployed. Their scores are on average higher by around 0.3 units of the scale (see Annex 3.6). It seems that the most careful are unemployed persons.

In addition to demographic characteristics of the respondents, differences regarding plans to look for an employment in a foreign country were examined, too. Here, the least careful are the respondents who are planning to seek employment abroad. They have scores that are on average higher by some 0.3 units of the scale compared to both those who are not planning to go abroad and those who are still not sure about such plans (see Annex 3.7).

Therefore, the level of awareness of the risk of labor exploitation and respondents’ carefulness were indirectly measured by this scale. Obtained findings indicate that young people are most ready to accept a job that is surprisingly highly paid. Also, young people between 18 and 25 years of age who have completed primary school (currently in secondary school), secondary school or are still at graduate studies, as well as those who are informally employed, seem to be most ready to accept a “suspicious” job offer.

3.3. Knowledge, experience and attitudes of young people regarding labor exploitation

What is labor exploitation?

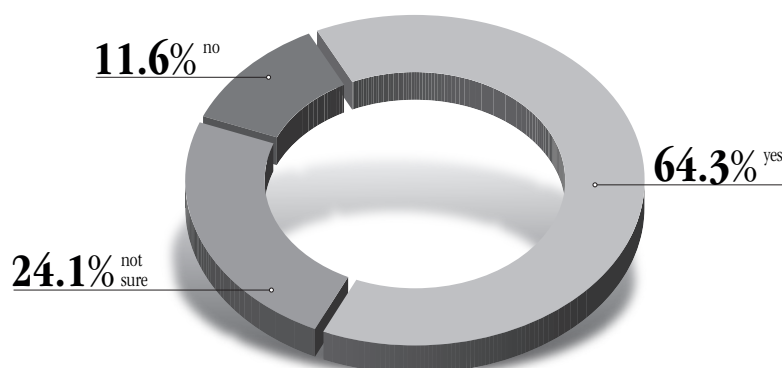


Figure 9. Do you know what labor exploitation is?

In one part of the questionnaire, the respondents were asked whether they knew what labor exploitation was. The percentage of respondents who reported to know stood at 64.3%; 11.66% of them did not know and 24.1% was not sure whether they knew or did not know. The respondents were then asked to use their own words to describe what labor exploitation was.

Since it is very difficult to define exactly labor exploitation, it is understandable that many respondents gave non-specific and general explanations. Many of them said that labor exploitation was “exploitation of workers”, which is practically repeating the term in other word order. Among essentially correct, but also not elaborated answers are those who explained labor exploitation as “a form of human trafficking”. Based on plenty of these and similar answers, it may be observed that certain number of young people are aware of where labor exploitation belongs or what it is similar to, but they lack additional specifications and concrete examples.

Best quality answers given by several respondents contained elements by which they showed that they were aware of some key aspects of labor exploitation:

“Deception and keeping in deception of an individual about significant elements of a job he/she is supposed to do before signing the contract or deception about important elements of the contract or contractual relation”.

Several respondents said that labor exploitation was what usually and broadly occur in capitalist society, but still vast majority of them was aware that this was a special type of violation of basic human rights. In that respect, they said that in such situations persons were blackmailed or in other way forced to stay in such relationship.

By far the most frequent association of the respondents to labor exploitation was low-paid or completely unpaid work:

“Exploitation of workers, that is, low pay relative to the work done.”

“I am not sure really, probably when you don’t get salary on time.”

“Unpaid overtime work, exploitation by the employer”.

Some respondents conflated labor exploitation with informal work:

“Labor exploitation is when you work informally in a company and do not have right to sue them or to use their name for your future CV.”

“I think it is when someone works something informally, like when someone is laundering money through a company or conduct informally some illegal activities.”

Some respondents also mentioned various sorts of labor or age discrimination, i.e. they gave examples of people who did not get a job because of being too old or being female.

Regarding similar constructs, the respondents occasionally described something that resembles to mobbing, because they stressed psychological aspects of abuse or were directly mentioning mobbing as an example of labor exploitation.

Experience of labor exploitation

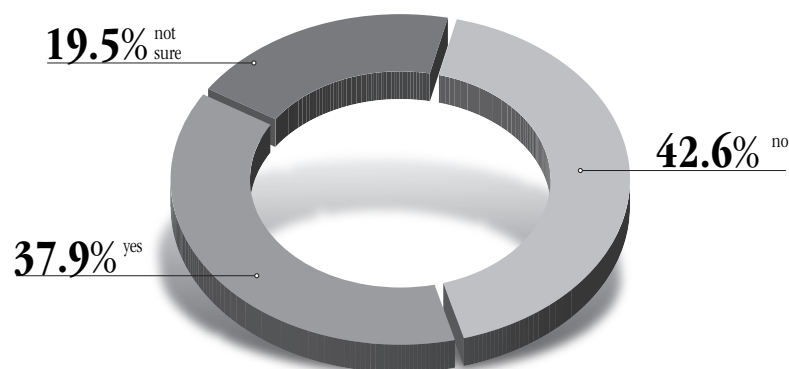


Figure 10. Have you (or someone you know) ever experienced labor exploitation?

After the respondents themselves tried to define labor exploitation, the interviewers gave them general explanation, listing some of its defining characteristics. The idea was to provide the respondents with more accurate meaning of labor exploitation, so that their answers to the following questions would be more valid. The respondents were then asked whether they or someone close to them had ever experienced labor exploitation; 37.9% of the respondents said yes, 42% said no and 19.5% said that they were not sure. If they said that they had such experience, they were asked to describe it.

Several respondents who said that they or someone close to them had the experience of labor exploitation did not describe how it looked like because they did not know how. Thus, one respondent said that she “is not competent to explain it in the right way”. Another respondent was not sure whether what she heard fell within labor exploitation: “I am not really familiar, but I think that something like that happened to my father on his previous job”. Some of the respondents started explaining, but could not find the right words and only repeated that the workers were exploited. This suggests that young people need additional knowledge to recognize their own experiences or the experiences of persons close to them as labor exploitation and present them in an adequate way.

Young people and people they know have the experience of performing tasks that were not included in agreed job description:

“I was a monitor at the game and after the game they told me to guard the players.”

“A friend works as a translator for one company, but she was also doing other tasks which were below her qualifications and which don’t fall in the description of her job.”

Also, some of them mentioned examples of jobs for which there was no contract or where the contract was defective or not fully respected:

“It is stated in the contract that my salary shall be increased but it is not happening. The employment contract is wrongly written, plenty of things must not be formulated that way.”

Still, what young people complain about most is overtime unpaid work or work that is not paid at all. They gave the examples of work where they were registered for minimum wage, but they did not receive even that:

“It happened that I was working for ten hours, several times, overtime, but unpaid.”

“When you distribute flyers, they are postponing payment for several weeks until you decide that you are not going to wait any longer and then you never get paid.”

In some cases, young people recognized certain types of gender discrimination as labor exploitation:

“A friend was fired because she got pregnant.”

“Others at work get much more than they should, mostly men, while women are exploited, they work equally or more, but are at best paid equally as men.”

The same as in the very definitions of labor exploitation, the examples included the description of mobbing at work – psychological harassment, degradation of workers, shouting and insults.

A certain number of respondents gave the examples of the most extreme forms of labor exploitation, when their acquaintances had been working or were still working in extremely inhuman conditions (“... six of them were sleeping in the bed for two”, “My mother was forced to work in the warehouse or chamber without air”).

“My uncle went to Russia through some agency, they promised him accommodation, insurance and big pay. He was supposed only to produce tiles. In the end, they took him to Siberia, he was sleeping on the mattress and was not allowed to leave, he worked on the construction site. In the end, he ran away.”

From respondents’ answers to previous two questions, it can be seen that there is “conceptual confusion” when it comes to the term of labor exploitation and similar constructs. Young people are arbitrarily using a large number of terms (mobbing, overtime work, informal work) which they seem not to be able to clearly distinguish. Hence, getting to know “the vocabulary” of labor exploitation should come before any detailed informing and awareness raising of youth about labor exploitation.

Whom would young people ask for help?

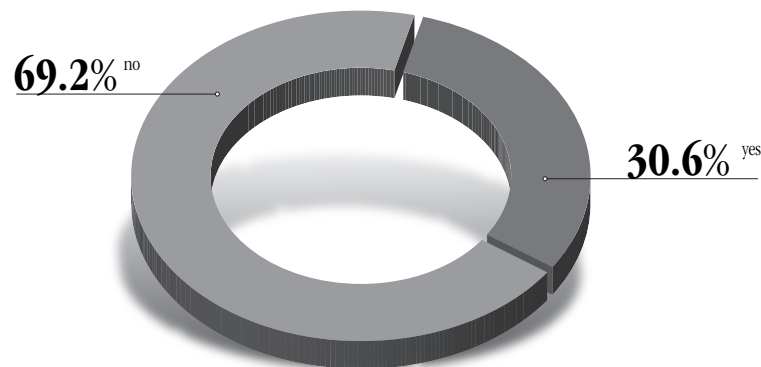


Figure 11. Do you know whom you could ask for help in order to prevent labor exploitation from happening to you or if it has already happened?

Next, the respondents were asked whether they knew whom to call for help in order to prevent labor exploitation from happening to them or if it had already happened. 30.6% of the respondents said that they knew and 69.2% that they did not know. Hence, significantly larger number of respondents do not know where to look for help and protection from labor exploitation. Out of these 30.6% (213 persons), only 14 said that they would call ASTRA for help. If taken into account that before the beginning of the interview the respondents were explained that the research is conducted on ASTRA's behalf, and what ASTRA was doing, the number of young persons who heard of ASTRA before is potentially even smaller. As far as other frequent answers are concerned, more than 50 persons said they would go to the police and 25 to the lawyer's or legal services. Several respondents mentioned the Ministry of Labor or the Ombudsman. Also, the respondents were often saying that they would call close friends or family members.

Many answers were non-specific, with the respondents saying that they would call "government", "authorities", "competent authorities", "inspection", "some organization" or that they would "find someone on the internet".

Some respondents gave hopeless or sarcastic answers such as "there is no help there" or "I would call God".

Therefore, small number of young people have clear idea of what specific services could help them to make proper decisions in situations bearing the risk of labor exploitation.

A link of knowledge and experience with other factors

The link between answers to the question "Do you know what labor exploitation is?" and "To what extent do you think that a person who experience labor exploitation is responsible for that?" was examined. There is a tendency for respondents who feel that they know the concept of labor exploitation to consider the victim less responsible than respondents who feel that they do not know the term or are not sure (see Annex 4).

The researchers also tested links between answers to the question "Do you know what labor exploitation is?" and "Have you or someone close to you ever experienced labor exploitation?" It turned out that respondents who have experienced labor exploitation more often say that they know what this term meant, while those who do not have this in their experience more often say that they do not know the term (see Annex 5).

There is no connection between knowing the term of labor exploitation or having experience of labor exploitation on one side and readiness to accept “suspicious” job offers on the other. This means that even the respondents who are familiar with the term and have such experience are not more careful in assessing “suspicious” job offers than those who do not know the term or do not have the experience of labor exploitation.

Most frequent victim of labor exploitation

In the next few questions, the respondents were asked who, in their opinion, fall victim to labor exploitation most often. They gave their assessment based on three criteria: gender, age and education of potential victim.

a) Victims' Gender

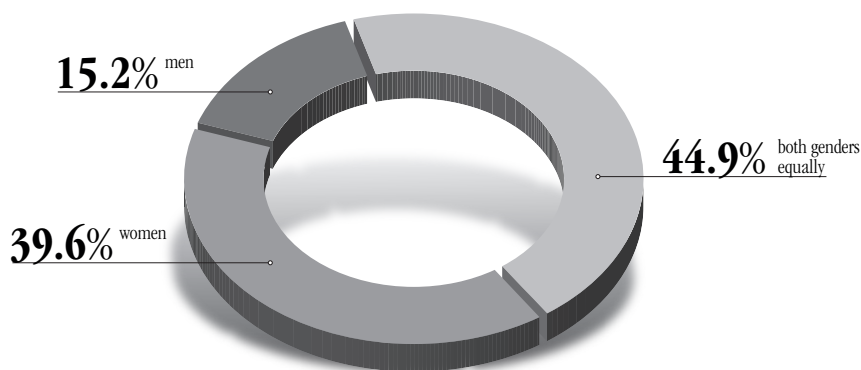


Figure 12. Who fall victim to labor exploitation most often?

As far as victims' gender is concerned, the majority of respondents (44.9%) said that both genders were equally vulnerable to labor exploitation; 39.6% of respondents think that women are most often victims of labor exploitation while men are estimated as the least vulnerable (15.2%). Answers to this question did not depend on respondents' gender.

b) Victims' age

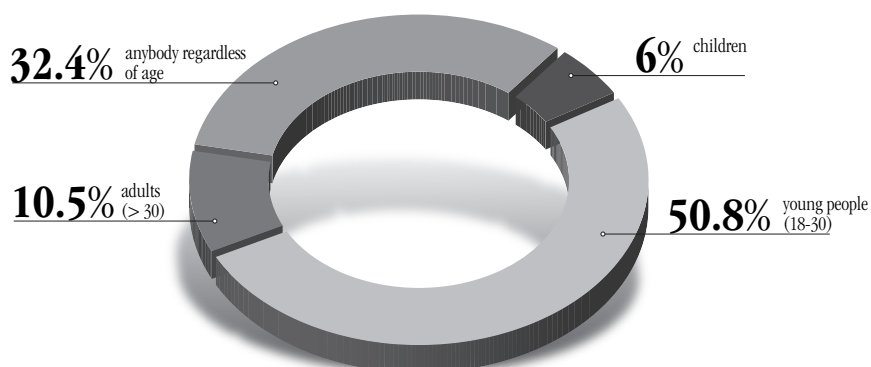


Figure 13. Who fall victim to labor exploitation most often?

The majority of young people (50.8%) identified their very age as bearing the greatest risk of labor exploitation. Children and persons older than 30 are not assessed as the most vulnerable by so many respondents (6% and 10.5% respectively). More than one third of the respondents (32.4%) reported that anybody, regardless of their age, could become victim of labor exploitation.

c) Victims' education

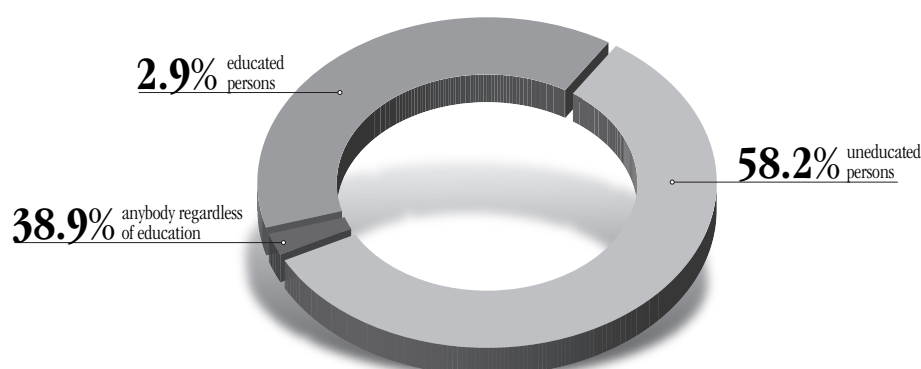


Figure 14. Who fall victim to labor exploitation most often?

A small number of respondents (2.6%) said that an educated person most often fall victim to labor exploitation, while more than half (58.6%) thinks that uneducated persons are more vulnerable. However, still a large percentage of respondents said that vulnerability did not depend on education factors. Therefore, young people think that the most vulnerable are uneducated persons of their own age. Still, they show principal awareness that anybody can fall victim to labor exploitation, regardless of these three parameters.

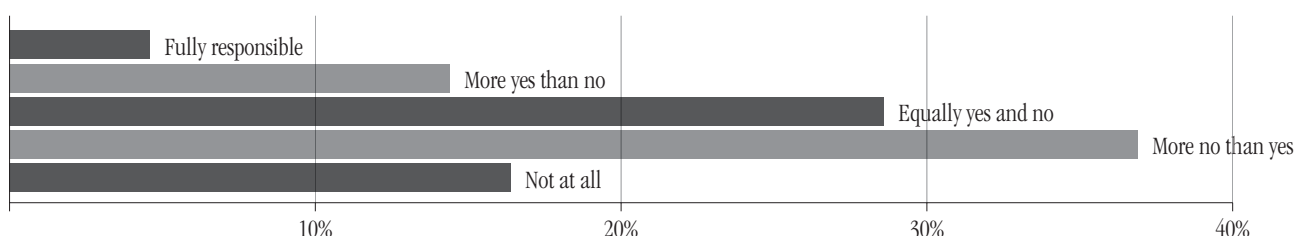
How responsible an exploited person is for his/her situation?

Figure 15. In your opinion, how responsible an exploited person is for his/her own situation?

The respondents were asked to assess, on the scale from 1 to 5, to what extent a person who fell victim to labor exploitation is responsible for the situation of exploitation, with 1 meaning “not at all responsible”, 2 “more not responsible than responsible”, 3 “equally responsible and not responsible”, 4 “more responsible than not responsible” and 5 “fully responsible”. The majority of respondents (36%) say that the person is more not responsible for being the victim of labor exploitation, while nearly one third think that the victim is equally responsible and not responsible (28.6%). One portion of the respondents (16.4%) think that the victim is more responsible while 14.4% find that the victim is not responsible at all. Only 4.6% estimate that an exploited person is fully responsible for his/her situation. As many as 79% of respondents think that the victim is equally responsible and not responsible, that is, more not responsible than responsible. These findings indicate that young people are to a significant extent aware that a situation of labor exploitation is complex and shaped by several factors.

The analyses have shown a link between respondents' material situation and answers to the question about victims' responsibility. It is clear that as the respondents estimate their material situation as less favorable, they are less prone to blame the victim, and the other way round – the better the estimation of respondents' material situation, more likely are they to blame the victim. This is especially visible in the categories of considerably less favorable material situation, where much more respondents than expected

find that the victim is not responsible at all for being exposed to labor exploitation, and the category of considerably better material situation, where a noticeably larger number of respondents than expected assess the victim as more responsible than non-responsible for the situation of exploitation (see Annex 6).

The link of the answer to this question and respondents' other demographic characteristics has not been found.

Also, the differences of arithmetic means of the answers to the question "How responsible an exploited person is for his/her situation" on this scale were tested. These differences are not significant, which means that the respondents who assess the victim as more responsible are equally vulnerable to fall victim to labor exploitation as all the other respondents. Hence, they are not any more careful than other respondents in assessing job offers.

3.4. Young people's preferences in obtaining information about important social topics

Preferred sources of information

Young respondents were assessing different sources of information with regard to the degree of frequency in which they use them when getting informed about important social topics. Offered answers included: other people/acquaintances, social networks, YouTube, internet portals, TV, print media and radio. They were requested to make the assessment on the scale from 1 to 5, 1 being "never", 2 "rarely", 3 "sometimes", 4 "often" and 5 "very often".

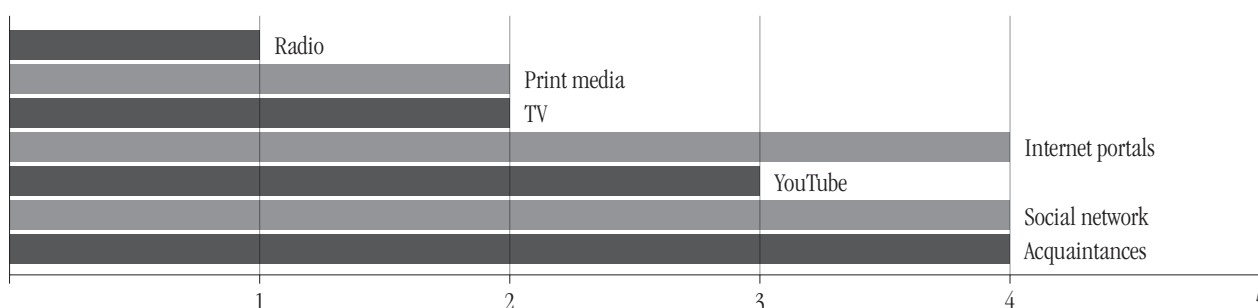


Figure 16. How often do you obtain information about important social topics from the following sources?

The chart shows medians for every source of information individually, obtained on the scale of 1 to 5. Therefore, more than 50% of the sample says that they "often" or "very often" obtain information on important social topics through acquaintances, social networks and internet portals. The next source used by young people most often is YouTube, which more than half of the respondents report to be using at least "sometimes" or more often. Further, more than half of the respondents "rarely" or "never" use TV and print media for getting information, while radio is the source of information that young people use least (more than 50% say that they "never" learn about important topics through radio). It is evident that young people do not find traditional sources of information (radio, newspapers and TV) relevant for getting informed about important social topics, but the majority of them are prone to use sources that are reduced either to personal contact or on-line information.

Preferred type of content

In order to collect information about the type of content that is the most attractive for young people when they are getting informed about social topics, they were offered several options which they were requested to rank according to how interesting they find them. It included: text, photos, video, plays/performances and panels/lectures.



Figure 17. What type of contents is the most interesting for you when getting informed about important social topics?

The Chart presents Modes, i.e. the most frequent positions which the respondents gave/assigned to a certain type of content. It can be seen that young people prefer text when getting informed about important social topics, because they ranked it first most often. It is followed by photos and video, while the least interesting turned out to be panels/lectures and plays/performances.

4. Conclusion

The findings of the research indicate several basic conclusions with regard to interviewed young people.

First of all, young people have shown very strong tendency to seek employment in a foreign country. Only based on this criterion it is noticeable that young people in Serbia are at higher risk of labor exploitation having in mind that going abroad may imply unfamiliar environment and unknown conditions.

Based on the assessment of respondents' readiness to accept potentially suspicious offers, it has been shown that the most attractive "bait" for young people for accepting such offer is a job which brings unexpectedly high salary. The respondents younger than 26 are less careful than the older ones. Those who have completed only primary or secondary school and those still on graduate studies are more ready to accept suspicious job offer than those who have completed graduate or post-graduate studies. It was also shown that person who have informal employment are to a great extent ready to accept such job offers. This is interesting taking into account that the respondents often mentioned informal work when they were requested to describe labor exploitation. Those who are planning to seek employment in a foreign country have also stood out as less careful. It may be assumed that it is very important for them to find employment and hence their criteria and level of criticism are somewhat reduced.

The findings also show that there is no link between the assessment to what extent a person who experience labor exploitation is responsible for such situation and readiness to accept "suspicious" job offer. This means that respondents who think that an exploited person is to a great extent responsible for such situation are equally vulnerable to "suspicious" job offers as those who do not blame victims of labor exploitation. The findings also suggest that if the respondents are familiar with the term "labor exploitation", they are less likely to asses an exploited person as responsible for such situation.

The majority of respondents report to know what labor exploitation is. However, an insight into their explanation of this term shows that a small number of them is able to give elaborate description of labor exploitation. The most frequent were short, non-specific answers. Among the answers were those which understood labor exploitation as unregistered labor, non-payment of wages and violation of human rights. Some related constructs, such as mobbing and gender discrimination, were mentioned too.

Slightly less than half of the respondents say that they and/or people they know have not had experience of labor exploitation. Of those who report to have such experience, many are not able to adequately describe it. It can be observed that the respondents put an equal sign between various unfavorable conditions at work (e.g. gender discrimination, mobbing) and labor exploitation.

Only one third of respondents say to know whom to ask for help in relation to labor exploitation. The majority of them would go to the police, followed by lawyer's office or legal services. Some of them mentioned ASTRA. Many answers to this question are quite non-specific and indicate that young people lack specific knowledge for seeking adequate assistance.

Independently from whether they know or do not know what labor exploitation is or whether they had such experience, the respondents are ready to accept "suspicious" job offers.

Young people are to a great extent aware that a person of any gender, age or education level can become victim of labor exploitation. Still, women are more frequently seen as possible victims than men, the

same way as uneducated persons compared to educated ones. The age group to which the respondents belong (18-30) is convincingly estimated to be the most vulnerable.

As far as the manner of getting informed about important social topics is concerned, young people often obtain information through people they know, social networks and internet portals. The type of content that is the most interesting for them regarding these topics is a text.

5. Recommendations

Although in this research young people have shown certain degree of awareness of the phenomenon of labor exploitation and understanding of who can fall victim, it can also be concluded that they are confused when asked to define and give examples of labor exploitation. Having that in mind, one of the priorities of the campaign should be communicating to the young people a vocabulary of labor exploitation and making clear distinctions from related constructs. With such terminology clearness, it would be possible to achieve the other recommended goal more successfully, that is, to teach young people about the mechanisms of labor exploitations which would help them recognize risky situations more accurately. This goal especially applies on the element which turned out to be the most attractive for accepting a job offer, that is, surprisingly high salary. Young people should be encouraged to be careful and not gullible when it comes to such offers. The main target group for the education campaign should certainly be persons younger than 26.

The respondents assessed their own age as the most vulnerable for labor exploitation, which further speaks of their awareness that they themselves can end up in this situation. However, they do not have sufficient knowledge on whom specifically they could ask for protection and help. Therefore, young people need to be shown the most efficient sources of protection and how to get them.

Since men are very often vulnerable to labor exploitation, their awareness of that fact should be expanded.

As far as the type of educational campaign is concerned, the findings indicate that it should be in the form of a text, video and/or photos and that internet (social networks, YouTube and internet portals) should be used as a medium. In accordance with the suggestion of a need for further extension of knowledge on the mechanisms of labor exploitation and how to protect oneself, it is recommended that the campaign direct young people to some form of textual contents which would offer needed information.

6. Annexes

Annex 1. Measures of central tendency, dispersion and skewness of the variable Age

	Age
Arithmetic means	22,45
Median	22
Mode	20
Standard deviation	3,174
Skewness	0,719
Kurtosis	-0,198

Annex 2. Analysis of differences in frequencies according to the categories of variables “age” and “planning to seek employment in a foreign country” (chi-square and cross-tabs)

Pearson's Chi-square	Statistical significance level	Cramer's V
11,731	0,019	0,130

	Planning	Not planning	Maybe
	Cross-tabs		
18-21	36	25,4	38,6
22-25	38,2	27,9	33,8
26-30	27,2	41,2	31,6

Annex 3.1. Measures of central tendency, dispersion and skewness of individual items on the scale of readiness to accept “suspicious” job offers

	Language	Urgent	Experience	Salary	Selection
Means	3,03	2,90	2,81	3,85	2,75
Median	3	3	3	4	3
Mode	3	3	2	5	3
Standard deviation	1,223	1,144	1,230	1,140	1,219
Skewness	-0,048	0,070	0,207	-0,765	0,225
Kurtosis	-0,923	-0,705	-0,914	-0,239	-0,823

Annex 3.2. Correlations of individual items on the scale of readiness to accept “suspicious” job offers

	1	2	3	4	5
1	1	0,189	0,178	0,205	0,099
2		1	0,273	0,396	0,346
3			1	0,260	0,299
4				1	0,424
5					1

Annex 3.3. Measures of central tendency, dispersion and skewness of individual items on the scale of readiness to accept “suspicious” job offers

	Summary score
Mean	3,07
Median	3
Mode	3
Standard deviation	0,764
Skewness	-0,071
Kurtosis	-0,192

Annex 3.4. Analysis of difference of the means of the categories of the variable “age” on the summary score of the scale of readiness to accept “suspicious” job offers (ANOVA table and LSD post hoc test)

F statistic	Statistical significance level	Effect size
6,989	0,001	0,020

	Means difference	Differences' significance
Youth 18-21 and Youth 22-25	-0,08	0,186
Youth 18-21 and Youth 26-30	0,23*	0,005
Youth 22-25 and Youth 26-30	0,32*	0,000

* The asterisk marks significant differences of arithmetic means

Annex 3.5. Analysis of difference of the means of the categories of the variable “education level” on the summary score of the scale of readiness to accept “suspicious” job offers (ANOVA table and LSD post hoc test)

F statistic	Statistical significance level	Effect size
3,876	0,004	0,022

	Means difference	Differences' significance
Primary and secondary school	0,27	0,091
Primary school and graduate studies	0,53*	0,002
Primary school and post-graduate studies	0,47*	0,021
Primary school and students	0,26	0,102
Secondary school and graduate studies	0,26*	0,007
Secondary school and post-graduate studies	0,20	0,175
Secondary schools and students	-0,01	0,827
Graduate ad post-graduate studies	-0,06	0,695
Students and graduate studies	0,27*	0,002
Students and post-graduate studies	0,21	0,133

* The asterisk marks significant differences of arithmetic means

Annex 3.6. The analysis of difference of the means of the categories of variable “employment status” on the summary score of the scale of readiness to accept “suspicious” job offers (ANOVA table and LSD post hoc test)

F statistic	Statistical significance level	Effect size
4,343	0,005	0,018

	Means difference	Differences' significance
Permanent and fixed-term	-0,14	0,151
Fixed-term and unemployed	0,01	0,906
Permanent and informally employed	-0,10	0,090
Permanent and unemployed	0,16*	0,037
Informally employed and fixed-term	0,25*	0,018
Informally employed and unemployed	0,26*	0,001

* The asterisk marks significant differences of arithmetic means

Annex 3.7. The analysis of difference of the means of the categories of variable “planning to seek employment abroad” on the summary score of the scale of readiness to accept “suspicious” job offers (ANOVA table and LSD post hoc test)

F statistic	Statistical significance level	Effect size
13,777	0,000	0,038

	Means difference	Differences' significance
I am planning and I am not planning	0,34*	0,000
I am planning and I am not sure	0,28*	0,000
I am not planning and I am not sure	- 0,06	0,413

* The asterisk marks significant differences of arithmetic means

Annex 4. Analysis of differences in frequencies according to the categories of variables “knowledge about labor exploitation” and “assessment of victim’s responsibility” (chi-square table and cross-tabs)

Pearson's Chi-square	Statistical significance level	Cramer's V
26,690	0,001	0,139

	Knows	Does not know	Not sure
	Cross-tabs	Cross-tabs	Cross-tabs
Not at all	18,8	5	7,1
More not than yes	34	31,2	43,5
Equally yes and no	27,7	38,8	26,2
More yes than no	15,7	17,5	17,9
Totally yes	3,8	7,5	5,4

Annex 5. Analysis of differences in frequencies according to the categories of variables “knowledge about labor exploitation” and “experience of labor exploitation” (chi-square table and cross-tabs)

Pearson's Chi-square	Statistical significance level	Cramer's V
28,892	0,000	0,144

	Has experience	Does not have experience	Not sure
	Cross-tabs	Cross-tabs	Cross-tabs
Knows	76,1	57,3	56,6
Does not know	5,3	15,4	14,7
Not sure	18,6	27,3	28,7

Annex 6. Analysis of differences in frequencies according to the categories of variables “material situation” and “assessment of victims’ responsibility” (chi-square table and cross-tabs)

Pearson's Chi-square	Statistical significance level	Cramer's V
29,609	0,020	0,206

	Considerably worse	Somewhat worse	Average	Somewhat better	Considerably better
	Cross-tabs	Cross-tabs	Cross-tabs	Cross-tabs	Cross-tabs
Not at all	35,3	16	12,6	17	12
More no than yes	41,2	45	34,9	39,9	28
Equally yes and no	23,5	20	34,2	30,3	28
More yes than no	0	19	18,3	12,8	31

Annex 7. Questionnaire

1. Gender:

1. Male
 2. Female
-

2. Age: _____

3. Place of residence:

1. Belgrade
 2. Other big town (population over 50.000)
 3. Smaller town (population under 50.000)
 4. Village
-

4. Place of birth:

1. Belgrade
 2. Other big town (population over 50.000)
 3. Smaller town (population under 50.000)
 4. Village
-

5. Completed education:

1. Primary school or less
 2. Secondary school
 3. Graduate studies
 4. Post-graduate studies
 5. Still studying
-

6. Employment status:

1. Permanent employment (or self-employment)
 2. Fixed-term employment (or temporary jobs)
 3. Informal work
 4. Unemployed (currently without a job)
-

7. How would you assess your material situation?

1. Considerably worse than of the majority of others
 2. Somewhat worse than of the majority of others
 3. Same as the majority of others
 4. Somewhat better than of the majority of others
 5. Considerably better than of the majority of others
-

8. Do you speak foreign languages?

1. Yes, one
 2. Yes, two or more
 3. No
-

9. Are you planning to seek employment abroad in the near future?

1. Yes
 2. No
 3. I am not sure
-

Rate the following options on the scale from 1 to 5

(1 – Absolutely no, 2 – More no than yes, 3 – I am not sure, 4 – More yes than no, 5 – Absolutely yes).

10. To what extent would you be ready to accept::

- | | | | | | |
|--|---|---|---|---|---|
| 1. Employment in the country whose language you don't speak | 1 | 2 | 3 | 4 | 5 |
| 2. Employment advertised with the words "workers needed urgently" | 1 | 2 | 3 | 4 | 5 |
| 3. Employment not related to your profession and/or previous work experience | 1 | 2 | 3 | 4 | 5 |
| 4. Employment with surprisingly high salary | 1 | 2 | 3 | 4 | 5 |
| 5. Employment which doesn't include any selection process. | 1 | 2 | 3 | 4 | 5 |
-

11. Do you know what is labor exploitation?

1. Yes
 2. No
 3. I am not sure
-

12. Would you try to explain in your own words what labor exploitation is?

It is not easy to give final definition of labor exploitation. Narrow meaning of labor exploitation include cases when an employer abuses vulnerable position of workers in different ways, regardless of whether the workers agreed to be engaged under such conditions or not. Workers are often deceived about important aspects of work such as employment contract, documentation, working conditions, salary.

13. Have you or someone you know ever experienced labor exploitation?

1. Yes
 2. No
 3. I am not sure
-

14. If yes, can you say something more about it?

15. Do you know whom to call for help so that something like this doesn't happen to you or after it has happened?

- Yes
 - No
-

16. If yes, whom?

In your opinion who are victims of labor exploitation more often

17. ...

1. Man
2. Woman
3. Both genders equally

18. ...

1. Children
2. Young people (18-30)
3. Older people (older than 30)
4. Everybody equally

19. ...

1. Educated
 2. Uneducated
 3. Everybody equally
-

20. In your opinion, how responsible victim of labor exploitation is for such situation?

1. Not responsible at all
 2. More not responsible than responsible
 3. Equally responsible and not responsible
 4. More responsible than not responsible
 5. Fully responsible
-

Please rate the following options on the scale from 1 to 5

(1 – Never, 2 – Rarely, 3 – Sometimes, 4 – Often, 5 – Very often)

21. How often do you get information on different important social topics from the following sources?

- | | | | | | |
|--|---|---|---|---|---|
| 1. Other people/acquaintances | 1 | 2 | 3 | 4 | 5 |
| 2. Social networks (Facebook, Twitter, Instagram...) | 1 | 2 | 3 | 4 | 5 |
| 3. YouTube | 1 | 2 | 3 | 4 | 5 |
| 4. Internet portals | 1 | 2 | 3 | 4 | 5 |
| 5. TV | 1 | 2 | 3 | 4 | 5 |
| 6. Print media (newspaper) | 1 | 2 | 3 | 4 | 5 |
| 7. Radio | 1 | 2 | 3 | 4 | 5 |
-

22. What type of content is the most interesting for you when you are getting informed about important social topics?

Range the following answers from the most interesting to the least interesting using the scale from 1 to 5, whereby 5 is the least interesting and 1 is the most interesting

1. Text
 2. Photo
 3. Video
 4. Plays and performances
 5. Panels and lectures
-

Annex 8. Structure of the sample

Gender	Male	47,9%
	Female	52,1%
Age	18-21	44,6%
	22-25	39%
	26-30	16,4%
Place of residence	Village	2,7%
	Small town	5,2%
	Other big town	11,2%
	Belgrade	80,9%
Place of birth	Village	2,6%
	Small town	18,5%
	Other big town	24%
	Belgrade	54,9%
Education level	Students	49,5%
	Postgraduate studies	4,6%
	Graduate studies	13,6%
	Secondary school	28,7%
	Primary school	3,6%
Employment status	Unemployed	46,2%
	Informal work	18,8%
	Fixed-term employment / temporary jobs	22,1%
	Permanent employment / self-employed	12,9%
Material situation	Considerably better than average	7,5%
	Somewhat better than average	33,1%
	Average	41,9%
	Somewhat worse than average	15,1%
	Considerably worse than average	2,4%

