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UNEMPLOYMENT AND HUMAN TRAFFICKING

Knowledge and situation among business administration students at Centria UAS

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ABSTRACT

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<p>Human trafficking is the illegal trade of human beings for exploitation and forced labour. Poverty, unemployment, illiteracy, urbanization and weak legislation are the major causes of it. The frequency of human trafficking is rising due to the rise in unemployment.</p> <p>This thesis has aimed to study the impacts of unemployment in an economy. A major impact of unemployment is human trafficking; therefore, this thesis has highlighted the conditions of its victims, found out the current situation of global unemployment and human trafficking. This thesis has explained the causes of unemployment in an economy, factors of human trafficking, presented data of human trafficking and measures to control human trafficking.</p> <p>The objective of this thesis was to study the knowledge of human trafficking among business management students of Centria University of Applied Sciences, Kokkola. This thesis has studied the level of knowledge about human trafficking and it has helped to find out students' perception towards human trafficking.</p> <p>32% of the respondents believed that human trafficking is fairly widespread in Finland and the same percentage of respondents believed that it is not widespread. 12% of the respondents believed that human trafficking does not occur in Finland and 24% of the respondent do not know anything about it. It was found that 96% of the respondents haven't experienced any forms of human trafficking in their life followed by 4% of respondents who may have experienced it in some form. It was seen that 64% of the respondents have worked under extreme pressure because of insufficient time given, also 36% of the respondents have been forced to work for long hours. It was a good sign that the salary of all respondents was paid on time and 64% of the respondents were also paid extra for accomplishing work in an exceptional work situation.</p> <p>It was found that business management students of Centria UAS had some basic knowledge about human trafficking and some of the students have faced signs of human trafficking in Finland. Therefore, the author recommended further research on a large scale to identify human trafficking victims and solve their problems.</p>		
Key words Economy, Future, Human trafficking, Unemployment.		

CONCEPT DEFINITIONS

BBC: British Broadcasting Corporation

CRS: Catholic Relief Services

CTDC: Counter-Trafficking Data Collaborative

GDP: Gross Domestic Product

ILO: International Labour Organization

IMF: International Monetary Fund

IOM: International Organization for Migration

TE: TE palvelut

UAS: University of Applied Sciences.

UNODC: United Nations Office on Drugs and Crime.

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1 INTRODUCTION

We need earnings for our living. People are engaged in different income-generating activities to earn something for life. Throughout less developed countries, people are less engaged in income-generating activities. It is difficult to create sustainable employment opportunities for all people in less developed countries. Moreover, this lack of sufficient opportunities of employment creates unemployment in economics. Economic recession is more challenging due to unemployment. People are at risk of homelessness, hunger due to the unavoidable risk of unemployment.

The main aim of this thesis is to study the impacts of unemployment in an economy. A major impact of unemployment is human trafficking; therefore, this thesis highlights the conditions of its victims, finds out the current situation of global unemployment and human trafficking. This thesis also creates awareness for those groups of people before they start their dangerous way towards employment. This thesis explains the causes of unemployment in an economy, factors of human trafficking, presents data of human trafficking and measures to control human trafficking. On a micro level, this thesis will also examine human trafficking knowledge in different individuals living in Finland.

The objective of this thesis is to study the knowledge of human trafficking among business management students of Centria University of Applied Sciences, Kokkola. This thesis helps to understand the level of understanding of business management students about human trafficking and it helps to find out people's perception towards human trafficking. Indirectly this thesis also makes people aware about human trafficking and its consequences.

In economics, unemployment occurs when people are jobless and actively searching for employment. It is the most significant interruption of economic growth. When members of the labour forces are not working, the economy loses the potential GDP output that each worker could have produced with their time and energy. Unemployment in an economy is measured by the unemployment rate. The unemployment rate is calculated by taking the numbers of workers who cannot find work divided with the total number of workers in the labour force. The unemployment rates illustrate the percentage of the members of the labour force who are willing and able to work but cannot find work on the market.

The effects of unemployment are not only in respect of income but also in compliance with health and social status. The criminal consequences of unemployment are too high. Crime rates are directly proportional to unemployment rates. Long-lasting results are increased in the families of unemployed workers. Unemployment also creates depression, anxiety for unemployed people. In this case, people are ready to take a risk for income generation activities abroad. They are prepared to move on a difficult journey with a dream of a better future and job security, health care service, educational system, and social policies.

Human trafficking has since the 1990s taken place in the context of broader processes of globalization and regionalization. Globalization processes, linking economic liberalization and technological innovation in transportation and communication, have increased the incentives for the labour movement as the distribution of wealth becomes increasingly attenuated and differentiated (Fireman & Reich 2007, 4). Most people are trafficked from the rural province of less developed countries because of the issue of unemployment, poverty, people being vulnerable, and then they get enticed to the promise of a better life, better jobs, and salary. The most common way that people are being lured into human trafficking is by a friend, by a family member, or by an idea of there being a job for them at the end of this line.

Mostly the victims of human trafficking are those from the least developed countries, more precisely of South Asia, for example, Pakistan, Nepal, India, Bangladesh and many more (Al Jazeera English 2015.) Human trafficking is also highly seen in South African countries. South Africa is a destination country for human trafficking. People are coming in for employment opportunities in South Africa. It is also a transit country, and there are a lot of people coming through South Africa and going to various countries. And most importantly, it is a supplier country of illegal labour in other countries.

Rising unemployment, lack of law enforcement, and governments' failure to implement policy are some of the causes of the increase in human trafficking. Though human trafficking is a real problem in every county, it is proven difficult to find accurate statistics because most of the cases go unreported. This thesis aims to explain the causes of unemployment in an economy, factors of human trafficking, real-life stories of trafficking victims, present data of human trafficking, and measures to control human trafficking (Causes of human trafficking 2018.)

This thesis is organized in the following way. Chapter 2 covers the introduction of unemployment and its types and their effects on an economy. Chapter 3 deals with an introduction of human trafficking, its indicators, condition of its victims and human trafficking status in different countries, including Finland.

Moreover, the author has also discussed some real-life stories of human trafficking victims in this chapter. Chapter 4 is mainly based on a description of the research process applied in the thesis. For the empirical part of the thesis, the author has conducted a quantitative research method where the respondents will be informed that their data are entirely confidential and anonymous. Chapter 5 contains the conclusion and discussion part of this thesis.

2 CONCEPT OF UNEMPLOYMENT

Unemployment is a situation in an economy where an individual who is willing to and is capable of working, is unable to find a job. Because there are no jobs available on the market, a person is unemployed, and they are not contributing to the economy. Unemployment is a significant economic indicator because it reflects the inability of workers to achieve productive work to provide the prolific output of the economy. In economics, unemployment occurs when people are jobless and actively searching for employment. It is the most significant interruption of economic growth. When members of the labour forces are not working, the economy loses the potential GDP output that each worker could have produced with their time and energy. Unemployment is measured in an economy as the unemployment rate. The unemployment rate is the division of a total number of who cannot find work divided by the total number of workers in the labour force. The unemployment rates illustrate the percentage of the members of the labour force who are willing and able to work but cannot find the job at the market. If there are more unemployed workers in an economy, it means total economic production. The means of an economy with high unemployment has a lower output without a proportional decline in the need for primary consumption. A low unemployment rate means the economy is producing near its full capacity, maximizing production, and driving wage growth and growing living standards. (Unemployment 2017.)

2.1 Definition of unemployment

Economists describe unemployment as a condition of joblessness in an economy. It is the lack of utilization of resources that eats up the production in an economy. The history of unemployment is related to the history of industrialization. Industrialization leads to unwanted job loss and willing workers without jobs. According to ILO, Unemployed people are those who are currently not working but are willing and able to work for pay, currently available for work and have actively searching for work. According to IMF an unemployed person is defined as aged 15 and over, who fulfil the following three conditions: the person who does not have any work during the reference week, who has been actively seeking a job during the last four weeks or found a job start within at most three months, and was able to start to work in the next two weeks (Essays 2013.)

World Bank defines unemployment as the share of the labour force that is without work but available for and seeking employment. World Bank is also working on reducing unemployment and alleviating

poverty in many developing countries. It provides a wide array of financial products and technical assistance and has funded over 12000 development projects via loans, interest-free credits and grants to developing countries (World Bank 2020.)

2.2 Types of unemployment

Employment and unemployment disparities affect the livelihood of various developing countries (Fournier & Mercier 2009, vii). Unemployment can be classified into different categories namely cyclical, structural, frictional, disguised and seasonal.

Cyclical unemployment is also known as Keynesian unemployment or demand deficit unemployment. It occurs because economics goes in a period of good and bad times. When the economy is doing great, a business wants to hire more workers, and during unfortunate times they want fewer workers because they are selling less (Unemployment 2017.)

Structural unemployment is defined as unemployment that results from perceived value and skills that an individual brings to the job against its need. It occurs when a worker's skills no longer match any business needs. The advancement of science and technologies eliminates many occupations. For example, the use of typewriters was replaced by the fastest computers (Unemployment 2017.)

Frictional unemployment occurs when a person has left a job and is looking for another one, the time it takes to find a new post is called frictional unemployment. For example, a college graduate who worked as a junior developer at a small company starts thinking about artificial intelligence and after doing some research, decides that field is for him. Consequently, he takes two years for its preparation to enhance his skills, specializing in artificial intelligence. The time spent between his last job as a developer and his new job as an artificial intelligence developer is frictional unemployment (Unemployment 2017.)

Disguised unemployment occurs if there is an excess number of people working for the same job compared to the actual required numbers. For example, a family has a farm and three members can manage that but a whole family of eight members are working. The excess number of working people than actual required doesn't contribute to an economy (Unemployment 2017.)

Seasonal unemployment is a condition when people work only for some part of the year. For example, specific industries may only be open for a specific period, a Christmas tree seller, catering business,

summer jobs, ice cream parlour, etc.in farming, tourism and construction industries have common seasonal unemployment (Unemployment 2017.)

2.3 Impacts of unemployment

Unemployment affects the unemployed individual and his family, not only concerning income but also with the rate of health and morality. There are individual, social and economic impacts of unemployment. The more extended the unemployment is, the more serious health issues arise resulting in increased depression and other medical problems. In addition to the loss of income, jobless workers were found to have lost friends and a sense of pride. One outcome of unemployment is frequently mentioned is the increase in crime. The study also found that in any case, those jobless people, looking for work are neither more nor less likely to rob or burgle than are employed (Gleeson 2019.)

TABLE 1. Social and economic effects of unemployment.

UNEMPLOYMENT	
Social Effects	Economic effects
Increased poverty and welfare benefits dependency.	Lost output, economy is functioning inside Production Possibility Frontier curve.
Extra demand for national health services because of stress-related illness, for example, depression.	Fall in real income and a lower standard of living for affected victims.
Rise in criminal activities, divorce, family disputes and other social problems.	Drop-in tax revenues and higher welfare.
	Unemployed labour moves overseas and the possibility of human trafficking, also the possibility of a decline in labour supply.

2.4 Unemployment situation in Finland

According to the labour force survey 2020, published by Statistics Finland, there were 46,000 more people employed than in the previous year. The trend of the unemployment rate was 6.8% whereas 73.4% of people were employed. At the end of January 2020, there were 252,000 people enlisted as per the employment Office Regulations as unemployed job searchers at the work employment and economic development offices. The number of unemployed job searchers was the same in January 2019 (Statistics Finland 2020.)

TABLE 2. Changes in employment 2019/01 – 2020/01. (adapted from Statistics Finland, 2020)

	Year/Month		Change
	2019/01	2020/01	2019/01 - 2020/01
	1000 persons		Per cent, %
Population total	4 127	4 132	0,1
Active population total	2 679	2 740	2,3
Employed	2 498	2 543	1,8
– employees	2 152	2 220	3,1
– self-employed persons and unpaid family workers	345	323	–6,3
Unemployed	181	196	8,3
Inactive population	1 449	1 392	–3,9
– persons in disguised unemployment	124	138	11,2
	Per cent, %		Percentage points
Employment rate, persons aged 15–64	70,6	72,1	1,5
Unemployment rate	6,8	7,2	0,4
Activity rate	64,9	66,3	1,4
Unrounded figures are used in the Change column. The data comply with the ILO/EU definition.			

In table 2, it is shown that changes in employment in 2019 and 2020 in Finland. It is seen that unemployment rate was 6.8% in 2019 and was increased to 7.2% in 2020.

Unemployed people can get unemployment benefits in Finland. Unemployment benefits include daily unemployment allowance, basic employment allowance, and labour market subsidy. To receive unemployment benefits ones should register in the TE office and should actively seek a job and prepared to accept job challenges. Also, ones should follow the necessary guidelines and participate in the services and steps offered by TE office (InfoFinland 2020).

3 HUMAN TRAFFICKING

Human trafficking is the fastest-growing organized crime in the world right now. Human beings are sold and resold for different purposes. Human trafficking is a crime and a violation to human rights. It includes the requirement, movement and exploitation of the person. It is a trade and exploitation of people for profit. The notion of unemployment has long become less and less appropriate to frame the critical aspects of the interplay of young people and employment (Gunderson 2014, 4).

Trafficking of a person is a process and many people are involved in it; it is more like a crime industry rather than a single offence. Trafficking not only involves crossing the borders but also it can happen inside the same country. How people get trafficked is by the question of trust. For example, in a village where there is no electricity, no proper drinking water, no modern facilities and most importantly there is high unemployment and if someone offers a good job, accommodation, better facilities then the people will go with them for a better future. Human traffickers target these kinds of people who are in need, hunger, and unemployed. Traffickers then sell girls for sexual exploitations, children for child labour and others for forced labour. Most trafficking victims are sold or brought by someone they know. Human trafficking is now the second most profitable criminal industry in the world, after drugs (Ramsey 2011.)

For the traffickers, poor, unemployed people are their investments, they are their assets and they are tools to earn money. Sometimes traffickers exploit all the unemployed family members, children are working illegally, the wife is involved in prostitution as well a couple of daughters and the man is involved in labour exploitation too. So, the whole family makes money for the traffickers and they are provided nothing, every earning is taken by the traffickers. Every continent in the world has been involved in human trafficking. Major source regions are Asia, Eastern Europe, Africa, Russia, Latin America and Canada, whereas destination regions are Europe, North America, Australia and the Middle East. A report from the International Labour Organization (ILO) states that forced labour generates 150 billion dollars in illegal profits every year (ILO 2017.)

Trafficking is not quite the same as inadequate or exploitative working conditions. Different indicators can be used to discover when a circumstance adds up to trafficking, for example, limitations on the labourer's opportunity of development, retaining of wages or identity documents, physical or sexual violence, threats and fake obligation from which laborers cannot escape. In addition to this trafficking

is a serious infringement of human rights and labour rights, the exaction of trafficking is a criminal offence (United Nations 2014, 8).

3.1 Indicators of human trafficking

Human trafficking doesn't exist in isolation, it needs a movement of people from one place to another. Mainly there are three complex forces interlinked for trafficking and these include social, political and economic factors. Poverty doesn't only create results in trafficking but when it is combined with other factors socially creates a higher risk for being trafficked. Most people around the world live in poverty, therefore the supply of victims of trafficking is fast. Major indicators of human trafficking are briefly explained below.

3.1.1 Unfree recruitment

Unfree recruitment includes circumstances of deceptive, forced recruitment and the use of scam or intimidation by a third party. Being poor or uneducated would establish pressure or abuse by the third-party may create pressure in workers. It also includes deceit about the nature of work, working conditions, salary and wages to any worker who is being aware of the real conditions would not agree to be exposed to those (Harroff-Tavel & Nasri 2013, 33).

3.1.2 Work and life under threats

According to ILO, work and life under threats covers "unfriendly working or living circumstances forced on an individual by the utilization of power, punishment or threat of penalty". This would incorporate unreasonable work or work that isn't sensibly anticipated given the national work law system, degrading living conditions, constraints of various kinds of opportunity and freedom for example opportunity of development and forcing "excessive dependency "on the worker by the employer (Harroff-Tavel & Nasri 2013, 33).

3.1.3 Difficulty to change the employer

Changing the employer may involve risk or penalty to the worker and it may involve a limitation on their freedom. Workers feel that they remain to lose effectively earned wages if they leave. Most trafficked workers reported that their passports and other personal documents are taken by the employer and they couldn't access them on request. (Harroff-Tavel & Nasri 2013, 58).

3.1.4 Deception

Deception relates to the failed conditions to deliver what has been promised to the worker. For example, it can be the agreed contract, working hours, vacation, housing and living conditions, job location or the identity of the employer. Many children are recruited through false promises, concerning food, shelter, education and number of visits to their parents. Workers are also obliged to work extra hours or days beyond the limits prescribed by the law. They can be denied taking a break, days off and required to take over shifts of colleagues who are absent and forced to work overtime without being paid (ILO 2009, 8).

3.1.5 Physical and sexual violence

Physical and sexual violence is an important indicator of trafficking. Employers can apply physical or sexual violence to workers or their family members. Beatings, deprivation of food, sexual assaults, bad touch, also rape is common among female and children workers. Workers are afraid to seek justice as they fear to lose the job due to the threats from their employer. Violence can also incorporate forcing workers to take alcohol or drugs to gain control over them. Violence can also be used to force an employee to attempt tasks that were not part of the initial understanding or agreement, for example, to engage in sexual relations with the employer or a relative or to attempt mandatory household work beside, their "ordinary" task. Workers might be locked up, monitored to keep from getting away from their workplace, have their movements controlled inside the work environment, using cameras or guards. workers are also often restricted to communicate with family, companions, and neighbours (UNODC 2009, 9).

3.2 Understanding the victims of trafficking

People who are trafficked can be of any age, and the age may vary according to the market. Victims don't speak English or local languages and they are unfamiliar with the culture and languages of the

destination country. Victims of human trafficking are unaware of their rights or may have been intentionally misinformed about the rights of the country where they find themselves. Victims fear for the safety of their families in their home countries who are threatened by the traffickers. Trafficking could occur in different sectors such as agriculture, construction, domestic work, manufacturing, service industry, entertainment and so on.

One of the Nepalese workers who was abused in Qatar shares his story, where he has described his difficult situation during his working life (The Guardian 2013). He has explained the poor living standards provided by his employer, the main problem was he was not provided a proper beds to sleep in, also there was not enough water for daily purposes, and in a hot temperature of 40 degrees or higher, there was no air condition. There was nothing in the kitchen, for example, proper utensils, cutting tools, enough water to clean with. He must throw his leftovers foods and vegetables in the trash because there was no refrigerator in the kitchen. Furthermore, he was not paid his salary on time and wasn't paid for his overtime work. The company hadn't provided a proper identity card, so if he wanted to visit his friends or family outside there was a high chance of getting arrested by the police.

Another girl from a Nepalese poor community named Phulsani was only 15 years old when she was trafficked (Phulsani's story 2019). Taking advantage of her poverty, by promising a job in the city they had taken her to a brothel in India. She was compelled to engage in forced prostitution, for two years. She was later rescued by a social organization 'Maiti Nepal' during their field operation. Maiti Nepal is a social organization in Nepal established in April 1993 aiming to prevent human trafficking by raising awareness level of communities and extending life skills so that children and women are not trafficked into different forms of abuse including exploitation (Maiti Nepal 2015).

Some of the major characteristics found in victims of human trafficking are living in unsuitable and difficult places like agricultural houses or industrial buildings. Victims do not have protective dress or gears at work. They have low earnings and unable to fulfil their basics need such as food, shelter and clothes. They don't have valid working contract and forced to work significantly longer hours. Victims of human trafficking have to depend upon the employer for transportation, work, food and accommodation and they have restrictions on freedom of movement and their activities are being watched or monitored by surveillance cameras. Lack of medical aid and safety training to the workers, having withheld identity documents, lack of transparent record-keeping of workers payment, tax deductions, and permits are the characteristics of victims of human trafficking (CRS 2013.)

3.3 Human trafficking situation in Finland

Human trafficking (Imiskauppa 2020) is considered as a crime in Finland. Forcing someone to work without pay or less pay, forcing someone to sell sex, forcing someone to commit a crime and forcing someone to marry are regarded as human trafficking in Finland (InfoFinland 2019). The most common type of human trafficking seen in Finland is forcing someone to work with no payment or lower payment and working in bad conditions.

Finland has seen several human trafficking cases in recent years. In 2015 there were estimated 52 victims and that number had grown to 163 in 2018. Most victims were from Nigeria, Nepal, Thailand, Afganistan and Iraq (YLE 2019). A high record of new victims had shown up in 2019 for assistance in the authorities. The number is much higher than in 2018, where it was a record of 229 cases of human trafficking in 2019. Most of the victims' cases were subject to forced labour in restaurants, cleaning and construction industries (Ihmiskauppa 2020). The topic of human trafficking gained attention in Finland after the daily newspaper Helsingin Sanomat reported a wide scale of exploitations, organized abuse of works in some of the Nepalese restaurant throughout the county.

According to the Finnish Ministry of social affairs and health, victims of human trafficking are entitled by law to get assistance and support and protection as per their residence status in Finland. Poor and needy people who need concrete support can receive health and social services, also funding for housing and legal aid. Trafficking victims can apply for the support in their respective municipalities for the costs of organizing support from the centre of economic development, transport and the environment. The national assistance system of victims operates 24 hours a day to support victims of human trafficking. It is also a part of Finnish immigration service which helps especially people who have no municipality residence in Finland. If anyone feels or even if they are not sure if they have been trafficked, they can ask help freely calling the National assistance system +358 295463177 (Ihmiskauppa 2020).

3.4 Recent data about global human trafficking.

The director of the international organization for migration (IOM), General William Lacy Swing says that "It is believed that millions are currently victims of trafficking in persons around the world. It is almost impossible to think about each one of those numbers as individual human being and it can feel like an insurmountable problem" (IOM 2017.)

As human trafficking is an illegal business, there is no exact data available about it. There are no clear records of how many people are trafficked and from which part of the world. Mostly there are three things clear in human trafficking; a host country, a transit country and a destination country. The host country is the place where the people are picked up. They travel a dangerous way to their destination countries through different borders of transit countries. Human trafficking is not only done overseas but also within the same country.

IOM has been working to collect data and helping trafficked persons since 1994. They have assisted over 91,416 trafficked persons, 172 countries of exploitation and 169 nationalities. This figure has still risen because this was the latest available survey report. IOM assistance includes accommodation in safety places, medical support, vocational and skills development pieces of training and their resettlement in a society (CTDC 2018.)

According to IOM victim of trafficking data 2018, a larger proportion of the identified victims were female than male in 2006, but it is seen that many males were also trafficked in 2016. The average age of male and female is quite similar, 30 years of male and 29 years for female. It is also seen that over 75 % are trafficked over an international border and about 25 % are trafficked in their own countries. Furthermore, IOM also identified the working sectors of trafficked persons. Women's are mostly used for commercial sex and prostitution. Men are used for labour exploitation, children are used for begging, domestic work, factories and industries. Fishing, agriculture, forestry etc. are other sectors where victims are used for hard labour (CTDC 2018.)

International human trafficking victims are especially from lower economy countries like Sudan, Syria, Nepal, India, Bangladesh, Thailand, Nigeria, South Africa and many more. But is the most surprising thing to know that even developed countries like the US, UK and other European countries are involved in domestic Human trafficking. With some disputes, girls leave home and some of the people trapped them, somebody become their friends, their boyfriends, makes them feel good and later they are trapped in the prostitution. A study shows that many girls from Romania are sold in the UK for prostitution (BBC 2017).

4 RESEARCH PROCESS

This part of the thesis is written based on the quantitative research method where respondents were asked to answer questions based on their knowledge and experience. The author has explained the purpose of the research and their privacy. The author has decided to use this research technique because it can generate honest and true information from anonymous respondents. The main idea of the research is to identify the knowledge and understanding of human trafficking among Centria UAS business administration students. This research helps to examine the condition of human trafficking knowledge and the situation in Finland on micro-level. The limitation of this research is done in a small group of students which may not provide a true picture of the human trafficking situation in the whole of Finland.

4.1 Quantitative Research Method

Research is an original contribution to the existing stock of knowledge made for its advancement. It is the pursuit of the truth with the help of study observation, comparison and experiment. The main objectives of the research are to find out a piece of information which has not been discovered yet. Research is done to discover the answers to the questions using different scientific tools. Quantitative research is based on the measurement of quantity or amount (Kothari 1985,1-3). This research model applies to a situation which can be expressed in terms of numbers.

Quantitative research involves studies that make use of statistical analyses to obtain their findings. The main features of this model are formal and systematic measurement and use of statistics (Marczyk, Dematteo & Festigner 2005,17). Quantitative research is multimethod in focus, involving an interpretive, naturalistic approach to the subject matter. This means that quantitative researchers study things in their natural settings attempting to make sense of, or interpret, phenomena in terms of the meanings people bring to them (Denzin & Lincoln 1994,14).

Generally, quantitative research is conducted by a questionnaire survey or an interview. Both of the techniques have prefixed questions for the audience. Electronic media or printed medium can be used to reach the audience. Once the data are collected it can be represented in graphs, tables, numbers or percentages. The collected data can be split into categories or can be measured in terms of the unit of measurement.

4.2 Validity and Reliability

Validity and Reliability are the ideas utilized in the assessment of the quality of the research procedure. Both tools indicate how precisely a strategy, technique or a test is utilized to measure some specific issues. In this sense, reliability is about the consistency, though validity is about the exactness of a measure. While creating research, arranging strategies, and reviewing the outcomes particularly in the quantitative research method, it is important to think about these two ideas. These two ideas are closely related. Research or measurement can be reliable without being valid however if a measurement is valid it is usually also reliable (Middleton 2019).

Validity indicates the degree to which the research measures what it is supposed to measure. It is also called a utility of research. Validity is a measuring instrument which reflects the differences among those being tested. Validity refers to the extent to which the research measures what we wish to measure (Kothari 1985, 74). Validity refers to how precisely a technique measures what it is proposed to measure. If the research has high validity, that implies it produces results that relate to real properties, characteristics, and varieties in the physical or social world.

Reliability refers to how reliably a technique estimates something. If the same result is consistently similar accomplished by utilizing similar techniques under similar conditions, the measurement is viewed as reliable. Reliability is assessed by checking the consistency of results across time, across various observers, and across parts of the test itself. Reliability suggests the degree to which the outcomes can be reproduced when the research is repeated under similar conditions (Middleton 2019).

4.3 Research population

The research population can be explained as a group of individuals, institutions, and objects which have a common characteristic that is in the interest of the researcher. The research population can be finite and infinite. A limited number of people which can be counted easily are finite populations, whereas unlimited people or a large group of unknown people who cannot be counted are infinite populations. (Saldana 2011.)

In this research, a finite number of people are taken as a research population. Students studying Business Management at Centria University of Applied Sciences are taken as a sample population to conduct this

research. Centria is a dynamic and international higher education institution situated in Kokkola, Finland. It offers an innovative, caring and multicultural learning environment to students from different nationalities. Students from different countries, for example, China, Vietnam, Nepal, Bangladesh, Nigeria, Ghana, Cameroon and many more are studying here.

The main aim of the research was to identify the knowledge and understanding of human trafficking among Centria university of applied sciences business administration students. Students from different nationalities studying in a different year group can participate in the survey and answer the research questions.

4.4 Results and analysis

To answer the research questionnaire a survey on human trafficking questionnaire was presented to the business management students of Centria University of Applied Sciences (appendix). It was sent to three different student groups of business management that is NBMK17K, NBMS18K and NBMS20K. There are 102 students in total representing these business management groups. A total of 25 students responded to the survey.

The questionnaire had 26 questions which include multiple-choice, free writing and open-ended questions. The researcher believes that the answers received from the respondents are true, genuine and honest which meet the objectives of the survey.

4.5 Survey Data Analysis

In this section, the author will introduce and investigate the appropriate responses collected from those 25 respondents with the help of different figures. The author will explain the consequences of each significant inquiry posed with the assistance of a pie chart, bar graph, table, figure and so on. The author additionally attempted to analyse the outcome to sum things up to each significant question however the genuine results and findings of the issue will be discussed in detail in later paragraphs.

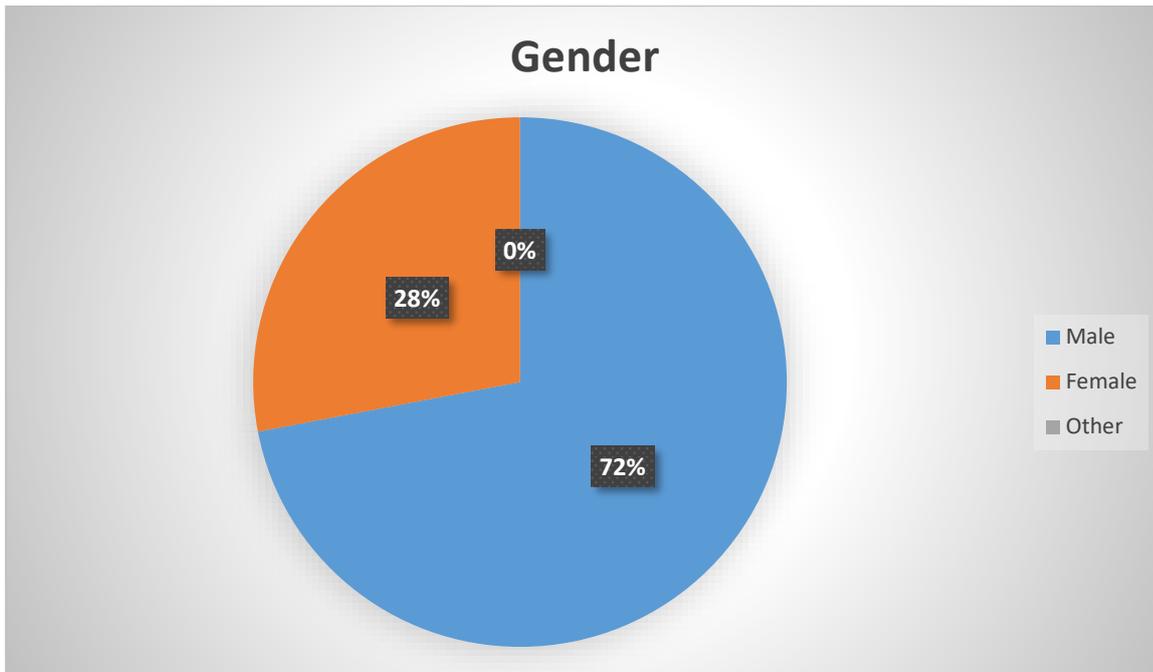


FIGURE 1. Respondents by gender.

As illustrated in figure 1, among the 25 respondents, 18 were male which represents 72 %, whereas 7 were female which represents 28% of the total respondents.

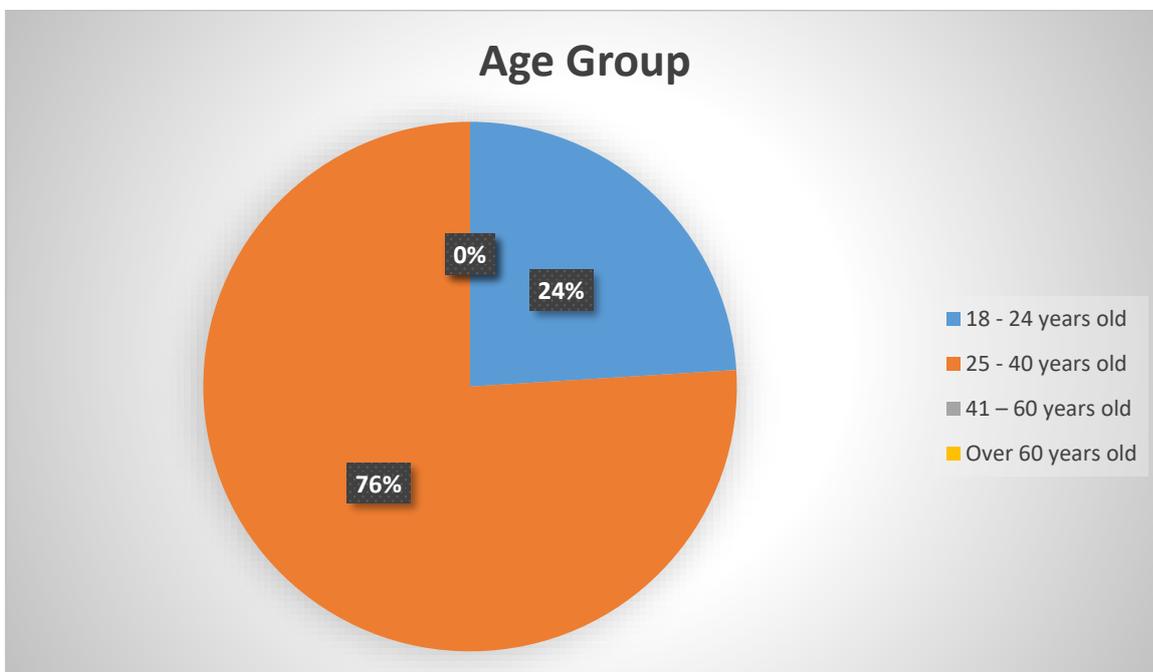


FIGURE 2. The age group of respondents.

As shown in figure 2, out of the total respondents, 6 were from the age group of 18 to 24 years which represents 24% and 18 were from the age group of 25 to 40 years which represents 76% of the total respondents. None of the respondents was above 41 years.

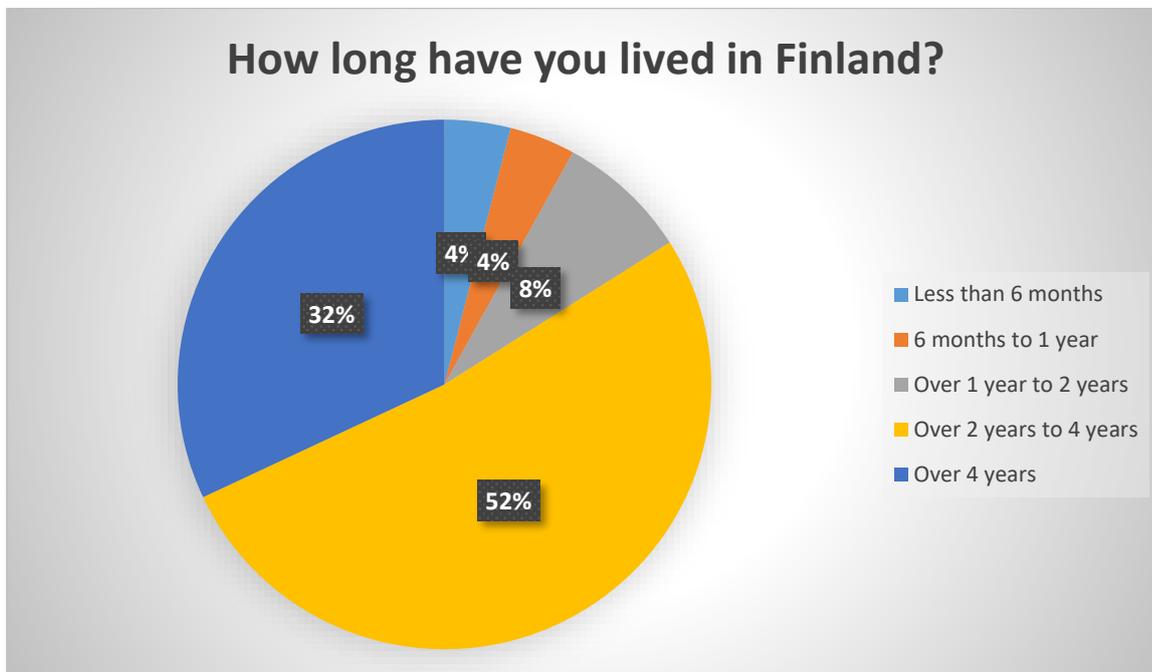


FIGURE 3. Living duration of respondents in Finland.

Figure 3 shows that most of the respondents have lived in Finland for two to four years. It shows 13 out of 25 respondents have lived in Finland for two to four years that is 52%, also 32% of respondents have lived in Finland for over 4 years. Whereas 4% of respondents have been living in Finland from six months to one year and less than six months.

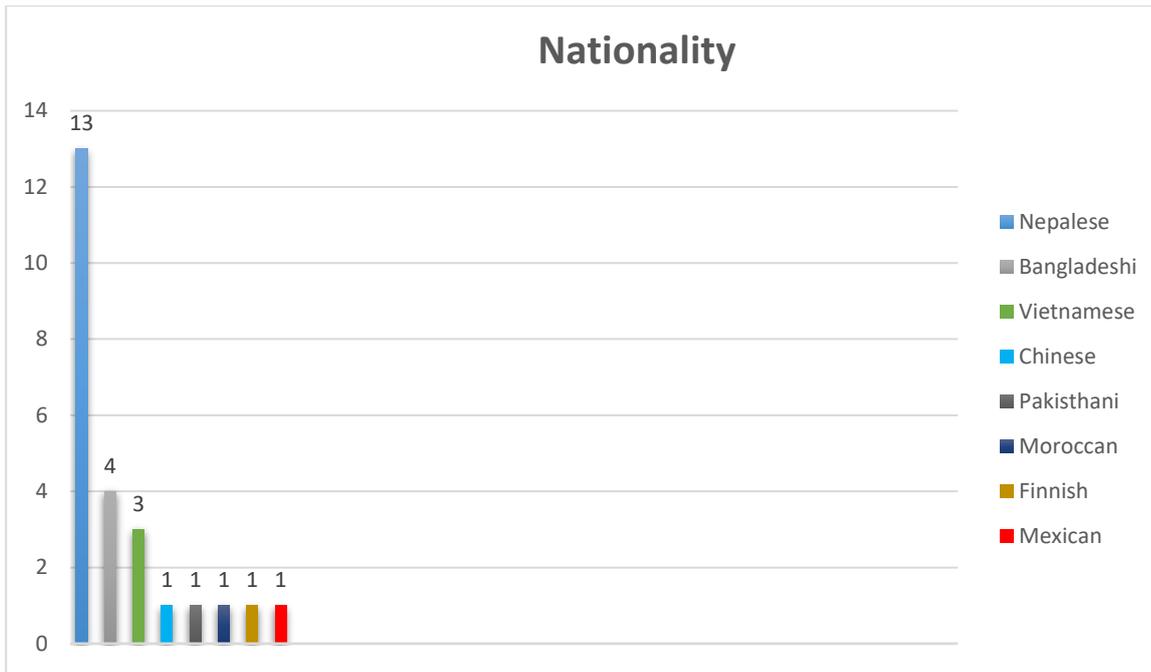


FIGURE 4. Nationality of respondents.

As shown in figure 4, most namely 13 out of 25 respondents were from Nepal which is about 52%, respondents from Bangladesh were about 16% and there were about 12% of respondents from Vietnam. There were also respondents from China, Pakistan, Morocco, Finland and Mexico constituting 4% of the total respondents.



FIGURE 5. The extent of human trafficking in Finland

To what extent do you think human trafficking is present in Finland was an important question asked to the respondents, it examines the knowledge of human trafficking in Finland among the respondents. As shown in figure 5, 32% of respondents believe that human trafficking is fairly widespread in Finland and the same percentage of respondents believes that it is not widespread. 12% of respondents believe that human trafficking does not occur in Finland and 24% respondent do not know anything about human trafficking in Finland.

To motivate their answer to this question the researcher had also asked respondents to answer where they have heard about human trafficking in Finland. It is seen that they get information from newspapers, online news portal, friends and social media. The respondents were aware of human trafficking in some specific areas such as Nepalese restaurants and cleaning companies.



FIGURE 6. Possible victim of human trafficking in Finland.

According to figure 6, 80% of respondents have answered that foreign nationals could be the victim of human trafficking in Finland. 4% of respondents have thought that men and local people could be the victim. 12% of respondents answered that all could be the victim of human trafficking in Finland.



FIGURE 7. How the victims of human trafficking are trafficked in Finland.

Figure 7 examines the knowledge of the respondents about how people are trafficked in Finland. As shown in figure 9, 44% of respondents were unaware of it, whereas 40% of the respondents had voted for perhaps and only 16% of respondents knew the process. Furthermore, 44% of the respondents have listed the process of human trafficking in Finland which includes fake promises, luring people with better salaries and good lifestyles, long working hours, not providing labour rights, enough pay and deducting working hours, exploitations of workers in Nepalese restaurants, and discrimination.



FIGURE 8. The situation of victims of human trafficking in Finland.

Figure 8 states that 80% of the respondents were unaware of the status of human trafficking victims in Finland. 16% of the respondents somehow knew about it and 4% of the respondents were aware of the situation of victims such as their living standards, work status, health and social life.

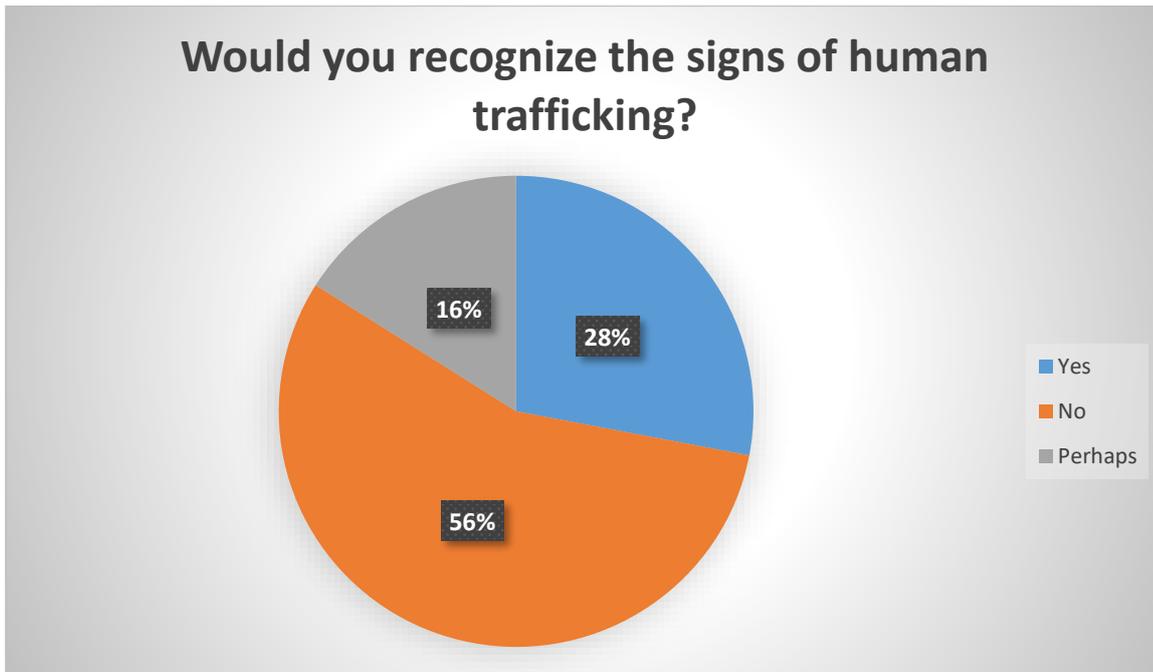


FIGURE 9. The signs of human trafficking.

Some of the signs of human trafficking are unfree recruitment, work and life under threats, and deception. As shown in figure 9, 56% of the respondents were not aware of the signs of human trafficking whereas 28% were aware of them and 16% of the respondent had some knowledge about them. The respondent were also asked to explain the signs if their response was yes or perhaps in this question. Hiding the work destination, not clear information to the workers, differences in wages, too much workload, not treating workers according to law, salary not as promised, delay in payment with various excuses, make someone do work more than the law are some of the signs of human trafficking mentioned by the respondents.



FIGURE 10. Reporting the suspicious activities of human trafficking.

According to figure 10, it was found that 72% of the respondents were aware of reporting suspicious activities of human trafficking to the police or labour unions and Finland's national assistance system. 16% of the respondents know somehow where to report and 12% of respondents were not aware of reporting suspicious activities of human trafficking in Finland.



FIGURE 11. Respondents being a victim of trafficking.

As shown in figure 11, it was found that 96% of the respondents haven't experienced any forms of human trafficking in their life followed by 4% of respondents who may have experienced it somehow.

TABLE 3. Results from human trafficking indicators.

	Yes	No
Have you ever worked under extreme pressure because of insufficient time given?	64%	36%
Do you get paid extra for accomplishing work taking more time than usual in an unexpected work situation? (for example, consider cleaning an extra dirty room in a hotel)	64%	36%
Have you ever been forced to work long hours?	36%	64%
Is your salary paid on time?	100%	

In table 3, the questionnaire has focused on the respondent's personal information. The researcher's idea was to examine if the respondents have experienced any form of human trafficking as the above situation are the indicators of human trafficking. Respondents were also asked to explain their answer.

From the results as shown in table 4, it was seen that 64% of the respondents have worked under extreme pressure because of insufficient time given, also 36% of the respondents have been forced to work for long hours. It was a good sign that the salary of all respondents was paid on time and 64% of the respondents were also paid extra for accomplishing work in an unexpected work situation.

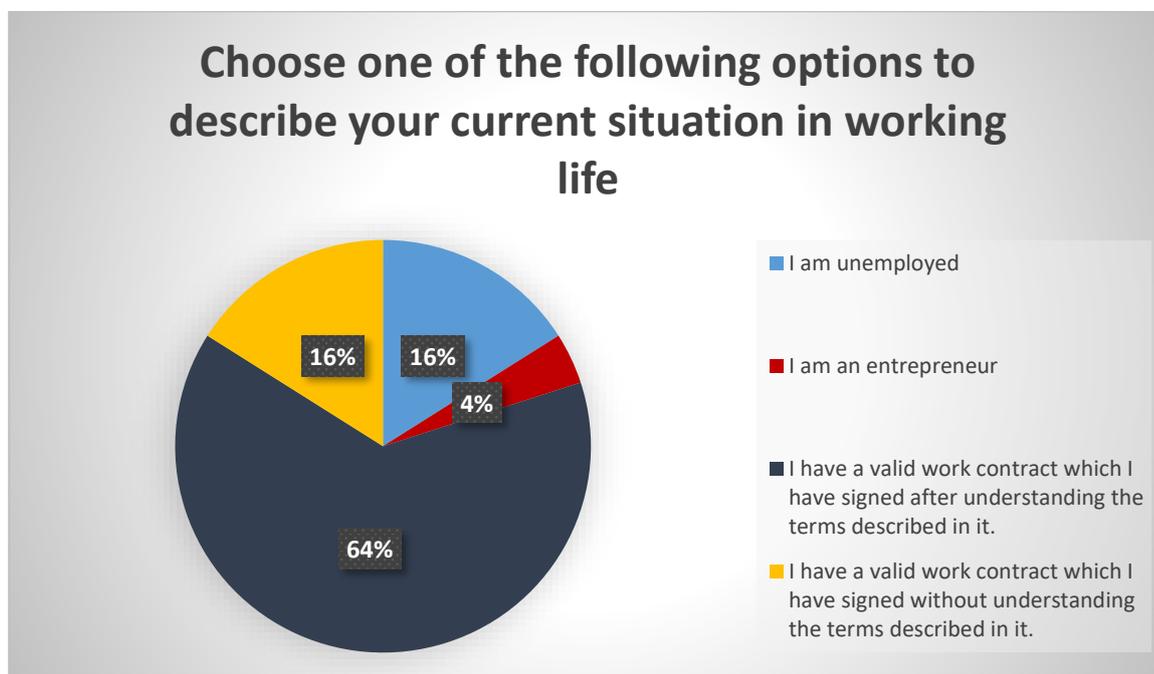


FIGURE 12. The current situation in the working life of respondents.

As shown in figure 12, it was seen that 64% of the respondents were working with a valid work contract which they have signed after understanding the terms described in it, such as working hours, salary, wages, workplace and so on, also 16% were unemployed and 4% were entrepreneurs.

4.6 Discussion of empirical findings

This thesis has mainly focused on knowledge and understanding about human trafficking in Business Management students studying in Centria UAS. The goal of this thesis was to come up with findings and recommendation based on the research. .

32% of the respondents believe that human trafficking is fairly widespread in Finland and the same percentage of respondents believes that it is not widespread. 12% of the respondents believe that human trafficking does not occur in Finland and 24% respondent doesn't know anything about Human Trafficking in Finland. It is seen that they get information from newspapers, online news portal, friends and social media. Respondents were aware of human trafficking in some specific areas such as Nepalese Restaurants and cleaning companies.

The respondents mentioned the process of human trafficking in Finland which includes fake promises, luring people with better salaries and good lifestyles, long working hours, not providing labour rights, enough pay and deducting working hours, exploitations of workers in Nepalese restaurants, and discrimination. Higher percentage of the respondents were unaware about the status of human trafficking victims in Finland such as their living standards, work status, health and social life. 56% of the respondents were not aware of the signs of human trafficking. Hiding the work destination, not clear information to the workers, differences in wages, too much workload, not treating workers according to law, salary not as promised, delay in payment with various excuses, make someone do work more than the law permits are some of the signs of human trafficking answered by the respondents. It was found that 72% of the respondents were aware of reporting suspicious activities of human trafficking to police or labour unions and Finland's national assistance system.

Respondents have also shared some personal information related to human trafficking so that the researcher can examine and conclude human trafficking in Finland. It was found that 96% of the respondents haven't experienced any forms of human trafficking in their life. It was seen that 64% of the respondents have worked under extreme pressure because of insufficient time given, also 36% of the respondents have been forced to work for long hours. It was a good sign that the salary of all respondents was paid on time and 64% of the respondents were also paid extra for accomplishing work in an exceptional work situation. The respondents were asked to mention their personal experience about overexploitation, forced labour, and no payments for extra work. Mainly they have commented on the cleaning sector, they haven't got paid for accomplishing the work taking longer than the target time. Respondents

have also mentioned their real-life situation such as didn't get paid for cleaning extra dirty hotel rooms, and forced to work longer hours. They were not allowed to leave before finishing their target work, also their travelling allowance was not paid by the employer, usually happens to foreign nations who are unaware of the laws and rules regarding working conditions applied here. It was found that 64% of the respondents were working with valid work contract which they have signed after understanding the terms described in it such as working hours, salary, wages, workplace and so on.

Generally, the respondents have provided positive feedback about the Finnish working environment. Equal opportunities for all, impartiality, friendly working environment, good labour and human rights, good salary, holiday allowance, sick leaves, maternity leaves etc are the pros of the Finnish working environment mentioned by the respondents. Nevertheless, the respondents have pointed out some of the barriers like trafficking in laborious working sectors such as cleaning and restaurants, extreme pressure given to the employee in cleaning sectors, deducting working hours, language barriers for international workers, and some respondents have also faced racism at work.

5 CONCLUSIONS AND DISCUSSION

In this thesis, a small group of university students was taken as a research population to know their knowledge and understanding of human trafficking. The main aim of this thesis was to identify the knowledge and understanding of human trafficking among Centria UAS business administration students. Students from different nationalities studying in different year groups have participated in the survey and answered the research questions. This thesis can provide surface knowledge about human trafficking in Finland. This thesis can help to create more research on a big scale and help to address the problems of human trafficking in Finland.

Every victim of human trafficking is held against their will and are subjects to their trafficker's needs and demand. The emotional and physical damage done by human trafficking is severe. They are forced to do hard work, longer shifts and forced labours for long hours. Women and girls suffer a lot due to forced prostitution. Sometimes they lose their lives because of viral diseases like the HIV. Once the victims are rescued, their complete restoration of their life is difficult.

Awareness programs in the poor community, letting people know what is happening in the world does help to stop this trend of human trafficking. People should be taught to check details of their requiring agencies profile, their jobs offer, before going to work overseas. People should be aware not to trust blindly if some strangers have promised them a good salary, a better life and many facilities. They should research before trusting them. Education is the key factor to cope with this problem.

IOM and ILO, United Nations Office on Drugs and Crimes and other social institutions are doing incredible work in the sectors of human trafficking. They help to restore the life of trafficked people. Vocational training, education, and employment opportunities help trafficked people to restore their life in society.

We common people can also make a difference in controlling human trafficking. we can ask the right question, we can ask our garment makers, "Is this made using forced labour?", we can ask our chocolate manufactures, "Is this made using child labours?", we can ask our gadget makers, is this slave-free production? The manufactures will answer, they have to answer and that makes them think before using forced labour and child labour in production.

The response rate was only about 22% which may not be the representative total of Business studies students of Centria UAS. Protracted questionnaire might have limited the respondents. Also, the findings may not be more specific for example working longer hours doesn't specify the actual work duration,

and because of challenges in the Finnish language, it is difficult to understand the terms and conditions and understand the labour rights.

It is clear from the findings that business management students of Centria UAS have some basic knowledge about human trafficking and some percentage of the students have faced signs of human trafficking in Finland. But because of the above-mentioned limitations, it is difficult to get a conclusion about it. Therefore, it is highly recommended that further research can be done to establish and identify human trafficking victims and solve their problems.

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APPENDIX 1**LETTER TO THE RESPONDENTS**

Dear respondent,

You are kindly requested to participate in a quantitative research on the topic of “human trafficking knowledge and situation among business administration students at Centria UAS”. This questionnaire requires your corporation to get the outcome regarding the subject of my thesis.

This study helps to identify the knowledge and understanding of human trafficking among Centria university of applied sciences, business administration students. The survey will take about 5-10 minutes to complete. This research also helps to identify the respondent’s perception of human trafficking and may create awareness about it although that is not sought here.

The basic ethical considerations shall be followed to ensure the privacy and identity of respondents and shall not be exposed to any harm or benefits during the entire research process. Your answers and opinions are very valuable, and much appreciated. Once completed, the result shall be published in theseus.fi.

Please find below the link to the questionnaire.

<https://forms.gle/68LgbTaCJ9aHApcv9>

Best regards,

Ankit Nepal

Business management student,

Centria University of Applied Sciences, Kokkola

Research questionnaire**Gender**

Male	<input type="checkbox"/>
Female	<input type="checkbox"/>
Other	<input type="checkbox"/>

Age group

18- 24 years old	<input type="checkbox"/>
25 - 40 years old	<input type="checkbox"/>
41 – 60 years old	<input type="checkbox"/>
Over 60 years old	<input type="checkbox"/>

How long have you lived in Finland?

Less than 6 months	<input type="checkbox"/>
6 months to 1 year	<input type="checkbox"/>
Over 1 year to 2 years	<input type="checkbox"/>
Over 2 years to 4 years	<input type="checkbox"/>
Over 4 years.	<input type="checkbox"/>

Nationality?

To what extent do you think human trafficking is present in Finland? (The use of violence, threats, or harbor people to exploit them for purposes such as forced prostitution, labour, criminality, forced labour.)

Does not occur in Finland	<input type="checkbox"/>
Not widespread	<input type="checkbox"/>
Fairly widespread	<input type="checkbox"/>
Very widespread	<input type="checkbox"/>
Don't know	<input type="checkbox"/>

APPENDIX 2/2

Please motivate your answer if you know or have heard of human trafficking in Finland? (for example, newspaper, online sources, friends, media, or any sources)

Who do you think could be the most likely victims of human trafficking in Finland?

Men

Women

Children

Foreign nationals

Local people

Others

Do you know how the victims of human trafficking are trafficked in Finland?

Yes

Perhaps

No

If your answer was yes or perhaps, please clarify how _____

Do you know the situation of victims of human trafficking in Finland?

Yes

Perhaps

No

If your answer was yes or perhaps, please clarify the situation _____

APPENDIX 2/3

Would you recognize the signs of human trafficking?

Yes	<input type="checkbox"/>
Perhaps	<input type="checkbox"/>
No	<input type="checkbox"/>

If your answer was yes or perhaps, please clarify how _____

Would you know how to and where to report the suspicious activities of human trafficking?

Yes	<input type="checkbox"/>
Perhaps	<input type="checkbox"/>
No	<input type="checkbox"/>

If your answer was yes or perhaps, please clarify where _____

Have you ever been a victim of human trafficking?

Yes	<input type="checkbox"/>
Perhaps	<input type="checkbox"/>
No	<input type="checkbox"/>

If your answer was yes or perhaps, please clarify the situation _____

Have you ever worked under extreme pressure because of insufficient time given?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

Do you get paid extra for accomplishing work taking more time than usual in an unexpected work situation? (for example, consider cleaning an extra dirty room in a hotel)

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

If your answer was no, please clarify the situation _____

APPENDIX 2/4**Is your salary paid on time?**

Yes

No

If your answer was no, please clarify the situation _____

Have you ever been forced to work long hours?

Yes

No

If your answer was yes, please clarify the situation _____

Choose one of the following options to describe your current situation in working life:

I am unemployed

I am an entrepreneur

I have a valid work contract which I have signed after understanding the terms described in it.

I have a valid work contract which I have signed without understanding the terms described in it.

I work without a valid work contract.

In general, what do you think about the Finnish working environment?

Thank you for your time and consideration.