VICTIMS OF HUMAN TRAFFICKING (RE-)INTEGRATION INTO THE LABOUR MARKET IN THE CONTEXT OF THE EUROPEAN UNION MEMBER STATES

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Trafficking in human beings is not a contemporary social phenomenon as its history reaches the ancient times. Recently it has become especially important because of the increasing scope of migration influenced by economic crisis in Europe and worldwide. The article investigates the phenomenon of human trafficking focusing on the social policy measures in victims of human trafficking (re-)integration into the labour market process. The research is based on the analysis of the situation in three EU member states – Austria, Finland and Lithuania, focusing on the role of NGOs and their activities in provision of social assistance for the victims of human trafficking in integration into the labour market process.

INTRODUCTION

Human trafficking is one of the most urgent social, economic and political issues of nowadays. Although its historic roots are very deep, yet trafficking in human beings remains a latent phenomenon. According to the latest data, 12.3 million people are trafficked worldwide annually within or outside their home countries and this number is
not decreasing (United States (US) Department of State, 2008a). Integration and assistance for victims of trafficking are one of the main principles of the EU policy in the counter-trafficking field and this issue becomes very important topic of the discussions among representatives of non-governmental organisations (NGOs) and authority institutions on the local and international level. Despite national and international efforts to assist victims in integration into the labour market, it remains quite hard achievable goal. As it is presented in the article, there are numerous factors, such as individual, social or institutional that mostly vulnerable groups face to and for this reasons are not able to enter the labour market.

A topic of victims’ (re-)integration into the labour market process was chosen taking into account the importance of the issue and shortage of the studies in this field. Participation in the labour market ensures independent and full-fledged life for the victims and could be kept as a prerequisite to successful overall integration into society. Thus it is important to analyse and compare how this issue is being solved in the EU and its Member States both on the legislation and practice levels.

In order to answer research questions (How is the issue of victims of human trafficking (re-)integration into the labour market solved in the EU Member States?; How do victims of human trafficking (re-)integration depend on the welfare state model?; What measures should be taken in order to solve victims of human trafficking (re-)integration into the labour market problems more successfully?) a qualitative research was conducted in 2009-2010\(^1\). Issue of human trafficking,

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\(^1\) A qualitative research method was chosen to reveal how (re-)integration of victims of human trafficking into the labour market is implemented in three EU Member States (Austria, Finland and Lithuania). Participants of the research were selected according to non-probability form of purposive sampling method. 11 experts who represent the leading institutions in the counter-trafficking field in the comparative countries were chosen for the research. Data was gathered using semi-structured interviews; specialists from Finland were interviewed through e-mails. The same questions that were prepared for and asked the experts from Austria and Lithuania were applied to the form of the questionnaire. Research took from February of 2009 to March of 2010.
main policy actions and relevance of assistance for integration into the labour market were discussed with the experts working in the counter-trafficking field who represent different welfare state models’ countries – Austria (as conservative corporatist welfare state), Finland (social democratic welfare state) and Lithuania (mixed model). The analysis of the interviews and conclusions are presented in this article.

ISSUE OF HUMAN TRAFFICKING IN THE EUROPEAN UNION

Trafficking in human beings is called one of the most urgent social, political and economic problems of nowadays society. Frequently it is presented as a modern times slavery that millions of people suffer worldwide.

Definition of a trafficking in human beings was presented relatively recently. United Nations (UN) Convention against Transnational Organized Crime better known as Palermo protocol was officially presented in 2000 and entered into force on September 2003. According to it, trafficking in persons means “the recruitment, transportation, transfer, harbouring or receipt of, by means of the threat or use of force or other forms of coercion (...) to achieve the consent of a person having control over another person, for the purpose of exploitation (...) of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal organs” (Article 3, 2000). Today it is the widest spread definition of trafficking in human beings. European Union (EU) Member States also follow this legislation by adopting their national laws and defining the notion of trafficking in human beings on the national legislative level. However, it is noticed “even where Member States share a common definition of human trafficking, application of the law may differ” (IOM, 2009, p. 33).

It is important to mention that issue to define a term of ‘victim’ is an object of dispute in many countries. It is especially hard to distinguish the line between trafficking in women for the sexual exploitation
and ‘prostitution’. Despite the fact of disagreements of the notion of trafficking in human beings, trafficking in human beings is kept as a crude violation of human rights without any controversies. The actual scale of trafficking “has never been accurately assessed for variety reasons, such as differences in definition, among agencies involved, a lack of monitoring of the areas in which exploitation occurs and the concealment strategies of traffickers” (IOM, 2007).

Issue of human trafficking is mostly related to trafficking in human beings for two purposes – sexual and/or labour exploitation. With the reference to United States (US) Department of the State Trafficking in Persons Report 2009 such kind of human trafficking form must be mentioned:

1.1. Trafficking for the purpose of the labour exploitation (e.g., forced labour; bonded labour/debt bondage among migrant labourers; involuntary domestic servitude; forced child Labour; child soldiers);

1.2. Trafficking for the purpose of the sexual exploitation (sex trafficking; child sex trafficking; commercial sexual exploitation of children; child sex tourism).

Into the list above is not included one more form of human trafficking – removal of organs and body parts. It is very latent and still very little touched field. However, it does not mean that such phenomenon does not exist. This form of trafficking in human beings is very profitable and that might be a reason of its urgency.

There are many explanations of the possible reasons which might cause issue of human trafficking. However, most of them are related to economic and political situation in the countries of origin and destination, not least important is social family surrounding in a childhood as the facts show that most of the victims are from the social risk families or orphanages. Poverty, sexual and physical violence, neglect of the parents is the background of the causes of the issue of children trafficking.

Human trafficking is a violation of human rights and consequences for the victims are enormous that they feel all their entire life.
“Trafficked persons are among most vulnerable migrant workers. They are generally poorer, have lower socio-economic status, are less informed about their rights and existing legal opportunities for employment abroad and often suffer gender, ethnic and racial discrimination” (ILO, 2008, p. 17). The most severe consequences are psychological and physical victims’ condition. “In case victims of torture, individuals who have been trafficked are likely to sustain multiple physical or psychological injuries and illness and report a complex set of symptoms” (IOM, 2009, p. 17). According to IOM, victims’ health problems are influenced “repetitive physical, sexual and psychological violence, chronic deprivation (...) lack diagnosis and care” (2009, p. 17). Furthermore, according to the Action against trafficking in human beings for the purpose of sexual exploitation, victims have often taken out loans in order to advance large sums of money for the “administrative formalities, which their “employers” were to complete for the” (Council of Europe, 2004, paragraph 29). Moreover, “trafficking most often involves the movement of people from their own communities to situations in which they are isolated and dependent on whose who are exploiting them”, meanwhile for others “who do not return to their place of residence or country of origin may face ostracism for engaging in what is seen as a shameful behaviour, this is especially true with sex trafficking” (Jones et al., 2007). As well as, “trafficked persons are denied opportunities to further their acquisition of human capital in the form of education and occupational skills” (Jones et al., 2007).

First counter-trafficking actions done by the EU are related with the First Communications in 1996. They were focused on cooperation with non-member countries of origin. After these communications “awareness of problem become more widespread and a number of measures have been taken at European level” (The History of Human Trafficking, 2006).

Later the Joint Action 1997 has tightened up criminal provisions in Member States and judicial cooperation was improved. In 1998 a Commission Communication proposal to Council of European Parliament was called in order to implement further actions in the fight
against trafficking in women. One year after human trafficking was set out as a priority of the EU in already mentioned Tampere European Council Presidency Conclusions, on the first years of the XXIst century by the adoption of Brussels declaration (2002) first new steps forward in Europe's action to combat trafficking in human beings were done. According to IOM the declaration presents “a comprehensive, holistic approach and provides concrete measures in the field of prevention, victim protection and police and judicial cooperation” (IOM, 2008, p. 39).

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countries, improving coordination and cooperation within the Union and with the mechanisms of the EU external dimension as an integral part of such a policy” are raised for EU and its Member States policies. In order to fulfil these objectives the Action Oriented Paper on trafficking in human beings was adopted by the Council on 30th of November 2009.

VICTIMS OF HUMAN TRAFFICKING (RE-)INTEGRATION INTO THE LABOUR MARKET

Integration and assistance for victims of trafficking are one of the main principles of the EU policy in the counter-trafficking field. Despite national and international efforts to assist victims in integration into the labour market, it remains quite hard achievable goal. A harmful experience causes a lot of psychological and physical health problems and victims have to learn how to live from the beginning. Furthermore, according to Action against trafficking in human beings for the purpose of sexual exploitation (Council of Europe, 2004), victims have often taken out loans in order to advance large sums of money for “the administrative formalities, which their “employers” were to complete for them” (Paragraph 39, 2004). “Above and beyond the material aspects, sexual exploitation can harm victims of trafficking both physically and mentally for the rest of their lives (...) victims run the risk of being rejected by their family or the community, of being unable to find viable employment” (Paragraph 40, 2004). It is obviously clear how (re-)integration into the labour market is important for victims of human trafficking.

Despite of honourable idea to (re-)integrate victims of women trafficking into the labour market, it is confronted with many difficulties. Four factors related to difficulties that social excluded persons including victims of human trafficking face to in the (re-)integration into the labour market process are mentioned in the literature. Experts from three EU Member States – Austria, Finland and Lithuania, who assist victims of human trafficking during their (re-)integration into the labour market claim them according their working practice.
Individual factors. Many individual factors are related to social impact and inequality. Among them individual features, skills and motivation, which are the reasons of individual possibility to get a job, are included, as well as weakness in scholarship, low qualification and professional skills, means and lack don’t have even secondary education. According to the Lithuanian Ministry of the Interior Trafficking in Persons’ report 2008, mostly to the traps of human trafficking are involved persons who has lower than secondary school education. According to this report, 40 % of the victims did not have basic education (haven not had graduated 10 classes).

Lack of education and motivation as the greatest problems for successful victims of human trafficking integration into labour market are mentioned by the experts as well. Interviewed expert from Finland says that in general some victims have low level of education [Interviewee 9, Finland]. To his opinion agree two experts from Lithuania who state a problem is that mostly girls are not graduated ten classes, thus they can not continue studies and to get profession [Interviewee 2, Lithuania]; women are with very poor education. Usually they have to graduate secondary school; education they have is not enough in order to receive support and courses from the state. This is the greatest issue [Interviewee 3, Lithuania].

Experts’ opinion about women’s motivation to study was not united. While one social worker told usually they do not want to study, other specialist noted for studies (...) we are usually successful to motivate them (...) they are not very diligent students, but most of them seek to get education [Interviewee 4, Lithuania].

Lack of motivation could be explained by several factors. First of all, most of the victims are from the families, where no value system exists, girls were not taught that they should study, work and earn money for their lives:

There was no motivation from the little days (...) there was no care, encouragement that you should study, that education is your job. They are used to live differently, to be busy on other things [Interviewee 2, Lithuania].
It must be recognized that most of these women are from the surrounding, where attitudes towards the job are not serious, work is not a value for these families [Interviewee 1, Lithuania].

Meanwhile victims raised in children foster home have a conception that somebody else but not them has to do something for them:

(...) they are used to that somebody will take hand and tell do this and that. So they wait until we will take their hand and they will be conducted [Interviewee 2, Lithuania].

However, originally featured lack of motivation can be misleading and it is mostly related to human trafficking experience:

Sometimes it looks that she is lazy, sleeps to three p.m. But it appears that she does not say that she feels bad, that she can not sleep during the night. She falls asleep only at 6 a.m., can not do it earlier because of stress, memories come back from the unconscious, fear [Interviewee 2, Lithuania].

Health problems can be also added to individual factors as a difficulty for integration into the labour market. Women who participate in the rehabilitation programmes are not only experienced physical, psychological and sexual violence. They are also addicted to alcohol and drugs and that especially complicates their integration process:

(...) girls were used to alcohol and drugs (...) on one case girl really tried to be cured, participated in anonymous alcoholics club (...), but just wish is not enough, just tried a bit and changed at once (...) Two days she felt sick, did not have strength go to job, started to call for the employee asking for a day off, it repeated several times and on such way you are really not able to keep the job [Interviewee 2, Lithuania].

Finnish experts also notice that integration into the society is along process and trauma, psychological conditions effecting the ability to learn and absorb new things in general [Interviewee 11, Finland]. Meanwhile in Austria, health problems prevent women to receive legal status, which is essential in order to enter the labour market. A representative from Vienna remarks they are too much traumatized or too afraid
to make a statement in front of police, it is absolutely hard for them to get a legal status here [Interviewee 8, Austria].

- **Social factors.** Social factors and the negative attitude to victims of human trafficking can touch their rights and discriminate them. Social factors can change policy makers and employers worldview by limiting employment possibilities and reducing coverage (Pilinger, 2004, p. 23). As an example could be mentioned a model of social disability, this is reasoned of the attitude, that the origins of shoals are not the person’s disability, but society. The purpose of this model is to unblock difficulties that exist in society and in labour market.

Usually it is thought that employers’ attitudes towards victims of human trafficking are negative and this fact close their opportunities. However, participants of the research notice that most of the employees are kind [Interviewee 3, Lithuania] and even if they know about the past of women it does not mean that they will be opposed them – we had one employee, for her it was not matter, she knew their past and it did not care about it [Interviewee 1, Lithuania]. Some employees even supported with personal things [Interviewee 2, Lithuania] and did not turn back when one of the girls faced to alcohol problems – when excuses from the job started, she began calling us and asked what the problems were (...) She did not turn back, wanted to help [Interviewee 2, Lithuania]. A representative from Austria remarked that in most cases women are rejected (...) not because of their story (...) employee is not willing to go through all this long procedure (...) there are lot of women who has a (...) free entrance to labour market [Interviewee 8, Austria]. Difficulties related to the citizenship and legal status are also related to institutional factors that are explained below and next part of the article.

- **Institutional factors.** Institute of labour market and the ways of social policy can make a great impact for rise and disappearance of employment possibilities. Because of many institutional difficulties human rights are offended, discrimination appears stocks for programmes declines and the gaps which rises social exclusion appear (Pillinger, 2004). In some countries the main problem is lack of legitimating acts, political lead and clearance
of administration. Other institutional shoals are related to discrimination because of age, gender and race, as well as it was mentioned earlier, a discrimination of vulnerable people because of the prejudice.

- **Factors of the market.** Additional difficulties to reintegrate into the labour market for victims of human trafficking and other vulnerable people can depend on the situation of labour market. It can be low supply and accessibility into the labour market in some area and reliability of region labour market (Pilinger, 2004, p. 25). A large number of victims of human trafficking is raised up in rural areas or regions, where is a high rate of unemployment.

Lithuania is the country that has felt the consequences of economic crisis the most form comparative countries and is in the lowest row of economic situation in general. Lithuanian experts were the ones who excluded high unemployment in the country as one of the main difficulties for victims’ (re-)integration:

(...) common situation in Lithuania is very hard (...) it is difficult to find a job [Interviewee 3, Lithuania].

(...) when unemployment is high (...) it has a serious impact for the clients [Interviewee 4, Lithuania].

Expert also notices that the competition is cruel at this moment and from the persons is required a lot (...) for women it is hard to stay longer [Interviewee 3, Lithuania].

**SOCIAL CITIZENSHIP AS PERQUISITE FOR ASSISTANCE AND SOCIAL PROVISION FOR VICTIMS OF HUMAN TRAFFICKING**

In every state there is a part of citizens who suffer from lack of social and financial means that cause poverty and social exclusion. Thus welfare is one of the key challenges that society face to (Dromantienė, 2008). A phenomenon of human trafficking is one of the consequences of poverty, social exclusion and lack of welfare as a whole. It is
close related to social, political and economic problems of nowadays. Thus, it is essential to discuss about this issue in order to decrease the scope of the problem and achieve welfare for victims of human trafficking.

Definition of welfare state “involves state responsibility for securing some basic modicum of welfare for citizens” in general (Esping-Andersen, 1990, p. 19). Mostly explanations of the welfare state are linked to expenditures. However, it is misleading understanding, because expenditures are just a part of the issue of welfare state.

Although there are discussions and argues which state can be called as a welfare state, this notion is also used talking about the countries, which provide a minimum welfare. Esping-Andersen claims that welfare state means a responsibility of the state to provide minimal welfare for its citizens (Esping-Andersen, 1990). However, frequently victims of human trafficking are non-citizens of the country, where they participate in rehabilitation programmes and receive assistance. According to the latest data:

- There were no Austrian citizen identified as victim of human trafficking in Austria;
- From 30 victims of trafficking in Finland, one person has had Finnish citizenship;
- There is no data about non Lithuanian citizens identified as victims trafficking in Lithuania.

Talking about the importance of citizenship in the comparative countries, the main attention to Austria and Finland must be paid as they differently from Lithuania are mainly transit and destination countries about. Mostly assistance and social provision are provided for women and men from Romania and Bulgaria, Russia and Estonia. Although victims’ (re-)integration is very problematic because of the consequences caused their past experience, citizens (re-)integrating in their native countries do not face to such problems as language barriers or issues related to different culture aspects. In other words and to be more précised, in a research about migrants Kofman (Kofman et al., 2000) notices, that not citizens of the country “may face
barriers because of unfamiliarity with the language and with the institutional structures of welfare, and lack of knowledge of their entitlement” (Kofman et al., 2000, p. 152). These factors are also noticed by the interviewed experts from Austria and Finland. A representative from Austrian NGO Lefö noticed, *when a women really wants to stay in Vienna, one of the most important is the language and to find a job* [Interviewee 8, Austria]. An expert from Finland agrees to this opinion and states the main difficulties for victims’ integration into the labour market is because their language (Finnish or Swedish) skills do not meet requirements of labour markets [Interviewee 9, Finland].

According to Esping-Andersen (1990) social citizenship is a core idea of the welfare state. Concept of social citizenship “must involve the granting of social rights. If social rights are given the legal and practical status of property rights, if they are inviolable, and if they are granted on the basis of citizenship rather than performance, they will entail a ‘decommodification’ of the status of individuals’ vis-à-vis the market” (Esping-Andersen, 1990, p. 21).

**Austria** is clustered to countries of conservative welfare state regime. According to Haidinger (2007), this model is based on social policy, which put a lot of intervention into people’s lives in order to achieve their social integration. Social integration is promoted through nationwide redistribution, services, as well as administration policies. “Social support is provided for those belonging to specifically defined social groups rights to social insurance do not accrue to individuals as such, but members of the nation (Austrian citizens) or members of an occupational group” (Haidinger, 2007). This means that foreigners (non-citizens of Austria) are excluded from the benefit system, access to emergency assistance, as well as it is noticed that migrants, especially women, are excluded from legal employment. In order to be employed, individual who is non Austrian citizen must have work permit, which is provided only in case a persons has residence permit. According to the “Austrian Law on residence and Settlement of Foreigners (NAG) stipulates that victims and witnesses of human trafficking are to be granted a residence permit for a minimum period of validity of six months” (Lefö, 2010, p. 6). Despite the fact that
victims are not forced to testify at the police, their status as victim must be identified by competent institutions. Moreover, this permit “does not provide for direct access to the Austrian labour market” (Lefö, 2010, p. 6). One more way to receive residence permit is to agree to testify. On this way as witnesses of the crime women can receive residence permit on the Humanitarians grounds. “Such residence permits may be granted to trafficked individuals (art 217 of the Criminal Code) who are prepared to testify in court as witnesses and thus assure the prosecution of the perpetrator(s) or who intend to raise civil law claims against the perpetrator(s), for the period required for such court proceedings” (OSCE, 2010).

However, as experts notice, most of women are too much traumatized or too afraid to make a statement in front of police [Interviewee 8, Austria], as well as employee is not willing to go through all this long procedure, because there are lot of women who has a legal status and free entrance to labour market [Interviewee 8, Austria].

The main issue in Austria is a huge bureaucratism process to get legal status for staying in Austria and finally to receive work permit in order they could enter a gainful employment. As a representative of NGO in Austria remarked:

(...) migration laws are extremely restricted for people and it is really difficult (...) to get legal status [Interviewee 8, Austria].

Expert from Austria notices that integration for EU citizens is not easy too. Although they are from the EU Member States, they don’t have free entrance into labour market [Interviewee 8, Austria]. This could be explained by the fact that according Austrian migration policy, there are different requirements. For “old EU citizens from EEA (European Economic Area – EU 25 plus Iceland, Liechtenstein, Norway and Switzerland) countries there are no special requirements for permission to work in Austria” (Guide to Living and Working in Austria, 2009). However, EU Member States that joined EU from 2004 including Romania and Bulgaria need a work permit and the system to receive it is the same as for citizens of Africa or Asia [Interviewee 8, Austria].

Finland is a country clustered to the countries of social-democratic
welfare state regime. According to Esping-Andersen (1990), these countries are characterized as having a high rate of universalism and equality is promoted in the highest standards in them. However, “the principle of universalism (...) is based on ideology of a broadly homogenous society, which is challenged by immigration” (Kofman et al., 2000). According to this scholar, the notion of benefits is based on citizenship and provides the basis for social exclusion of non citizens. Here a Finnish case could be mentioned, where the residence permit is obligatory for aliens to join legal employment. The requirements for victims’ of human trafficking are set up and the points in order to receive a residence permit are listed in Aliens Act, adopted in 2004. However, the same as in Austria it is a long process and victims face to lot of challenges. First of all, they have to be defined as victims. Identification process usually is very complicated and not all victims turn to law enforcement institutions that are obligatory in order to be identified as a victim. This is one of the main obstacles to enter a gainful employment and successful integration into local society.

**Lithuania** is mostly called as mixed of liberal and conservative corporatist welfare state model. However, it was mentioned social insurance system, as well as type of social support (services in the day centres, social benefits, etc.) belong to a corporatist social security system. In a view of this fact, the situation for victims of trafficking (re-)integration could be called better than in case of Finland. Kofman notices, “corporatist systems might be expected to provide more opportunities for migrants because the characterized by earnings related benefits with entitlement dependent on work rather on citizenship” (Kofman et al., 2000, p. 144).

However, as it was mentioned previously, there is no data about non Lithuanian citizens who were identified as victims of human trafficking. Thus the point making victims’ integration into Lithuanian’s society and labour market easier, is related to the fact that most of the victims are citizens of the state. They do not need a permit to live and work in the country; they also do not face to cultural differences or language barrier.
Austria is a transit and destination country mostly for women trafficked for sexual exploitation, as well as for labour exploitation in a private sector working as domestic workers. Women are trafficked from various parts of the world, both from the EU Member States as Bulgaria and Romania, African countries as Nigeria, as well as women from Asia and Latin America. There are numerous organizations, which provide assistance for victims of trafficking in human beings and work in the preventive-educative field. Among them must be mentioned LENA, MAIZ, Sophie, active role in a combat of trafficking policy also plays IOM Vienna office, one of the most important actor in assistance for victims of human trafficking is NGO Lefö.

Looking to a Finnish case, “a system providing services and support measures for victims of human trafficking was formalized in the beginning 2007” (Ministry of the Interior (Finland), 2009). Services for victims are provided by NGOs such as Pro-tukipiste, Monika (Multicultural Women’s Association), active participant is Church Council. As well as two asylum centres – Oulu (concentrates on minors) and Joutseno (concentrates on adults), which coordinate the support system should be mentioned. These organizations provide various kind services, which include: “the reception of customers and the necessary emergency help, arranging housing, social and health care services, advisory and legal services as well as support for integration or safe return” (Ministry of the Interior (Finland), 2009). Organizations providing assistance for victims, undertaking outreach work and active participating in victims’ identification process are funded by Finland’s Slot Machine Association (Raha-automaattiyhdistys – RAY). RAY holds a monopoly on slot machine gambling licenses and provides funding for health and social welfare organizations (Finland’s NGOs Play a Vital Role in Social Services Reform, 2007). Funding NGOs on this way is quite unique and not so widespread practice. However, on the Revised National Plan of Action against Trafficking in Human Beings (Ministry of the Interior, 2008), it was expected that
funding for organizations will be covered from government grants in the future.

First counter-trafficking actions in Lithuania were done a bit earlier than Austria and Finland did. First Programme for prevention and control of trafficking in human beings for 2005-2008 in Lithuania was adopted in 2005 and it was a continuation of Programme for the control and prevention of trafficking in human beings and prostitution for 2002-2004. Differently from the Finnish case, mostly NGOs in Lithuania are funded by Lithuania’s Government, as well as, most of them active participate in the programmes supported by the EU funds or implementing projects, which are supported by foreign organizations.

There are numerous organizations, which take assistance and implement prevention and educational projects to decrease the number of human trafficking victims in Lithuania. As United States Department of State Report of trafficking persons in Lithuania (2008d) informs in 2007 there were 13 NGO which conduct assistance and rehabilitation for this social group of risk. Among them IOM (Vilnius office), Caritas programme An Aim for Victims of Prostitution and Human Trafficking, Missing Persons’ Families Support Centre, Women Crisis Centre in Kaunas area, Mother’s and Child’s Pension in Vilnius, Kaunas Women Centre, and others. These organizations provide wide variety of services from temporary housing, assistance of finding trainings and job, medical and legal assistance to maintenance services after victims leave shelters and start their independent lives.

From organizations which were included into the research just Evangelical Lutheran Church of Finland and IOM Vienna office (IOM Vilnius office provided in the past) do not provide services related to (re-)integration into the labour market. Such kind of assistance is included to the packet of the services that provides Missing persons’ families support centre and Lithuanian Caritas project in Lithuania, Lefö in Austria, as well as Joutseno Reception Centre and MONIKA – Multicultural Women’s Association – in Finland.

The principle of assistance to integrate into labour market expressed a representative from Missing Persons’ Families Support Centre who
said that aim is to give not a fish, but a rod [Interviewee 1, Lithuania]. In most cases integration into the labour market is one of the integrated services provided in the frame of reintegration in general [Interviewee 4, Lithuania]. Services that package of integration into the labour market include mainly are:

- open pages on the Internet, where are jobs advertisements, search job on the news papers, go together to Labour exchange office (...) talk with experts [Interviewee 2, Lithuania].

- send to the any kind of courses through Labour exchange offices. When they get any qualification (...) we are looking to the possibilities in the community, we write CVs together, search job on the Internet, go together to employees. [Interviewee 3, Lithuania].

- supporting our women in Internet research to find jobs (...) to make CV, then to look what can you do, what kind of education do you have, what are you interest (...) teaching German [Interviewee 8, Austria].

- We can give advice how to apply job in Finland, also advice in residence and job permit issues, also psychological services and therapy are given to victims of trafficking to help them to (re-)integrate into the labour market [Interviewee 9, Finland].

- orientation into society and consultation on studying and work opportunities, Finnish language education, teaching how to write a CV, belong a link between employment authorities and clients [Interviewee 11, Finland].

Experts notice that there are still a lot of gaps that should be developed in order a scope of trafficking in human beings will decrease and integration into labour market will become easier. First of all, changes on the legal base and Government institutions attitudes towards phenomenon of human trafficking are relevant. As an example changes in Lithuanian education system could be mentioned:

- girls who are not graduated ten classes are not able to continue studies, to get qualification (...); both girls and boys who do not have ten classes education are engaged in inappropriate activities [Interviewee 2, Lithuania].
The basic education must be obligatory [Interviewee 2, Lithuania] and current situation, when person can “sit” in the same class even three year until he/she is sixteen and it does not matter that you do not graduate ten classes, when you are sixteen you can go to the street, nobody keeps you [Interviewee 2, Lithuania] must be changed.

Meanwhile in Austria there is one big gap (...) concerning legal status here [Interviewee 8, Austria]. As it was already mentioned, women must go to police and testify against their traffickers in order to get legal status in the country. In most cases women are really traumatized by their story [Interviewee 8, Austria] and are not able to testify, as well as integration procedure is getting more and more restricted [Interviewee 8, Austria]. As well as experts noted the gap of laws related to victims reflection period – what is still missing is the reflection period for victims of trafficking, which is not legal [Interviewee 7, Austria].

As the study shows, it is very important to ensure a dialog among Government institutions and NGOs – cooperation is very essential [Interviewee 4, Lithuania]. As an expert from Austria remarks we are really not involved in those financial conversations of the Ministry [Interviewee 8, Austria]. And although question related to financial part is very essential, it is also important that Government would listen what practitioners say, that would flick out their heads from the cabinets (...) could show more than only with words – let’s be united in a combat of human trafficking [Interviewee 3, Lithuania].

Experts from Austria and Finland think that trainings for the officers of authority institutions could put a valuable contribution:

(...), more training and sensitive regarding for judges and prosecutors to be able to prosecute traffickers and to get compensation for the victims [Interviewee 7, Austria].

Government has also taken steps in draft legislation and this issue have also high status in training of police officers and other authorities, NGOs [Interviewee 9, Finland].

Awareness rising is very important not only among officers of authority institutions. Most of the experts noticed that there should be first
of all more education for the subject, more sensibilization, more prevention work [Interviewee 8, Austria]. It is important to motivate society more. Because they are afraid such people (...) like they are second-rate human being [Interviewee 2, Lithuania].

One more issue that NGOs face to is lack of financial means. Because of financial difficulties NGOs can not implement a lot of activities. Experts share such kind of things:

We had information centre (...), where it was a possibility to apply for any question [Interviewee 5, Lithuania].

(...) money for integration is received in the beginning of April, three months each year money is not provided [Interviewee 1, Lithuania].

In situations, where there is suspicion of human trafficking it is a challenge to get interpreter because no institution want to pay for expenses [Interviewee 11, Finland].

It was also observed that practical efforts must be taken paying attention to the needs of the victims [Interviewee 3, Lithuania]. In Austrian case it should be taking into account issue to legal status, because until the first legal status runs out, there is not so much time that women knows really good German [Interviewee 8, Austria] and such situation prevents women to enter into the labour market and integrate into society in general. Experts from Lithuania notice that most of the victims do not apply for the assistance because they are afraid publicity, thus it is important that victims would know that integration exists (...) that it will be anonymous (...) and it is not relevant to cooperate with police [Interviewee 5, Lithuania].

Among all this mentioned gaps, there is still some kind of trafficking that states do not concern it as an issue. For example, Finnish representative of the study surprises – hard to say, why our system don’t catch the sex-based trafficking [Interviewee 10, Finland]. Meanwhile in Austria experts are combating on the issue of domestic workers exploitation in the diplomats house holds – this is really difficult for us, because they have (...) diplomatic status (...) it is increasing and we are
working on it that we would have more chances to fight for women’s rights [Interviewee 8, Austria]. Other expert mentioned very relevant, but still not so much touched concern – male trafficking. There is no special service providers who assist male victims of trafficking and there is very low evidence or very low cases [Interviewee 7, Austria].

To sum up, there are still a lot of things that should be improved in the comparative countries, both on legislation level and practice. However, as one of the experts noticed changes do not come fast and a lot of things must be developed that present situation would alter. Although it would be ideal if society looked at it differently, but such things do not change so fast and the girls need to live, work and study for this moment [Interviewee 4, Lithuania].

CONCLUSIONS

1. A comparative analysis of statistical and secondary research data shows that despite national and international efforts human trafficking still stays a great concern of nowadays society.

2. Social citizenship in victims (re-)integration into labour market process plays significant role in Austria, Finland and Lithuania. A residence permit is obligatory in order to join the labour market in Austria and Finland (that are called as transit and destination countries) despite the fact that they are clustered to a different welfare state model (conservative corporate welfare state regime in Austria and social democratic in Finland). Meanwhile Lithuania (as in most cases is a country of origin) faces to the problems related to the provision of social assistance to the citizens of the country.

3. As a comparative research Victims of Human Trafficking (Re-)integration into the Labour Market in the Context of the European Member States reveals NGOs play the most important role in victims (re-)integration into labour market process. Their services include assistance searching for a job, preparation for the job interviews, cooperation with employees and Labour Exchange officers, advices receiving residence and work permits and other kind of assistance
that is important for successful victims (re-)integration. Governments of the countries are one of the main supporters of victims of human trafficking assistance providers. Due to the fact of financial support and Governments power in decision making process, collaboration among authority institutions and NGOs is necessary for successful victims’ integration into the labour market and society in general.

4. Interviews with experts working in counter-trafficking field in Austria, Finland and Lithuania reveal that assistance in victims’ (re-)integration into labour market process are mostly involved to a package of services that each organization provides. There are numerous factors that prevent successful integration into labour market. Both in Austrian, Finnish and Lithuanian cases victims are not able to integrate into labour market successfully because of lack of education and motivation, health problems. Meanwhile in Austria and Finland victims difficulties to receive legal status to stay and work in the country. The necessity to testify against traffickers and pimps in the police are a challenge for victims. As a research encloses, refusal to be a witness mostly prevents ways for individuals to receive residence permits and to enter the labour market.

5. A research data shows that a clear counter-trafficking strategy should be developed and implemented, accordingly financial resources should be allocated for NGOs in order to ensure stability for victims’ assistance. Some changes are also necessary in a legal system of the countries as well: e.g., in Lithuania basic ten grades education should be foreseen in education law; it should be deal with the gaps concerning regulations of acquisition of legal status for victims of trafficking in Austria; directives in victims’ identification process should be developed in Finland. Awareness raising of the issue is also very important both for the representatives of authority and law enforcement institutions, school children and society in general, especially nowadays when unsafe migration is increasing because of economic crisis in Europe.
LITERATURE


