



# EXIT WOMEN TRAFFICKING

GLOBAL WOMEN SOCIAL  
ENTERPRISE

## ABSTRACT

*Did you know that there are 27 million people who are trafficked in the world? That every 30 seconds an individual becomes a victim of trafficking? Human trafficking is everywhere. You don't see it, because you don't want to.*

## EXIT – WOMEN TRAFFICKING

### CHAPTER 1 Q&A Causes and Consequences of Trafficking

#### **What is trafficking?**

*Bonded labor, forced labor, smuggling, trafficking... All these terminologies have legal definitions, so it's necessary to go into the legal definitions of each one of them. There are a lot of similarities, but there are also big differences. First, trafficking of human beings is a business, it's a tool that is used to make money out of exploiting other human beings. It is not only a big business, it a criminal business. And, unfortunately, this is a business that will continue to flourish and the traffickers will continue to make a lot of money as long as there is demand for labor and sexual services and as long as this demand is not reconciled with a lack of economic opportunities in developing or emerging countries.*

*There is one keyword, as probably noticed – economic empowerment, economic opportunities... ECONOMIC. All comes back to that. If people have good lives, they tend to ask more questions, but when they don't have opportunities, they are put in a vulnerable position and this opens up a door for traffickers. Or smugglers. Or forced labor.*

*There are several steps that are taken to address the issue of trafficking and one of them is enforcing legislation, certain legislation that is appropriate or relevant to human trafficking. And that can be applied as well for smuggling or forced labor. So there is having enforced this kind of legislation as well as providing economic alternatives to those at risk of been trafficked. There is also the need to establish victim (lack of another better word) protection and create the infrastructure like programs and mechanisms to help the survivor, because the fact that the victims has been able to survive is an accomplishment. From an economic perspective, it is important to have opportunities, even if they come from developing countries or not.*

*There are also many victims of trafficking coming from Eastern Europe. Basically the victims come from countries that are not economically strong. Therefore, from this perspective, the poverty reduction and economic empowerment*

*are very important. If the government of those countries have the right policies in place and come up with ways of empower people in terms of setting up skill development programs, encouraging businesses, supporting people that want to go into entrepreneurship. Showing support and trying to develop a strong economy would be called an anti-trafficking strategy because this would encourage people to explore their opportunities, to build their businesses and provide them in the country of origin as compared to looking for other avenues that they don't know what to expect, where they're going, conditions of living or working – a completely unknown territory. These are some of the economic measures that can be taken.*

*Prevention is so much more useful and powerful. This is a huge and complex process because it is dealt with the country of origin and country of destination. There are different legislations, laws, immigration policies.*

*So preventative anti-trafficking strategies are the best approach, whereby a greater emphasis is put on human capital development that support families, children. So all these preventative measures are actually very strong tools. Even the small things like using social media – for instance, posting on Facebook an anti-trafficking photo. And since everything is about economic empowerment, the microcredit loan plays a huge role. Although there are debates about that, it is one of the most powerful anti-trafficking measures. In that way people are allowed to develop their businesses and support their families and providing education to their children. If this is consistently done in a sustainable way, it can actually combat trafficking. Everybody can do something – from writing or sharing on a blog, paying attention to the environment, mentoring, business skills development, creating new opportunities for jobs, enterprise development etc.*

*Those who work in the government or public affairs have a significant opportunity to work on legislation regarding anti-trafficking, better regulations of the labor market, immigration policies, human rights laws.*

*It is very important to engage embassies, consulates, governments, NGOs because it is a very complex process – a multisector approach, there has to be all the stakeholders involved: civil society, private sector, public sector, YOU. There has to be a collaboration that offers a new perspective, new opportunities in*

*prevention which will eventually break the cycle of economic desperation of the victims of trafficking that fall into this trap.*

*Trafficking take place also in countries, from region to region, for instance in very big countries.*

*Some of the indications for bonded or forced labor can be threat or physical harm. The employer can also blackmail the employee, violate the terms of the agreement – if there is one, keep employee's identification. So the victim becomes afraid and even in more debt.*

*Forced labor happen in both formal and informal unregulated sectors. Agricultural sector is very notorious for human trafficking, as well as in constructions because these sectors need work force at a higher rate. Domestic sector is also very frequent area for forced labor. Prostitution or sexual exploitation is another sector where bonded labor occurs, in which documentation is very well prepared.*

*Lack of education and information can put people in a lot of risks. It is very important to get some legal advice on the agreement you have with an employer in another country.*

*Child trafficking is a bit different, although it can take place the same as adults trafficking, which means exploiting the children of others for profit. This is even more complex that when it comes to adults. They are mostly trafficked for work and adoption. The difference between adults and children trafficking is that children are more easily manipulated, they obey and they are dependent on adults, so they are more vulnerable.*

*Everybody can help a bit by doing something in order to prevent trafficking.*

## **CHAPTER 2**

### **The 3 Ps of Trafficking**

The 3 Ps of trafficking

*Basically trafficking means abuse of labor. It is one of the fastest growing criminal businesses or industry and it affects every nation across the globe. Women trafficking is usually related to practice in the developed countries with emerging economies, but it is actually happening in every country. According to a study, every*

30 seconds, somebody becomes a victim of human trafficking. Some organizations associate it with modern days' slavery. It is estimated 27 million people in human trafficking and still counting. That's a shockingly huge number! And the average age of the victims is 12. Another shock is that only 1 up to 2% of these 27 million people are rescued eventually.

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The first P refers to **prevention**, the 2<sup>nd</sup> is **protection** and the 3<sup>rd</sup> is **prosecution**.

Prevention is very important in terms of protecting individuals from becoming victims of trafficking. It happens by creating awareness and sensitization through campaigns, keywords. Prevention happens through education and support of enterprises, business skills development – women economic empowerment, because girls and women are the most vulnerable. A lot of people bring awareness in their communities, every small action is important. We have to use every channel and every strategy we have in order to try spreading the word about it.

Protection is basically again about awareness and how the survivors can be protected when they come forward to the authorities – a whole new identity, place etc. depending on the programs that have to be implemented. When it comes to rescue, there are a few elements that have to be involved: law enforcement, governmental agencies, data collection agencies etc. A situation like these generates psychological or physical damages, therefore there must experts involved in order to help the victim, doctors, mentors.

It is important to know who the trafficker is, because if it is a family member or a family friend, there is a big possibility that the woman is re-trafficked and also how the repatriation is handled. The best strategy for the victim has to be considered depending on the particularity of the case.

Prosecution – it takes place with legal guidance and counselling. It may seem expensive to hire a lawyer, but there are many of them who do pro bono work and fight to combat these illegalities.

## **CHAPTER 3**

### **Repatriation**

*When we talk about human trafficking, we also talk about repatriation which is never simple whether it comes to refugees, sex workers, au pairs etc. People would say that repatriation is the end of everything. Actually it is not. It is the opposite of that. Once the woman leaves towards the country of origin, she has to start a new life, which is very difficult because she needs to reset her behavior, habits, taking into consideration also that she has been through situations that caused her psychological and/or physical harm. A new life in the home country means new skills, getting mentoring and a healing process is involved.*

*The reason why this new life may be the most difficult part is because one has to consider that the victim has to start all over again at home, where she left from to get a better life and future. So there are humiliation and low self-esteem feelings involved, because she returned empty-handed. This generates frustration and if there is still lack of economic opportunities back home, many of the victims even refuse to go back and choose some other country and fall in the trap of re-trafficking in their need of money.*

*When the women are repatriated, when they are told to return to their countries of origin, sometimes this happens voluntarily, other times it is involuntarily. But repatriation actually should be safe and voluntarily. If it happens involuntarily, it is because the women are not well informed and they are so scared that they decide to just go back. Repatriation should happen only after a detailed investigation about the victim's case, ensuring her safety. For instance, if the trafficker is a relative and now the victim returns home, other members of the family/ may blame her and make her suffer. So it's necessary to investigate what kind of environment she will be living in, who is going to take care of her and contact at least an NGO for the victim to get support from.*

*Furthermore, the embassies and the consulates – which are the legal services that issue documentation – should be trained to ensure adequate and effective assistance for migrant workers and trafficked people.*

*Listen to the people around you, listen to their stories and what they tell you! You never know when you meet someone and engage in a small talk, and the next thing you notice is that that person opens up to you with something like that. You can do research furthermore and actually help people, so it is very important to stay informed and inform the one next to you.*

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*Since identification is another important problem for the victims, this prolongs the process of repatriation and it makes it more difficult to start with it.*

*Regarding children trafficking, there are some particularities. They need a special program depending on their situations, so availability and suitability are keywords. Maybe some of them have been victims of slavery, others may have been through abuse, rape. This should actually influence the kind of approach that has to be, taking into account also the country where the children are repatriated. It is necessary to know who the parents are, who the legal guardian is and what the exact situation is. The safety of the children who were trafficked requires a very complicated and also complex process that involves a lot of attention and clear information.*

*The travel documents are usually taken from victims, that is why it is necessary to be ready to deal with. They have to make sure that the organizations that are involved are fully committed in the recovering process and keeping in mind that safety is a priority and there is anytime even a slight possibility that the victims are re-trafficked.*

*The financial issue might also be a problem, so it is mandatory to look for organizations that can help with financial assistance such as grants, support, funds in cases of repatriation.*

## **CHAPTER 4**

### **WHY WOMEN**

*As said before, human trafficking is human exploitation and it is a big business. There are many legal terminologies that are used to define trafficking, but in general it is a big problem because it involves sexual and work exploitation.*

*There are so many debates about what trafficking is, what defines a victim and so on, but one thing is sure: in the meantime, people are being exploited and they live in very terrible conditions. It is a global problem, it affects all of the regions and countries in the world. The majority of people that are trafficked are women and girls because they are more affected by poverty, lack of education, unemployment but the strongest factor that generates human trafficking and the reason why this happens is economic opportunity. The vulnerability of girls and women is related also to their position in their families, communities. For instance, men are the ones to hold the money in families, in most of cases. Women are not appreciated enough, and that is what makes them an easy target for traffickers, they appear and make all kinds of promises, but they eventually deceive them.*

*It is very important to do research and not believe any job ad or any employer that easily, because there is a huge risk. As said before, women must be informed and they have to consider all the alternatives when they have to move to another country.*

*Legal issues must also be very carefully considered, because the victims can even be criminalized and face some legal consequences regarding immigration laws, evidence. In most of cases, women are not believed by the authorities because they cannot present any proof. If this happens, they don't get any help, maybe they end up back to the employer who punishes them by beating, raping, assaulting them.*

*Furthermore, an action like this has in fact broader consequences. If there is a group of victims, the others won't risk coming forward out of fear, seeing what happened to the one that got caught. This discourages women and they practically choose to go on with their situation. There are so many reasons why they choose to do this, but mainly their families or children represent a strong driving force and motivation, because they need to provide for them in some way. Therefore, it is all about self-sacrifice.*

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## **CHAPTER 5**

### **WAYS TO END WOMEN TRAFFICKING**

*It's a known fact that gender inequality is one of the main contributors to trafficking. The different countries and governments have to respect and promote human rights and, as Hillary Clinton says in her famous speech: "Human rights are women's rights and women's rights are human rights for all." Especially since the human rights of women have been ignored for so long, irrespective of their legal status, their background and the fact that we know that it needs to take place. In order to prevent and combat trafficking effectively, governments need to understand that women's rights are human rights and they need to be addressed. Trafficking is a well-known violation of human rights which infringes on the rights of others, so governments should have the right policies in place and anti-trafficking laws and measures actually implemented to protect women and girls.*

*Immigration is closely linked to human trafficking, in most of cases the victims are migrants, which makes the situation of prosecution even more complicated due to the fact that they might live legally or not in that specific country. Most of them got manipulated and promised so many things by traffickers which can be relatives, friends, boyfriends, parents, brothers etc. What is typical in these situations is that the victims are not aware of the living and working conditions, real payment, debt and so on. They don't consider the possible risks and problems. So the traffickers create a scenario where people are always in debt, what makes it difficult for them to try to escape.*

*When it comes to data collection, there is frequently a lack of efficiency or a hazardous process of handling the cases: different reports of the same case, accuracy and reliability of the data etc. There isn't enough transparency and clarity in the data collection process in most of situations. Access to gender sensitive data has to be allowed by governments. There has to be a more comprehensive process, as well as research that is carried out on the linkages between the human trafficking and smuggling and domestic violence, as well as the difference. They have to understand the situation better, address it better and tackle these issue in an effective manner, compared to the fact of making only assumptions.*

*Trafficking itself involves the violation of so many human rights and it happens as a result of a lack of anti-trafficking measures, which is in fact what affects the human rights.*

*It is crucial that we think about the consequences of each human right that is violated: right to dignity, to health, to employment, to education, liberty right, right to equality, freedom of movement and so on. There are so many! And then we can have a slight idea about what trafficking actually means and how negatively affects a human being. It can be called a serious breach of rights.*

*That is the reason why people should be informed and aware of these possible consequences and try to avoid situations of falling in the hands of these traffickers.*

*Another improvement would be a better legislation which ensures an effective implementation especially sanctioning all forms of violence, abuse and exploitation against women and girls, ensuring the prosecution and punishment of such crimes - because even if the legislation is in place, men do not always get punished due to patriarchal stereotypes. There is also the necessity of a legal framework that is practical, not only theoretical, that is built to protect the victims, the survivors of human trafficking and does not criminalize them. It is also important to have a judicial process that actually addresses the issue of human trafficking including offering counselling and assistance with rehabilitation and compensation for the victims.*

*Basically this legal framework should include effective legal services for the victims of human trafficking, taking into account the different violations of human rights that are taken place and actually affected the victim, as well as protect the women and girls through this judicial process. A lot of times they do not offer protection to them, stating that they cannot guarantee a change of identity or anonymity which means that, when the victims come forward, there are repercussions for them. They should include also access to free legal aid or services, which should be available to them whether they are not exited yet or exited in a shelter or in a similar place. The services that they offer, whether it is aid or accessibility to protection services or counselling for the victims who are in a shelter would have to be run in collaboration with NGOs or the parties that are*

*running the shelters. These women are very sensitive to strangers and they need at least someone they are used to open up.*

*Another thing that is very important is training. So the governments, as well as the law enforcement and people of the legal service need to undertake training programs to make them more sensitive, also create awareness about how to deal and to address the issue of women trafficking. Maybe the government should take initiative to establish training programs. They can have them in cooperation with NGOs or the public officials, as well as the court system, the health care providers, doctors who need to be trained to identify victims of human trafficking, because most of the victims have been taught by the traffickers how to behave in public and how to manipulate. All the stakeholders need to be part of the training programs and they also need to be familiar with the laws, especially the health care providers, doctors and NGOs. This will help them be able to get the best outcome out of the case, but they only do that if they know the laws.*

*These are some of the factors that can improve the social position of women, as well as eradicate gender stereotype attitudes and human rights violations and violence against women and girls.*

*What can you do? As a government, as a country, society or a community, you can raise awareness through campaigns that should emphasize that violence targeted against women and girls is absolutely unacceptable and is a serious violation of their rights. #HumanRights*

*You can also have campaigns that promote equality between men and women which should be organized to raise public awareness in the community, always emphasize respect for women and girls. These campaigns should also be targeted towards men to create that kind of balance and encourage men to respect the women and girls in order to eliminate stereotypes and stereotypical attitudes and behaviors, which resulted from years of patriarchal norms and values. The campaigns can be held in schools, in universities, in the local community, involving all stakeholders, but the message should be clear – one that ensures that women and girls are treated equally and that the stakeholders are aware of gender equality from an early age, if possible – the earlier, the better – and that they take responsibilities for their actions and be accountable for the way they treat women*

*and girls in the communities. These campaigns can take place both in the private and in the public sector, since the human rights violations are not limited to one or the other sphere. Both of the sectors should collaborate and promote equal opportunities in the labor market by encouraging gender equality and gender mainstreaming in the labor market, including having the appropriate legislation in place to address this. There has to be the willingness to actually want to do something from a genuine place, also financial resources to successfully implement these legislations that in general the governments and the private sector should work together.*

*Women need to be informed of their rights regarding: employment, human rights and gender equality and also the different forms of discrimination and stereotyping that take place in the workplace, in the community and in society in general. It is a global problem. They also need to be aware of the equal payment and the forms of discrimination that take place against them in all domains. It is a criminal offense and they need to be aware of what that means. Otherwise, they don't even know when it is happening. There has to be a transparency with regards to payment, because it is a fact that women have not even known for a long time how much men are paid compared to them, assuming that all of us are earning the same, which is not true.*

*Governments should create action plans that should be implemented to assure the advancement of women, because it is always about economics, development, jobs, business and so on. And they also should have better regulations for these unregulated industries, which is where most women fall into.*

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### **CHAPTER 6**

## **THE ROLE OF COUNSELLING AND THE COUNSELLING OFFICER**

*The best way to provide support and to assist people is to have information, to be aware of the situation, the complexity of it and also the different approaches because people are different. When you deal with counselling and actual assistance*

*of women who have been trafficked, depending on the person, on the individual, you might need to remember that you have to supplement counselling with certain activities that are good for mental health, physical health, relaxation techniques and so on.*

*When it comes to counselling victims or survivors of trafficking, it tends to be much more complex due to the complexity of the issue and the problem. There are several approaches to the counselling. Some have a more religious approach by using church, God, religious beliefs and guide as a way to help these women to recover. And some of these have actually worked very well, but when you are the counselor, you must put your own beliefs, rules aside and put your client first. A counselor needs to take into consideration a strong religious belief of a client for instance, because the client is no.1. And the absolute best approach must be found to assist them.*

*Another important thing is that they should be taken seriously. For example, the voodoo practice. Maybe some believe in it, maybe others don't. But they need to be treated at utmost respect because they need help and the counselor is in the position of providing it. And help means understanding and not judging them. So if what you believe in is important to you, then it is the same principle for the others. Therefore, if you are in a position of not knowing, the first thing to do is research, because this leads to a better understanding, to empathy, kindness towards the victim and, implicitly, to finding the best approach of recovery.*

*Trust is actually the ultimate goal in this counselor-client relationship and it is very difficult to achieve. It involves hard work from both sides, it requires time, honesty, patience and a safe environment in order for the victim to feel protected enough to be able to open up and share their traumatic experiences.*

*There is also a very fine line between the way how these women sometimes perceive the case worker/ manager and how they see the law enforcement – police. The counselors usually have to work closely with the police and the victims see them as an ally of the police who wants to criminalize them, to use them to find the trafficker and then deport them. Again, a good communication and building trust between the case worker and the victim is very important.*

*A good idea would be to involve family members who are extremely supportive and can ease the recovery process and make them feel safer. Sometimes people want to help, but they don't know how, because they don't understand what the victim has been through. And they feel disempowered. But the most important is that they try to help, they are open and don't judge.*

*The role of a counselor is actually to emphasize the good skills and show the perspective of a bright future. It is a complex process that involves working with women with mental issues, vulnerabilities, intimidated women with low self-esteem that think they are absolutely worthless.*

*The main idea is that the best holistic approach must be found in the end because there are women with different backgrounds, coming from different situations. As a counselor, you must consider their physical, mental well-being and all kinds of treatments, according to their needs. If it is needed, there can also work 2 counselors on the same case just to provide safety and create the flexibility and possibility for the woman to get different approaches, to maximize the recovery process.*

## **CHAPTER 7**

### **CHILD TRAFFICKING AND HOW TO PROTECT OUR CHILDREN**

*Trafficking is moving people from a place to another place, environment for exploitation. There are some similarities between adult and child trafficking, but there are actually more differences. When we talk about children trafficking, everything gets even more complex. For instance, legislation is different from the one regarding adults; they don't have any identification, they don't have anything.*

*That is why they are actually more appealing for the traffickers because the children are easily manipulated, they are told what to do and they don't have the power or the resources to oppose. Also they are usually obedient and naïve, which makes them a sure target.*

*They are not conscious of their actions; they don't have the capacity of thinking things through or make judgments. And their documentation is not very strict, they don't need a passport, so the traffickers can easily pose as their legal*

*guardians through forgery or other methods. All these are factors in children trafficking and there is not a particular profile of them. We also have to take into consideration that children depend on adults to provide for them, they are not able to do that themselves, so this makes them even more vulnerable and needy. And these children become victims and develop a strange or inappropriate behavior for their age.*

*There should be affordable child care and also support and education programs that encourage children to go to school and not stay home and be concerned with something else.*

*Don't ignore this problem because maybe today it's somebody else's child, but tomorrow could be YOUR child.*

## **Chapter 8**

### **Migration**

*It is very important to improve the protection of women and girls and their rights in the migration process. Both countries – of origin and destination – must adopt immigration policies which are based on human rights approach. The fact that these policies regarding immigration become more tighten it is actually in the advantage of traffickers, because the price triples up. Governments are not aware that this restrictive approach raises trafficking activity, because people who want to migrate look for the ones that can help them one way or another, that means traffickers. And of course, traffickers are taking advantage of them and their desperation and put some extreme conditions – debt bondage.*

*So there should be immigration laws adopted based on human rights with a practical approach and not based on what is called economic or demographic needs. These policies should also be gender sensitive because the statistics and data has shown that most of those who fall prey to these immigration laws are women and girls. The reason is that they are the best to make money from – in terms of sex trade and the kind of unregulated jobs that the traffickers want these people to do. These policies have to be gender sensitive and they have to target women and girls to basically empower the women migrants instead of creating*

*policies that actually place these women and girls in vulnerable situations and make them offer to exploitation.*

*Therefore, if the migration laws are not practical and designed in the context of human rights, free movement of people in a respectful manner, there is a risk that trafficking increases and the goal is for trafficking to diminish. But this will happen only if the legal migration channels and the opportunities that are available are well regulated, for migrant workers and especially for female designated sectors. And these sectors are domestic services: au pairs, domestic workers, cleaners, nannies, sex industry as well. These are sectors that easily can go unregulated and this is where women and girls fall into the trap of trafficking. Better regulated immigration policies are needed to reduce human exploitation.*

*Both of the public and private sectors have to take responsibility and to take action to address these exploitative labor conditions for migrant workers.*

*Another measure that can be taken is making public campaigns aiming at developing a safe migration process and also educating the community and the different countries, regions where the people might be from and about the work conditions from these countries of destination. There should also be relevant information for migrants for the country of destination to prepare them for a new life abroad – transparency and clarity with regards to minimum wage, working hours, average rent, tax system and so on. There should also be known that the assistance that they can get is based on human rights. So maybe they cannot get money, but they are provided with shelter, food etc. All of these would decrease the level of exploitation.*

## **Chapter 9**

### **Social position of women**

*There is also the need to raise awareness about the stereotypes regarding women because there is a strong patriarchal culture in women trafficking, in the exploitation of women in the labor market, as well as the position of women in the migration process and these stereotypes are so deeply rooted, unfortunately, whereby even women will encourage men to exploit them. There are so many*



women that are actually raised in this manner and they do it unknowingly. Sadly, women are still seen as subordinates of men, especially when men are more present in the public sector and they dominate the public spectrum of society. This makes it difficult to change the mindset of people. Women should be educated to think that they are equals with men and not only wives, mothers, housekeepers, caretakers. Of course there is nothing wrong with that, but if women want more than that, they should be given the opportunity and support they deserve to earn the same money as men.

*CEDAW (The Convention on the Elimination of all Forms of Discrimination against Women) is one of the most powerful tools of women empowerment. It was adopted in 1979 by the UN General Assembly and it calls the government to respect women and eliminate prejudices against them.*

The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."<sup>1</sup>

By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:

- to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.<sup>2</sup>

*The efforts of CEDAW aim in general to ensure gender equality and the women's access to equal opportunities as men. The general image of woman has to be changed as well as the stereotypes of women being submissive or inferior to men. Women are still seen as an object rather than a subject, so this kind of unequal power and relationship that takes place between men and women is clearly*

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<sup>1</sup> CEDAW, UN Women, <http://www.un.org/womenwatch/daw/cedaw/>

<sup>2</sup> *Idem*

*reflected in the patriarchal stereotypes and the stereotypical norms, as well as the culture, it is just how people have been raised. Again, it is very important that the right campaigns are done about gender equality, stereotypes, social position of women, in the labor market, with regards to economic dependence on their husbands, brothers, fathers, on the male gender in general. Also awareness has to be raised about discrimination of women in the area of employment, lack of economic independence. All of these issues should be effectively addressed and in that way, together with training programs, they would actually start reducing the vulnerability of women on the labor market.*

*If we refer to the unemployment rates, there is a clear high rate of women that don't have a job. There are a few alternatives: they are discriminated in favor of men or they cannot find a balance between work and family or some of them simply prefer to be housewives. In relation to this, it would help if governments would provide an effective childcare system.*

*The subconscious mind understands that we live in a world dominated by patriarchal values and norms which mean that women automatically stay with children, without any other questions. It highlights the idea that it is expected and it is something obvious that the woman is the natural caretaker and she is the one that must take care of the children and the house. And then maybe have a job. It is a misconception that has become a burden for working women; they have practically a double-occupation: at home and at work. Or maybe more than that, because she is the cook, the housekeeper, the nanny, the engineer/doctor/professor and so on.*

*Another reason why women and especially young ones, encounter some reservations in the labor market from the potential employers is that they may become pregnant and may leave after a while, which employers do not want to risk by investing time and money with the possibility of that outcome.*

*Don't forget!*

**Women's right are human rights and human rights are women's rights.**

- Hillary Clinton