



This is an open access article under  
CC-BY-SA license

\* Corresponding Author

## THE PHENOMENON OF LABOR EXPLOITATION: A SYSTEMATIC LITERATURE REVIEW

Andi Khafifah Nurul Isnaini A. Tagunu<sup>1</sup>, Salahudin<sup>\*2</sup>

Universitas Muhammadiyah Malang, Indonesia

Email: <sup>1</sup>[andikhafifahnrl@webmail.umm.ac.id](mailto:andikhafifahnrl@webmail.umm.ac.id), <sup>2</sup>[salahudinmsi@umm.ac.id](mailto:salahudinmsi@umm.ac.id)\*

**Abstract.** This research aims to find out the issues of labor exploitation through the perspective of Marxism theory as Karl Marx's criticism of the development of capitalism and the impact of injustice in the distribution of wealth and social inequality. Labor exploitation raises the concept of division of labor on an international scale which in practice results in underdevelopment and dependence of poor countries on rich countries. This research uses the Systematic Literature Review method with 144 scientific articles sourced from the Scopus database. This article review uses the VOS viewer application. The results of this study reveal that the development of research related to the phenomenon of labor exploitation is very diverse as evidenced by workers who experience various exploitation in the workplace which can be classified in several schemes, namely criminal violations, human rights, denial of labor rights, labor trafficking, security violations and discrimination against economic violations. The research also shows that it is not only those with power who are responsible for exploitation, but also state authorities themselves. All research results contribute to the development of a research roadmap on labor exploitation as well as the development of science, especially socio-political science related to issues of labor exploitation, and the development of policies to deal with the phenomenon of labor exploitation in the world. The limitation of this research is that the articles used are only sourced from the Scopus database so that the research findings cannot describe the overall issue of labor exploitation in the world. Future research needs to use scientific articles sourced from other reputable international databases, such as Web of Science from Dimensions Scholars.

**Keywords:** Labor exploitation, labor, global capitalism, social inequality.

**Abstrak.** Studi ini bertujuan mengetahui isu-isu eksploitasi tenaga kerja melalui perspektif teori Marxisme sebagai kritik Karl Marx atas perkembangan kapitalisme dan dampak ketidakadilan pada distribusi kekayaan serta kesenjangan sosial. Eksploitasi tenaga kerja memunculkan konsep pembagian kerja pada skala internasional yang pada praktiknya mengakibatkan keterbelakangan serta ketergantungan negara miskin terhadap negara kaya. Penelitian ini menggunakan metode Systematic Literature Review dengan 144 artikel ilmiah bersumber dari database scopus. Review artikel ini menggunakan aplikasi VOS viewer. Hasil penelitian ini mengungkapkan bahwa perkembangan penelitian terkait fenomena eksploitasi tenaga kerja sangat beragam terbukti dengan para tenaga kerja yang mengalami berbagai eksploitasi di tempat kerja yang dapat diklasifikasikan dalam beberapa skema yakni pelanggaran pidana, hak asasi manusia, penolakan hak tenaga kerja, perdagangan tenaga kerja, pelanggaran keamanan dan diskriminasi terhadap pelanggaran ekonomi. Penelitian ini juga menunjukkan bahwa bukan hanya yang memiliki kekuasaan yang bertanggung jawab atas eksploitasi, tetapi juga otoritas negara itu sendiri. Semua hasil penelitian berkontribusi pada pengembangan roadmap penelitian tentang eksploitasi tenaga kerja serta pengembangan ilmu khususnya ilmu sosial politik terkait isu-isu eksploitasi tenaga kerja, dan pengembangan kebijakan penanganan terhadap fenomena eksploitasi tenaga kerja di dunia. Keterbatasan penelitian ini adalah artikel yang digunakan hanya bersumber dari database scopus sehingga temuan penelitian tidak dapat menggambarkan secara keseluruhan tentang isu eksploitasi tenaga kerja di dunia. Penelitian berikutnya perlu menggunakan artikel ilmiah bersumber dari database internasional bereputasi lainnya, seperti Web of Science dari Dimensions Scholars.

**Kata Kunci:** Eksploitasi tenaga kerja, buruh, kapitalisme global, kesenjangan sosial.



## INTRODUCTION

The phenomenon of labor exploitation is a phenomenon of social inequality that occurs among the people and even a country. Tomaskovic-Devey & Avent-Holt (2019) said exploitation is a phenomenon in which one party makes false assertions in order to gain advantage over another party. The core understanding of exploitation theory is that profit is one of the primary factors that determines whether or not there is exploitation in that profit represents the capitalist way of adjusting social surplus and social labor. According to Yoshihara & Veneziani (2011), exploitation has evolved into a widespread phenomenon that is now accepted as normal and even justified by those who are exploited. Examples include increased CEO and other high-earner misuse of organizational resources, wage theft by employers from workers, the transfer of income between workers across demographic boundaries, such as race, self-exploiting corporate culture, American modern slavery, as well as the exploitation of sexual fashion models (Monge & Hsieh, 2020).

Many previous studies have explained that the phenomenon of labor exploitation is focused on various problems. Galemba (2021) revealed that Latino immigrant daily workers are one of the most vulnerable populations in the United States. They often experience work-related offenses such as improper payment of wages which violate federal and state labor laws. Another research conducted by Wickramasingha & Coe (2022) explained that the existing jobs in the labor regime tend to give advantages to labor control, thus analyzing the labor regime mostly from the government's perspective. Exploitation is also inseparable from human trafficking. Schwarz (2022) in his research argues that since it results from long-term, systematic oppression, human trafficking is more easily understood as "slow violence," which accumulates over time.

Although previous research has explained a lot about the phenomenon of labor exploitation in the world, not many have used the Systematic Literature Review approach with articles sourced from the Scopus database and not many have used the article review method with the VOS viewer application. Therefore, this study focuses on review papers with the SLR approach which uses 144 scientific articles sourced from the Scopus database. The SLR method is a scientific approach with benefits and strengths for comprehending problems based on prior study.

The goal of this research study is to answer the following research question, which is *"How is the development of research on the phenomenon of labor exploitation in the world?"*. The SLR methodology is

employed for a qualitative content analysis, while VOS viewer is used for an article analysis. This study advances science, notably in the areas of socio-political science related to issues of labor exploitation, and the development of policies for handling the many phenomena of exploitation that exist in the world.

Many researchers have studied issues related to labor exploitation. Among them explain that exploitation is an unequal exchange of labor (Yoshihara & Veneziani, 2018). Some say that in order to determine whether a connection is exploitative or not, background structural variables must be considered, and that it is possible that these background circumstances will affect moral judgments in a different way (Wolff, 2019). Further, although the circumstances of a relationship can affect whether it is exploitative, they do not entirely decide whether the 'just' or 'developing' standards connected to exploitation are broken.

Several studies access the experiences of victims of direct exploitation, such as (Fernandes et al., 2021) which investigates the recruitment, exploitation, and identification phases of human trafficking victims' experiences. Thematic analysis was employed during their research to help them better understand the dynamics of trafficking, including victims and trafficking, such as deception during the recruiting phase and dynamics of exploitation, such as entrapment tactics. The findings of this study were thus able to offer innovation in terms of how community members identify hetero victims. Several Authorities received information about the victims from the local community despite the traffickers' control tactics.

Exploitation also occurs in Europe, where there is the movement of workers as a result of the interaction between the tactics of employers and the agents of workers. In accordance with in-depth fieldwork with migrant workers from East Europe in the Foxconn electronics factory in the Czech Republic as well as European and Chinese immigrants working in the Italian fashion industry (Ceccagno & Sacchetto, 2020) by extending their research on boarding regimes to the European Union, they have adopted a perspective in their research that takes into account the abundance of workplace accommodations for workers across Europe and sheds more light on how factories are increasing their frequency and empowering workers because the range of workers in Europe is very broad and not just limited to one company.

T. P. Clark (2022) in his study applies an analysis of racial capitalism to show how the reaffirmation of white supremacy is connected to the growth of capitalist social relations and how this

causes systematic inequalities in the black maritime workforce once more, particularly the fishing workforce, on the east coast of the United States. Then there Ban (2020) in his research based on Deetz's theoretical framework of discursive closure and systematically distorted communication examines the communication of corporate social responsibility of the garment industry in the United States as well as issues related to labor in global supply chains. There are also (Green & Estes, 2022) who assert that relatives in rural communities suffer concurrent social reproduction issues in their twenty months of fieldwork on translocal precarity in rural Cambodia. To demonstrate the brittleness of the spatially dispersed social reproduction strategies employed by migrant households, they further developed the concept of translocal precarity.

In his research on Digital Feudalism, Harrison (2021) claims that in attracting users to the prevalent private property of the present globalized internet, capital like Facebook and internet service providers have become voters of the land, putting account holders in the position of digital farmers and establishing a sort of digital feudalism that reveals itself in the exploitation of farmers yields, digital land lease collection, and tribute extraction. Similar research related to exploitation in other digital worlds (Murray & Desrayaud, 2021) who studied the dynamic online community Female Fashion Advice using a practical theory found that fashion is treated as a serious pastime, as evidenced by the personal endeavor, career advancement, and emphasis on lasting benefits. However, the women in the community are also struggling to keep the fashion industry from turning into unpaid labor.

Using a historical lens in his research, Agarwala (2019) takes the case that occurred in India, where a strategy was found that developed from the legal empowerment movement that was contrary to the state and unequal welfare. They underscore the importance of the symbolic power of legal recognition, even without perfect implementation, and end up focusing on contemporary workers as an identity-based group that is neglected. Switch to Thailand, (Hipsher, 2021) in order to provide a perspective that is still underutilized in discussions about whether workers are largely exploited by international trade and tourism or whether they instead offer valuable possibilities, the author of this study compares and contrasts the perceptions of Thai tourism industry workers held by locally owned businesses. In Finland, there is a study that examines migrants' work experiences outside of the EU or EEA students

who are oriented toward the precarious labor market. (Maury, 2020) found that forcing migrants who are legally prohibited from precarious employment to work unpaid hours facilitates exploitation connected to the subjective capacity to create.

Not only research on the phenomenon of labor exploitation, but previous researchers have also studied a lot of labor exploitation which is focused on their studies. Like (Cogliano et al., 2019) in his research using a computational framework to examine the dynamics of the trade-off between inequality and exploitation in an accumulation economy with a diverse workforce. To lessen exploitation or wealth and income disparities, various taxation plans are examined. Then there (Mantouvalou, 2019) makes the case in his book that the concept of labor exploitation should not be limited to criminality alone, nor should it be associated with forced labor, servitude, or slavery. He claims that the current understanding of labor exploitation in law and policy is extremely limited. The focus is the role of law, where this study examines exploitation which consists of special vulnerabilities created by law and exploits these vulnerabilities by transgressing other human rights or workers' rights. The four groups of workers in this position that are discussed in this book are hourly-paid migrant workers, domestic helpers, prison guards, and caregivers. This book finally shows that not just business owners need to be held responsible for exploitation.

Considering the idea and results of the aforementioned study. We can conclude that exploitation is so broad that explaining it from one perspective is not enough. Some say exploitation is an unequal exchange of labor (Yoshihara & Veneziani, 2018). Some say that in order to determine whether a relationship is exploitative or not, background structural factors must be considered, and that it is possible that these background factors will affect moral judgments in a different way (Wolff, 2019). Then there (Mantouvalou, 2019) in his book believes that the concept of labor exploitation should not be limited to criminality alone, should not be related to forced work, forced servitude, or slavery. Additionally, it argues that present legal and policy definitions of worker exploitation are extremely constrictive.

Together, we need to understand that the current definition of worker exploitation in laws and policies is extremely limited and that the concept must encompass more than just slavery, servitude, and forced labor as well as more than just

criminalization. (Mantouvalou, 2019) in his book says there are four examples of groups of employees in this position include domestic workers, prisoners, hourly care providers, and migrant laborers. This book finally shows that state authorities must also be held accountable for exploitation in addition to private business owners.

## METHOD

The object of this research is the phenomenon of labor exploitation. This study uses the Systematic Literature Review (SLR) method which aims to identify, review, and evaluate all relevant research to answer research questions. The SLR method is a scientific approach that has advantages over others for understanding problems based on prior research originating from the Scopus database. The reason for using this method is that not many people use the article review method with the VOSviewer program while using articles retrieved from the Scopus database.

The objective of this research is to evaluate various scientific articles on labor exploitation that have been published in respected foreign journals. This study uses review papers to conceptualize the study of labor exploitation. which will be explained through a question namely "how is the development of research on the phenomenon of labor exploitation in the world?". On the basis of study frameworks, subjects, and a number of earlier results of studies that have been cataloged in the Scopus database, these questions will be explained. The articles that will be examined in this study will go through a number of steps, including topic mapping and article search.

This research article was obtained from several stages: First, identifying the article. Article identification can be intended as an effort to sort various articles so that later they will only retrieve articles that are appropriate to the topic being discussed. To get these articles taken using software that uses the Scopus database to search through publications from various publishers. Moreover, at this time, enter the keyword used, namely "Labor Exploitation" and give a publication year limit which is only valid for four years or the same from 2018 to 2022. From this search, 144 articles were selected out of 3781 articles that were relevant to the topic in question. discussed.

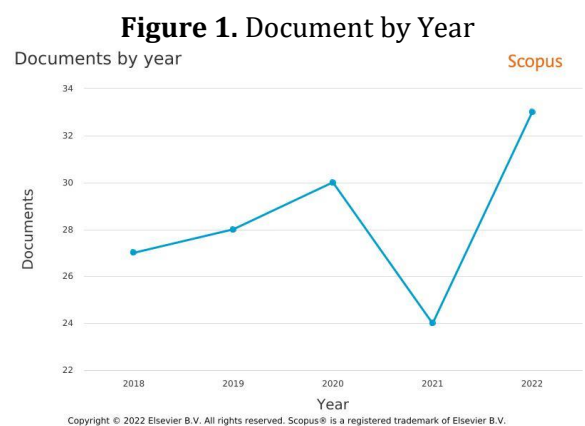
## RESULT AND DISCUSSION

The stages of the initial process to see the development of research related to the phenomenon of labor exploitation using a Systematic Literature Review through 1). Download metadata of journal

articles with the keyword "labor exploitation" from the Scopus database, 2). Data is stored in RIS and ZIP formats, 3). RIS data was analyzed using the VOSviewer application and ZIP data was extracted to get visuals, and 4). The results of Scopus and VOSviewer database analysis are presented in this article.

### Documents by Year from the Scopus database

In this section, the concept of results and discussion are explained in a number of graphics pertaining to the theme of the research. The results of this document by year research were carried out using Scopus database analysis with 144 selected articles that analyze labor exploitation or labor exploitation by giving boundaries for the last 5 years. It can be seen in the picture below that comes from 144 literature, divided in 2018 there were around 27 studies, in 2019 there were around 28 studies, and in 2020 there was an increase of 30 studies. However, in 2021 research related to this issue has experienced a very drastic reduction in numbers. Even so, in 2022 research related to the issue of exploitation will return to the attention of researchers, even increasing beyond the number in 2018 to 2020, namely, there were around 33 studies.



With the results of the documents by year research presented in Figure 1, we can see that the issue of labor exploitation is still an important topic for research every year. We can also know, if the topic of labor exploitation continues to be an important topic for researchers conducting their research, it means that this issue has not been handled properly in every country in the world.

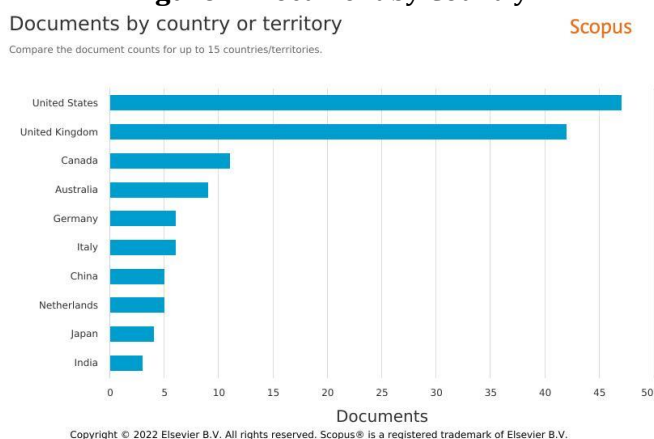
Relevant articles published in 2022 are written by (Koplin et al., 2022) entitled "Ethics of Buying DNA" which outlines the advantages of improving genomic databases as well as potential issues with crowding out, improper inducement, exploitation, and commodification. We contend that there are currently no unambiguous arguments against obtaining DNA samples through financial incentives, even though some objections merit further empirical

and philosophical investigation. In 2021, written by (Ugwu Chukwuka et al., 2021) entitled *“Female labor dominance in petrol pump stations in the south-eastern states of Nigeria”* which examines the problem of female dominance in the work of gas station attendants in the southeastern state of Nigeria and finds that gas station operators are more likely to involve women because they have a greater tendency to endure the working conditions of slaves.

Meanwhile, in 2020, there are also relevant articles written (Silvey & Parreñas, 2020) entitled *“Thinking Policy Through Migrant Domestic Workers’ Itineraries”* regarding migrant domestic workers from the Philippines and Indonesia in the United Arab Emirates to consider the consequences for policy. In 2019 written by (Viergever et al., 2019) entitled *“The recovery experience of people who were sex trafficked: The thwarted journey towards goal pursuit”* explains how service users in this program think about and experience their recovery process about a shelter program established in the Netherlands to give trafficked people social and medical services. Finally, in 2018, a relevant article was published, namely written by (Cousins et al., 2018) entitled *“Social reproduction of ‘classes of labour’ in the rural areas of South Africa: contradictions and contestations”* on Marxist agrarian political economy places a greater emphasis on the issues of accumulation and politics than it does on the rural social reproduction dynamics areas. This is investigated by taking into account empirical data from South African agricultural land reform and communal areas.

Documents by Country from the Scopus database

**Figure 2. Document by Country**



Still using research results obtained from the Scopus database, in this section we will try to look at data documents by country in Figure 2. Based on the understanding of the data, research related to labor exploitation is mostly carried out by 10 countries in

the world. Even though labor exploitation occurs in almost all countries in the world there are many more cases of labor exploitation that have not been made into research cases. Based on data from documents by country, we can see that the United States and England have conducted the most research on the issue of labor exploitation in the world. Followed by several other countries, namely Canada, Australia, Germany, Italy, China, the Netherlands, Japan, and also India.

One of the relevant articles in the United States related to labor exploitation, namely the one written by (Chibber & Veneziani, 2021) entitled *“The Different Facets of Injustice: A Critique of Nancy Folbre’s ‘Manifold Exploitations’”* which focuses on what we consider to be the three theoretical cornerstones that support her strategy. First, he questions the Marxian political economy’s difference between oppression and exploitation and suggests a more inclusive definition of exploitation that encompasses a variety of forms. Second, he challenges the Marxist notion of class and highlights numerous types of exploitation and servitude connected to social identity that cannot be boiled down to Marxist classes. Finally, he argued for a conception of economics that goes beyond a concentration on capitalist relations of production.

The relevant articles published in the United Kingdom are writings (O’Brien et al., 2022) entitled *“Factors that predict the referral of adult Modern Day Slavery cases to the UK’s National Referral Mechanism”* Even though there hasn’t been much academic study on the causes of this decline, it could be because of the high attrition or dropout cases of Modern Slavery (MDS) as a percentage of all criminal cases. When there is a history of sexual exploitation, there are multiple victims, and the exploitation is suspected to have taken place in a brothel, massage parlor, or online, cases are less likely to be referred. These results might suggest some victims were more likely to come forward than others, or those looking into these cases were more likely to label them as MDS.

Relevant articles published in Canada, one of which was written by (Boucher, 2022) entitled *“What is exploitation and workplace abuse? A classification scheme to understand exploitative workplace behavior towards migrant workers”* Studies on modern slavery, Marxism, and descriptions of non-freedom are among the scholarly disciplines that shed light on the situation of migrant laborers. It also demonstrates how the five-type classification system, which includes criminal offenses, denial of the right to leave, The worst

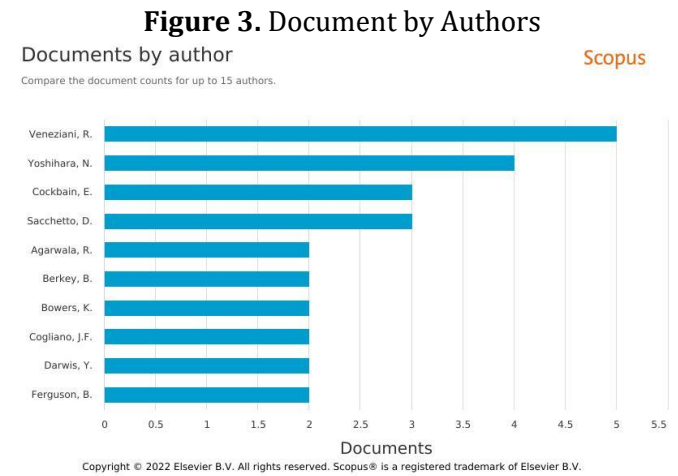
examples of the exploitation experienced by migrant workers include security violations and discrimination against economic violators. 907 judicial cases involving migrant laborers from four countries in 1912 were compiled into a new database.

Furthermore, relevant articles published in Australia are those written by (Mackenzie, 2022) entitled *"Vulnerability, Exploitation, and Autonomy"* About Bioethicists who want to defend business practices that on the surface seem exploitative, like selling organs and using surrogates for profit, typically combine a liberal analysis of exploitation with a libertarian analysis of autonomy. Then in Germany, there was a published study written (López, 2021) entitled *"A practice ontology approach to labor control regimes in GPNs: Connecting 'sites of labor control' in the Bangalore export garment cluster"* It creates a Labor Control Regime (LCR) practice ontology approach for the Global Production Network (GPN). In Italy, there are relevant articles written (Willert, 2022) entitled *"Masters and Slaves: A Matching Model of Forced Labor with Heterogeneous Workers"* in which it is shown that the likelihood of slavery and, consequently, the number of slaves, as well as how oppressors pick their victims and how specific mechanisms affect the extent of modern slavery, are all factors. Strangely, though, strict labor laws reduced slave owners' profits while also making them work harder.

Meanwhile, in China, there are relevant published articles, namely those written by (Sun, 2019) entitled *"Your order, their labor: An exploration of algorithms and laboring on food delivery platforms in China"* It demonstrates how the digital workforce in modern China has both become more accessible and more perilous. These findings suggest that an area for future research on technology and the digital workforce is "algorithmic creation and reconstruction". In the Netherlands, relevant published articles written by (Miklós, 2019) entitled *"Exploiting Injustice in Mutually Beneficial Market Exchange: The Case of Sweatshop Labor"* Market transactions that are intended to be mutually beneficial can turn into exploitation when one side makes use of the underlying injustice. For instance, factory owners are frequently charged with taking advantage of the dire circumstances that their workers face, even though the latter accepts their terms of employment voluntarily. And finally, in India, relevant articles that have been published are written by (Krishnan, 2022) Regarding the philosophical underpinnings of the Chinese Communist Party, and Marxism-Leninism (CCP) asserts that peasants and workers should play a leading role in bringing about the socialist

revolution. The standing of workers and peasants as legitimate participants in governance and governance practices, however, has decreased as China's economy has expanded over the past forty years.

Documents by Authors from the Scopus database



Identification of the data in Figure 3 shows that several authors have conducted previous research by raising relevant topics according to research research, namely labor exploitation. From the results of the Scopus database in Figure 3, it can be seen that the top 10 authors have the most research. In this case, there is one of them, namely the author who has the most research results among the others, namely Veneziani, R in one of his studies entitled *"The dynamics of inequalities and unequal exchange of labor in intertemporal linear economies"* examines how exploitation and inequality are balanced in an accumulation economy with a diverse workforce (Galanis et al., 2019).

Then the second author who has many works related to labor exploitation, namely Yoshihara, N, whose research is entitled *"Putting labor values to work"* on conventional wisdom which says that the Marxian theory of values, and the values of work itself, are empirically irrelevant, illogical, and incoherent from a logical standpoint. In this essay, (Cogliano et al., 2022) explains current research that indicates this conclusion is unjustified. Although previous discussions have conclusively shown that the work multiplier or the value of labor cannot be used to describe price equilibrium because it precludes the development of an empirically grounded Marxian framework in which labor values play a prominent role.

Studies written by (Cockbain et al., 2018) entitled *"Human trafficking for labor exploitation: the results of a two-phase systematic review mapping the European evidence base and synthesizing key scientific research evidence"* There aren't enough high-quality



From the results of the network visualization in the figure above, it can be seen that there are 4 clusters consisting of 113 articles out of the 144 identified articles. Each cluster has a different color and is used to see a list of concepts that are prominent or more dominant in each cluster. In order to use them in future research, it is important to identify as many themes as possible that have been discussed in earlier studies. Cluster 1 is red on the right, cluster 2 is green on the left, cluster 3 is blue in the middle, and cluster 4 is yellow on the top. The keywords in each cluster can be seen in detail in table 1.

**Table 1.** Grouping Themes in Labor Exploitation

Clusters	Concept Name	Total
Clusters 1	Activist, author, case study, change, china, city, commodification, company, complexity, distribution, employment relationship, factory, fairness, future research, global supply chain, government, Indonesia, information, medium, notion, number, oppression, part, platform, presence, profit, range, reason, region, regulation, scholar, standard, struggle, topic, type, view, workplace	37
Clusters 2	Ability, account, argument, building, capacity, class, coercion, conception, consideration, cost, critique, distinction, ethic, example, focus, freedom, gender, global south, group, home, India, movement, politic, production, site, slavery, social reproduction, space, structure, tension	31
Clusters 3	Aspect, capital, challenge, chapter, connection, continuum, digital technology, discrimination, employee, extent, growth, impact, interaction, intersection, intervention, job, lack, migrant worker, migration, opportunity, organization, power, question, response, risk, transformation	26
Clusters 4	Claim, factor, gap, human being, human trafficking, individual, involvement, labor exploitation, link, measure, modern slavery, phenomenon, possibility, regard, responsibility, subject, trafficking, victim, vulnerability	19

In cluster 1 related to *Change* in labor exploitation, the relevant articles are those written by (Feng, 2021) entitled "*The making of labor precarity: three explanatory approaches and their*

*relationship*" Numerous isolated empirical studies that concentrate on specific types of precarious work are common in the field of research on labor precarity. Apart from that, other articles are relevant to cluster 1 namely (Bartley, 2018) entitled "*Rules without rights: Land, labor, and private authority in the global economy*" which focuses on ethical labor practices and sustainable forestry in China and Indonesia demonstrates how domestic governance limits and reconfigures transnational standards as well as how they are applied "on the ground". Through the integration of a thorough multi-method analysis, a strong comparative approach, and a fresh theory of private regulation, this book illuminates the contours and contradictions of transnational governance.

In cluster 2 with the dominant keyword namely *production*, the relevant articles are those written by (Salgarolo, 2021) entitled "*Journeys to St. Malo: a history of Filipino Louisiana*" shows how the social, cultural, and physical geography of the location the forces of racial enslavement, colonialism, and capitalism have molded and unshaped society. The lengthy history of St. Malo, Louisiana, is explored in the book.(Pereira et al., 2018) in his research entitled "*Reconfiguration of rural areas and exploitation of immigrant labor: The case of Odemira, Portugal*" discovered that the Alentejo region's Municipality of Odemira, Southern Portugal, has undergone a major change process with intensive agricultural growth, especially using greenhouses, and export-oriented foreign investment. This has led to an extraordinary growth of the very diverse migrant populations living in the area: Asia, Sub-Saharan Africa, and Europe. His research attempts to understand how immigrants are integrated into the local/regional labor market as well as the effects of the agricultural labor regime in the municipality of Odemira, which is characterized by flexibility, low wages, and seasonality.

In cluster 3 with the dominant keyword, namely *power*, the articles that are relevant to these keywords are those written by (Abel & Ludeke, 2021) titled "*Brothels as sites of third-party exploitation? Decriminalization and sex workers' employment rights*" which focuses on employment circumstances for sex workers, managerial control, and agency in order to examine administration procedures in brothels in light of New Zealand's decriminalization. According to her research, sex workers still face difficulties because brothel owners still view rather than as independent contractors, treat them as employees. Working conditions are unclear, and brothel owners still decide on shift lengths and service costs. Then there is research (Suyanto, 2019) entitled "*Grey chicken*": *Female*





Literature Review process of previous articles, results were found that could answer the research question namely "How is the development of research on the phenomenon of labor exploitation in the world?" the authors found that the development of research related to the phenomenon of labor exploitation is very diverse as evidenced by the fact that workers experience various exploitations in the workplace which can be classified into several schemes namely criminal violations, human rights, denial of labor rights, labor trafficking, security violations and discrimination for economic violations.

Not only that, results of a literature review found by previous researchers (Tomaskovic-Devey & Avent-Holt, 2019) The phenomenon of said exploitation occurs when one party makes claims to gain advantage at the expense of another party. The core understanding of exploitation theory is that profit is one of the primary factors in determining whether there is exploitation in that profit represents the capitalist way of adjusting social surplus and social labor. The phenomenon of labor exploitation is a phenomenon of social inequality that occurs among the people and even a country. According to (Yoshihara & Veneziani, 2011) exploitation has become a common phenomenon found and by those who are being exploited, it is accepted as normal and even justified. Several studies access the experiences of victims of direct exploitation, such as (Fernandes et al., 2021) which examines the experiences of victims of human trafficking during the phases of identification, exploitation, and recruiting. Thematic analysis was employed during their research to help them better understand the dynamics of trafficking, including victims and trafficking, such as deception during the recruiting phases and exploitation dynamics, such as entrapment tactics. The findings of this study were then able to offer novelty in terms of how community members identify hetero victims. Several authorities received information about the victims from the local community. despite the traffickers' control tactics.

The results of data analysis documents by year, country, and author also provide evidence that there are research developments related to labor exploitation. For example 2022 (O'Brien et al., 2022) in their research entitled "Factors that predict the referral of adult Modern Day Slavery cases to the UK's National Referral Mechanism" despite the fact that there is little academic research examining the causes of this decline, factors that can be attributed to it include the high attrition or dropout cases of Modern Slavery (MDS) as a percentage of all criminal cases. Cases are less likely to be referred to when there is suspicion of several people have been victims

of sexual exploitation and when exploitation is suspected to have taken place or has occurred in a massage parlor, a brothel, or online. These results might suggest that specific victims were more likely to come forward or that individuals looking into these cases were more willing to label them as MDS.

The results of the analysis based on clustering show that there are 4 clusters consisting of 113 articles out of 144 articles identified. Each cluster has a different color and is used to see a list of concepts that are prominent or more dominant in each cluster. One of the clusters is relevant to the article written by (Abel & Ludeke, 2021) titled "Brothels as sites of third-party exploitation? Decriminalization and sex workers' employment rights" which focuses on the employment status of sex workers, managerial control, and agency in order to examine the management procedures used in prostitution in New Zealand's decriminalization.

The results of the analysis based on *density* found that each keyword has a destination according to the thickness of the colors, which demonstrates that the most often used keywords in earlier study on the subject are those with thick or dense colors of this research. A relationship between the topic matter and the prevailing theme is what is being discussed, before carrying out the study it is necessary to have an understanding related to the topic taken and the directions related to the subject matter. Through this management, it can be seen as in Figure 5 above. During a search for discussion of prior research on the subject of labor exploitation, several dominant words were found, namely (1) *Change*; (2) *Productions*; (3) *Power*; and (4) *Trafficking*. The relevant article with the first dominant word is entitled "Co-creating changes to achieve decent work conditions in the New Zealand fishing industry" which is explained by (Kartikasari et al., 2022), the second dominant word is relevant to the article written by (Blanchette, 2018) entitled "Annual review of anthropology: Industrial meat production". Then the relevant article with the third dominant word is entitled "Toward Degrowth: Worker Power, Surveillance Abolition, and Climate Justice at Amazon" written by (Vgontzas, 2022), and the last dominant word are relevant to the article written by (Digidiki & Baka, 2020) entitled "Who's to Blame in the Sex Trafficking of Women: Situational and Individual Factors that Define a "Deserving Victim". Some of these issues differ in terms of color thickness, demonstrating that words in bold are the primary topics covered in earlier research on this subject. The relationship between these words has a quality related to the discussion of labor exploitation, the four dominant keywords above are often used by previous researchers because these four keywords

are very closely pertaining to the subject under discussion, namely *labor exploitation*.

## CONCLUSION

Using the premise and findings of the aforementioned study as a foundation. We can conclude that exploitation is so broad that explaining it from one perspective is not enough. Some say exploitation is an unequal exchange of labor, some claim that in order to determine whether a relationship is exploitative or not, background structural factors must be taken into account, as well as the possibility that different moral judgments will result from these background factors. Then in several books, the concept of worker exploitation should not only be used to prosecute cases of forced labor, slavery, or other forms of servitude, according to the argument that the current understanding of worker exploitation in laws and policies is extremely limited.

We all need to be aware that the definition of worker exploitation as it is currently understood it is in law and policy extremely restrictive and that the concept must not only be associated with criminalization, but also with servitude, slavery, and forced labor. There are Four examples of groups of workers in this position include migrant workers, domestic workers, prisoners, and care workers with working-hour contracts. This book finally shows that state authorities must also be held accountable for exploitation in addition to private business owners. All research results contribute to the development of a research roadmap on labor exploitation as well as the development of knowledge, especially socio-political science related to labor exploitation issues, and the development of policies for handling the many phenomena of labor exploitation in the world. The limitations of this study are that the articles used are only sourced from the Scopus database so the research findings cannot fully describe the issue of labor exploitation in the world. Subsequent research needs to use scientific articles sourced from other reputable international databases, such as the Web of Science from Dimensions Scholars.

## REFERENCE

### BOOKS

Bartley, T. (2018). Rules without Rights: Land, Labor, and Private Authority in the Global Economy. In *Rules without Rights: Land, Labor, and Private Authority in the Global Economy*. Oxford University Press. <https://doi.org/10.1093/oso/9780198794332.001.0001>

Mantouvalou, V. (2019). Legal Construction of Structures of Exploitation. In *Philosophical Foundations of Labour Law* (pp. 188–204). Oxford University Press. <https://doi.org/10.1093/oso/9780198825272.003.0011>

### JOURNAL ARTICLE

Abel, G., & Ludeke, M. (2021). Brothels as sites of third-party exploitation? Decriminalisation and sex workers' employment rights. *Social Sciences*, 10(1), 1–15. <https://doi.org/10.3390/socsci10010003>

Agarwala, R. (2019). Using Legal Empowerment for Labour Rights in India. *Journal of Development Studies*, 55(3), 401–419. <https://doi.org/10.1080/00220388.2018.1451631>

Agarwala, R., & Saha, S. (2018). The Employment Relationship and Movement Strategies among Domestic Workers in India. *Critical Sociology*, 44(7–8), 1207–1223. <https://doi.org/10.1177/0896920518765925>

Ban, Z. (2020). Open for Change but Closed for Transformation: A Communicative Analysis of Managerial Corporate Social Responsibility Discourse on the Issue of Labor. *Organization*, 27(6), 900–923. <https://doi.org/10.1177/1350508419867209>

Berkey, B. (2020). The Value of Fairness and the Wrong of Wage Exploitation. *Business Ethics Quarterly*, 30(3), 414–429. <https://doi.org/10.1017/beq.2020.16>

Blanchette, A. (2018). Annual Review of Anthropology: Industrial Meat Production. In *Annual Review of Anthropology* (Vol. 47, pp. 185–199). Annual Reviews Inc. <https://doi.org/10.1146/annurev-anthro-102317-050206>

Boucher, A. (2022). 'What is Exploitation and Workplace Abuse?' A Classification Schema to Understand Exploitative Workplace Behaviour Towards Migrant Workers. *New Political Economy*, 27(4), 629–645. <https://doi.org/10.1080/13563467.2021.1994541>

Ceccagno, A., & Sacchetto, D. (2020). The Mobility of Workers Living at Work in Europe. *Current Sociology*, 68(3), 299–315. <https://doi.org/10.1177/0011392119863831>

Cecchi, M. E., & Sacchetto, D. (2019). Factory Assemblies on the Border: Foxconn's Female Workers in Ciudad Juárez, Mexico. *Etnografia*

- e *Ricerca Qualitativa*, 1, 3–28. <https://doi.org/10.3240/93660>
- Chibber, V., & Veneziani, R. (2021). The Different Facets of Injustice: A Critique of Nancy Folbre's 'Manifold Exploitations.' *Erasmus Journal for Philosophy and Economics*, 14(2). <https://doi.org/10.23941/EJPE.V14I2.614>
- Clark, I. (2018). Abandoned Spaces and Technology Displacement by Labour: the Case of Hand Car Washes. *New Technology, Work and Employment*, 33(3), 234–249. <https://doi.org/10.1111/ntwe.12123>
- Clark, T. P. (2022). Racial Capitalism and the Sea: Development and Change in Black Maritime Labour, and What It Means for Fisheries and A Blue Economy. *Fish and Fisheries*, 23(3), 648–662. <https://doi.org/10.1111/faf.12639>
- Cockbain, E., Bowers, K., & Dimitrova, G. (2018). Human Trafficking for Labour Exploitation: the Results of A Two-Phase Systematic Review Mapping the European Evidence Base and Synthesising Key Scientific Research Evidence. *Journal of Experimental Criminology*, 14(3), 319–360. <https://doi.org/10.1007/s11292-017-9321-3>
- Cockbain, E., Bowers, K., & Hutt, O. (2022). Examining the Geographies of Human Trafficking: Methodological Challenges in Mapping Trafficking's Complexities and Connectivities. *Applied Geography*, 139. <https://doi.org/10.1016/j.apgeog.2022.102643>
- Cogliano, J. F., Veneziani, R., & Yoshihara, N. (2019). Exploitation, Skills, and Inequality. *Review of Social Economy*, 77(2), 208–249. <https://doi.org/10.1080/00346764.2019.1596296>
- Cogliano, J. F., Veneziani, R., & Yoshihara, N. (2022). Putting Labour Values to Work. *Acta Oeconomica*, 72(S1), 51–79. <https://doi.org/10.1556/032.2022.00019>
- Cousins, B., Dubb, A., Hornby, D., & Mtero, F. (2018). Social Reproduction of 'Classes of Labour' in the Rural Areas of South Africa: Contradictions and Contestations. *Journal of Peasant Studies*, 45(5–6), 1060–1085. <https://doi.org/10.1080/03066150.2018.1482876>
- Digidiki, V., & Baka, A. (2020). Who's to Blame in the Sex Trafficking of Women: Situational and Individual Factors that Define a "Deserving Victim." *Journal of Human Trafficking*. <https://doi.org/10.1080/23322705.2020.1827861>
- Feng, X. (2021). The Making of Labour Precarity: Three Explanatory Approaches and Their Relationship. *Labor History*, 62(5–6), 537–555. <https://doi.org/10.1080/0023656X.2021.1994532>
- Ferguson, B., & Steiner, H. (2018). Exploitation. In *The Oxford Handbook of Distributive Justice* (pp. 533–555). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199645121.013.21>
- Fernandes, Â., Gonçalves, M., & Matos, M. (2021). Exploring Human Trafficking Victimization Experiences in Portugal. *Victims and Offenders*, 16(5), 746–769. <https://doi.org/10.1080/15564886.2021.1880509>
- Galanis, G., Veneziani, R., & Yoshihara, N. (2019). The Dynamics of Inequalities and Unequal Exchange of Labor in Intertemporal Linear Economies. *Journal of Economic Dynamics and Control*, 100, 29–46. <https://doi.org/10.1016/j.jedc.2018.12.005>
- Galemba, R. B. (2021). "They Steal Our Work": Wage Theft and the Criminalization of Immigrant Day Laborers in Colorado, USA. *European Journal on Criminal Policy and Research*, 27(1), 91–112. <https://doi.org/10.1007/s10610-020-09474-z>
- Green, W. N., & Estes, J. (2022). Translocal Precarity: Labor and Social Reproduction in Cambodia. *Annals of the American Association of Geographers*, 112(6), 1726–1740. <https://doi.org/10.1080/24694452.2021.2015280>
- Harrison, S. (2021). Digital Feudalism: Sharecropping, Ground Rent, and Tribute. *Rethinking Marxism*, 33(2), 217–245. <https://doi.org/10.1080/08935696.2021.1893084>
- Hipsher, S. (2021). Tourism in Thailand: Exploitation or Opportunity? *International Journal of Asian Business and Information Management*, 12(3), 26–39. <https://doi.org/10.4018/IJABIM.20210701.oa3>
- Kartikasari, A., Stringer, C., & Henderson, G. (2022). Co-creating Changes to Achieve Decent Work Conditions in the New Zealand Fishing Industry. *Global Social Policy*, 22(2), 281–302. <https://doi.org/10.1177/14680181211026182>
- Koplin, J. J., Skeggs, J., & Gyngell, C. (2022). Ethics of Buying DNA. *Journal of Bioethical Inquiry*, 19(3), 395–406. <https://doi.org/10.1007/s11673-022-10192-w>
- Krishnan, A. P. (2022). Vanguard to Periphery: The CPC's Changing Narrative on the Labour

- Question. *China Report*, 58(1), 60–74.  
<https://doi.org/10.1177/00094455221074247>
- López, T. (2021). A Practice Ontology Approach to Labor Control Regimes in GPNs: Connecting ‘Sites of Labor Control’ in the Bangalore Export Garment Cluster. *Environment and Planning A*, 53(5), 1012–1030.  
<https://doi.org/10.1177/0308518X20987563>
- Mackenzie, C. (2022). Vulnerability, Exploitation and Autonomy. In *Philosophical Studies Series* (Vol. 146, pp. 175–187). Springer Nature.  
[https://doi.org/10.1007/978-3-030-80991-1\\_11](https://doi.org/10.1007/978-3-030-80991-1_11)
- Maury, O. (2020). Between a Promise and a Salary: Student-Migrant-Workers’ Experiences of Precarious Labour Markets. *Work, Employment and Society*, 34(5), 809–825.  
<https://doi.org/10.1177/0950017019887097>
- Miklós, A. (2019). Exploiting Injustice in Mutually Beneficial Market Exchange: The Case of Sweatshop Labor. *Journal of Business Ethics*, 156(1), 59–69.  
<https://doi.org/10.1007/s10551-017-3574-7>
- Monge, R., & Hsieh, N.-H. (2020). Recovering the Logic of Double Effect for Business: Intentions, Proportionality, and Impermissible Harms. *Business Ethics Quarterly*, 30(3), 361–367.  
<https://doi.org/10.1017/beq.2019.39>
- Murray, M. A., & Desrayaud, N. (2021). Female Fashion as Leisure and Labor on Reddit. *Journal of Communication Inquiry*, 45(4), 301–318.  
<https://doi.org/10.1177/0196859920977122>
- O’Brien, F., Palmer, S., & Blinkhorn, V. (2022). Factors that predict the referral of adult Modern Day Slavery cases to the UK’s National Referral Mechanism. *International Journal of Police Science and Management*, 24 (3), 273–284.  
<https://doi.org/10.1177/14613557221074989>
- Pereira, S., Moreno, L., Estevens, A., Esteves, A., & Malheiros, J. (2018). Reconfiguration of rural areas and exploitation of immigrant labor: The case of Odemira, Portugal. *Estudios Migratorios Latinoamericanos*, 30(81), 227–250.  
<https://www.scopus.com/inward/record.uri?eid=2-s2.0.85059625586&partnerID=40&md5=4efb4c726e0fbe0fe2160dc1985e7d8c>
- Salgarolo, M. M. (2021). Journeys to St. Malo: a History of Filipino Louisiana. *Rethinking History*, 25(1), 77–114.  
<https://doi.org/10.1080/13642529.2020.1831279>
- Schwarz, C. (2022). Theorising Human Trafficking through Slow Violence. *Feminist Theory*.  
<https://doi.org/10.1177/14647001211062731>
- Silvey, R., & Parreñas, R. (2020). Thinking Policy Through Migrant Domestic Workers’ Itineraries. *American Behavioral Scientist*, 64(6), 859–877.  
<https://doi.org/10.1177/0002764220910253>
- Singarimbun, K., Karlinah, S., Darwis, Y., & Hidayat, D. R. (2019). Reaching an Optimal Target: How Prambors Radio Network Uses Content to Connect with Millennials. *Library Philosophy and Practice*, 2019.  
<https://www.scopus.com/inward/record.uri?eid=2-s2.0-85072859109&partnerID=40&md5=2e67cca8ebbb7b7609b55be000d71db7>
- Spicer, J., Moyle, L., & Coomber, R. (2020). The Variable and Evolving Nature of ‘Cuckooing’ as A Form Of Criminal Exploitation in Street Level Drug Markets. *Trends in Organized Crime*, 23(4), 301–323.  
<https://doi.org/10.1007/s12117-019-09368-5>
- Sun, P. (2019). Your Order, Their Labor: An Exploration of Algorithms and Laboring on Food Delivery Platforms in China. *Chinese Journal of Communication*, 12(3), 308–323.  
<https://doi.org/10.1080/17544750.2019.1583676>
- Suyanto, B. (2019). “Grey chicken”: Female Students as Exploitation Victims in the Commercial Sex Industry in Indonesia. *Journal of International Women’s Studies*, 20(2), 182–193.  
<https://www.scopus.com/inward/record.uri?eid=2-s2.0-85082006828&partnerID=40&md5=47063f83f1ef8cb8d8884674334353e7>
- Tomaskovic-Devey, D., & Avent-Holt, D. (2019). *Exploitation* (pp. 107–133).  
<https://doi.org/10.1093/oso/9780190624422.003.0005>
- Ugwu Chukwuka, E., Ikeanyibe, O. M., Edwin, I., & Chukwudike, U. (2021). Female labour dominance in petrol pump stations in the south-eastern states of Nigeria. *African Journal of Business and Economic Research*, 16(2), 207–221.  
<https://doi.org/10.31920/1750-4562/2021/V16N2A10>
- Vgontzas, N. (2022). Toward Degrowth: Worker Power, Surveillance Abolition, and Climate

- Justice at Amazon. *New Global Studies*, 16(1), 49–67. <https://doi.org/10.1515/ngs-2022-0008>
- Viergever, R. F., Thorogood, N., Van Driel, T., Wolf, J. R., & Durand, M. A. (2019). The Recovery Experience of People Who Were Sex Trafficked: The Thwarted Journey towards Goal Pursuit. *BMC International Health and Human Rights*, 19(1). <https://doi.org/10.1186/s12914-019-0185-7>
- Wickramasingha, S., & Coe, N. M. (2022). Conceptualizing Labor Regimes in Global Production Networks: Uneven Outcomes across the Bangladeshi and Sri Lankan Apparel Industries. *Economic Geography*, 98(1), 68–90. <https://doi.org/10.1080/00130095.2021.1987879>
- Willert, B. (2022). Masters and Slaves: A Matching Model of Forced Labor with Heterogeneous Workers. *CESifo Economic Studies*, 68(2), 200–218. <https://doi.org/10.1093/cesifo/ifab011>
- Wolff, J. (2019). Structures of Exploitation. In *Philosophical Foundations of Labour Law* (pp. 175–187). Oxford University Press. <https://doi.org/10.1093/oso/9780198825272.003.0010>
- Yoshihara, N., & Veneziani, R. (2011). *Exploitation of Labour and Exploitation of Commodities: A "New Interpretation."*
- Yoshihara, N., & Veneziani, R. (2018). THE THEORY of EXPLOITATION AS the UNEQUAL EXCHANGE of LABOUR. *Economics and Philosophy*, 34(3), 381–409. <https://doi.org/10.1017/S0266267118000238>