

## Get Promoted: What You're Really Missing at Work That's Holding You Back

Definition Edit

Revenue Edit

In 2014, the International Labour Organization estimated \$150 billion in annual profit that was generated from forced labour alone.[14]

Usage of the term Edit

Human trafficking activists at 10 Downing Street , London Trafficked people are held against their will through acts of coercion, and forced to work for or provide services to the trafficker or others. The work or services may include anything from bonded or forced labour to commercial sexual exploitation.[1][2] The arrangement may be structured as a work contract, but with no or low payment, or on terms which are highly exploitative. Sometimes the arrangement is structured as debt bondage, with the victim not being permitted or able to pay off the debt. Bonded labour, or debt bondage, is probably the least known form of labour trafficking today, and yet is the most widely used method of enslaving people. Victims become "bonded" when their labour, the labour which they themselves hired and the tangible goods they have bought are demanded as a means of repayment for a loan or service whose terms and conditions have not been defined, or where the value of the victims' services is not applied toward the liquidation of the debt. Generally, the value of their work is greater than the original sum of money "borrowed".[26] Forced labour is a situation in which people are forced to work against their will under the threat of violence or some other form of punishment; their freedom is restricted and a degree of ownership is exerted. Men and women are at risk of being trafficked for unskilled work, which globally generates US\$31 billion according to the International Labour Organization.[27] Forms of forced labour can include domestic servitude, agricultural labour, sweatshop factory labour, janitorial, food service and other service industry labour, and begging.[26] Some of the products that can be produced by forced labour are: clothing, cocoa, bricks, coffee, cotton, and gold.[28] The International Organization for Migration (IOM), the single largest global provider of services to victims of trafficking, reports receiving an increasing number of cases in which victims were subjected to forced labour. A 2012 study observes that "â€| 2010 was particularly notable as the first year in which IOM assisted more victims of labour trafficking than those who had been trafficked for purposes of sexual exploitation." [29] The IOMs' main focus is "to provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrations in accordance with international law. To offer advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters..." [30] Child labour is a form of work that may be hazardous to the physical, mental, spiritual, moral, or social development of children and can interfere with their education. According to the International Labour Organization, the global number of children involved in

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child labour fell during the twelve years to 2012 – it has declined by one third, from 246 million in 2000 to 168 million children in 2012.[31] Sub-Saharan Africa is the region with the highest incidence of child labour, while the largest numbers of child-workers are found in Asia and the Pacific.[31]

General Edit

Types of trafficking Edit

Types of criminal liability Edit

There are two types of criminal liability: individual and corporate. Generally, individuals are prosecuted for their role in human trafficking, but the state's law-enforcement agencies struggle to punish corporations for a range of reasons, including that criminal procedure to pursue corporations is inadequate, punishments do not punish the most culpable individuals, and inadequate effort is made to calculate the true cost to restore and compensate victims of trafficking because they were victims of crime.[118] When victims of human trafficking are set free, they often have the opportunity to testify against the perpetrator. Some victims opt out of testifying for fear of retaliation from the traffickers. Vanderberg describes victims of trafficking during trial, stating that –trafficking victims frequently find the criminal prosecutions of their traffickers terrifying. Fearful of the traffickers, a trafficking victim may be concerned for his or her safety, as well as that of family members.–[119] The possibility of removing the testimony aspect has been considered. Experts like Detective Scaramucci of the McLennan County Sheriff's Office explains, –In addition to improving how we investigate trafficking, we're also working to advance our prosecution tactics. As we continue to move forward, the next critical step for us in enhancing our investigations is to reduce our reliance on victim testimony. We need to shift our mindset and build cases around other types of evidence.–[120]

Efforts Edit

There are many different estimates of the number of victims of human trafficking. According to scholar Kevin Bales, author of *Disposable People* (2004), estimates that as many as 27 million people are in "modern-day slavery" across the globe.[121][122] In 2008, the U.S. Department of State estimates that 2 million children are exploited by the global commercial sex trade.[123] In the same year, a study classified 12.3 million individuals worldwide as "forced

laborers, bonded laborers or sex-trafficking victims". Approximately 1.39 million of these individuals worked as commercial sex slaves, with women and girls comprising 98% of that 1.36 million.[124] The enactment of the Victims of Trafficking and Violence Protection Act (TVPA) in 2000 by the United States Congress and its subsequent re-authorizations established the Department of State's Office to Monitor and Combat Trafficking in Persons, which engages with foreign governments to fight human trafficking and publishes a Trafficking in Persons Report annually. The Trafficking in Persons Report evaluates each country's progress in anti-trafficking and places each country onto one of three tiers based on their governments' efforts to comply with the minimum standards for the elimination of trafficking as prescribed by the TVPA.[125] However, questions have been raised by critical anti-trafficking scholars about the basis of this tier system, its heavy focus on compliance with state department protocols, its overreliance on prosecutions and convictions as success in combating trafficking,[112] its use to serve US political and economic interests and lack of systemic analysis,[126] and its failure to consider "risk" and the likely prevalence of trafficking when rating the efforts of diverse countries.[127] In particular, there were three main components of the TVPA, commonly called the three P's: Protection : The TVPA increased the US government's efforts to protect trafficked foreign national victims including, but not limited to: Victims of trafficking, many of whom were previously ineligible for government assistance, were provided assistance; and a non-immigrant status for victims of trafficking if they cooperated in the investigation and prosecution of traffickers (T-Visas, as well as providing other mechanisms to ensure the continued presence of victims to assist in such investigations and prosecutions). In T-Visa cases, a forensic psychiatric examination can assist the fact-finder. [128]

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provision, or obtaining of a person for labour or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery".

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Yellow " Tier 2

Orange " Tier 2½

Red " Tier 3

Brown " Tier special Findings of the legislative framework in place in different countries to prevent/reduce human trafficking. The findings are from the 2019 Department of State Trafficking in Persons Report

Structural factors Edit

A complex set of factors fuel human trafficking, including poverty, unemployment, social norms that discriminate

against women, institutional challenges, and globalization. Poverty and globalization Edit Poverty and lack of educational and economic opportunities in one's hometown may lead women to voluntarily migrate and then be involuntarily trafficked into sex work.[131][132] As globalization opened up national borders to greater exchange of goods and capital, labour migration also increased. Less wealthy countries have fewer options for livable wages. The economic impact of globalization pushes people to make conscious decisions to migrate and be vulnerable to trafficking. Gender inequalities that hinder women from participating in the formal sector also push women into informal sectors.[133] Long waiting lists for organs in the United States and Europe created a thriving international black market. Traffickers harvest organs, particularly kidneys, to sell for large profit and often without properly caring for or compensating the victims. Victims often come from poor, rural communities and see few other options than to sell organs illegally.[134] Wealthy countries' inability to meet organ demand within their own borders perpetuates trafficking. By reforming their internal donation system, Iran achieved a surplus of legal donors and provides an instructive model for eliminating both organ trafficking and shortage.[135] Globalization and the rise of internet technology has also facilitated human trafficking. Online classified sites and social networks such as Craigslist have been under intense scrutiny for being used by clients and traffickers in facilitating sex trafficking and sex work in general. Traffickers use explicit sites (e.g. Craigslist, Backpage, MySpace) to market, recruit, sell, and exploit women. Facebook, Twitter, and other social networking sites are suspected for similar uses. According to the National Center for Missing and Exploited Children, online classified ads reduce the risks of finding prospective customers.[136] Studies have identified the Internet as the single biggest facilitator of commercial sex trade, although it is difficult to ascertain which women advertised are sex trafficking victims.[137] Traffickers and pimps use the Internet to recruit minors, since Internet and social networking sites usage have significantly increased especially among children.[138] At the same time, critical scholars have questioned the extent of the role of internet in human trafficking and have cautioned against sweeping generalisations and urged more research.[139] While globalization fostered new technologies that may exacerbate human trafficking, technology can also be used to assist law enforcement and anti-trafficking efforts. A study was done on online classified ads surrounding the Super Bowl. A number of reports have noticed increase in sex trafficking during previous years of the Super Bowl.[140] For the 2011 Super Bowl held in Dallas, Texas, the Backpage for Dallas area experienced a 136% increase on the number of posts in the Adult section on Super Bowl Sunday; in contrast, Sundays typically have the lowest number of posts. Researchers analyzed the most salient terms in these online ads, which suggested that many escorts were traveling across state lines to Dallas specifically for the Super Bowl, and found that the self-reported ages were higher than usual. Twitter was another social networking platform studied for detecting sex trafficking. Digital tools can be used to narrow the pool of sex trafficking cases, albeit imperfectly and with uncertainty.[141] However, there has been no evidence found

actually linking the Super Bowl " or any other sporting event " to increased trafficking or prostitution.[142][143][144] Political and institutional challenges Edit Corrupt and inadequately trained police officers can be complicit in human trafficking and/or commit violence against sex workers, including trafficked victims.[145] Human traffickers often incorporate abuse of the legal system into their control tactics by making threats of deportation[146] or by turning victims into the authorities, possibly resulting in the incarceration of the victims.[147] Anti-trafficking agendas from different groups can also be in conflict. In the movement for sex workers' rights, sex workers establish unions and organizations, which seek to eliminate trafficking. However, law enforcement also seek to eliminate trafficking and to prosecute trafficking, and their work may infringe on sex workers' rights and agency. For example, the sex workers union DMSC (Durbar Mahila Samanwaya Committee) in Kolkata, India, has "self-regulatory boards" (SRBs) that patrol the red light districts and assist girls who are underage or trafficked. The union opposes police intervention and interferes with police efforts to bring minor girls out of brothels, on the grounds that police action might have an adverse impact on non-trafficked sex workers, especially because police officers in many places are corrupt and violent in their operations.[145] A recent seven-country research by the Global Alliance Against Traffic in Women found that sex worker organizations around the world assist women in the industry who are trafficked and should be considered as allies in anti-trafficking work.[148] Criminalization of sex work also may foster the underground market for sex work and enable sex trafficking.[131] Difficult political situations such as civil war and social conflict are push factors for migration and trafficking. A study reported that larger countries, the richest and the poorest countries, and countries with restricted press freedom are likely to have higher levels of trafficking. Specifically, being in a transitional economy made a country nineteen times more likely to be ranked in the highest trafficking category, and gender inequalities in a country's labour market also correlated with higher trafficking rates.[149] The annual U.S. State Department Trafficking in Persons Report for 2013 cited Russia and China as among the worst offenders in combatting forced labour and sex trafficking, raising the possibility of US sanctions being leveraged against these countries.[150] In 1997 alone as many as 175,000 young women from Russia, the former Soviet Union and Eastern and Central Europe were sold as commodities in the sex markets of the developed countries in Europe and the Americas.[151] Commercial demand for sex Edit Abolitionists who seek an end to sex trafficking explain the nature of sex trafficking as an economic supply and demand model. In this model, male demand for prostitutes leads to a market of sex work, which, in turn, fosters sex trafficking, the illegal trade and coercion of people into sex work, and pimps and traffickers become 'distributors' who supply people to be sexually exploited. The demand for sex trafficking can also be facilitated by some pimps' and traffickers' desire for women whom they can exploit as workers because they do not require wages, safe working circumstances, and agency in choosing customers.[131] The link between demand for paid sex and incidences of human trafficking, as well as the "demand for

trafficking" discourse more broadly, have never been proven empirically and have been seriously questioned by a number of scholars and organisations.[152][153][154][155] To this day, the idea that trafficking is fuelled by demand remains poorly conceptualised and based on assumptions rather than evidence.

Consequences Edit

Criticism Edit

Modern feminist perspectives Edit

There are different feminist perspectives on sex trafficking. The third-wave feminist perspective of sex trafficking seeks to harmonize the dominant and liberal feminist views of sex trafficking. The dominant feminist view focuses on "sexualized domination", which includes issues of pornography, female sex labor in a patriarchal world, rape, and sexual harassment. Dominant feminism emphasizes sex trafficking as forced prostitution and considers the act exploitative. Liberal feminism sees all agents as capable of reason and choice. Liberal feminists support sex workers' rights, and argue that women who voluntarily chose sex work are autonomous. The liberal feminist perspective finds sex trafficking problematic where it overrides consent of individuals.[227][228][229] Third-wave feminism harmonizes the thoughts that while individuals have rights, overarching inequalities hinder women's capabilities. Third-wave feminism also considers that women who are trafficked and face oppression do not all face the same kinds of oppression. For example, third-wave feminist proponent Shelley Cavalieri identifies oppression and privilege in the intersections of race, class, and gender. Women from low socioeconomic class, generally from the Global South, face inequalities that differ from those of other sex trafficking victims. Therefore, it advocates for catering to individual trafficking victim because sex trafficking is not monolithic, and therefore there is not a one-size-fits-all intervention. This also means allowing individual victims to tell their unique experiences rather than essentializing all trafficking experiences. Lastly, third-wave feminism promotes increasing women's agency both generally and individually, so that they have the opportunity to act on their own behalf.[227][228][229] Third-wave feminist perspective of sex trafficking is loosely related to Amartya Sen's and Martha Nussbaum's visions of the human capabilities approach to development. It advocates for creating viable alternatives for sex trafficking victims. Nussbaum articulated four concepts to increase trafficking victims' capabilities: education for victims and their children, microcredit and increased employment options, labor unions for low-income women in general, and social groups that connect women to one another.[228] The clash between the different feminist perspectives on trafficking and sex work was especially

evident at the negotiations of the Palermo Protocol. One feminist group, led by the Global Alliance Against Traffic in Women, saw trafficking as the result of globalisation and restrictive labour migration policies, with force, fraud and coercion as its defining features. The other feminist group, led by the Coalition Against Trafficking in Women saw trafficking more narrowly as the result of men's demand for paid sex. Both groups tried to influence the definition of trafficking and other provisions in the Protocol. Eventually, both were only partially successful;[230][231] however, scholars have noted that this rift between feminist organisations led to the extremely weak and voluntary victim protection provisions of the Protocol.[232] Social norms Edit According to modern feminists, women and girls are more prone to trafficking also because of social norms that marginalize their value and status in society. By this perspective females face considerable gender discrimination both at home and in school. Stereotypes that women belong at home in the private sphere and that women are less valuable because they do not and are not allowed to contribute to formal employment and monetary gains the same way men do further marginalize women's status relative to men. Some religious beliefs also lead people to believe that the birth of girls are a result of bad karma,[233][234] further cementing the belief that girls are not as valuable as boys. It is generally regarded by feminists that various social norms contribute to women's inferior position and lack of agency and knowledge, thus making them vulnerable to exploitation such as sex trafficking.[235]

See also Edit



## Reference

[An Engineer's Guide to Solving Problems](#)

[Introductory Mathematics for Engineering Applications](#)