

Human Resource is being Trafficked by Luring in the World instead of Using as a Resource: An Empirical Study of Human Trafficking in Bangladesh

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ABSTRACT

At present human resource is being trafficked by luring in the world instead of using as a resource. This heinous crime and social scar have become a global concern recently. The uneducated and innocent feeble people are illegally immigrated seeking a better future abroad but they are abused. Data have been collected from primary and secondary sources by questionnaire and interview method. The development of any country depends on the development of human resource. But today the traffickers consider human trafficking as a profitable industry. They target some illiterate workers and take them abroad by promising lucrative job as well as an attractive salary that dreams the workers standard life leading opportunity. But the workers are not given the promised job abroad. They are used as a slave, forced or bonded labor or commercial sexual exploitation. Even the workers often face isolation, sexual abuse, fear, rape that can be caused by death. But if this human resource is used properly instead of abuse, they will be a great resource for any country.

Key words: Human trafficking, workers, exploitation, trafficker, Bangladesh, recruitment

INTRODUCTION

Human Trafficking is an uncivilized heinous crime. It is a social scar or disease, which has become a global concern recently. Innocent people are being lured by well-organized and ruthless international gangs. They are dying on their way to illegal immigrants seeking a better future abroad. Bangladesh has a significant share of trafficking victims due to her geographical position. Human Trafficking can occur within a country or transnational most commonly for the purpose of forced labor, bonded labor or commercial sexual exploitation. It is thought to be one of the fastest growing activities of international criminal conventions. Almost every country in the world is affected by trafficking, whether as a country of origin, transit or destination for victims (The counter-trafficking framework report, 2004).

Bangladesh is one of the important sources of origin of migrant workers. Most of the Bangladeshi workers choose the Middle East as their destination. The workers face various problems at their working places like to exploitation (Amnesty International, 2016; Auwal, 2010; Harroff-Tavel and Nasri, 2013; Human Rights Watch,

2016, Keane and Mc Geehan, 2008, Ministry of Home Affairs, Government of Bangladesh, 2007, Ali, S. ed. 2007). The recruitment process is unbending and not employee oriented and at the recruitment and employment stage, the traffickers create a difficult situation for the workers (Afsar, 2009; Jureidini, 2016). The Prevention and Suppression of Human trafficking Act, 2012 of Bangladesh as well as the United Nations Protocol say that the Bangladesh workers are often trapped and become a victim of human trafficking for labor exploitation (Efrat, 2015). Bangladesh played a vital role during the period 2000-2010 to be a net emigrant country in the world and that is why the Population Division of United Nations eulogized that state as emerging country (Rashid, 2012). Two parties involved in recruitment process-one party is workers and another party is employers. So they should discuss everything, do not hide anything. They should disclose everything from their viewpoints. They are the beneficiaries of the recruitment process, so they contract everything with each other through various actors. The recruitment actors and service should be matched largely (Agunias, 2010). The immigrants are either little educated or uneducated and so the brokers take chance. The brokers



offer different jobs opportunity, inform about visa system, job pattern, salary, working environment, living place, visa cost etc. But it is a matter of regret that everything is provided orally even the migrant workers not given money receipt of the transaction (Vlieger, 2012).

The traffickers target the needy and poor people to trap for human trafficking (Uy, 2011). Human trafficking depends on any specific area which is known as a source country. The traffickers target the people who struggle to lead a beautiful life and that are why they seek new opportunities to develop their economic condition. The migrant workers are as cheap laborer as well as they are a sex worker (Tock, 2010). The migrant workers who go to the Gulf State from Bangladesh, they contract for the non-sexual job and they perform different jobs except sexual work. But the traffickers give priority on Bangladesh for sexual exploitation (Shah and Fargues, 2011). At the modern age, the human alternatively introduced as slavery. The people are sold as a slave. The traffickers traffic human beings and persons. The traffickers gave false promise of a furnished job, handsome salary, friendly environment but the workers are used for prostitution, sex worker, domestic worker, agricultural worker and other labor or services (Sakhawat, 2016). Here the researcher addresses human trafficking concept, elements of human trafficking, human traffickers, the victims, human trafficking occur, different types of human trafficking, how the human resource is being trafficked in Bangladesh, the scenario of human trafficking in Bangladesh, reasons behind human trafficking and the impacts of human trafficking.

Human Trafficking

Human trafficking is the trade of human, most commonly for sexual slavery, forced labor or bonded labor and commercial sexual exploitation for the traffickers or others. It can be occurred locally as well as globally, as recognized by the United Nation in the protocol to prevent, suppress and punish trafficking in person, especially women and children. Article 3, paragraph (a) of the protocol to prevent, suppress and punish trafficking in persons defines trafficking in persons as the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs (United Nations Treaty Collection on Protocol to Prevent, Suppress and Punish Trafficking in Persons, 2000).

Objectives

- To examine, either human resource is being used as a resource or is being trafficked by luring?
- To analyze the scenario of human trafficking in Bangladesh as well as in the world.
- To analyze how the human resource is being trafficked in Bangladesh.

Elements of Human Trafficking

On the basis of the definition given in the trafficking in person's protocol, it is evident that trafficking in persons has three constituent elements.

- a) **The Act:** Recruitment, transportation, transfer, harboring or receipt of persons.
- b) **The means:** The threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or giving payments or benefits to a person in the protocol of the victims.
- c) For the purpose of exploitation which includes exploiting the prostitution of others, sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of (Organs Truong, T. 1999).

To ascertain whether a particular circumstance constitutes trafficking in persons, consider the definition of trafficking in the trafficking in person's protocol and the constituent elements of the offense, as defined by relevant domestic legislation.

THE RATIONALE OF THE STUDY

The researcher tries to present core concept of human trafficking, elements of human trafficking, who are the victims, who are the traffickers, types of human trafficking, and how the human resource is being trafficked in Bangladesh as well as the scenario of human trafficking in Bangladesh. The researcher presents that the uneducated and helpless workers are promised a worthwhile job and a handsome salary but actually it is false. That means, the researcher addresses that the human resource is being trafficked by luring in the world instead of using a resource. The other researchers focus on different thinking about human traffickings such as human trafficking process and its application, human trafficking law, human trafficking, and economic development, human trafficking is the integration of human resource development toward a solution, human trafficking is a security concern for Bangladesh, and a national issue in global perspective is trafficking in men and women in Bangladesh. But the researcher focuses here the human resource is being trafficked by luring in the world instead of using the resource.

LITERATURE REVIEW

The traffickers consider human trafficking as a profitable sector. The law and order situation is poor, there is no capital punishment and the traffickers can earn massive profit from human trafficking easily. That is why; the traffickers take human trafficking as a lucrative job (Dasgupta, 2003). The traffickers choose to traffic that type of people who are rootless but attractive for trafficking such as teenage girl, floating women or children, widows, female garments workers, maidservant, children from poor family, divorcée women (Country Report, 2004). A trafficker can be any person who engaged in the recruitment and transportation of the trafficked workers. The traffickers are the known persons who live among us. They may be a family member, neighbors, friends, employers, gang members. The Bangladeshi traffickers are strong regional gangs who are linked with law enforcement agencies (The counter-trafficking framework report, 2004, A Human Rights Report, 2002). Harm environment includes trafficked victims, exploitative condition, ill-treatment and threat to lives. Harm environment exists in brothels; exploitative workplaces and home that use the trafficked workers usually come out from a combination of physical torture, sexual abuse. The trafficked workers do not feel freedom they are made bound to face physical stress which includes sexual abuse, fear, rape, the isolation that push for depression and in some case death (Blanchet, 2002). Here the researcher presents that human resource is being trafficked by luring in the world instead of using a resource.

DATA COLLECTION

The researcher used both qualitative and quantitative approaches for collecting data. The researcher collected data from primary and secondary sources. The researcher interviewed the sufferer workers, migration agency, labor union, human traffickers, Bangladesh Association of International Recruiting Agencies (BAIRA), Bangladesh National Women Lawyers Association (BNWLA). The workers who are sufferer are the important part for data collection.

Sources of Data

- **Primary source:** Interview with BNWLA workers, the sufferer workers, migration agency, labor union, human traffickers, Bangladesh Association of International Recruiting Agencies (BAIRA).
- **Secondary source:** Different books and articles, Evidence from the newspaper, BAIRA website, Document from the internet, and Government report

Data Collection Instrument

- **Questionnaire:** Data had been collected by questioning the sufferer workers, migration agency, labor union, human traffickers, BAIRA, BNWLA.
- **Checklist:** The checklist was used at the time of preparing a dissertation.

Variables covered

- People are recruited by the false promise of a healthy life and trafficked through coercion and blackmail.
- Victims may be men, women, and children
- The traffickers and the victims are most of the time from the same nationality.

Analytical tools used

- **Statistical method:** Mode. interviewees
- **Diagram:** Pie chart.
- Opinions of the interviewees are expressed in term of percentage of the total number of respondents.

Sample Size and Structure

The survey was conducted on 100 people for short time. These people were chosen and it was the intention of the researcher to face the real experience of human trafficking.

Limitations

- Time constraint.
- Huge procedure to enter BAIRA, BNWLA, any shelter home.
- The suffer workers are reluctant to talk.
- The traffickers are reluctant to disclose internal information.
- The workers do not know the actual migration process, so they cannot answer properly.
- The BNWLA workers are engaged all time.

CONCEPTUAL FRAMEWORK

The Victims

Victims may be men, women, and children of varying ages of varying levels of educational background. They can be from any race or ethnicity. The victims can be persons abducted involuntarily and held against their wishes through force, fraud, and deception (Pope, 2010).

Human Traffickers

A human trafficker can be from a small criminal group or a large scale organized crime network or they can work on their own. In fact, a human trafficker can be anyone. The victims know the traffickers on a personal basis, such as a family member friend or a community member. The traffickers and the victims are most of the time from the same nationality. So human traffickers may be transnational, national or from the local criminal organization, neighbor, family members, village chiefs, returns, agricultural operators, owners of small and medium-sized business, pimps and brothel owners, police, government authorities, military etc. (Cameron and Newman, 2008).

Human Trafficking

Human Trafficking does not occur similarly around the world. It may occur as a result of individual effort or active participation of the larger organization. Traffickers

may use a variety of traffics to intimidate their victims such as physical violence, torture and starvation, rape and other sexual abuse, drug addiction etc. people may be trafficked through fraud or coercion. They might get threatened of violence against their family or loved ones or confiscation of passport or other important documentation (Cameron and Newman, 2008).

Human Trafficking Occur

Human trafficking can occur anywhere in the world. Countries are commonly divided into origin, transit or destination countries. The common origins for victims include the regions of East Asia, the Balkans, and West Africa. In fact, any country can be an origin country and any country can be a destination country. In the case of South Asia, the common origin for victims including Bangladesh, Myanmar, Thailand the destination countries include Malaysia, Indonesia, Singapore, Philippine etc. However, it is very common for trafficking to occur within the same region or country (Chuang, 2010, Chaulagai, 2009).

Types of Human Trafficking

Trafficking can be a variety of forms such as trafficking in women for sexual exploitation, trafficking for forced labor, trafficking in organs or commercial sexual exploitation of children in tourism.

- **Trafficking in Women for Sexual Exploitation:** Women from developing countries and vulnerable part of society in developing countries are enticed by traffickers for a better life with decent employment. Usually, they are provided with false travel documents and an organized network is used to transport them to the destination country. There they forced into sexual slavery and live a miserable life (Shah and Fargues, 2011, Derks, 1997, Esquibel, 2005, Rosy, 2013).
- **Trafficking for Forced Labour:** These victims are trafficked usually from developing countries. They are recruited by the false promise of a healthy life and trafficked through coercion and blackmail. They find themselves held in conditions of slavery in a variety of jobs. They are forced to engage in agricultural and construction work, domestic servitude and other labor-intensive jobs (Badar, 2013, Derks, 1997, Esquibel, 2005, Rosy, 2013).
- **Commercial exploitation of children in tourism:** This has been a common scenario in Asia for many years and all other continents are also taking part in such a brutal crime. Children are sexually abused, forced to work as a slave to their master. Due to the growth of inexpensive air travel and the relatively low risk of prohibition and persecution, the commercial exploitation of children has been promoted (Efrat, 2015, Derks, 1997, Esquibel, 2005, Rosy, 2013).

- **Trafficking in Organs:** This crime is a rapidly growing field of criminal activity. It can take different forms. In some cases, the victim is compelled into giving up an organ. In another case, the victims agree to sell an organ in exchange for money or goods but are not paid. In different cases, the victims are not informed of their removal of organs usually when the victims are treated for the medical problem. The most vulnerable to this organized crime are migrant workers, homeless persons and illiterate persons (Hoque, 2010, Derks, 1997, Esquibel, 2005, Rosy, 2013).

HOW THE HUMAN RESOURCE IS BEING TRAFFICKED IN BANGLADESH

The traffickers are an opportunist. They involve into gossiping with people to find out their weak point. If the traffickers find the weakness of any people, they try to lure the persons by using their weakness. As per the discussion with the victims, the researcher provides a snapshot in the following, how the innocent people are being trafficked.

Poverty

Nargis was born in the poor family. Her mother was a handicap. Her father did not do any work. Nargis's family consists of six members and she is the eldest. Her father was careless to them. Every day they pass through the miserable pain. Her father got second married to an affluent woman by cheating (on telling he did not get married earlier) hoping to be happy. There was nobody to hear Nargis's woe. Her mother, others sister, and brothers suffered a lot from hungry. She started working in rich people's house as a maid. One day one of her relatives offered good job opportunity in India. Her relatives told her that it was a good job and she could earn more than the amount that she earned from Bangladesh. Nargis wanted to remove poverty from her family. That is why; she went India improving her fate. But after going India, she was sold in a brothel.

Lack of education

Beauti worked in a factory in Dhaka city. One day her colleague offered a new job in Chittagong city. Her colleague offered more wages than that of Dhaka. Beauti was poor and illiterate. The more earning opportunity influenced her to go to Chittagong. But she did not know about Chittagong. Beauti and her colleague started the journey with a male. She introduced this male person with Beauti as her sister in law. That day they reached in Banapole land port in Jashore but due to illiterate Beauti did not surmise it that if she wanted to go to Chittagong from Dhaka why would she have to go Jashore. After passing the border through a narrow road, they reached India. In Kolkata she was locked three days after that was sold in a brothel.

Lack of awareness

Millon was to go to Iran through a broker. Millon paid 50% of total cost and he would have to pay the rest amount after joining the proposed job in Iran. After twenty days, Millon told his father through a mobile phone that he was seized by a gang and tormented. If he did not pay \$ 8000, the torture would be continued. Millon also elucidates the intolerable persecution of his company. Million's pitiable father sold his last resort for rescuing Million.

Luring through the false promise

Usman was born in a poor family. Their family consists of eight members. Only his father cannot remove grievance. Usman worked in other's residence to maintain family from his very childhood. When Usman grew young, he went Malaysia by a broker. The broker offered Usman official job and handsome salary and took him the illegal way. After leaving Bangladesh, when Usman reached Thailand where he stayed eight days in a jungle without sufficient food and drinking water. When he reached Malaysia, he was chained in a residence twenty-three days and this time he is given food one time in a day. After leaving Bangladesh, he could communicate not a single time to his parents. But the broker did not give him the promised job and he promised him one after one which was false. On becoming angry, Usman asked the broker why he took him Malaysia by false promising. Then the broker told Usman that he did not take his responsibility and Usman could go anywhere he liked. Usman did not know any place of Malaysia. In Bangladesh, Usman's parents were anxious because the fraud broker informed his parents that Usman fled away. Usman started a work by introducing a Bangladeshi but he could not continue it a long day because he was arrested by Malaysian police due to illegal entry. Someone informed it to his parents and his mother died by heart attack.

Allurement to dowry

Sonali loved a boy. Once they got married. But the pecuniary circumstance of her husband was not well. They passed the days with happiness. After one year Sonali's husband behavior was not lovely. He tortured Sonali for dowry. But Sonali was born in a poor family and so her father had no capability to pay dowry. But Sonali's husband was a greedy person. He took her Dhaka for giving garments work by a known person. After going Dhaka, Sonali's husband introduced her with a woman as his aunty and they stayed with the woman one day. Next day Sonali's husband told her to go with the woman. Sonali went into a flat and the woman introduced her with two men and she also told that the two men gave her (Sonali) good work opportunity and paid her large and they received Sonali cordially and that day she was raped by the two people at the present of the woman. Actually, Sonali was sold by her husband that she heard later.

THE SCENARIO OF HUMAN TRAFFICKING IN BANGLADESH

Bangladesh is a significant transit point and source of men, women, and children, who are subjected to trafficking. The men recruited for work overseas with fraudulent employment offers and the men who are suppressed under conditions of forced labor or debt bondage are the significant share of Bangladesh's trafficking victims. Women and children are trafficked to different countries for commercial sexual exploitation. Not only that, some children are sold into bondage by their own parents. Within one year, human trafficking by sea route along Bangladesh-Myanmar coast has gone up by 61%. Both Bangladeshis, as well as Rohingya, are among the persons being trafficked to Malaysia. According to the United Nations, High commissioner for refugee's 25000 migrants from Bangladesh and Myanmar boarded smugglers' boats in the Bay of Bengal in the first three months of 2015. According to the report of human trafficking department of USA, women, and children from Bangladesh are also trafficked to India for commercial sexual exploitation. The traffickers are getting interested in Bangladeshi people as Rohingya, cannot provide money and they can get ransom quickly from Bangladeshi. There are three types of victims such as people who give taka willingly, people who do not give any advanced money, and some are taken forcibly and some are trafficked by false promises of better employment. Usually, people, who are trafficked mostly from different districts of Bangladesh these are Cox's Bazar, Chittagong, Sirajgong, Bogra, Sunamgong, Narshindi, Narayangongj, Kishorgonj, Jashore, Khulna, Satkhira, Chuadanga, Jhenaidha, Magura, and Kustia. Bangladeshi people are enticed by the traffickers as they promise to provide a good job and a better life abroad (Gazi et al., 2001, Ministry of Home Affairs, Government of Bangladesh, 2007, Ali, S. ed. 2007).

Reasons behind Human Trafficking

Human trafficking can be caused by a wide array of factors depending on the resign, type of trafficking and cultural and social factors. Generally, violence like civil unrest, internal conflict, and war, lack of human rights, poverty, oppression etc are some major reasons behind human trafficking. This can be caused by a push like conflict or natural disaster, or a pull like the change for better economic and social opportunities. Poverty is a prime cause behind human trafficking. Due to extreme poverty, people are more motivated to seek better conditions for themselves and their families (Faruque, 1998, Bangladesh National Women Lawyers Association (BNWLA), 1997).

Impacts of Human Trafficking

Human trafficking has adverse impacts on trafficked people, family members, society and in the whole country.

Victims of human trafficking have absolutely no freedom and most of the time they experience horrors such as abuse, violence deprivation, and torture. These conditions often lead to trauma. Sometimes the victims are injected with drugs which lead to addiction. Pregnant women are forced to have abortions, with unclear instruments by noncertified practitioners. People all over the world, especially in the world of human trafficking, are spreading life-threatening diseases such as HIV and AIDS unknowing (Hodge and Cynthia, 2007).

DATA ANALYSIS AND FINDINGS

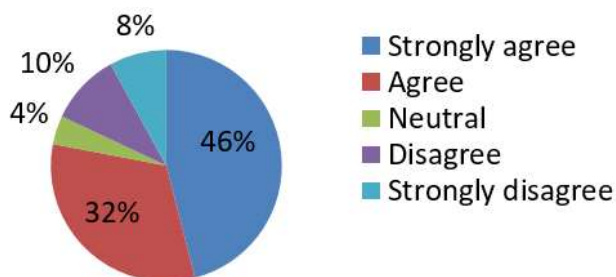


Figure 1: People are recruited by the false promise

The victims are provided false travel documents and an organized network is used to transport them to the destination country. They find themselves held in conditions of slavery in a variety of jobs. They are forced to engage in agricultural and construction work, domestic servitude and other labor-intensive jobs. The traffickers promise them for a better life with decent employment. But they do not get anything, on the other hand, they have to give a ransom and if they do not pay ransom they have to sale valuable organs. 46% of the respondents agree to the statement.

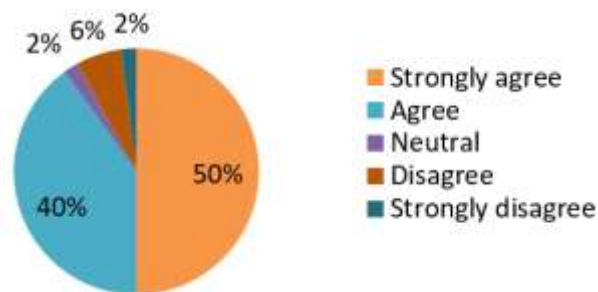


Figure 2: Victims may be men, women, and children

The above diagram shows 50% respondents agree that the victims may be men, women, and children of varying ages of varying levels of educational background. They can be from any race or ethnicity. Women from developing countries and vulnerable part of society in developing countries are enticed by traffickers for a better life with decent employment. There they forced into sexual slavery and live a miserable life. Children are sexually abused, forced to work as a slave to their master. The men are recruited by the false promise of a healthy life and trafficked through coercion and blackmail.

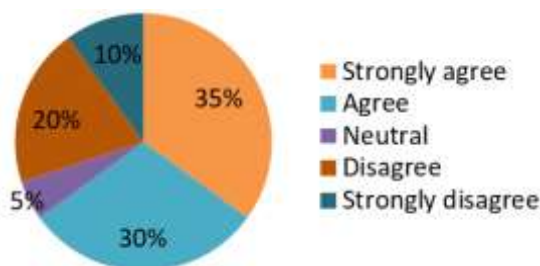


Figure 3: Bangladesh is a significant transit point

35% of respondents agree that Bangladesh is a significant transit point and source of men, women, and children, who are subjected to trafficking. The traffickers choose sea root for trafficking and they trafficked the people through Naf River and Bay of Bengal. Traffickers target women and children from Bangladesh for trafficking to India for commercial sexual exploitation. Both Bangladeshis, as well as Rohingya, are being trafficked to Malaysia. But the traffickers are getting interested in Bangladeshi people as Rohingyas cannot provide money and they can get ransom quickly from Bangladeshi.

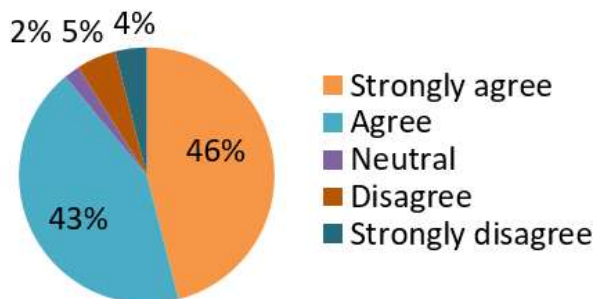


Figure 4: Traffickers may use a variety of traffics to intimidate their victims

The traffickers trap the people and create pressure on the helpless people. Then they become disappointed and the traffickers may use a variety of traffics to intimidate their victims. The above diagram says that 46% respondents agree to the statement.

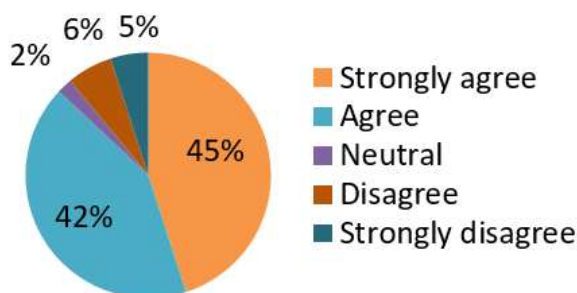


Figure 5: Human resources are being trafficked by luring

The traffickers target the rootless and homeless and helpless men, women and children. As the traffickers target poor people, so the needy persons are easily captured because they believe in changing their fate by any means. When the traffickers manage them by luring, then they dream to build their nest in the sky. The poor

people lead their lives with need and they live from hand to mouth. So they are easily trafficked. The above diagram shows that 45% respondents agree that the trafficker can easily lure the human resource.

RECOMMENDATIONS

A great number of Bangladeshi people have been trafficked in recent years. The government must realize that the unstable political situation in the country, closure of once vibrant industries like jute, textile, steel, aluminum and glass and constant lack of employment opportunities have propelled these people to leave the home country in search of jobs and better living elsewhere. The government must provide them with jobs or business or loans to conduct business. And if they want to go to these countries, they must go there with adequate training and skills. We have to build skill development centers in all areas of Bangladesh so that young men and women can work in foreign countries legally instead of being tricked by fraudsters and conmen. The government should launch an awareness-raising campaign and encourage people to resort to legal channels for migration. The visual media can play a significant role in this aspect by telecasting motivational programs for the common people to keep them away from illegal migration. The government must need to bring human traffickers to justice, tighten border vigil and also strengthen coastguard operations. Moreover, we can do these things to prevent human trafficking.

People must know about human trafficking and educate themselves by reading newspapers watching the news on television and also related programs. Our friends, family, colleagues, neighbors, relatives etc. all need to be informed so that they never get trapped by the traffickers.

The people can join in an anti-trafficking movement in the locality and must get involved in its activities and campaign. People have to be responsible consumers and know about the labor policies of companies to ensure their products are free from slave labor and other forms of exploitation. The people should report to nearby police stations or institutions if they suspect that someone has been trafficked.

CONCLUSION

Human trafficking is a global crisis. The people cannot get rid of it overnight. But countries particularly the destinations should be more compassionate in this regard. The government of the trafficked people must resolve this crisis through fruitful discussion with other countries. A country has an obligation to render humanitarian assistance to those in distress at sea or land. So every possible measure should be taken by the government as well as the leading organizations dealing with human trafficking for a better world.

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