

## **SUGGESTIONS & OPINIONS BY RESPONDENTS**

### **Immediate action on a missing child:**

Respondents of Many Anti-human trafficking units believed that gradual action is taken in case of missing children. They have criticized the careless attitude of the primary investigation branch (the Primary investigation branch is the place where the missing case is registered and supposed to be investigated). According to the respondents, the primary investigations in charge are waiting for four months to be completed. After four months, the primary investigation branch is immediately transferring the cases to AHTU without any progress. According to respondents, regular monitoring of the pending cases should be conducted. Normally, AHTU is receiving cases four months later as per guidelines. This keeps delay in tracking the child information, it increases not only the burden of pending cases but rudely playing with the sentiments of the parent.

### **Temporary victim shelter in other police stations:**

Human trafficking is a transnational organized crime. Respondents are facing the problem of temporary accommodation of female victims. Respondents are travelling from one place to another to trace the offenders and victims. Many respondents suggested that they were permitted to accommodate the victim in a local police station for an overnight stay. However, the law is not permitted to keep the victim in a police station for a specific period but considering the characteristic of crime, it is necessary to provide shelter in a secured place under supervision. This may support not only the victim but also in charge staff. For the victims, they feel secured and in charge staff exempted from boarding and lodging expenses.

### **Regular meeting with NGOs and Government department:**

The study found that many Anti-Human Trafficking Units are not organizing regular meetings with Non-Government organizations and government staff. Many respondents recommended that this kind of meeting can fill the gap of the requirement of expert knowledge. The NGO and other government departments are specializing in knowledge. NGOs can advise in the area of human trafficking. Through the regular

meeting, respondents believed that they can advantage of the opportunity to exchange knowledge on human trafficking.

#### **Regular monitoring through surprise visits by top officials:**

Many respondents replied that reporting patterns on paper for showing the work progress of anti-human trafficking units are good but less effective. This kind of method is detaching superior from direct interaction. Respondents recommended that to understand grass root level problems, it is very important to organize regular monitoring through surprise visits at each level. This kind of visit provides an actual picture of the local field to the higher authorities and helps in reducing the gap of distinct administration. According to many respondents, regular monitoring and surprise visits can help in decision-making. It also addressed the risks and obstacles in executing the anti-human trafficking unit at the bottom level.

#### **Direct regular evaluation by top officials in AHTU:**

Many respondents are believed working in an anti-human trafficking unit is a kind of punishment. To address this kind of problem respondents recommended that it is important to identify the interest of the working staff members. Regular evaluation can help in identifying the aptitude, attitude, and interest of the staff. This can also help make important policy base decision procedures. They added that presently, anti-human trafficking units are in higher need of proper planning. The progress of anti-human trafficking units can be traced through proper evaluation. Hence, many respondents recommended regular evaluation for anti-human trafficking units.

#### **Continues Research and Development:**

Human trafficking is an international organized crime. Criminals are using new strategies and technologies to keep them-self safe from police. Respondents recommended that to prevent the effectiveness of crime and enhance knowledge of technology, procedure, execution in anti-human trafficking unit continues to research and development play very important role. Research can help in a speedy and systematic study of police problems.

### **Independent AHTU:**

Presently, many anti-human trafficking units in Gujarat state are highly dependent on one another for executing the work. Handling work of the main branch of the police department along with an additional branch of the Anti-Human Trafficking Unit is a very tiring activity. Many Anti-human trafficking units are internally administered / formed under the various main branch of the police department. No doubt as result it creates the burden of work on respondents. For instance, Anti Human Trafficking Unit (AHTU) in Rajkot city is internally formed and administering under the main Local Crime Branch (LCB)). Respondents suggested that dependent arrangements take away the freedom of functions and create role conflicts within the departments. For example, internally framed AHTU in a woman police station is not authorized to access the Global Positioning System (GPS) to track the immediate location of the accused. The woman police station is highly dependent on the Local Crime Branch (LCB) to track the immediate location of the accused. Sometimes, these kinds of highest dependence provide big space for the accused to escape. As a result, victims suffer a lot.

To avoid this hotchpotch, it is significant to make independent Anti-human trafficking Units. Ideally speaking independently framed AHTU can work particularly for trafficking-related cases. In addition to this specially trained staff can better work and take care of Anti Human Trafficking Units (AHTU) like other independently framed branches of the police department.

### **Provisions for a basic facility in AHTU:**

Many anti-human trafficking units were found without basic facilities in Gujarat state. However, several Anti-human trafficking Units (AHTU) indeed have basic facilities allotted on paper by the government. These facilities included four-wheelers, cameras, mobile phones, headphones, sound cards, hard discs, and many more. Many respondents were complaining about the unavailability and maintenance of these resources in Anti Human Trafficking Units (AHTU). For instance, the Old Mahindra bolero (Four wheelers vehicle) is provided in Anti Human Trafficking Units (AHTU) on paper but this vehicle required a lot of repairs. It was a fact that one cannot use this vehicle for following the traffickers because this vehicle has a capacity of running a maximum of four miles with a maximum speed of 20-40 km/hr on roads. Many

respondents replied that anti-human trafficking units do not have their infrastructure. It became clear in discussion with nodal in charge that they are spending their own money to pay sweeper and buying room cleaning products from their own pockets. They explained in frustration that the government is carefully doing unnecessary paperwork (Running horses on paper – Kagaj Ke Ghode Doda Rahe he) with very limited execution. The actual condition on the field is very different.

It was a recommendation from many respondents that Anti-human trafficking units must have basic facilities. They added that basic facilities can create a positive environment in anti-human trafficking units. It can improve grass root level by engaging staff to work with more dedication. Furthermore, it can boost the morale of staff and motivate them for their duties.

#### **Allocation of special secret funds for AHTU:**

Presently, no secret funds are allocated for Anti Human Trafficking Unit (AHTU). As a result, respondents have not framed any secret network for getting information about organized gangs of human trafficking because of the poor fund allocation framework. Normally, these networks run through the support of money. Usually, respondents are paying to secret informants (Batmidars) for sharing the information. Secret informants are motivated by financial rewards. According to respondents, secret funds can help in building a secret network like other branches of police departments already have. Currently, they are single and highly dependent on the First Information report. A secret network can help in reducing trafficked crime by collecting intelligent information that special officers find hard to get it.

#### **Allotment of experienced and interested staff in AHTU:**

Anti-human trafficking units have less experienced and not motivated personnel. It is the belief of staff many members that working in an anti-human trafficking unit is a kind of punishment. Experience staffs are indeed absent in many anti-human trafficking units. The study found that the best work experience of working in Anti Human Trafficking Units falls between one to six months. It was suggestions from many respondents that experienced and motivated staff can perform their duty efficiently and effectively. Interested staff can put their best effort into the tasks that are assigned to them. They can skilfully take a statement, interview the suspect,

patrolling the areas, responding to an emergency like raid/rescues/search operation, and control human trafficking.

#### **Travel allowance for police staff:**

Respondents are facing problems related to reimbursement. Human trafficking is organized crime. This includes several places, starting with a place of recruitment, place of transit, place of exploitation. Therefore, it included not only a list of exploiters but also transit history. To trace the offenders' many respondents are travelling from one place to another. To travel from one place to another they require monetary support because they do not have an arrangement of lodging in a local police station. However, in many cases, the fund is reimbursed by the higher authorities, but it is not possible in all cases. It was found in the study that respondents have spent money from their pocket to meet the extra expenses. Many respondents suggested that they should be given travelling allowances honestly. Respondents believed that this kind of secured assistance provides a financial cushion, and this enhances the real value of their monthly salary.

#### **Training for all kinds of staff in Anti Human Trafficking Unit:**

The study found that many respondents did not receive training in human trafficking-specific areas. It is difficult to understand the functions of Anti-Human trafficking Units for untrained staff. Respondents commented on their work that they are doing muddle efforts for organized crime in their location without training. Respondents are recommended to organize training from experts for all kinds of supporting staff in AHTU. They said that the main benefit of training is that team members can learn data to maintain it in proper order. Presently, staff members do not have computer literacy, proper awareness of human trafficking-specific laws, and victim behaviour awareness. They recommended that computer literacy can help them in managing e-resources and enhance their independence; awareness of specific laws can improve the classification expertise of supporting staff. It is because; they are mixing the other crimes with human trafficking-specific cases presently.

#### **Increase Interdepartmental coordination:**

Anti-human trafficking units are indeed lacking in inter-departmental coordination. It became clear in discussion with many respondents that technically they highly depend

on other departments. For example, to trace the accused position woman police station is highly dependent on the Local Crime Branch or cybercrime unit. The quick response depends on the relationship with the concerned LCB in charge. It was often that respondents experienced escape of accused from their jaw because of late or no response in many emergencies.

Respondents recommended that it is necessary to increase inter-departmental coordination in the police department through weekly meetings to serve victims better. It also prevents internal conflicts and increases efficiency.

#### **Increase Intra departmental coordination:**

Respondents also experienced weak intradepartmental coordination. It is difficult for an independent nodal in charge of AHTU to get work done through an additional ordered staff of an internally administered branch of the same police department. For example, one independent nodal in charge of XYZ region AHTU has a staff of six members. Out of these six staff members, four are working in a woman police station and the other is from Parole Furlough Squad (PFS). Work in AHTU is additional order for all of them; as a result, they are ignoring additional work orders for working in the main branch under different police in charge. This makes it a tough challenge for independent police in charge to get work done through this staff.

It was a recommendation from many respondents that to avoid such kind of situation it is necessary to increase intra-departmental coordination through regular meetings with connecting police departments. It can help in relationship building, increase a sense of responsibility and prevent miss understanding.

#### **Increase staff members:**

Many respondents have indeed made a necessary written request to higher authorities for allotment of new independent staff members in the anti-human trafficking unit but till now there were no updates of new recruitments to fill the vacant places organized by the senior authorities. Respondents are facing a problem of shortage of staff members in many anti-human trafficking units. However, forming and managing AHTU under the various main branches of a police department is a good idea but not successful on the field because of a different attitude of people. Many respondents

have a strong recommendation for increasing staff through new recruitment to fill the gap of shortage.

#### **Increase the female staff in AHTU:**

Presently, Many Anti-Human Trafficking Units (AHTU) are observed without female staff by a researcher. It is fact that deputed females in charge and supporting staff in many Anti-Human Trafficking Units are facing a problem of male dominating culture. However, the guideline prescribed that a minimum 30% ratio should be maintained in each anti-human trafficking unit. Many respondents experienced full dependence on other departments to solve special problem. Respondents recommended providing female staff in each unit can increase the independence of the unit.

#### **Special power for AHTU:**

Currently, anti-human trafficking units are highly dependent on other inter-departmental support. According to many respondents, to make the Anti Human Trafficking Unit independent, it is necessary to provide support through special powers are like a Global positioning system (GPS), two-wheelers for supporting staff, emergency permissions in special cases, and victim shelter permission in a police station.

#### **Setting standard for minimum years of compulsory duty in AHTU:**

It was observed in many anti-human trafficking units that respondents are commonly complaining about the frequent transfer of in charge in Anti Human Trafficking Units. They are blaming transfer for their poor knowledge about the functions of the Anti-Human Trafficking Unit. It is fact that frequent transfer, increase the instability of learning from senior officials. The study found that the average period of working is fallen between one to six months for all staff members in Anti Human Trafficking Unit (AHTU).

It was a recommendation from respondents that if higher authorities can fix standard years (minimum 2 years) of servicing in anti-human trafficking unit for nodal in charge and staff then this may prevent instability of learning. And at the time of transfer one can use knowledge transfer facility in the anti-human trafficking unit. For example, if the nodal in charge of 'X' anti-human trafficking unit is receiving an

official transfer in another located branch of the police department then he/she can share his experience base knowledge to the current staff or in charge through knowledge transfer facility.



## **SUGGESTIONS BY RESEARCHER**

- Dissemination & use of annual report and other researcher should be disseminated widely.
- The results and data should be shared with the stake holders 'doer' and their participation for control strategies should be sought.
- Newly inducted and transferred employees in AHTU should give training and should be sensitized about important of their roles.
- Similarly, frequent refresher courses should be organized for existing AHTU staffs to update about changes in policy and amendments in laws in vernacular language.
- Efficient and committed AHTU staff should be rewarded for their pro-active work and motivated through giving additional points for promotions.
- In absence of female staff help and support of nearest trained lady social workers can be taken. It should be paid service.
- A list should be prepared of the voluntary / paid professionals' social workers who are willing to support the AHTUs.
- Fear of police should be removed from the communities through community policing so that victim, their guardian or the witnesses can approach the AHTU or any other police station through given and take information about the human trafficking perpetrators.
- Special attention is required despite police reform; people still dread to go to police stations. A victim or witness finds it difficult to open comfortably and hence compliance with this guideline is a must
- It would be ideal to provide the latest pieces of equipment, gadgets to record the statements for scientific investigation. The budget allocation must be fair, if this is not possible the district authorities should convince the corporate house to support AHTUs through CSR funds.
- Strengthen the 'Khabar' network and idea of community policing, including a larger community network to identify traffickers.
- Easy access to computer-trained personnel who daily check the update and research wing of AHTU at the state level is a must.
- Probation officers are better trained for home study. During induction training, police schools/academies must allocate lectures and visits on social defense.

- All AHTU staff need training for developing behavioral skills and legal knowledge. At the earliest, all state-level police schools/academies must include an orientation program. Behavioral skill training and be sensitized to the nature of work.
- Guidance/legal aid is the right of victims. Strict compliance needs to be enforced by the court.
- Strict monitoring of compliance, computer training, and appreciation of those who are self-motivated people.
- Vehicle on-call can be arranged for seeking help from district level police authority or NGO

### **Social Work Intervention:**

Following are the important Social work methods, Social worker roles; Intervention techniques can be used for strengthening the system of AHTU, support the victims of Human Trafficking, Traffickers and Community.

<b>Social Work Method</b>		<b>Role of Social worker</b>	<b>Intervention Technique</b>
Social Work	Group	Trainer	Training and Development.
Social Case Work		Case Counsellor	Police, Trafficker and Victim counselling.
Community Organisation		Educator	Awareness programs and NGO partnership for strengthening community policing.
Social Administration	Welfare	Multiple role on Administration (POSDCORB)	Planning, Organizing, Staffing, Directing, Coordinating, Reporting and Budgeting Strategies.
Social Action		Social Activist	Association and Advocacy for stake holders.
Social Research	Work	Social Work Researcher	Utility researches and field action programs.