



**Global Human Trafficking and Corporate Social Responsibility
(A Case of International Business Ethics)**

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Case Development Perspective

The authors have developed this case as a basis for academic discussion rather than to illustrate either effective or ineffective handling of any issue, pertaining to global human trafficking or corporate social responsibility. It is based on the information, publicly available through organizational reports, brochures, pamphlets, leaflets, newspapers, magazines, websites, and other such sources. As the case has been prepared strictly for an academic purpose, stakeholders, opinion leaders, media personnel, and other interest groups should not use any information for drawing any conclusion or opinion about the issues and perspectives, addressed in the case.

Global Human Trafficking and Corporate Social Responsibility

Human trafficking is organized crime perpetrated on an extreme level that the world's citizens face and is a problem that simply cannot be ignored (Human trafficking: People for sale, 2018). To understand the effects of this global industry, one must allow himself or herself to enter into the personal stories of the victims of human trafficking; below are three stories from such individuals.

Maria Elena was 13 years old when a family acquaintance told her she could make ten times as much money waiting tables in the United States than she could in her small village. She and several other girls were driven across the border, and then continued the rest of the way on foot. They traveled four days and nights through the desert, making their way into Texas, then crossing east toward Florida. Finally, Maria Elena and the other girls arrived at

their destination, a rundown trailer where they were forced into prostitution. Maria Elena was gang-raped and locked in the trailer until she agreed to do what she was told. She lived under 24-hour watch and was forced to have sex with up to 30 men a day. When she got pregnant, she was forced to have an abortion and sent back to work the next day. Maria Elena finally made her escape only to be arrested along with her traffickers (Victims' stories, 2012).

Gayan, a 15-year-old boy, was a school dropout when he was recruited by a broker who promised him a good job in the Jharsuguda district of Odisha, India. Instead, Gayan, along with other boys, was confined to a factory to work, given little food, severely beaten, branded, burned with cigarettes, and allowed only a few hours' sleep each night. It was not until Gayan returned home a year later that his parents learned what he had endured. "Only now have we realized that he was threatened...the owners were always present while he was talking on the phone [to us]," they said. After Gayan's parents complained to officials, the three traffickers responsible were arrested. The police have also initiated rescue efforts for the other boys held in forced labor and debt bondage in the same facility (Victims' stories, 2012).

When Ashley was 12 years old she got into a fight with her mother and ran away from home. She ended up staying with her friend's older brother at his house and intended to go home the next day, but when she tried to leave he told her that he was a pimp and that she was now his property. He locked her in a room, beat her daily, and advertised her for sex on websites. Once, she looked out a window and saw her mother on the street, crying and posting flyers with Ashley's photo. When Ashley tried to shout her mother's name from the window her pimp grabbed her by the hair and yanked her back, threatening "If you shout, I'll kill you." Ashley eventually escaped her confinement and is now at a treatment center for girls who have been sexually trafficked in New York (Victims' stories, 2012).

These are just three stories that provide a glimpse into the global horror of human trafficking. People from around the world are being exploited for a variety of purposes and the majority does not live through the ordeal to tell their individual stories (Situation report, 2016). It is of utmost importance that mankind becomes informed about this organized crime and that people in places of influence, specifically those in the corporate business world, make an effort to bring an end to this injustice.

What is Human Trafficking?

Before entering into the depths of research on the global business implications of human trafficking, it is necessary to clearly define human trafficking. There is some ambiguity in providing an exact definition, so it is crucial to include more than one. According to the Merriam-Webster (n.d.), human trafficking is "organized a criminal activity

in which human beings are treated as possessions to be controlled and exploited (as by being forced into prostitution or involuntary labor).” The term “human trafficking” was first used in 1988, so it is a relatively new term (Definition of Human Trafficking, n.d.). The United Nations Inter-Agency Project on Human Trafficking (2013) defines human trafficking as “essentially the recruitment, transport, receipt and harboring of people for the purpose of exploiting their labor” (What Is Human Trafficking, n.d.). The Polaris, an organization dedicated to creating a world without slavery, simply expresses, “Human trafficking, also known as trafficking in persons (TIP), is a modern-day form of slavery” (About, n.d.). Trafficking in persons is defined 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 (What Is Human Trafficking, n.d., para. 2).

They go on to explain that this exploitation can be manifested in prostitution, forced labor services, slavery or servitude, and/or organ removal. The U.S. Department of State (2013) has provided a chart as an effective way of defining human trafficking, as shown in Figure 1. They explain that if one condition from each column is met in an individual situation, it is considered to be human trafficking. This chart shows the expanse to which trafficking can include a multitude of different circumstances; it is not easily defined in one, simple way.

Figure 1: US Department of State Chart of Defining Human Trafficking

Process	+	Means/Ways	+	Goal
Recruitment or Transportation or Transferring or Harboring or Receiving	AND	Threat or Coercion or Abduction or Fraud or Deceit or Deception or Abuse of Power	AND	Prostitution or Pornography or Violence/Sexual Exploitation or Forced Labor or Involuntary Servitude or Debt Bondage (with unfair wages) or Slavery/Similar practices

(What Is Human Trafficking, n.d.).

Human Trafficking and the Global Business Context

As an understanding of the great span of definitions of human trafficking is reached, it is possible to continue with how it affects the world. Research for this paper has been focused on answering four main questions that cover a majority of the issues of human trafficking and its implications within a global business context. First, how is government responding to human trafficking across the globe? To explain this effectively, eight countries that vary widely in government efforts to eradicate trafficking in persons will be examined. Second, what affects the supply and demand of human trafficking on a global scale? To answer this second question, three main issues, including financial insecurity, legal regulations, and consumer behavior, will be researched. Third, how has human trafficking grown to be an international industry? There are many statistics that show the expanse of trafficking across the globe and how it has financially benefitted many people. The fourth and final question explores corporate social responsibility. Many companies have set an excellent example of implementing policies regarding human trafficking and there are organizations whose primary mission is to advocate against global trafficking in persons.

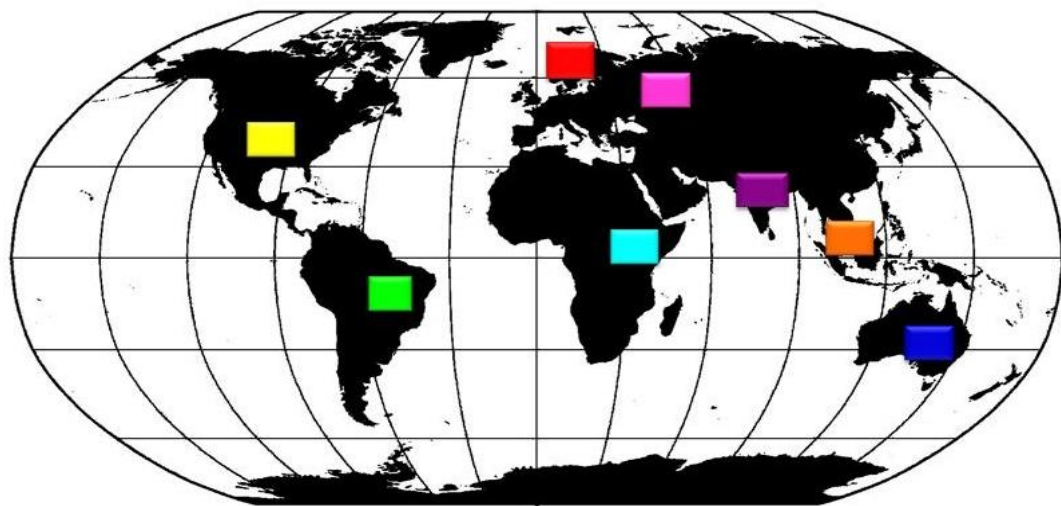
Literature Review

There is a wide selection of research done on human trafficking throughout the globe, including very thorough global reports completed by extremely reputable organizations such as the United Nations. In order to answer the four main research questions as previously explained, knowledge from previous researchers is necessary.

Government Responding to Human Trafficking Across the Globe

Research question number one is, “How is government responding to human trafficking across the globe?” To gain an understanding of the diversity of this issue throughout the world, research has been done in eight different countries. These countries vary economically, politically, religiously, geographically, and represent the overall global differences in the governmental response to trafficking in persons. Figure 2 shows these countries: Australia, Brazil, India, Russia, Sweden, Thailand, Uganda, and the United States.

Figure 2- Map of eight countries researched



Sweden

Thailand

IndiaAustralia

Russia

United States

Brazil

Uganda

The U.S. Department of State has released an in-depth, annual report on Trafficking in Persons each year since 2001 (“Victim identification,” 2013). This report includes a variety of global research, including country narratives that focus on six main things: 1) Profile of human trafficking in recent years, 2) Synopsis of government effort, 3) Guidance on how the government can improve its performance and obtain a better tier ranking, 4) Summary of the government’s legal structure and law enforcement efforts against human trafficking, 5) Summary of the government’s efforts to ensure that trafficking victims are identified and provided adequate protection, and 6) Summary of the government’s efforts to prevent human trafficking.

Before getting into the depth of each of these eight countries, it is essential to understand the tier system of ranking the government efforts regarding human trafficking in each country. There are four tiers, each represented by at least one country researched. There are eleven aspects of the minimum standards which are required to be met to reach a Tier 1, the highest, status (Tier placements, 2017). These requirements are centered on government investigation, protection, prevention, cooperation, and prosecution of human trafficking, victims, perpetrators, and other aspects of the industry.

The U.S. Department of State explains that Tier 1 countries include the national governments who have met the minimum requirements under the Trafficking Victims Projection Act (“Trafficking victims protection act,” 2012). Tier 2 Countries have not yet met the minimum standards but have implemented efforts to soon come into regulation

("Trafficking victims protection act," 2012). Tier 2 Watch List countries reflect the explanation of a Tier 2 country but have also seen an increase in trafficking or have failed to provide evidence of increased efforts in combatting trafficking. Tier 3 countries do not meet the minimum requirements and are not implementing new efforts to do so ("Trafficking victims protection act," 2012). The eight countries this report focuses on in depth, listed alphabetically, are Australia, Brazil, India, Russia, Sweden, Thailand, Uganda, and the United States.

Australia. Australia is listed as a Tier 1 country and is mostly a destinations country for human trafficking, meaning that people from other countries are smuggled into the country (Tier placements, 2017). Australia is unique due to being geographically located near Asia but centered upon a western culture. Because of this, Australia is a prime destination for traffickers from Asian countries such as Thailand, Malaysia, the Philippines, the Republic of Korea, and China (Australia, 2017).

Another distinctive trait of Australia is that because of its geography, people are smuggled into the country via maritime routes (Australia, 2015). According to a report from the Australian Crime Commission, people coming into Australia via boat have been smuggled throughout the globe in various ways (Annual report, 2013). Most of them coming into the country by sea are from the Middle East, specifically Afghanistan and Sri Lanka, seeking refuge status and asylum in Australia. While not all of these people are being technically trafficked into the country, migrant workers are the most vulnerable to exploitation of traffickers in Australia and therefore end up as victims of trafficking in persons (Annual report, 2013).

Overall, as a Tier 1 country, Australia has met at least the minimum requirements of combatting human trafficking and continues to increase regulation and enforcement of anti-trafficking policies. In the Eighth Report of the Interdepartmental Committee on Human Trafficking and Slavery (2016), Australia explains that organized crime was first recognized as a national security threat by the government for the first time in 2008; the Australian Government has since committed to the disruption of organized crime in all forms, including the trafficking in persons. Realizing the extent to which this organized crime has spread is eye opening, as the expanse can begin with recruiting, transporting, harboring, and using victims, as well as providing false documentation and other means of engaging in criminal activity and trafficking persons (Australia, 2015). Since then, Australia has implemented plans such as the Commonwealth Organized Crime Strategic Framework that focus on successfully

mobilizing a multitude of agencies for training task forces, enforcing laws and policies, preventing trafficking, and protecting victims (Australia, 2017).

Australia is in a place of influence due to its geographic location and members of The Association of Southeast Asian Nations (ASEAN) community (Australia, 2016). Because of this, their anti-trafficking measures and support positively affect not only their country but also their geographic region. The Australian Agency for International Development has funded a multitude of anti-trafficking measures throughout the Asia-Pacific region, including a recent \$52.5 million expenditure of criminal justice (Annual report, 2013). Australia's dedication to international engagement is influential, as the impact of people smuggling is a much more expansive of a problem than domestic police forces can control. International cooperation is necessary for an effective administration of justice; Australia's implementation and funding of international engagement show one way this can be tangibly attainable (Australia, 2017).

Australia is tied to be ranked seventh in the world in the Corruption Perceptions Index (CPI), with a score of 85, 100 being cleanest and 1 being most corrupt (Overview, n.d.). We hypothesize this lack of corruption shows that Australia has the governmental means to continue fighting human trafficking. Until human trafficking is eradicated, it is possible for each country to progress in their governmental efforts to eradicate trafficking, so naturally, there is room for improvement in Australia (Australia, 2016). However, we believe Australia is a model country when it comes to implementing and enforcing anti-trafficking regulations.

Brazil. Continuing alphabetically through the eight-country analysis, Brazil is next in focus and is considered a Tier 2 country (Tier placements, 2017). Brazil "is a large source, destination, and transit country for men, women, and children subjected to sex trafficking and forced labor (Brazil, 2017, para. 1). Many Brazilian women and children have been trafficked both within and outside of national borders, along with child sex tourism being fairly prominent (Brazil, 2016). In addition, there is a significant amount of slave labor and debt bondage workers, specifically in the rural, agricultural areas of Brazil and metropolitan factories. One unique aspect of Brazil is that it is one of a few recognized countries where people are being trafficked for organ donation (Brazil, 2016). A report explains that within the past twenty years, a variety of countries around the world, including Brazil, have been involved in the trafficking of persons for the purpose of organ harvest (Scheper-Hughes, 2004).

The Brazilian government has made noble efforts to comply with minimum standards to eliminate trafficking by prosecuting and convicting trafficking offenders (Brazil, 2015).

These efforts are substantiated by funding for media advocacy campaigns and national anti-trafficking plans. However, one area where Brazil's attack on human trafficking is lacking is in their data collection, as there is a lot of ambiguity in measuring the prominence of trafficking and government regulations (Brazil, 2015). Although this has improved in this past few years, considerable information is incomplete or lacking, which makes it difficult to compute prosecution improvements. Although the government has funded shelters and other forms of victim protection, many people who have been trafficked do not meet the requirements the Brazilian government has established for receiving assistance and therefore were not helped (Brazil, 2017).

Brazil has continued to progress in their prevention of human trafficking, launching new actions plans, organizing national agencies, and cultivating awareness throughout the country (Brazil, 2016). A very sensitive issue regarding human trafficking in Brazil concerned the preparation and hosting of the 2014 World Cup and 2016 Olympics. An article from the Council on Hemispheric Affairs (2011), explains there has been a correlation between an increase in trafficking with major sporting events in the past. The 2004 Greek Olympics witnessed a 95 percent increase in recorded human trafficking cases, along with a noticeable increase at the 2010 World Cup in South Africa. However, human trafficking around the 2006 German World Cup was strongly combatted by local authorities and a rise in human trafficking was not detected (Beale, 2011). With this in mind, Brazil should increase in security measures to enforce anti-trafficking regulations as two major sporting events create an environment in which traffickers thrive if not pressured.

Brazil has opportunities for improvement laid out before them and must continue seeking government regulation and enforcement of anti-trafficking policies and support of governmental and non-governmental organizations and agencies that work for the prevention and protection of not only Brazilian people, but also people from across the globe as their country increasingly becomes a place where sex tourism is prevalent. Brazil scores a 43 on the Corruption Perception Index, a rank of 69 in the world (Overview, n.d.). We think that due to a higher level of governmental corruption, it may be more difficult for Brazil to successfully implement anti-trafficking measures.

India. Heading back across the Atlantic, India offers a new face of human trafficking. Although listed as a Tier 2 country, there are deep rooted cultural issues in the expanse of trafficking, as India is prominent in sex trafficking and forced labor (Tier placements, 2017). One main difference between India and other countries is that, although technically labeled as a source, transit, and destination country of human trafficking, millions of Indian citizens are

trafficked within their own borders (India, 2016). In fact, ninety percent of the trafficking that happens in India is to Indian people, as approximately 20 to 65 million citizens are enslaved as forced laborers. Many Indians, including children, are victims of debt bondage and forced to work in factories, agriculture, and as beggars, along with the prevalence of women and children who are trafficking for the purpose of sexual services (India, 2017). This problem is portrayed well in the 2008 Film *Slumdog Millionaire*, which was awarded a multitude of awards throughout the world (*Slumdog Millionaire*, 2009). Government response to trafficking is not effective in India and most of the progress being made in that country is due to non-governmental organizations (NGOs) that have dedicated their organization to a variety of aspects of eradicating the trafficking in persons (India, 2015). In doing the research for the 2017 Trafficking in Persons Report, the U.S. Department of State was unable to collect any information regarding Indian government's progress in law enforcement because the government has not provided data; it seems that trafficking in persons is simply not a concern to the Indian government (India, 2017).

Another huge roadblock in progress in India regarding human trafficking is that there are currently laws in place that criminalize the victims (India, 2016). For example, local trafficking victims can be charged with public obscenity and those trafficked into India from other countries are detained due to undocumented status. Because of this, victims cannot go to the government authorities for help and are left to find an NGO for support, but often times NGOs struggle due to a lack of government support (India, 2015). In addition to this, even if something is recognized as a crime, the judicial system of India is so weak that a victim would have to wait long periods of time in order to receive justice.

According to Martz (2013), a reporter for Fox News, much of India still follows a cultural caste system; the Dalits consist of 300 million people considered to be the lowest of the low in Indian culture. They are most likely uneducated and illiterate, in practice Dalits do not have legal rights, and in many cases, they are not even considered to be human beings (India, 2016). These are the ones who are extremely vulnerable to being trafficked and definitely would not receive governmental assistance if they were to be rescued. This is due to the fact that elected officials and police forces are members of the upper castes and culturally have no desire or pressure to protect the slave labor force composed of Dalits (Martz, 2013). The struggle in encouraging Indian government to act in protection for these millions of people is that this perspective is deeply rooted in centuries of culture, which can be nearly impossible to overcome or change in a short-term period.

However, the past few years have indicated improvement for India, as they have broadened their definition of trafficking crimes, leading to the increased prosecution of traffickers and other offenders. However, due to a lack of data, it is extremely difficult to track what progress has actually been made (India, 2017). India scores a 36 on the Corruption Perceptions Index, ranked 94 in the world (Overview, n.d.). We hypothesize that this high level of corruption may explain the lack of anti-trafficking measures to be implemented in India, as well as prohibiting future progress in establishing such efforts.

Russia. Although India may be one of the worst countries of the eight this report examines in depth, Russia is the only one of the eight listed with a Tier 3 ranking (Tier placements, 2017). The trafficking problem in Russia revolves around an evident exploitive labor force and sex trafficking (Russia, 2017). Vladimir Mukomel (2013), explains the root of trafficking in Russia stems from the political, economic, and social conditions in the area post-Soviet Union collapse in the 1990s. One result of the chaos of the environment at that time was that people became involved in human trafficking, by force or by will, in order to create a more substantial life (Mukomel, 2013). Since then, trafficking in persons has become an internationally recognized phenomenon, but Russia has yet to implement effective governmental restrictions (Russia, 2015). The Russian government technically has criminal codes and a law in place for those involved with forced labor and prostitution but has really made no progress in the past decade towards implementing new policies or organizations to decrease trafficking rates. In addition, there has been little to no effort made to protect victims or prevent trafficking; in fact, Russia was automatically downgraded to a Tier 3 from Tier 2 Watchlist country due to the recognition that they have not labored towards new policies to eradicate trafficking (Russia, 2017).

One unique issue that Russia faces is that a large geographic region makes it hard to control migration in and out of the country, as well as monitor forces like police (Russia, 2016). Along with this, Russia is surrounded by many different countries in which people can be trafficked in and out of, touching Europe, the Middle East, and Asia. Another interesting aspect of Russia is the women trafficked for the purpose of mail-order-brides. The executive director of the New York City chapter of the National Organization for Women, states that a service like a mail-order bride is only a softer version of human trafficking. One could get 921,000 results from a good search of “mail-order brides”, with a majority of the profiles being women from Eastern Europe. Mail-order brides from Russia can be considered a form of or lead to human trafficking from Russia to countries where the ordering is happening,

mostly due to the demand from western men(The Mail-Order-Bride Trade Is Flourishing, 2011).

Overall, trafficking in persons is flourishing in Russia not because of what the government is doing, but because of what it is not doing (Russia, 2015). There really is no meaningful intervention from Russian authorities in the global fight against human trafficking. Russia scores a mere 28 on the Corruption Perceptions Index, which ranks them at 133 in the world, the lowest of any of the countries researched in this report (Overview, n.d.). We think the extremely high level of corruption in this country may correlate to the lack of governmental efforts to implement anti-trafficking measures.

Sweden. On the opposite end of the spectrum, Sweden is an exemplary government and country when it comes to striving to eradicate trafficking in persons. Of course,Sweden is not perfect, but it is ranked as a Tier 1 country (Tier placements, 2017). Sweden has implemented many policies that have led to a significant decline in human trafficking and continues to refine strategies to combat trafficking in persons(Sweden, 2017). Waltman (2011), a professor at Stockholm University, argues the most significant thing Sweden has done is pass a law that makes it illegal to purchase sex but does not criminalize those who are bought for sex--this is a powerful combination.Statistics show that this law has been very effective. While Sweden has not eradicated trafficking, the past two decades show a dramatic drop in women being prostituted in the streets, a staggering increase of crimes being reported to the police and convictions, and even a noticeable change in the national opinion about prostitution, as more people are supporting the law and fewer locals are engaging in purchasing sex (Sweden, 2016).

One downfall of Sweden's attack on human trafficking is that it is purely focused on sex trafficking; they have not implemented any labor trafficking legislation. In addition, they have little resources available to male trafficking victims and could improve their rehabilitation services for the women who have been rescued(Sweden, 2017). Overall, though, we believe Sweden has set an example for the rest of the world to follow. Since human trafficking is a large part of organized crime, it is essential for it to be prosecuted, just as drug trafficking or other illegal activity (Sweden, 2015). Sweden's policies prove that establishing these laws and enforcing them is not only possible but also extremely effective.In the Corruption Perceptions Index, Sweden scored an astonishing 88, ranking them at fourth best in the world(Overview, n.d.). We believe the lack of corruption in the country may impact the levels to which they have seen success in eliminating human trafficking.

Thailand. Next is Thailand, a Southeast Asian country that is ranked as a Tier 2 Watchlist country for having a strong presence in every aspect of human trafficking (Tier placements, 2017). The first issue the Thai government faces in fighting human trafficking is that hundreds of thousands of people from nearby countries such as Cambodia, Vietnam, Laos, Sri Lanka, China, and many others flee to Thailand in hopes of being freed from poverty and other oppression they experience in their countries (Thailand, 2016). While some do find legitimate jobs as migrant workers, many of them are trafficked into forced labor and abusive places of employment. Specifically, for forced labor, the Thai fishing boat industry is exploitative, along with areas of agriculture and mass production. While men experience the horrors of such trafficking, many women go to Thailand (or move from the villages to the cities) in hopes of finding better paying jobs and end up being prostituted in the bars instead(Thailand, 2017).

Another issue for sex trafficking is that culturally, prostitution is viewed in a different way than many westerners view it (Thailand, 2016). In the article, “Why Sex Tourism in Thailand is not as Black and White as you Think”,Matt (2012), explains that a few of the major cultural differences are explained in the way that Thai people do not view sex and prostitution in the same way as a typical Western may. Because of this, it is much easier to view prostitution simply as a job with no relational connection that enables Thai women to support their families (Matt, 2012).Due to Thai cultural values focused on honoring elders and respecting and caring for parents, many Thai children and young adults join the sex industry in order to send money home to their parents since Thailand's Buddhist culture focuses on a child's debts to his or her parents (Thailand, 2015). It is also argued that this is not considered trafficking since there is no coercion because the people involved are making a choice to go work in places such as the bars (Thembi, 2007).

A report from the Strategic Information Response Network titled Thailand human trafficking datasheet. (n.d.), shows the multiple efforts that Thailand has made to combat human trafficking. Thailand has implemented many laws that support anti-trafficking regulation in the past five years and are partnering with national and global organizations and agencies whose aim is to reduce trafficking in persons(Thailand human trafficking datasheet, n.d.). However, corruption within Thai law enforcement is widespread, creating an environment in which human trafficking thrives (Thailand, 2017).

This leads to the necessity of deep-rooted change in the Thai government to actually enforce the policies they have technically been put in place. In the Corruption Perceptions Index, Thailand scored a 37, ranking them at 88 in the world(Overview, n.d.). The

government, therefore, is plagued by a strong amount of corruption that we reason could affect their effectiveness in implementing anti-trafficking policies.

Uganda. Traveling westward, the seventh country to be researched in depth is Uganda. Uganda is listed as a Tier 2 country (Tier placements, 2017). This Eastern African country presents two very new and horrific facets of human trafficking. Uganda thrives in almost every aspect of human trafficking, being both a source and destination country for exploited men, women, and children in forced labor and sex trafficking, and other atrocities such as child soldiers and ritual sacrifice (Uganda, 2017). According to Falkenberg (2013), there are approximately 300,000 child soldiers in the world, forty percent of which are in Africa. Since the 1960s, Uganda has been engaged in civil disturbances/wars leading to an uprising of The Lord's Resistance Army (LRA). The LRA has brutally kidnapped and forced many Ugandan children to fight for the LRA. This is known as "a war fought by children on children," as approximately 90% of the LRA's forces are children (Falkenberg, 2013).

In addition to this, children are often kidnapped in Uganda in order to be used in sacrificial rituals (Uganda, 2015). Many wealthy ritual-practicing people in the country (and around the world) pay large amounts of money to traffickers who will find and bring them children to use in the ritual sacrifices (Uganda, 2016). It is believed that the genitals, heads, and blood of children have sacrificial and ritual power, so traffickers buy and sell children to use for this purpose (Dale, 2012). This is an issue rooted deeply in culture, as it is a set of religious beliefs that lead to the sacrificing of children. Along with these unique purposes for trafficking in Uganda, there is a large forced labor market as many people are forced to work in agriculture, domestic servitude, and prostitution (Uganda, 2017).

However, the Ugandan government has made huge strides towards overcoming these issues in the past few years, specifically 2012. Uganda (2017), states that Uganda implemented a counter-trafficking in persons office and taskforce to begin drafting plans and raising awareness, a great start in the right direction. However, progression has been limited due to a lack of financial and human resources. While the government has implemented laws and strategies to combat human trafficking of all kinds in Uganda, they have not set aside adequate resources to actually enforce the new policies (Uganda, 2016). They must continue restoring Ugandans to a post-civil war society, advocating and informing citizens about human trafficking, and training law enforcement, judiciaries, and other people as they move forward in their fight against trafficking in persons (Uganda, 2017). Uganda scored a 29 on the Corruption Perceptions Index and is ranked at 130 in the world (Overview, n.d.). This poor

score supports the fact of high governmental corruption and what we think could be a possible explanation for lack of success in anti-trafficking measures.

The United States of America. The journey of gaining information on human trafficking around the world ends in the United States, the eighth country of research. The United States of America is ranked as a Tier 1 country for its continually increasing efforts to organize agencies and people for advocacy, prosecution, prevention, and other aspects of combatting human trafficking (Tier placements, 2017). The United States was the leader in the establishment of the Trafficking Victims Protection Act of 2000 (TVPA) and has supported multiple agencies' efforts, along with implementing plans to support victims and prevent the vulnerable from being exploited. The United States government has increased the number of human trafficking related prosecutions since 2011 and has created ways of protecting immigrants rescued from trafficking (United States, 2017).

Prominently, people are trafficked within and into the United States under the explanation of forced labor and sex trafficking (Jani & Reisch, 2018). To begin with, there are a plethora of migrant workers in the United States that have been trafficked or are vulnerable to exploitation (United States, 2015). However, there seems to be less acknowledgement of forced labor by agencies compared to other trafficking issues such as sex slavery, which is interesting due to the number of migrant laborers that the US relies on for its agricultural industries (McGough, 2013). Construction and janitorial services are the two job sectors with the highest rate of trafficking violations and abusive labor (United States, 2016). Sadly, though, many cases are never brought to authorities because of fear that law enforcement will view the victims as criminals due to the victims being undocumented workers (De Los Rios, 2013).

This brings to light another issue that plagues the United States in their fight against trafficking. Many of the victims of human trafficking do not report to authorities because there is legislation in place that criminalizes them for being undocumented or engaging in prostitution, even if they are in such situations against their will (United States, 2016). The Federal Bureau of Investigation (FBI) explains that in the United States, the response to prostitution has historically been to arrest the women. However, this is not effective in reducing trafficking because it does not involve enforcing laws for the pimp (United States, 2016). With this realization, police forces have instead begun to consider women as potential victims and identify their pimps as the criminals. Overall, this shift in the view of prostitution has allowed for renewed goals in targeting human trafficking (Marcin, 2013).

Only in some counties of the State of Nevada is prostitution legal and there is a discussion in the United States about whether decriminalizing or legalizing prostitution would make a difference in human trafficking rates (United States, 2015). Some state governments have begun to overcome the inability of victims to approach police, because of fear of being arrested, by establishing protective measures for those victims. This includes certain state laws that ensure protection for children and women rather than criminalization (United States, 2017). The United States must be intentional in establishing and enforcing policies and agencies that will prevent human trafficking into and within state borders, prosecute criminals, and provide rehabilitation services for those who have been trafficked. The United States scores a 73 on the Corruption Perceptions Index, ranking at 19 in the world (Overview, n.d.). This is a good score- one we hypothesize may help explain the fairly successful government efforts to end human trafficking.

Factors Affecting Supply and Demand of Human Trafficking on a Global Scale

Another point of interest in this research is the question of what affects the supply and demand of human trafficking on a global scale. The United Nations' Global Initiative to Fight Human Trafficking's (UN.GIFT) answers the question of how human trafficking can occur in today's day and age, where a high degree of developed and facilitated information-gathering is present (Kangastpunta, n.d.). The answer according to the Kangastpunta (n.d.), lies within the human trafficking industry's "low risk/high reward" nature. Traffickers have established that entering the human trafficking industry is both easy and profitable ("Global estimates", 2017).

Polaris, an organization dedicated to the eradication of human trafficking in all its forms, agrees with the UN.GIFT's analysis as to why human trafficking is a thriving industry stating that "Left unchecked, human trafficking will continue to flourish in environments where traffickers can reap substantial monetary gains with the relatively low risk of getting caught" (Human trafficking, n.d., para. 2).

Many countries lack the regulations and procedures to approach what constitutes as human trafficking, thus allowing ringleaders to get away with exploiting men, women, and children alike (What fuels human trafficking, 2017). Whether by some form of force or deception, the victims are put to "work" to produce money for their employers without proper compensation or decent treatment. This begs the question: despite the knowledge and awareness of the human trafficking industry's existence, how does this 32-billion-dollar annual profit crime thrive ("Global estimates", 2017)? Three main items drive both the supply and demand for human trafficking: the victims' financial insecurity, the global consumer

behavior, and the institutional factors played by the countries where the trafficking takes place (What fuels human trafficking, 2017)

Force 1: Financial Insecurity. A prominent cause for the existence of human trafficking is an economic struggle. People in financial distress are often victims of forced labor, commercial sex, or even organ supply (“Global estimates”,2017). Destitution has driven women to accept the sale of their bodies either in the form of prostitution or pornography. Female minors have either followed suit believing that they cannot find other jobs; or have been sold by their own parents (What fuels human trafficking, 2017).Men slave away in manual labor in attempts to provide food and a roof over their families. Entire families work hours on end without the option of quitting, bound by debt bondages, which are defined by United Kingdom-based anti- charity, Anti-Slavery,as “when labor is demanded as a means of repayment for a loan” (“Bonded labor”, n.d. para. 1).

Furthermore, the fact that people are eager, even desperately searching for employment to meet basic needs such as food and shelter makes them vulnerable. This vulnerability is then exploited, and the victims get lured by traffickers disguised as job scouts with the bait of good compensation and decent employment (“Global estimates”,2017). What the victims get instead is worse than what they started off with. They are stripped of their personal belongings, their freedom, and their dignity. They become property; either as a prostitute or a domestic servant (What fuels human trafficking, 2017).

Humantrafficking.org (2006), a website dedicated to spreading awareness and aiding NGOs' efforts to combat human trafficking,recaps supply and demand issues, and the deceit involved in the industry and explains that demand for trafficking is often not the focus of or is even neglected by trafficking prevention programs. Many times, organizations focus on the supply side, with efforts put into programs like victim protection and trafficker prosecution. Truthfully, the demand for trafficked people is for the most part ignored(Humantrafficking.org, 2006).

The U.N. has also identified that in hopes of finding better financial conditions, people are more likely to travel or migrate. This act alone increases their vulnerability and likelihood of people falling victim to human trafficking activities.However, this does not automatically mean that coming from a poor country or that a poor country will have higher human trafficking rates. Rather, the physical movement of the poor makes them easy targets because not only are they financially insecure, but environmentally insecure as well (Molloy, 2016). If there are people who are desperate to make a living, human traffickers will have plenty of supply, feeding the demand for sex and goods produced by slave laborers (What fuels human

trafficking, 2017).

Thus, economic conditions have an impact on the supply and demand of human trafficking in a country (Molloy, 2016). Data has been gathered for each of the eight countries we are researching regarding global competitiveness, health and primary education, global gender gap index standing, and population below the poverty line. We hypothesize that these conditions of a country will impact, or at least correlate with the tier ranking of each country. The more competitive a country is in terms of institutions, infrastructure, macroeconomic environment, health and primary education, higher education and training, good market efficiency, labor market efficiency, financial market development, technological readiness, market size, business sophistication, and innovation, the aspects of the global competitiveness index (Sala-I-Martin et. al., 2012), the more resources will be available to combat human trafficking and the less likely citizens will be in a position where trafficking or being trafficking is an option. A high gender gap index score represents a cultural situation that promotes inequality and therefore increases the rates of human trafficking. We hypothesize that countries with a higher percentage of the population living in poverty will be those with worse tier rankings, as supply and demand create situations in which resources are not available to help citizens meet basic needs, much less combat trafficking itself.

Force 2: Consumer Behavior. Another highlight in the supply and demand of human trafficking is driven by global consumer behavior. Many people's consumption and purchasing habits may be ordinary enough or innocent; however, depending on what they buy, consumers might be supporting human trafficking without their knowledge (Human trafficking by the numbers, 2017). The subjects in pornographic materials could be women or minors coerced in front of a camera lens. Something as simple as match sticks may have been produced by senior citizens exploited for debt bondage in central Asia. The latest fashionable top may have been produced by adolescents working 16-hour days in a sweatshop under lock and key ("Global estimates", 2017). The money given to the children begging in the streets possibly goes to the same people who abducted and placed those children there.

Jewell (2012), author of "Escaping the Devil's Bedroom", performed an expansive research for her book's content. She traveled to many different countries learning more about the sex industry and the human trafficking aspect of it. Besides the more common sexual exploitation of women, such as their placement in strip clubs or brothels, she also learned about how certain cultures buy into the sex industry and unknowingly (or knowingly) contribute to the supply and demand of human trafficking. In Greece, for example, it is a custom for a father to take his son to a brothel when he has come of age to signify manhood. Simultaneously, Nigeria

stands as one of the “largest source of trafficked women in Africa” (Jewell, 2012). According to Jewell’s interactions with those same women in Athens, the Nigerian women mostly thought that they were coming to work as dancers; but when they arrived in Athens and found out that it was not the case at all, they stayed and endured their employment as prostitutes because of the extreme poverty back home. Their conditions include being controlled by pimps who do not let them out of the apartments except at night.

Thus, to a certain extent, these women have fallen victim to both the sex industry and the forced labor sector of human trafficking. The United Nations Office on Drugs and Crime (UNODC) Report on Human Trafficking Exposes Modern Form of Slavery (n.d.), explains that at 18%, forced labor is the second most common form of human trafficking. However, this may not be completely accurate of a measurement due to a lack of reporting and detection (“UNODC Report”, n.d.). In other words, people could be supporting human trafficking and feeding the demand for it without their full knowledge of their consumption behavior.

Force 3: Lack of Formal Regulations. Another important driving force for human trafficking has to do with the legal procedures with regards to combatting the human trafficking industry. As mentioned earlier, different countries have different institutional establishments that define how they deal with human trafficking cases. Although many countries have similar policies or are taking the same steps, contrasting severity and passionate actions with regards to eradicating human trafficking activities could be a facilitating factor that helps or retards the industry (Human trafficking by the numbers, 2017).

Dr. Donna M. Hughes Gender and Women’s Studies professor at the University of Rhode Island is an internationally acclaimed human trafficking researcher. In her publication “The Demand: The Driving Force of Sex Trafficking”, Hughes (2003) explains that the normalization of the demand of women and children for sexual purposes is the driving force of sex trafficking. In many countries, sex industries that profit hundreds of millions of dollars are protected and a regular flow of foreign women is necessary for remaining a profitable business (Hughes, 2003). It is evident that the sex trafficking industry is very profitable (Human trafficking by the numbers, 2017).

Therefore, it comes as no surprise that there are many organizations that want to keep it alive and are pushing for its legality. The demand for sex is high, causing the demand for more women, and hence increasing the rate of trafficked women in order to meet supply. Hughes (2003), continues to explain that the focus of traffickers and pimps is to gain profit. Similarly, to a business model, the “commodities” they sell are a human being; the trafficking

of women and children is simply based on the supply and demand of such “goods” in the source and destination countries. Normally, the countries where prostitution is legal or protected in some way are destination countries (Hughes, 2003).

It is very difficult to stratify the women and minors working in the sex industry as trafficked or working there on their own volition. Hughes (2003), argues that while prostitution remains legal and no real efforts are given to prevent women from being trafficked and exploited into this profitable industry, traffickers will have a loophole, and the human trafficking economy will thrive. Similarly, in India, what constitutes as people working as slave laborers or trafficked is lost in the unclear definition of *kidnapping*, *abduction*, or even *slavery*. While such terms and practices are vague and obscure, it will be extremely challenging to efficiently battle the human trafficking industry, only giving it more fuel and fire to continue thriving directly beneath government noses (Skinner, 2009).

We believe that an influence of cultural dimensions such as power distance, individualism, masculinity, uncertainty avoidance, and long-term orientation impacts the decisions a country's government makes and the government's effectiveness in combatting human trafficking. Our hypothesis is that countries with a lower power distance will have better implementation in terms of combatting the trafficking in persons because evenly distributed power would result in protection for all people. We posit that countries with high levels of collectivism would be effective to have regulations implemented to end human trafficking due to the community focus of those cultures, a desire to see all members of the community protected from such atrocity.

We hypothesize that feminine cultures would be more likely to strive for human trafficking eradication due to a caring nature that would promote the protection of victims of trafficking. Cultures with high uncertainty avoidance scores respond well to structure, so we believe they would have set regulations and plans to effectively combat human trafficking in their country. Finally, we assume that countries with short-term orientated cultures would be focused on combatting trafficking in order to uphold national pride and personal stability, as well as fulfilling social obligations.

Human Trafficking as an International Industry

The third research question is “How has human trafficking grown to be an international industry?” Human trafficking has grown to be an international industry, affecting people with many different backgrounds and from all over the world. It is the fastest-growing business of organized crime and the third-largest criminal enterprise in the world, behind only drugs and guns (Walker-Rodriguez & Hill, 2011). There are numerous factors that have

contributed to the spread of human trafficking, which is discussed by researchers specializing in this field of study. The factors that have been brought up by many researchers include globalization, innovation and use of new technologies, and people living in developing countries seeking better opportunities in other countries (“Global estimates”, 2017).

The world is now connected in ways like never before with globalization of businesses and the widespread use of technology such as the internet; because of this, traffickers have ease of access to victims all around the world. The specific way people are trafficked from country to country and even continent to continent varies depending on the situation, but much of the time people are promised things or jobs to get them to leave their homes.

According to Shelly (2010), globalization, increased international mobility, trade and communications have been major reasons for the rise in human trafficking around the world. She also mentions that because of these changes, people are being trafficked longer distances and across oceans instead of within closer regions and nations. Because of population growth in developing countries and a decrease of population in developed countries, leaving Latin America, Africa, Asia, and the Middle East for more stable, developed nations has become more common (Shelley, 2010). The mix of all of these forces creates the problem we are dealing with today; human trafficking has spread and continues to spread, to all corners of the globe.

For example, around 800,000 people are trafficked annually across a country’s borders (The modern slave trade is thriving, 2008). This number shows no inclination of slowing down in the near future. That is, unless, we as a society discover the reasons and motives for human trafficking and work to create a solution to it. Another report, written by Walker-Rodriguez and Rodney Hill (2011), details the realities of human trafficking, including how, why, and where people are trafficked.

The majority of sex trafficking is international, with victims taken from such places as South and Southeast Asia, the former Soviet Union, Central and South America, and other less developed areas and moved to more developed ones, including Asia, the Middle East, Western Europe, and North America (Walker-Rodriguez & Hill, 2011, para. 2).

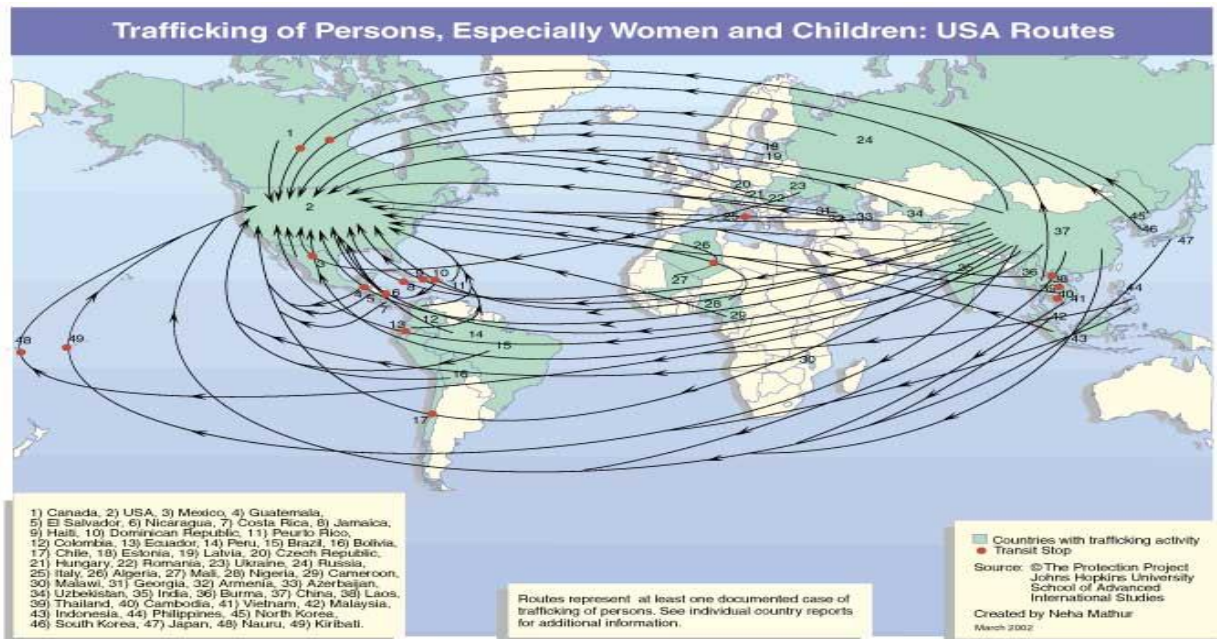
Although human trafficking is an issue in the United States, and within many other countries’ borders, a bigger and more difficult issue to tackle is that of trafficking between countries. As Walker-Rodriguez and Hill (2011) discuss, human trafficking is a growing industry around the world, and often people are taken from poorer nations into developed nations.

The following is a map showing the many routes of human trafficking, coming from

countries all over the world and entering the United States (Walker-Rodriguez and Hill, 2011). It also shows the widespread activity of human trafficking; all of North America has some level of human trafficking, and many countries in Europe do as well. It lists forty-nine nations as having at least one case of human trafficking that involves travelling into the United States.

Figure 3- Trafficking of Persons: USA Routes

(Human Trafficking, 2007)



There are many ways people are taken or forced from country to country, but some methods are more common than others. A common scenario involves a poor Asian or Eastern European girl who is offered a “better life” as a housemaid, restaurant server or dancer in a wealthy country such as the United States, Great Britain, or Italy. When she arrives at her destination, her passport is taken away, she is physically and sexually abused, and she is forced into prostitution in a country where she neither speaks the language nor has any friends, relatives or means of support (Human Trafficking, 2007).

Because many people are promised better lives, jobs or education in other countries, human trafficking continues to grow and spread internationally (What fuels human trafficking., 2017). Traffickers target young, vulnerable people by leading them to believe they will be better off in another country, and then force them into labor or the sex industry. Sexual exploitation is the most common form of human trafficking, making up about 79% of all cases (“UNODC Report,” n.d.). With no support in a foreign country, it is easy for traffickers to keep the victims in their control. This is one of the many reasons human trafficking has become such a large industry, adding to the rise in the number of people

trafficked. Millions of people are trafficked each year, a statistic that will continue to grow due to the industry's high profitability, low investigation rate, and low prosecution rate (Human Trafficking, 2007). Human trafficking is an industry that grows because there are opportunities for traffickers to manipulate and control victims all over the world; the profits are thought to have reached as much as \$32 billion annually driving more and more people to become a part of this horrible industry (The modern slave trade is thriving, 2008).

Business' Corporate Social Responsibility on the Issue of Human Trafficking

Our fourth and final research question is "What is a business' corporate social responsibility on the issue of human trafficking?" First, a definition of corporate social responsibility (CSR) must be established. As is with defining human trafficking, it is difficult to devise a universal definition of corporate social responsibility. A simple definition provided by The University of California – Berkeley states that corporate social responsibility is "the corporate belief that a company needs to be responsible for its actions – socially, ethically, and environmentally" (Corporate Social Responsibility, n.d.). This relates to a wide variety of responsibilities, as a company needs to first be aware of their impact on everything around them, and second to be responsible for those actions.

Another definition of CSR comes from the World Business Council for Sustainable Development, and states "corporate social responsibility is the continuing commitment by business to contribute to economic development while improving the quality of life of the workforce and their families as well as the community and society at large" (Corporate social responsibility, 2008). This definition relates to human trafficking in that it states part of a business' CSR is to improve the quality of life of everyone in a society. As companies aim to improve the lives of everyone around them, they can begin to focus on the worldwide issue of human trafficking.

A business' corporate social responsibilities can be broken down into four main categories. Different researchers break these categories down differently, but they are all based on the same foundations. According to Scilly (2013), the four categories can be divided and described as: economic, legal, ethical, and philanthropic responsibilities (Scilly, 2013). The first responsibilities that a company must comply with are legal and economical responsibilities, as they must first and foremost operate within legal standards as well as be economically profitable to continue as a business in the first place.

As defined in Scilly's (2003) "Four Types of Corporate Social Responsibility", a company's first responsibility is to make money. This is because, without a profit, a company simply cannot function effectively. Being socially responsible becomes the least of their

worries. If a company is making money and being economically responsible, it can then turn to focus on its legal responsibilities, which are the requirements according to the law. These laws may include labor laws, environmental laws, and criminal laws. This is the second most important responsibility under the corporate social responsibility framework laid out by the article, “Four Types of Corporate Social Responsibility” (Scilly, 2013).

Once a business is able to successfully operate at economic and legal levels, it can focus on the ethical and philanthropic aspects of corporate social responsibility. Scilly (2013), describes the importance of ethical responsibilities once the business has fulfilled legal and economical responsibilities. Once these two basic requirements are met, ethical responsibilities can be focussed on. Ethical responsibilities include actions such as being environmentally friendly, paying fair wages, and refusing to do business with oppressive countries. These are all examples of actions a company may take not because they are obligated to do so, but because it is simply the right thing to do (Scilly, 2013).

Last, but certainly not least, are the philanthropic duties of a business once the business has satisfied all three previous responsibilities and are looking to continue to advance corporate social responsibilities (Social responsibilities, 2011). Again, Scilly describes this concept as responsibilities that go above and beyond what is required, even more so than the ethical concept. Donating money and time to the community falls under philanthropic ideas, with the main desire is to better society as a whole (Scilly, 2013). These types of corporate social responsibilities tie in directly with a company’s responsibility to ensure human trafficking is not present or aided by the business.

Many organizations and companies have implemented policies specifically pertaining to the worldwide issue of human trafficking. A model policy is that of The United Nations International Children's Emergency Fund (UNICEF). With a focus on children, UNICEF works with over 190 countries to combat trafficking and modern-day slavery. The “End Trafficking Project” is UNICEF’s U.S. fund that brings together groups and communities to end the trafficking and exploitation of children around the world.

Marriot International (Marriot) is a hotel company that has realized its potential to help in the fight against human trafficking. The hotel industry is closely related to the issue in a variety of ways (Human trafficking and the hospitality industry, n.d.). According to the editor of *The Green Hotelier*, an online publication of “information on the sustainable and responsible agenda within the hotel industry”, there are three major ways a hotel can be impacted by human trafficking (O’Neill, 2013). The use of a hotel for sexual exploitation is the first and most obvious issue, but hotels can be involved in other ways, such as through the

product, services, and the staff they receive (Human trafficking and the hospitality industry, n.d.). It is not necessarily known if products and services come from unethical or unlawful factories, where forced labor is the norm. Finally, the staff that actually works within a hotel may have been recruited through unlawful agencies, where they are, again, forced into labor and exploitation (Human trafficking and the hospitality industry, n.d.). Although the hotels are not the cause of this exploitation, hotels can be a huge factor in stopping these heinous crimes. Marriot has implemented CSR policies into their business plan, which started with calling upon experts to inform the hotel staff of the issues involved in human trafficking. According to “Addressing Human Trafficking in the Hospitality Industry” found the Green Hotelier website, this is the first step when approaching the fight against human trafficking (Tuppen, 2013). Next in the process is the implementation of clauses into Marriot’s Principles of Responsible Business, with regards to human trafficking and human rights. To establish these clauses and ensure they are integrated throughout the entire business, it is important to gain the support of the highest level of management. According to Tuppen (2013, para. 60), Barbara Powell, the Senior Director of International Social Responsibility for Marriot, states, “setting policy is the easy part; the difficult part is making it work.” With chief executives’ continued support, Marriot has been successful with specific training for their employees, from security guards to front-desk associates. This training has been shared with the American Hotel & Lodging Association (AHLA) and is the foundation of the AHLA human rights training program (Tuppen, 2013). Along with Marriot International’s training for its employees, Marriot International is an active member of the Human Trafficking Working Group with International Tourism Partnership, which “brings together the world’s leading international hotel companies to provide a voice for social and environmental responsibility in the industry” (International tourism partnership, 2013). Marriot International is not only an example for the hotel industry, but for all businesses looking to advance their presence in the world of corporate social responsibility and human trafficking.

Companies looking to follow in Marriot’s footsteps can look no farther than The Bureau of International Labor Affairs (ILAB). With a special interest in child and forced labor, ILAB has established eight steps (Figure 4) for a company to follow to create or strengthen “a comprehensive and transparent social compliance system” (Steps to a social compliance system, n.d.). A social compliance system is a portion of a company’s CSR, defined by ILAB as “an integrated set of policies and practices through which a company seeks to ensure maximum adherence to its code of conduct” (Why develop a social compliance system?n.d.)

Figure 4 – Steps to a Social Compliance System



(The Bureau of International Labor Affairs)

The eight steps for a successful social compliance system start with engaging stakeholders and partners. Just as Marriot International called in experts to learn more about human trafficking and what they can do to join the fight, other businesses are encouraged in this step to acquire more opinions than just the executives or board of directors. According to the Social Responsibility website (2011), engaging stakeholders and partners can be accomplished in a number of ways. The most important aspect of this step to remember is that it involves two-way communications between the company and stakeholders. These communications can be formal or informal and can take many formats, such as workshops, discussions, or individual meetings, among others. Whichever format is chosen gives stakeholders an opportunity to voice their opinions (Social responsibility, 2011),

Per the US Department of Labor and The Bureau of International Labor Affairs, the second step of the process is to conduct risk and impact assessments, which “are fundamental elements of the due diligence process” (Steps to a social compliance system, n.d.). These assessments help show companies where they may not be complying with labor laws and rights, and how they could be at risk to abuse these rights. With a focus on supply chains,

this step points out weaknesses within a company regarding the issues of forced and child labor. A company can discover its most at-risk stages of the supply chain and begin to mitigate or remediate these problems (Steps to a social compliance system, n.d.). During this crucial step, a business may uncover risks of labor abuse within their company that they were not aware of, so before moving on to step three they must remediate these issues and potentially update related policies(Steps to a social compliance system, n.d.).

The third step of this eight-step process is developing a code of conduct if one is not already in place (Steps to a social compliance system, n.d.). A good code of conduct can take many forms but should be a public document outlining expectations of all those involved with the group or company. Generally, codes of conduct include workplace policies, environmental and legal standards, as well as labor standards. The International Labor Organization has core labor standards which include discrimination, child labor, and forced labor, which will all be covered in a complete code of conduct.

The fourth step is communicating and training everyone across a business' supply chain, just as Marriot International has done (Steps to a social compliance system, n.d.). According to ILAB to comply with step three and to realize a good code of conduct, a company must effectively train and build capacity. Continuous improvement is the main focus of this step and developing long-term relationships with suppliers and stakeholders is the best way to do so (Steps to a social compliance system, n.d.). As stated by the ILAB, training those who are involved in the corporate social responsibilities of the company is an important part of this step, from top-level employees to suppliers to key players in the community(Steps to a social compliance system, n.d.).

The fifth step of creating an acceptable social compliance system is monitoring compliance, which can best be achieved “through workers themselves and the unions that represent them. Workers and unions can bring issues to [a] company’s attention before any audit takes place” (Steps to a social compliance system, n.d.). It is important for companies to remember to make use of the resources at their disposal. Before an audit is to take place, a business can choose to monitor compliance through their own workers, who may recognize or experience an issue the executives do not. Realizing these flaws is a crucial part of improving as a business and a positive enforcement in the world of human trafficking. Naturally, the sixth step is to remediate any violations found in step five. According to The Bureau of International Labor Affairs remediation involves both fixing and preventing an issue found previously in the monitoring compliance step (Steps to a social compliance system, n.d.). This is arguably the most important step of this process, as it addresses

corporate social responsibility issues within a company, in addition to striving to prevent these issues from recurring. Figure 5 describes remediation actions to be considered when issues are discovered within the recruitment of workers.

Figure 5- Remediation of Recruitment Practice Issues

Circumstances	Remediation Actions
Workers abducted, confined during the recruitment process or sold.	Report offenses to law enforcement authorities. Work with law enforcement and local groups to provide victims with a safe place to stay and link them to needed services.
Workers recruited through a loan or advance and are working to pay it off.	If the supplier paid the loan or advance, determine whether the terms were reasonable. If not, work out reasonable terms between supplier and worker. If the loan/advance was paid by a labor recruiter, determine whether the supplier had knowledge of the arrangement. If so, work out reasonable terms between supplier, recruiter and worker. If not, require the supplier to discontinue its relationship with the recruiter. Report unscrupulous recruiters to authorities.
Deceptive recruitment: workers promised types of work, working conditions, contract terms, housing or living conditions, job locations, employers or wages/earnings that do not materialize.	If the supplier made a false promise, the supplier should provide all employees who wish to leave their full wages due and transportation home. If the false promises were made by a labor recruiter, determine whether the supplier had knowledge of the arrangement. If so, the supplier is still responsible for the above. If not, require the supplier to discontinue its relationship with the recruiter. Report unscrupulous recruiters to authorities.

(Steps to a social compliance system, n.d.).

The above is merely a small sample of issues and remediation actions a business can take to eradicate recruitment issues. Depending on the particular issue, different courses of action may be taken, to comply with a company's individual code of conduct, as decided upon in step three.

The seventh step in the process of creating a social compliance system is an independent review. This includes independent monitoring and independent verification. If a company desires to have an independent monitor audit their workplace, this half of the step may be skipped, but independent verification is still an important step to implement. According to ILAB, this verification process should be carried out at least annually. A company's social compliance system is assessed by a third party to ensure it has been implemented properly from top to bottom (Steps to a social compliance system, n.d.). This step helps ensure a company complies with both their own ethical standards and the industries. These review and assessment methods are an essential part of reducing the amount of child and forced labor issues within a company.

Once this assessment is complete, step eight is producing a public report which is published as part of a company's CSR report. This is the final step to creating a social compliance program fit for a company desiring to combat human trafficking. This report should include all findings through the first seven steps of this program to ensure all available information is also available to the public. An example of both advancements and remaining challenges can be found in Mattel Inc.'s Global Citizenship Report (Mattel, 2009). An excerpt from this report can be found below:

We acknowledge that the management of working hours in factories in China continues to be a challenge for Mattel as it is for many companies. To make progress on this issue, we must actively engage with multiple stakeholders to find solutions that address the root causes of periods of excessive working hours. In order to achieve sustained progress, it is necessary to promote a solution that ensures proper payment of wages, all overtime being voluntary, continuous improvement, and progress on implementing transparency. Although challenges remain, we believe progress continues to be made. ICTI CARE (the International Council of Toy Industries' Caring, Awareness, Responsible, Ethical Program) has contributed to progress by promoting dialogue about the root causes with NGOs, retailers and licensors (Mattel, 2009, p. 21).

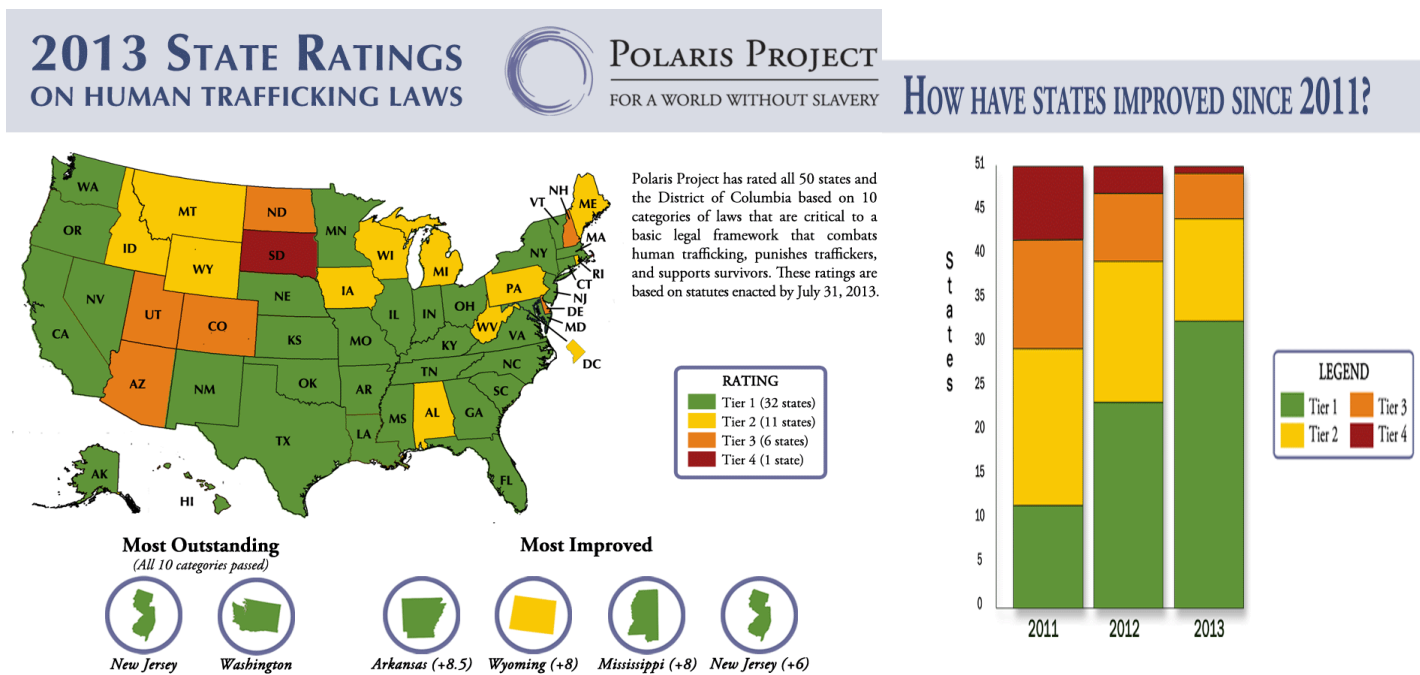
This step-by-step guide is a resource company may use if they are unsure of how to implement a social compliance system or corporate social responsibility policies into their existing business plan. Marriot International is a leading example for companies looking to combat human trafficking all over the world. In addition to businesses realizing their corporate social responsibility on the issue of human trafficking, there are plenty of

businesses committed solely to the advocacy for trafficking in persons (Steps to a social compliance system, n.d.).

Evidence of Improvement

Anti-human trafficking organizations range from large government agencies and giant corporations to small not-for-profit enterprises. As mentioned earlier in this report, Polaris is an organization dedicated to the fight against human trafficking. Named after the North Star that guided slaves to freedom along the Underground Railroad, this organization has in many ways led the way in this global fight (About, n.d.). Polaris was founded in 2002 and has since pushed for stronger laws within the United States, as well as operating the National Human Trafficking Resource Center hotline. Figure 6 shows the individual statistics and improvements from 2011 to 2013 for US states (State ratings on human trafficking laws, 2013)

Figure 6– 2013 State Ratings on Human Trafficking Laws



(State Ratings on Human Trafficking Laws, 2013)

Polaris works to both prosecute traffickers and assist the victims of human trafficking (Theory of change, n.d.). Just as was described in the fourth step of ILAB’s eight steps towards complete social compliance, Polaris has organized training and task forces (Theory of change, n.d.). This organization clearly aids corporate social responsibility efforts to eradicate human trafficking.

Data Sources and Collection

To tie together both past researchers' information and the data we have produced in this report, several reputable sources on the topics of corruption, global competitiveness index, health and primary education, global gender gap index, population below poverty line, power distance, individualism, masculinity, uncertainty avoidance, and long-term orientation have been tapped. These topics, along with The Trafficking Victims Protection Act (TVPA)'s tier-ranking system enabled us to develop correlations with respect to the worldwide issue of human trafficking.

First, the tier-ranking system, ranks each country's efforts to eradicate human trafficking. The countries' tier rankings were used as the y-axis of our correlation charts shown in the following section. The tier system was used as a basis for our data presentation because it is an effective means to relate a company's country-level environment in relation to human trafficking issues.

The first factor we chose to explore was the Corruption Perceptions Index with respect to the eight individual countries we researched. We chose Transparency International, an organization which solely concentrates on the issue of corruption, for our information on this index. We believe corruption is a large factor in whether human trafficking is prevalent in a society or not. The correlation between a government's efforts to end trafficking (their placement in a tier) and their corruption level is closely related. It is understandable that a country with a high level of corruption would fall into the fourth tier, with the lowest level of action against human trafficking.

The next data variable we researched was the Global Competitiveness Index (GCI), as mentioned in the supply and demand section of this report. This information was collected from The World Economic Forum, which is an "independent international organization committed to improving the state of the world by engaging business, political, academic and other leaders of society to shape global, regional and industry agendas" (Sala-I-Martin, et. al., 2012). This organization generates rankings based on a country's GCI, which we used as a comparative factor to where a country falls within the tier-rankings. We ventured to find where a country falls on the GCI rankings, in comparison to which tier they belong, and how this affects their views on human trafficking within their country.

Health and Primary Education, as was also mentioned in the supply and demand section was the next variable we researched in relation to the issue of human trafficking. This factor is actually the fourth of twelve pillars under the Global Competitiveness Index, but we felt it important enough to stand on its own as a separate research point. Low levels

of sufficient health and primary education can be seen as a constraint to businesses and societies alike. Because of this, we looked to find the correlation between the levels of health and primary education and a country's tier-level of combatting human trafficking.

The Global Gender Gap Index (GGCI) was the next condition we researched for the purpose of data analysis. Again, from The World Economic Forum, GGCI was researched with the intent to discover the correlation to the tier a country belongs, and what they are doing to combat human trafficking. Although human trafficking is not limited to one gender, the majority of cases involve women, so we were curious as to how these factors relate to each other.

The next factor, Population Below Poverty Line, was chosen to compare the level of poverty in a country to where they rank in TVPA's tier system, which in turn can be developed to show how it relates to the issue of human trafficking. This information, except for Australia and Sweden's data, was obtained from The Central Intelligence Agency (n.d.), which is clearly a reputable source. Australia's information was found in the Poverty in Australia Report, from the Australian Council of Social Service website (n.d.). Sweden's population statistics (n.d.) website was used for Sweden's population below the poverty line numbers. These sources were used because they provided sufficient information for our data and statistical analysis.

Next, we compared Hofstede's Cultural Dimensions to the Tier rankings, to find the correlation between the two and how it relates to the causes of human trafficking. We chose to use five dimensions: Power Distance, Individualism, Masculinity, Uncertainty Avoidance, and Long-Term Orientation. We gathered our data and numbers for these factors from "Clearly Cultural: Making Sense of Cross-Cultural Communication" (n.d., a website that explains what each dimension means and different countries' scores based on Hofstede's scale. Although there was no data found for Uganda for this particular section, the data for Australia, Brazil, India, Sweden, Thailand, and the US were found here, as it is a reliable source for information on Hofstede's Cultural Dimensions. The data for Russia was found on the ITIM International website (A. Bertsch, personal communication, 2013)

The first dimension we looked at was Power Distance, in order to find the correlation between the distribution of power in a country and its rank in the tier system. Because cultures, where power is evenly distributed are significantly different from those where power is given only to an elite group, it is an important aspect to consider when researching what can affect human trafficking levels in a country.

The next dimension we used for analysis was Individualism because we were interested in discovering if there is a connection between countries with individualistic or collective ideals and what tier the country falls under.

Masculinity/Femininity, the amount of distinction between roles for males and females in a society and aggressiveness versus caring characteristics, was the next dimension analyzed. Human trafficking affects both genders, but women are more often victims, so we thought it would be interesting to find if there is any relation between the difference in roles of men and women in certain countries and what tier that country is in. This would give an idea of whether a culture's level of importance placed on women and their roles in society has any effect on the prevalence of trafficking in that country.

The third dimension used in our analysis was Uncertainty Avoidance because rules and governance were found in past researchers' reports to have some effect on the level of human trafficking in different countries. We wanted to look at the correlation between a country's uncertainty avoidance score and its rank according to the TVPA system, and thus, the relation of a country's aversion to structure and strict regulations and trafficking of persons.

The fifth and final dimension we explored was Long-Term Orientation (LTO). LTO is an important aspect of decision-making for a country and concerns if the society focuses on the present or the future. This dimension was chosen for analysis to help understand the relationship between what tier a country is in and where they scored regarding short-term versus long-term goals.

The factors that we chose for our data analysis, although different from each other, all gave us some insight into what can affect the level of human trafficking in separate countries. We decided on these specific aspects because each has its own effect on how a culture operates based on its score, and the correlation between those and the tier rankings would perhaps indicate which cultural factors influence human trafficking.

Data Analysis

A multitude of data has been gathered and analyzed, focusing mainly on different aspects of the eight countries on which this report is focused. The statistics will show the correlation of the tier the country is ranked for combatting human trafficking with different political, economic, environmental, and cultural situations, specifically: corruption, global competitiveness index, health and primary education, global gender gap index, population below poverty line, power distance, individualism, masculinity, uncertainty avoidance, and long-term orientation.

Each country's tier ranking (1)Tier 1, 2) Tier 2, 3) Tier 2 Watchlist, and 4)- Tier 3) was correlated with a corresponding value specific to each category researched. In addition to the numerical results, scatterplot graphs with embedded regression lines are shown to help explain the relationship.

For the first four categories (corruption, global competitiveness index, health and primary education, global gender gap index), information from all eight countries (Australia, Brazil, India, Russia, Sweden, Thailand, Uganda, and the United States) was used. Due to a lack of availability of data in Hofstede's research, Uganda is not included in the statistical analysis of the cultural dimensions and there is no long-term avoidance score available for Russia.

Corruption, Global Competitiveness Index (GCI), health and primary education (HPE), Global Gender Gap Index (GGGI), and population below poverty line (PBPL) are all measures of social, political, and economic conditions that will be analyzed to review the correlation with tier rankings. These values are listed in the following table for the eight countries researched in his report.

Figure 7- Table of Countries' Scores

Categories	GCI	HPE	GGGI	PBPL
Australia	5.12	6.46	0.7294	0.128
Brazil	4.40	5.43	0.6909	0.214
India	4.32	5.27	0.6442	0.298
Russia	4.20	5.75	0.6980	0.127
Sweden	5.52	6.46	0.8159	0.07
Thailand	4.52	5.56	0.6893	0.078
Uganda	3.53	4.35	0.7228	0.245
United States	5.47	6.11	0.7373	0.151

Corruption. The first statistical inference to focus on is the correlation between the country's tier ranking in human trafficking and corruption index, from Transparency International. Additionally, according to Transparency International, a country with a score closer to 100 is very clean, while countries scoring closer to 0 are highly corrupt. The results are:

Pearson correlation of Corruption Level and TVPA Tier_1 = -0.807

P-Value = 0.015

Figure 8- Scatterplot of Tier Ranking vs. Corruption Level

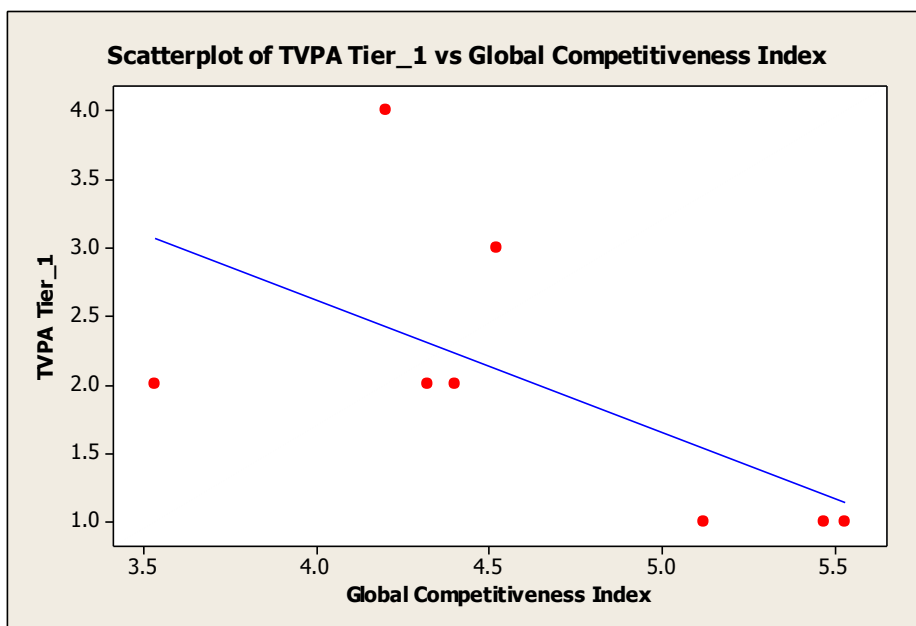
As the correlation of -0.807 shows, there is a strong relationship between corruption and tier ranking, shown by the strongly slanted regression line on the graph. The p-value of 0.015 is also statistically significant. The better the tier level, the lower the corruption level is. This correlation reflects our hypothesis well, in that a corrupt government is more likely to have officials who receive bribes from traffickers, have an ineffective judicial system, and overall offer less government assistance to its citizens.

Global Competitiveness Index. The next aspect to analyze is Global Competitiveness Index, which is a numerical value that The World Economic Forum uses to measure the weighted average of different aspects of global competitiveness, such as institutions, infrastructure, macroeconomic environment, health and primary education, higher education and training, good market efficiency, labor market efficiency, financial market development, technological readiness, market size, business sophistication, and innovation (Sala-I-Martin et al., 2012). Scores are on a scale from 1-7, with higher scoring being better, more competitive. The results are:

Pearson correlation of Global Competitiveness Index and TVPA Tier_1 = -0.622

P-Value = 0.100

Figure 9- Scatterplot of Tier Ranking vs. Global Competitiveness Index



The correlation of -0.622 represents a moderate relationship between the two variables and a p-value of 0.100 is not significant. The Global Competitiveness Index increases proportionately to tier ranking, which supports the hypothesis that a country that has developed infrastructure and other competitive aspects associated with the GCI would

also be proactive in fighting against human trafficking. Statistically, and as we can see on the scatterplot, there is an outlier where Russia, ranked as a Tier 3 country, has a relatively high GCI comparatively. Therefore, we removed Russia from the statistical analysis and got the following results:

Pearson correlation of Tiers without Russia and GCI without Russia = -0.676

P-value = 0.095

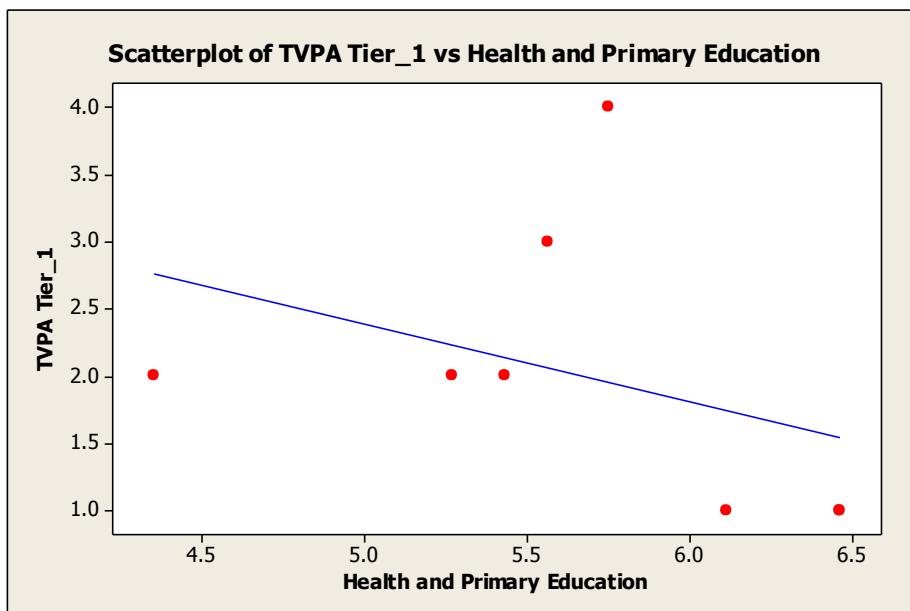
This shows us that the outlier did not have a significant effect on the rest of the data and there still is only a moderate relationship between the two variables. Our hypothesis was that countries with better tier rankings would have a higher global competitiveness score and we see here that while there is a slight correlation, it is not to the extent which we believed it would be.

Health and Primary Education. The next factor to analyze is health and primary education, which is one of the twelve dimensions considered in the Global Competition Index. However, this point has also been chosen to analyze separately due to its global importance and to discern if citizens from countries that offer health services and basic education are also offered protection from human trafficking in their nation. The results are:

Pearson correlation of Health and Primary Education and TVPA Tier_1 = -0.377

P-Value = 0.358

Figure 10- Scatterplot of Tier Ranking vs. Health and Primary Education



This is statistically insignificant, a surprise compared to the hypothesis that was anticipated. It is interesting to see there is very little correlation between these two measurements, but important to recognize that even in countries where there are adequate

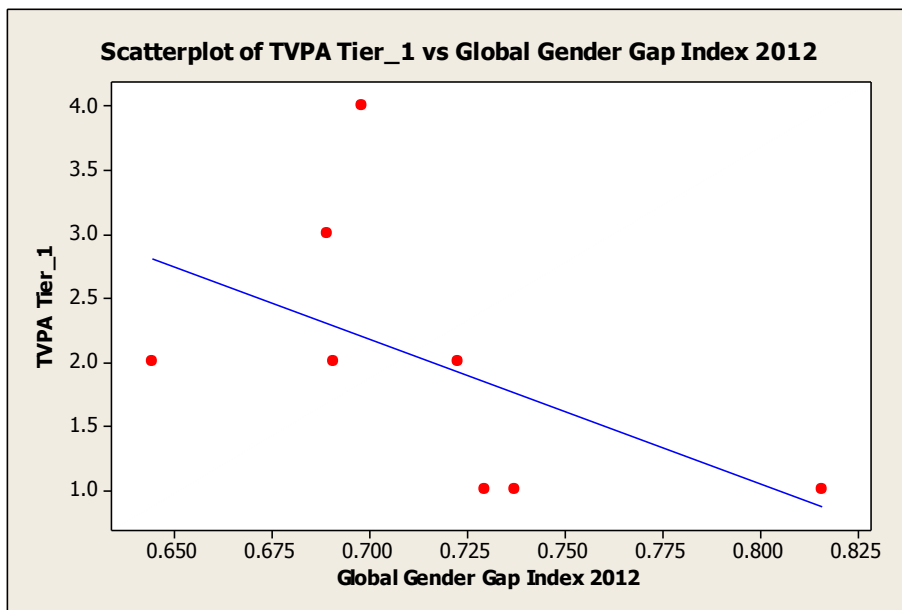
health services and basic education there is a lack of effort to combat trafficking in persons, a correlation we thought would be much stronger.

Global Gender Gap Index. The fourth aspect of the countries to consider is the Global Gender Gap Index, which is a numerical value from The World Economic Forum that measures the gap between males and females in the categories economic participation and opportunity, educational attainment, health and survival and political empowerment. The highest score of equality is 1 and the lowest score, representing inequality, is 0 (Sala-I-Martin et al., 2012). The results are:

Pearson correlation of Global Gender Gap Index 2012 and TVPA Tier_1 = -0.528

P-Value = 0.179

Figure 11- Scatterplot of Tier Ranking vs. Global Gender Gap Index



The results of this analysis are also slightly surprising, as our hypothesis assumed that countries with a higher gender gap index would be less likely to implement and enforce human trafficking laws when much of trafficking negatively affects women. Again, the scatterplot shows that Russia, as a tier 4 country ranking higher in the global gender gap index than three other countries, is an outlier, skewing the outcome of the analysis. In order to analyze without this outlier, the correlation tests were redone, excluding Russia. The results are:

Pearson correlation of Tiers without Russia and GGI without Russia = -0.645

P-Value = 0.118

The correlation has now shifted to be significant and the p-value is much lower and thus more confident, but still statistically insignificant. This representation reflects the

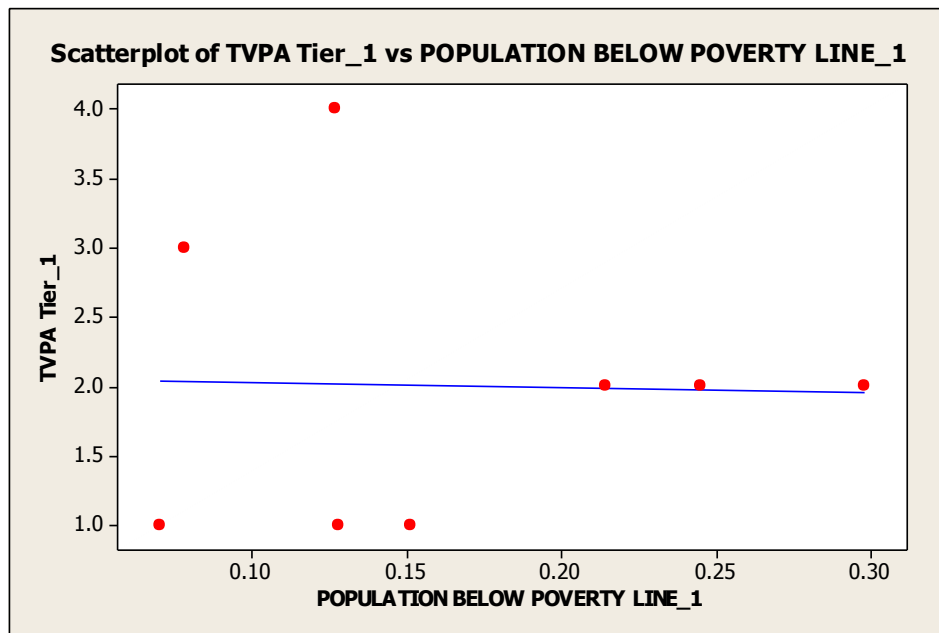
original hypothesis of significant correlation in a more accurate way, but still not extremely significant.

Population Below Poverty Line. The next aspect to analyze is the population below poverty line, as research in supply and demand show may be a contributing factor to the prevalence of human trafficking. The results are as following:

Pearson correlation of TVPA Tier_1 and POPULATION BELOW POVERTY LINE_1 = -0.028

P-Value = 0.948

Figure 12- Scatterplot of Tier Ranking vs. Population Below Poverty Line



Results are interesting; a correlation of -0.028 shows there is very little correlation between the tier ranking and level of the population below the poverty line. Our hypothesis on this point was inaccurate, as we believed that prevalence of poverty would lead to an increase of human trafficking. It is remarkable to see that Russia (12.7%) and Thailand (7.8%), the two worst ranked countries, have lower rates of poverty than The United States (15.1%) and Australia (12.8%), two of the highest-ranking countries.

Hofstede's Cultural Dimensions

The last five areas to analyze are some of Hofstede's cultural dimensions: power distance, individualism, masculinity, uncertainty avoidance, and long-term orientation. There is a multitude of research done on each of these factors, so for this specific report to remain focused on human trafficking rather than cultural dimensions, there will only be a short definition of each aspect given. Please refer to outside sources if additional explanation is

necessary. Below is a table of data gathered from the specific countries we have chosen to research.

Figure 13- Table of Countries' Cultural Dimensions

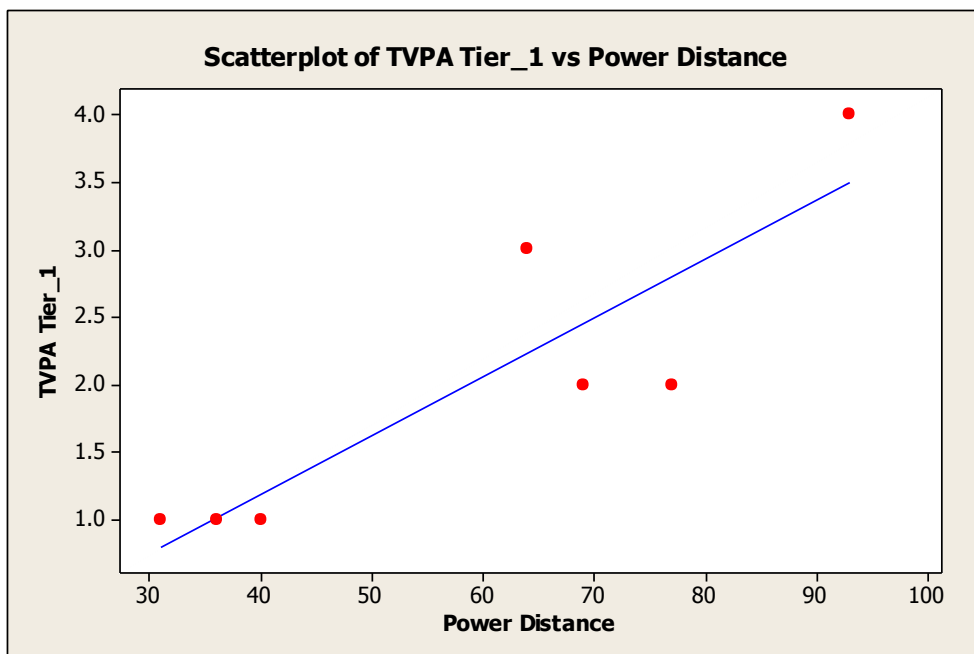
Categories	Power Distance	Individualism	Masculinity	Uncertainty Avoidance	Long-Term Orientation
Australia	36	90	61	51	31
Brazil	69	38	49	76	65
India	77	48	56	40	61
Russia	93	39	36	95	n/a
Sweden	31	71	5	29	33
Thailand	64	20	34	64	56
Uganda	n/a	n/a	n/a	n/a	n/a
United States	40	91	62	46	29

Power Distance. First is the cultural dimension of power distance, which is a measure of how power is distributed. A low power distance reflects a culture where power is more evenly distributed, whereas higher power distance cultures tend to reserve power for an elite group of people ranked highly in a hierarchy (Hofstede, 2011). The results of the statistical analysis for this dimension are:

Pearson correlation of TVPA Tier_1 and Power Distance = 0.883

P-Value = 0.008

Figure 14. Scatterplot of Tier Ranking vs. Power Distance



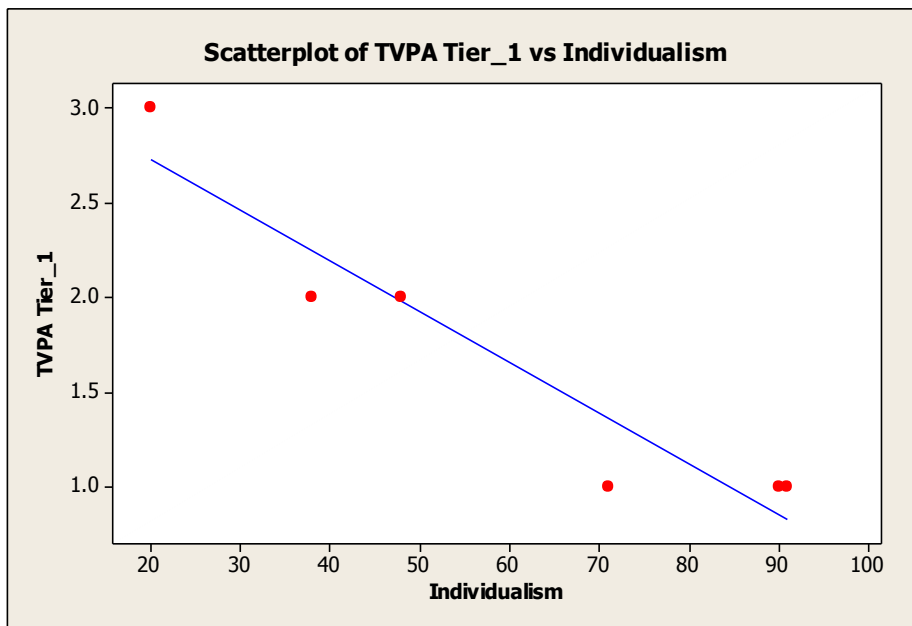
This correlation value of 0.883 represents a strong positive relationship between power distance and the tier ranking as a country. In addition, the p-value of 0.008 is very significant. Countries with a better tier ranking have a lower power distance. This agrees with the hypothesis that evenly distributed power would result in protection for all people.

Individualism. Next is the analysis of tier ranking and the cultural dimension of individualism, which shows a culture's tendency to either collectivistic or individualistic. Collectivistic societies (low scores) are concerned with loyally belonging to a group and prevail in less developed and Eastern countries. Individualistic societies (high scores) are very self and task-oriented, with a focus on personal privacy and opinions, and are common in developed and Western countries. (Hofstede, 2011). Following are the results:

Pearson correlation of TVPA Tier_1 and Individualism = -0.805

P-Value = 0.029

Figure 15- Scatterplot of Tier Ranking vs. Individualism



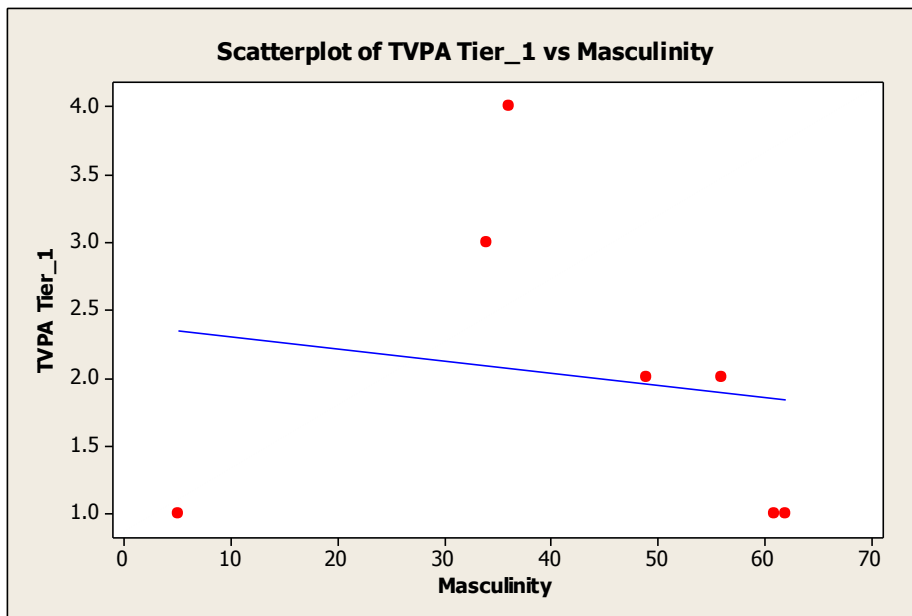
This correlation of -0.805 and p-value of 0.029 is strong and significant. The more individualistic a society is proportionate to a better ranking in the tier system. This is unanticipated as we hypothesized collective societies to be concerned more about each other and thus implementing laws to protect and prevent the trafficking of others. However, individualistic societies tend to be wealthier and therefore may simply have more resources to invest in anti-trafficking policies.

Masculinity. Masculinity or femininity, emotional roles as applied to society, is the next cultural dimension to analyze. Masculine cultures (high masculinity on Hofstede's scale) have fewer women in political positions, a large separation in social and emotional roles of men and women, focus on work, and other aspects such as this, whereas feminine cultures (low on the scale) are the opposite of that, with less differentiation between men and women in society (Hofstede, 2011).

Pearson correlation of TVPA Tier_1 and Masculinity = -0.157

P-Value = 0.737

Figure 16- Scatterplot of Tier Ranking vs. Masculinity



The correlation value of -0.157 and p-value of 0.737 represents a strong lack of correlation; there is no correlation between masculinity/femininity and the tier ranking in the fight against trafficking in persons. This is also an interesting outcome, as we considered feminine cultures to provide more assistance to victims due to a caring nature. However, the statistics show that those assumptions are false and there is little to no correlation between the two.

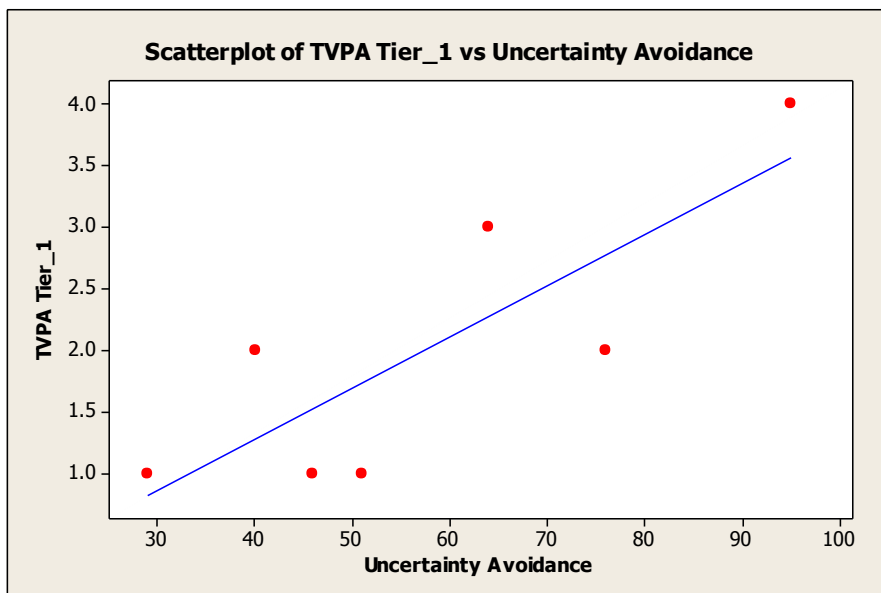
Uncertainty Avoidance. Uncertainty Avoidance is the next cultural dimension to analyze, which shows a society's ability (or inability) to tolerate ambiguity, how people feel in unstructured situations. Societies with lower uncertainty avoidance scores tend to dislike strict rules, are less stressed, and are tolerant of uncertain situations, but societies with high scores need structure to feel at ease, have more anxiety, and dislike new and different situations (Hofstede, 2011).

The results of correlation for this dimension are:

Pearson correlation of TVPA Tier_1 and Uncertainty Avoidance = 0.815

P-Value = 0.026

Figure 17- Scatterplot of Tier Ranking vs. Uncertainty Avoidance



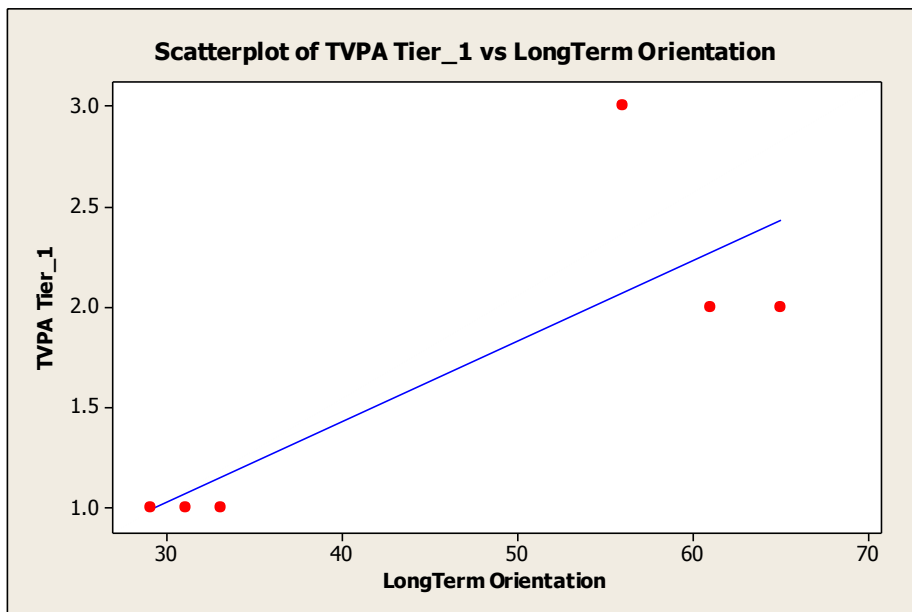
The correlation of 0.815 and p-value of 0.026 represent a strong relationship. Countries that have a worse tier ranking have a stronger desire for structure. This is opposite of our hypothesis that high uncertainty avoidance countries have laws in place for anti-trafficking.

Long-Term Orientation. Finally, there is one last cultural dimension to analyze: long-term orientation, which is a measure to which a society is focused either on the present or future. Higher scores reflect countries that are focused on the long-term, including circumstantial adaptation, savings, sense of shame, and perseverance. Lower scores represent countries that are focused more on the short-term, like the importance of the present, protecting tradition, and personal stability (Hofstede, 2011). The results from are:

Pearson correlation of TVPA Tier_1 and Long-Term Orientation = 0.809

P-Value = 0.051

Figure 18- Scatterplot of Tier Ranking vs. Long-Term Orientation



A correlation 0.809 and p-value of 0.051 is shown a strong relationship between a country's tier ranking and perspective on short or long-term orientation. The results show that countries with a better tier ranking are strongly short-term orientation cultures and that countries with worse tier rankings are culturally tuned to long-term orientation. Hofstede (2011), states that countries with short-term orientation are “supposed to be proud of one’s country, service to others is an important goal, and there are universal goals about what is good and evil” (Hofstede, 2011). Perhaps a focus on making a difference now instead of waiting to see what the circumstances bring is what compels short-term culture societies and governments to implement more anti-human trafficking policies, affirming our original hypothesis.

Discussion

Throughout this report on human trafficking, there were four main research questions discussed. These included “How are governments responding to human trafficking across the globe?”, “What is the supply and demand of human trafficking?”, “How has human trafficking grown to be an international industry?”, and lastly, “What is a business’ corporate social responsibility on the issue of human trafficking?” These four research questions were examined in relation to what past researchers have discovered, what we found in our own research and the analysis of this information. Overall, through both collecting information from past researchers and analyzing our own data, the questions were answered thoroughly and in a way that satisfied our own curiosities.

The first question was answered through the complete research of eight different countries, and how their separate governments have--and are continuing to--react to the issue of human trafficking. The correlations discussed in the prior section of this paper show the different relationships between countries' governments, poverty levels, corruption levels, gender gap, and other important rates, and the rate of human trafficking reported in those countries.

The second question was answered through examination of how supply and demand affect the human trafficking industry, and what this means for the further growth of this issue. This section explored the business-conceptual side of the human trafficking industry, which is not often obvious when people hear about the issue of human trafficking.

The third question was answered through discussion of how the world has evolved to make the human trafficking industry thrive in the international market. Much of the research found in this section was comparable for other companies and industries internationalization trajectories.

The fourth and final question was an important issue to include within a business-driven paper, because it took on the issue of corporate social responsibility and what that means for businesses in relation to human trafficking and its effects on today's corporate world. In this time of globalization, all corporations – particularly large and international organizations – must consider the idea of corporate social responsibility, with specific knowledge of how their practices affect, or can help in the horrific issue that is human trafficking.

According to the data analysis and research we have completed, corruption, global competitiveness, power distance, individualism, uncertainty avoidance, and long-term orientation all had a significant correlation to the tier ranks of our eight countries. This leads us to conclude that certain cultural factors do influence the prevalence of human trafficking in specific countries. Based on our research, we have recommendations for both businesses and individuals to become educated on the issue of human trafficking, raise awareness, and help in the fight against it. As stated in the corporate social responsibility section of our literature review, there are many steps that companies can take in order to be socially responsible in the business world. These steps are important for businesses to understand the effect they have on the world, and their responsibility to do more than simply make profits. Multinational corporations should use the influence they have in the world to inform others of issues such as human trafficking and do everything they can to aid in the fight. Individuals, too, can make a difference in the fight to eradicate human trafficking. First, people need to educate

themselves on the details and extent of the issue, as not everyone realizes the massive industry human trafficking has become. There needs to be a drastic change in the amount we, as a society, know about the trafficking of persons, and what we do with that knowledge, for there to be an end to the issue in the future.

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