

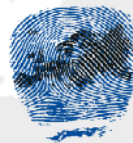
in Terms of Human Resources



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From Human Trafficking to Human Resources: Acquisition of Victims of Human Exploitation in Terms of Human Resources

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Abstract

Human exploitation is one of the most noncompliant and unacceptable invasion of human rights. Even though generally developed countries are interested in the effects on their own political and economical scheme, actually socio-psychological conditions of victims should be considered regarding the human exploitation. These people who are forced to be in a totally different environment are having a difficulty of integration. Integration and rehabilitation will be effective if applied in all areas with many extensions. In this paper, human exploitation in working places and human resources policies and strategies which would make the integration period shorter for refugee employees.

Key Words: Human Trafficking, Human Exploitation, Human Resources

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1 Introduction

With globalization, social schemes in the world are affected and economical flow started to flow in such a way that only flows to developed countries. This deeply affected the socio- economical scheme of the countries which are named as 3rd world countries and developing countries. In other words, terrorist organizations in the countries named above, organizers who desire a cheap labor are transferred to the developed countries as either cheated or obligated in the pressure of catalyst like economical and political chaos which is created in these named countries. Turkey is a bridge to this black scheme with its importance coming from its geopolitics and its location to the developed countries. Human exploitation is the modernization of slavery which was supposed to be in Dark Age and this is the worst invasion of human rights.

These unfortunate people are causing big troubles in terms of ethics; like increase in crimes and illegal events, increase in unemployment rate, family culture degeneration, and these troubles are not only for domestic countries of these unfortunate people but also to the countries transferred. Unfortunately, this black scheme described, is still going on as opposed to many regulations and precautions. In short time period, solution probability to this problem is being considered as impossible. In this short time period, instead of ignoring these people and their problems, until the final solution realized, the intermediate formulation would be the smartest method. If thought in micro scale, coming from the idea of ``streets would be clean if everybody sweeps up their doorstep``, victims of human exploitation are employed in developed countries without education and without the consideration of available human potential, and that is why they are either object to mobbing or negative discrimination. The initial target, making these victims rehabilitated in terms of human resources, making them to regain the motivation which they lost for the life and working, and increasing to their loyalty to organization and their effectiveness as trying to make quicker integration and with necessary education. This is the beginning, individual who get his or her self confidence back and his or her loyalty and belonging feelings refreshed would be the gain for the society. This is not only plan for increase in effectiveness but also social project.

In this paper, positive questioning in perspective for process consultancy would be recommended for the victims of human exploitation to be recovered to the society and to the organization, and in order to do this, plans and strategies for human resources would be done by employee, employer and consultant. Briefly, with this project the idea of replacing the human exploitation to the human resources would be discussed.

2 Conceptual Point of View of Human Exploitation

Human exploitation is so extended and has a complex background. Because it is not only one or two sided relation, but it is with very much sided and it is deeply affecting the all participants. In addition to that, it is not a simple equation like average problem. That is why, it is very much important to understand the background of this concept, before the human resources and business administration part of human exploitation is discussed.

2.1 Concept of Human Exploitation

Regarding the universal declaration of human rights, related to human honour, indivisible, nontransferable and indispensable characteristics of human are existing, and they are essential to be protected. Since the early beginning of the history, human being has been looking for a slave and has been trying to make people who are not like them into slaves. Nowadays it can be easily said that this tradition is still valid. Only its name and its application method changed, human and refugee exploitation is making people modern slaves by the invasion of human rights, ignoring the human

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right, misusing the people. Even though it has been lasting for very long time, countries could not make it into a common and only concept. Most of the countries are considering the human exploitation, illegal immigration, and trade of human being differently and claiming about them differently. That is why, United Nation (UN) clarified these concepts in a common way. According to this (Akdeniz, 2010):

- illegal immigration; behavior of an individual or a group who are responsible for immigration without documentary or organizing the immigration without documentary
- human exploitation; illegal case of immigrant and voluntarily immigration
- human trade; immigration without being volunteered, described.

According to 79th law of the new TCK (Turkish Law of Punishment) which is numbered as 5237 and which was valid at the date 1st June, 2005, human exploitation is defined as; directly or indirectly, in order to get financial gain, with illegal ways any foreigner passing the border for another country or making the possibility to stay in that country, or either Turkish citizen or foreigner are being able to go out of the country illegally (ADB, 2010).

Related to this, important part is mainly human being, and that is why for this penalty ``human exploitation`` term was considered as better convenient, in addition to this, when dictionary meaning is based for ``exploitation``, penalty should be named as topic and these actions human beings are named as ``immigrant exploitation penalty`` and these thought proposed (Yenigün, 2010). The essential thing in immigrant exploitation is the will of the people, immigrants cooperate with exploiters in order to enter a country with illegal ways and the immigrants provide financial gain to these exploiters. Trade in human beings doesn't involve the will of the people and deception, enforcement, force, and threaten and some other like these are involved in human trade (Vural, 2007). In this manner, immigrant exploitation may show some differences regarding the method, but its final target and the target group would be the same. In human trade, it may show differences in both method and target group, because of the fact that common aim is to exploitation and financial gain (ADB, 2010):

- women exploited by prostitution and sexually
- organ exploitation
- kids trade by adoption and sexual purposes
- employment by force

There are some differences when the process which victims of human exploitation and victims of human trade existing is examined. Because will is the key component regarding the joining this process. However there are some similarities between human trade and human exploitation (ADB, 2010):

- crime which is happening in both human trade and human exploitation, is not only affecting the social scheme but also affecting the human body and human honour.
- most of the time, victims of the both crimes are foreign people and source countries are neighbour countries. However this does not mean citizens of the Turkish Republic would not be criminal for human trade.
- in both cases, victims of the crime are moving from one place to another.
- in both cases, the crime that is being done is having the property of border crossing. Most of the time crimes are committed by organized crime groups.

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- in both cases, the essential aim of the criminals is the illegal financial gain from the victims. In other words exploitation of victim is taking place.

Considering the fact that in that manner, in both cases, the fact that it is simply the human who is being victim, who is having problems with integration, and who is being excluded should not be forgotten. Whatever the name of the action, this does not really makes any sense.

2.2 The Effects of Human Exploitation on the Country

Human exploitation has a lot of parts and every part are harmful. Not only human beings are having unrecoverable hurts, but also it causes serious financial and administrative problems on the countries. It harms especially human and together with this it also harms the countries.

The effects are briefly summarized below (ADB, 2010):

- existing market for prostitution and labor would be damaged
- organized crimes are going to increase and variation is going to increase
- economic stability would be damaged with the increase in anti-money laundering
- demographic stability would be damaged
- corruption in government sector would increase
- domestic economical investment stability would be damaged

2.3 Side Effects of Human Exploitation On Victims

People who are removed from all their home cities, all their families and all their loves are being introduced to new culture sometimes with their wills and sometimes with force. For these people, the missing the home or the change in the country are not the problems. Problem for the victims are a lot deeper and more traumatic. The problems which Human exploitation victims are faced and still being faced is summarized below (Anonim, 2011):

- They are all alone in a different country
- They are not in contact with the people they know
- They can not tell their situation in the country they are in
- Their passports are bereaved and they get their passports back when they move outside of the country and when they are coming back they give their passports back.
- They are not able to be in contact with their families
- The mobile phones which they are using are not letting them to have international phone calls.
- Because of moving a lot they don't have the right understanding of directions. They do not know where they are or where the exact location is.
- They are exploited repeatedly either sexually or physically and they are abused by merchants.

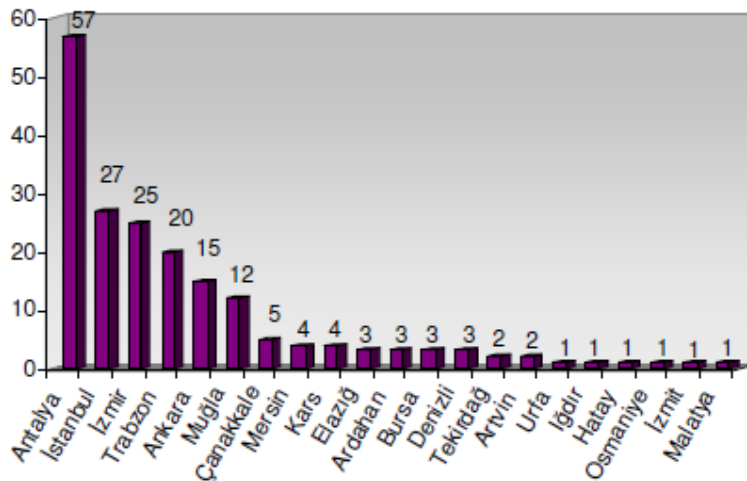
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- They are forced to sign a contract and they are lended so much money by force. They are convinced to believe whatever they are doing is wrong and they are frightened of going into prison.
- They are being curious because of the fact that their situation may be informed to the people they know. Everyday they are being obliged to have dangerous sexual relations with their clients with having no protection and no safety
- Regarding the escape, they are being told to have them or their families hurt.

2.4 Human Exploitation in Turkey

Turkey, with its convenient geopolitics location, long borders with high altitude, being bridge between Europe and Asia, from Middle East countries to richer countries, is the most convenient country. The geopolitical and strategic location of our country, being between Asia and Europe and having sea around 3 sides, and having the potential neighbours making our country source, transit and target for this crime (Akdeniz, 2010). Regarding to the records in united nations immigrants high commission, with asylum-seekers who do not count as immigrants officially approximately 18000 immigrants living in Turkey by April.143 kinds of nations and 50 countries citizenships are scattered in 48 cities in Turkey as immigrants and Iraq, Iran and Afghanistan are the top countries which turkey is having the people as immigrants from.

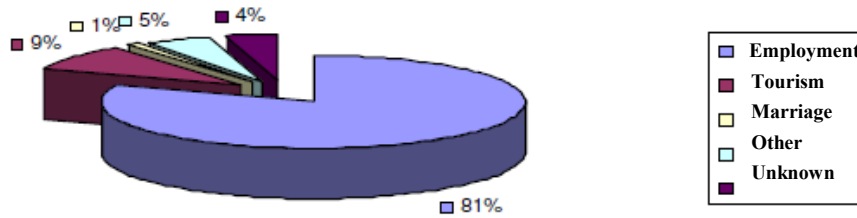
Figure 1: Scatter of Victims With Respect To Cities in 2007



Source: Vural, D.G.(2007), “Uluslararası Göçmen Kaçakçılığı Ve İnsan Ticareti”, Süleyman Demirel Üniversitesi Sosyal Bilimler Enstitüsü Uluslararası İlişkiler Anabilim Dalı Yüksek Lisans Tezi,Isparta

Turkey is like a bridge and like transit medium for the immigrants. With the Geneva contract done in 1951, turkey already claimed that it would only accept Europeans as immigrants. Other than Europeans, immigrants are considered as temporary asylum seekers, and they do not have the rights like immigrants (Korkut, 2009). Victims of human exploitation are coming to Turkey with great expectations. They are trying hard for having a better life and better future. 81% of victims are coming to Turkey because of employment. The situation which is being happening is the inspiration to this study. It is important to have better and stronger human resources system for this 81% of people integration of them to the social environment and making them working in legal work places. Below the aims of the victims for coming to Turkey is represented detailed way.

Figure 2: Reasons of victims coming to Turkey



Source: Vural, D.G. (2007), “Uluslararası Göçmen Kaçakçılığı Ve İnsan Ticareti”, Süleyman Demirel Üniversitesi Sosyal Bilimler Enstitüsü Uluslararası İlişkiler Anabilim Dalı Yüksek Lisans Tezi, Isparta

3 Human Exploitation In Terms Of Human Resources And Solution Recommendations

While the victims of human exploitation are dealing with their own problems, they are also dealing with the prejudgment to themselves by others. Generally these prejudgments (Korkut, 2009):

- Immigrants are getting thousands of dollars from the United Nations
- Betrayal to their own countries
- People who leave their home countries for better life standards, and useless people
- Person not from us, another person, the foreigner from who should be stayed far away, guests without invitation letters

In this case, with these prejudgments, immigrants are not living in better conditions and their troubles are not ending by moving to another country. It is the human resources duty that to provide these immigrants having convenient working environment, making them member to the organization. If the definition of human resources considered, this idea is already provided. Çömlekçi (2008: 137) defined the fundamentals of human resources as the human resources should be managed in such a way that, these resources would be helpful to the person him/herself and helpful to enterprise, and it should be suitable in terms of laws, and human resources are defined as all of this trials. Since the victims of human exploitation are the members of the organization; their peace, happiness and their adaptation are the human resources duty. Coming from these fact, victim who is exactly integrated to the working environment are going to integrate to the society by time and his/her belonging feelings are going to improve. To better efficiency for the organization having this project, is going to be like a social project and would be implemented like social project. For sure, this process is not going to be easy or applicable easily. That is why continuous and more reliable and more humanistic project should be implemented. Process consultancy would be better advantageous within the duration of victims of human exploitations are being adapted to the human resources. Because process consultancy does not give people fish but it teaches how to fish and in addition to this it is a continuous process.

Process consultancy is the improvement method for organizations which includes administrative analysis and working group activities and this method is being frequently preferred (Bedejan, 1989: 321). The primer studies are done by psychiatrist Eliot Jacques. However Edgar Schein developed this as method for improvement of organization (Bobbitt and et al., 1978: 329). Process consultancy is mainly developed from some specific requirements. In the enterprises, the process consultancy is

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the help which is implemented by the professionals, to solve the interpersonal relations originated problems. This model of consultancy is mainly originated from the fact that human actions and processes are the most crucial factor for the success of organization and the fact that consultancy is a must to solve the technical problems (Silah, 2003: 2-35).

Process consultancy is very important to make the integration efficient and active. When post-modern and humanistic approach introduced to This proposed system which is supposed to be successful, it would be functional like a catalyst and estimated time would shorter. This post modern approach is the positive questioning approach.

When positive questioning approach definitions are examined, the approach owners Cooperrider and Srivastva (1987, 129-169) are explaining the definition such as ``the search the best collectively for people, organizations and the whole world surrounding them``. Hammond (1998: 6) in his study, `` he is concentrated on the condition which is working in the organization. In perceptible manner, questioning process describes the point which organization wants to be as determining the moments of high acceleration. Because the existing conditions are rely on the real experience and events. That is how people can know to repeat their success`` he claimed. White (1996) stated `` the positive questioning concentrates on positive conditions in our life and it uses these to solve the negative ones. It is the opposite of the method to solve problem`` about positive questioning.

When considered all the definitions and common properties of positive questioning it can be summarized like the below:

- Change for Positive and power are based approximations
- It determines the best for the people and their surrounding world.
- It provides an inspiration to the future structure
- It focus on the idea what is desired more
- It is the getting the meaning of being positive and release it.

4 Conclusion

Efficiency would be maximum with using the consultancy system in other words the consultancy system which provide a support and coaching in the integration of victims of human exploitation. Right and the qualified communication is the essential in order to have successful organization and consultancy. However sometimes in order to be professional this point is being missed. Consultant only focus on the negatives in the organization because of being selective in understanding while he/she doing his work. With time, consultant's communication is simply being warning person, judgmental person and fixing person. When this situation is repeatedly taking place, it is creating a strong stressed environment and negative effects for employee. David Cooperrider (1987,129-169) realized this problem in the area of administrative and he proposed a new approach. This approach is the positive questioning approach which is having the background of post modern and it relies on the positive administrative theories. That is how victims of human exploitation, who anyways having lots of fears in their minds and afraid to make another mistakes, are going to work effectively and recover of them is going to be possible.

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