Trafficking for Forced Labour

A Study Exploring the Collaboration between Agencies Working against Trafficking for Forced Labour in Gävleborg

Lina Klang and Fredrika Wolff

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Supervisor: Tomas Boman
Examiner: John Lilja
Abstract
The aim of this study is to explore how agencies in Gävleborg operate and collaborate in cases concerned with trafficking for forced labour. The study also aims to investigate the agencies employees’ perception of how the collaboration affect the result of their work. The collaboration in Gävleborg is an interdisciplinary collaboration which the social services is a part of. Since the authors of this study are students of the social work program, the social worker’s role has naturally been reflected and slightly more focused on.

The theories used in this study are team typology and influencing factors. The theories provides an explanation of how different professions work together and what factors influence their work. By doing semi-structured interviews with five employees from different collaborating agencies the authors have found out more about the collaborative work done in Gävleborg and the perception the employees have of the collaboration. The result shows an overall positive attitude towards the collaboration and that the interdisciplinary collaboration contributes to a developed work process that benefit the victims of trafficking for forced labour.

Keywords: Trafficking, forced labour, interdisciplinary collaboration.
Foreword

We would like to thank some people who have helped us during the process of writing this study. First, thank you Ewa Hansson for helping us find people to interview! Without your help this study would not have been possible to do.

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1. Introduction

Trafficking for forced labour is a social problem rarely associated with Sweden and, if so, the debate is mainly focused on prostitution which has been the most common occurring form of trafficking in this country. Since 2010 this has changed, there have been more police reports regarding human trafficking for other than sexual purposes (Länsstyrelsen Stockholm, 2014). Trafficking for forced labour is when people have been brought to Sweden under false pretences or forced by others to leave their country to work under slave-like conditions. Some sectors where forced labour has been discovered is berry picking, hotel and catering, gardening, construction work and asphalt and paving work (Polisen, 2015). The authors came in contact with this phenomenon through a membership in the organisation BLLF Sweden. This organisation raised the issue in connection to the shortcomings of the police work in Gothenburg, which was revealed during the autumn of 2014 (BLLF Sweden, 2014). The authors wished to explore how the issue is handled in Sweden and started to search for information. Through the police’s website the authors found out that Swedish agencies collaborate with each other in order to manage trafficking for forced labour when it occurs (Polis, 2015). This information led to the authors’ interest in the Swedish agencies’ interdisciplinary work against trafficking for forced labour. The social service is one actor in the interdisciplinary collaboration and according to Thylefors (2007) collaborations between different agencies and professions in the human sector are common in Sweden. This makes an explorative research of the interdisciplinary collaborations concerning trafficking for forced labour relevant for the authors. Moreover, human trafficking is considered to be a global social problem which connects this study to the international aspect of the authors program (Healy, 2008).

1.1 Aim

The aim of this study is to explore how the agencies in Gävleborg operate and collaborate in cases concerned with trafficking for forced labour. The study also aims to investigate the agencies employees’ perception of how the collaboration affects the result of their work.

1.1.1 Research Questions

How do the employees of the agencies perceive that the collaboration work?

- Opportunities that come with interdisciplinary collaboration?
- Challenges that come with interdisciplinary collaboration?
How does that interdisciplinary collaboration affect the outcome on the work according to the employees?

1.2 Explanations of Concepts

Agencies: This is a concept which includes the different governmental bodies that work with the subject of the study. For this study the police, migration board, social services, and the county administrative board and prosecution are included. These agencies have strict rules to work after in order to assure that everyone in society is treated fairly (Nationalencyklopedin, 2015).

Slave-like conditions: When a person has been forced to work for no or very little salary, is forbidden to leave the workplace, and faces threats and violence (BLLF Sweden, no date).

Trafficking for forced labour: People that have been brought to another country under false pretences or forced by others to leave their country to work under slave-like conditions (Healy, 2008).

Interdisciplinary collaboration: When different professions work together, in this case working against trafficking for forced labour.

Front edge competence group: A regional specialised group with representatives from the police, the prosecution, social service, the migration board, and the county administrative board.

Resources: This term includes money, personnel, competence, and facilities (Thylefors, 2007).

2. Background

In this section the authors describe some of the core subjects of the study with clarifications on what trafficking for forced labour is, why it is a social problem, and why it is a complex issue to work with. The term interdisciplinary collaboration will be described and some pros and cons regarding the phenomenon will be presented. The authors’ pre-understanding regarding the agencies work process while handling cases involving trafficking for forced labour will be presented.

2.1 Trafficking for Forced Labour

The most common forms of human trafficking are sex trafficking and labour trafficking. This means that children, women, and men are tricked or forced against their will into prostitution,
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pornography, domestic service, sweatshop labour, or agricultural work (Healy, 2008). Some sectors where forced labour has been discovered in Sweden is berry picking, hotel and catering, gardening, construction work, and asphalt and paving work (Polis, 2015). This is a modern type of slavery where the victims are abducted or tricked through advertisements for work in other countries as maids, waitresses, et cetera. When they arrive at the new location they are forced into the sex industry or forced labour. Through violence, isolation, threats, and/or by confiscating the victims’ identification documents the victims are manipulated to stay under these slave-like conditions. In combination with the previously mentioned approaches it is common to force the victim to perform unpaid work by giving the victims a “loan” for transportation which they later on have to pay back through work (Healy, 2008). Sending individuals away with the purpose of compulsory marriage is also considered to be a form of trafficking for forced labour (Harvey, Hornsby & Sattar, 2015).

Along with our increasingly globalised world human trafficking has become a growing social problem. Today human trafficking is the second largest organised crime in the world and according to UN the slave trade turnover is 32 billion dollars annually (Real Star, 2015). Poor people from poor countries are often those who will be recruited. Human trafficking makes already vulnerable groups even more vulnerable, which makes it a major social problem (Healy, 2008).

In the county administrative board in Stockholm’s report covering vulnerable EU citizens’ situation in Sweden (2014), it is stated that exploitation of this group has increased according to their collected data. Trafficking for sexual purposes has for a long time been the most common form of trafficking in Sweden, but since 2010 there have been more police reports regarding human trafficking for other purposes than sexual purposes. The report also states that this phenomenon is not only connected to the bigger cities, but is possible to find all over Sweden. The police in Gävleborg, Uppsala, Värmland, and Örebro have reported that they have been in contact with more than 50 EU citizens that have been exposed to trafficking for forced labour (Länsstyrelsen Stockholm, 2014).

To be convicted for trafficking for forced labour in Sweden three parts need to be performed by the offender: (1) the offender has to have recruited, transported, housed, or received the victim; (2) the offender has to contribute to the victim’s limitation of movement and/or autonomy by threatening, deceiving, using violence, or confiscating identification documents—the victim’s autonomy can also be limited due to their vulnerability such as disability, poverty, debt, et cetera; (3) to get a conviction, the aim of the offender’s actions should have been to utilise the victim by forcing them into the sex industry or forced labour.
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(Länsstyrelsen Gävleborg, 2012). The legal aspect concerning trafficking are complex and the laws are difficult to apply. This has resulted in few convictions regarding trafficking for forced labour (Polismyndigheten, 2015).

2.2 Collaboration

Collaborations are consciously targeted actions performed together with others in a clearly distinct group for a purpose (Danermark, 2000). Westrin divides collaborations into four different categories depending on organisational structure (Referred to in Danermark & Kullberg). Cooperation: when collaboration between agencies occur in certain situations while handling specific questions. Coordination: when agencies’ actions are added to each other in order to achieve the best result. Consultation: temporary consultation to an organisation from another organisation with another profession. Integration: when two or more organisations merge and all or most tasks become the same for all employees despite different professions.

2.3 Interdisciplinary Collaboration

Interdisciplinary collaborations consists of teams made up out of different professions. To be defined as an interdisciplinary team the different professions should have distinct differences which separate them, such as professions with a formal education with a related language and culture. To be called a profession in literature concerned with the subject there are some criteria which need to be fulfilled. The profession needs to have monopoly on specialised and science based knowledge conducted through a specific education and have a legitimation which insures monopoly for them to exercise their work. The profession should control the production of science and knowledge and have autonomy in exercise. Additionally, a profession should also have a developed culture and organisations which only include members from this specific formal education. The police or social work are examples of what can be called a profession. For the group of workers that does not live up to all of these criteria, there are subgroups where the group of workers is divided into levels. Closest in line with profession is semi profession. These groups of workers fulfil most, but not all, of the criteria for a profession. The next level is called para profession and this subgroup involves the group of workers who assist professionals (Thylefors, 2013).

In this study the authors first and foremost explore the collaboration between the police, the social service, the prosecution, the migration board, and the county administrative board. These are five workplaces with distinctive differences in their culture and language as well as
The employees educational backgrounds (Länsstyrelsen Gävleborg, 2012). The collaboration can therefore be defined as an interdisciplinary collaboration.

Complex problems, such as trafficking for forced labour, need a diverse expertise. This is stated by Thylefors (2013), Polismyndigheten (2015), and the county administrative board Gävleborg (2012). Thylefors (2007) presents several positive aspect of interdisciplinary collaboration. Professions can learn from each other and get a deeper understanding of the work the other professions do. Additionally, the new knowledge can also contribute to development within the different professions. Other positive outcomes mentioned by Thylefors (2007) are: (1) when collaboration exists between different professions it is possible to lower the costs and increase the efficiency; (2) interdisciplinary collaborations are effective while handling complicated problems since complicated problems demand multidimensional knowledge. Thylefors (2007) has stated that there is a limited amount of research about interdisciplinary collaboration and that it is hard to measure out of a scientific perspective. This statement strengthens Danermark and Kullbergs (1999) assertion that a lot of the positive aspects of interdisciplinary collaboration are based on common knowledge.

Danermark (2000) presents a range of obstacles that can harm collaborations and questions the positive aspects commonly used to promote collaboration. There are factors occurring in interdisciplinary collaborations that can harm the work process and in the end, the result. The differences in structure, ethical rules, economy, laws, and possibilities within the different agencies can create misunderstandings as well as obstruct the collaboration. The diverse focus in the goal setting can create obstacles in the communication. Essential for a functioning collaboration is that the conditions and expectations are discussed before the collaborative process begins, something that is rarely done according to Danermark (2000).

2.4 The Regional Collaboration Plan

The county administrative board of Gävleborg has on behalf of the government created a collaboration plan for the county regarding work against prostitution and trafficking for sexual purposes (Länsstyrelsen Gävleborg, 2012). According to the participants this collaboration has extended to cover all types of forced labour. A regional specialised group, called the front edge competence group, with representatives from the police, the prosecution, social service, the migration board, and the county administrative board has been created in order to spread knowledge about the subject and develop the collaboration between agencies handling prostitution and trafficking. As a contribution to this local collaboration there is also a national team for method support involving specialised professionals from the same
professions as in the local collaboration (Länsstyrelsen Gävleborg, 2012). According to the local collaboration plan, the different agencies mentioned above have different roles in the work against prostitution and trafficking. The police should prevent crime, monitor the public order and security, and conduct surveillance and investigations. The information the police obtains will be handled as intelligence information. The police in collaboration with the prosecutor then determines if a preliminary investigation should be launched. The prosecutor is the investigator and makes decisions regarding special measures that need to be taken during a preliminary investigation, such as search warrants or arrests. The prosecutor can then prosecute the offender and defend the accused in court. The prosecutor should on the day of an initiated prosecution demand a time limited residence permit for the accused as well as the victim from the migration board. The migration board’s role in this process is to make decisions regarding visa, residence, and work permit. The migration board also handles the whole migration process from crossing the border to citizenship or repatriation which is more common in these cases. The county administrative board has a leading role in the collaboration since their duty is to coordinate the regions’ agencies. The county administrative board is responsible for keeping the regional collaboration plan updated and handle questions regarding education. The social service in the municipality which the victim has the strongest connection to is responsible for providing support and help. The social service has a special responsibility when it comes to children and the child’s best interest should be considered in every measure taken (ibid).

3. Previous Research

The authors chose to use both case studies and literature studies in order to get a broad view on interdisciplinary collaborations in the human sector. The case studies used in this study describe real situations and provide the authors with examples on outcomes, actors perceptions, and effects in similar cases. The literature studies were chosen to provide explanations on interdisciplinary collaboration structures and influences affecting the outcome and the employees’ perceptions.

3.1 Case Study

Harvey, et al. (2015) did a study to examine the issue of child trafficking in the United Kingdom and how multi-agencies handled this. The qualitative study is a regional case study conducted in a Northern English city. The authors’ aim was to gain an understanding of the
operation of the multi-agency safeguarding children network operating in the City and, from the viewpoint of the respondent, access and identify gaps in that service provision. The authors collected their data from 17 semi-structured interviews. The case study revealed failure in the agencies framework. The results showed that the agencies were disorganised and had a lack of communication and information-sharing amongst practitioners as well as passive agency practices, data protection concerns, a lack of timely intervention, a distorted comprehension of conceptual trafficking, definitions and understanding of protocol, competing agencies’ priorities and under-resourcing. Three flaws were mentioned more frequently throughout the study: low priority, lack of knowledge, and communication.

Harvey, et al. (2015) states that child trafficking is a complex problem no agency really wants to handle and the inevitable under-reporting makes the issue fall even lower down on the agenda. Limited resources is a central problem and if the issue is not highly prioritised the resources will go elsewhere. To detect child trafficking there is a need for knowledge about the issue and how it reveals itself. This case study discovered that information was lacking among the employees’ handling of child trafficking. This could result in poor treatment of a highly vulnerable group. Additionally, the collaboration had a lack of knowledge regarding their own and others responsibilities. This is partly a result of the insufficient communication. The authors argue that a lack of intelligence and information sharing within and between agencies have long been established as one of the challenges of interdisciplinary collaborations. In their study they revealed that the communication was distracted by the lack of a common practice language. In combination with a lack of knowledge there was also differences within and between agencies of what was to be considered trafficking. Child trafficking is considered a felony and should therefore be reported despite confidentiality but if the employee facing child trafficking misjudges the situation due to a lack of knowledge regarding what child trafficking is the case will never be revealed. Harvey, et al. (2015) collected data suggesting that this have happened. The lack of knowledge concerning local authorities, how they are structured, and their organisational boundaries aggravated the communication and thereby collaboration. The roles and responsibilities of each individual agency were reported as being unclear. The respondent from community and voluntary organisations considered the police responsible for identifying victims of child trafficking. The respondent argued that the police had more knowledge and training concerning how to spot these types of felonies. The police, however, said that they were frustrated since they need the other actors to report cases of child trafficking. In this study, the respondents from the police suggested that there should be a strategic model were the Children’s services is the
centre of the network rather than the police. Despite the difficulties with interdisciplinary collaborations the authors argue that it is the only way to handle child trafficking since the issue is too complex for one agency to manage by themselves. As a solution to this problem the respondent suggested that a group, where professionals work together, meet and exchange information.

Kobayashi and McAllister (2013) have done a quantitative study involving four core hospice professions: physicians, nurses, social workers, and chaplains. They did a survey to find out their perceived level of interdisciplinary collaboration, the influences of interdisciplinary collaboration, job satisfaction to determine potential similarities, and differences based on profession and various demographic characteristics. The results showed that there is a predominantly positive perception of interdisciplinary collaborations among all professions at the hospices but social workers are reported as feeling the most negative of all professions. Kobayashi and McAllister (2013) think that there is a correlation between their feelings towards interdisciplinary collaboration and a low work satisfaction among social workers. Social workers also appear to perceive themselves as less connected to the other members according to the results of this study (ibid).

3.2 Literature Studies
In the literature study done by Bronstein (2003) the author uses multidisciplinary theoretical literature, conceptual and research pieces from social work literature to support the development of a clear model guide for interdisciplinary collaboration. The study describes a two-part model. The first part involves components which constitute collaborations between social workers and other professions. The second part involves factors that influence interdisciplinary collaborations.

Bronstein (2003) presents five components of interdisciplinary collaboration: interdependence, newly created professional activities, flexibility, collective ownership of goals, and reflection of process. Interdependency refers to an interaction between professionals, where each one is dependent on the other in order to accomplish their goals and tasks. For this to function there is a need for a clear understanding of the distinction between the different collaborating professions. Hence, respect and good communication between the participants are needed. Newly created professional activities refer to collaborative acts, programs and structures that can achieve more than could be achieved by the same professionals acting independently. These activities should maximise the expertise of each collaborator. Flexibility refers to qualities such as compromising in the face of a disagreement
and alteration of roles as professions respond creatively to what is called for. Collective ownership of goals refer to a shared responsibility in the entire process of reaching goals, including joint design, definition, development, and achievement of goals. Collective responsibility and a clear vision have a positive effect on collaboration. Reflection of process refers to the professionals’ attention to the process of working together. The collaborative professions need to think and talk about both their working relationship and work process, give each other feedback and address problems.

Bronstein (2003) describes four influencing factors: professional role, structural characteristics, personal characteristics, and history of collaboration. Bronstein (2003) has drawn the conclusion that it is beneficial to have a clear understanding of the distinctions between the professions. The values and ethics which are connected to a specific profession can in some cases go against each other when collaborating and this can create a disturbance in the collaboration. When there are diverse cultures, norms, and languages in each collaborating profession, the collaboration can be more challenging. Structural characteristics such as work load or administrative support will influence how well the employees function together considering personal traits, et cetera. If the employees involved in the collaboration are used to work this way, it is likely that the collaboration will function better.

Schoon (2015) have done a literature study concerning interdisciplinary collaborations between different academic fields. Similar complications as the ones presented by Bronstein (2003) are mentioned by Schoon (2015). The separate cultures and languages within the different disciplines, organisational structure and financing, individual factors, and different interests. Schoon (2015) argues that interdisciplinary collaborations between different academic fields are needed while doing research covering human development since human development does not occur in a social vacuum. She suggests that interdisciplinary collaborations on an academic level will benefit work in interdisciplinary teams. However, there are obstacles that can aggravate interdisciplinary collaborative studies. As mentioned before, separate languages is a challenging factor. Definitions of key terms could differ from each discipline and create misunderstandings. Misinterpretations of the terms could still happen, since preconceptions of the terms still exists and is hard to look beyond. Interdisciplinary collaborations within the academic world are not yet fully developed. Schoon (2015) suggests that the lack of epistemic clarity will have a negative effect on younger faculty and graduate students since it aggravates the chances of finding a supervisor. This group generally has a more positive attitude towards interdisciplinary collaborations. Schoon (2015) states that respect toward the others’ disciplines are vital in order for an
interdisciplinary collaboration to function. Finally, Schoon (2015) states that interdisciplinary collaborations are built on a collective effort and that appreciation, understanding and respect is the key factors that make an interdisciplinary collaboration successful.

Moore, Bastian and Apenteng (2015) have done an in-depth narrative study focusing on communication within interdisciplinary teams in hospices based on peer review literature. The authors state that in order to make a hospice team successful there is a need for a communication strategy involving interdependency, role flexibility, creation of collaborative professional activities, reflective thinking on process, and collective ownership of goals. According to this study, interdisciplinary teams offer varying perspectives on qualitative care and when all perspectives are equally considered it will result in a patient driven, holistic, and comforting care.

4. Theory

In this study the authors are going to explore how the agencies in Gävleborg work and collaborate in cases concerning trafficking for forced labour and how the employees at the agencies perceive that the collaboration affects the result of their work. The authors have chosen to use two theories regarding team structure and influencing factors. The first theory is ‘team typology’ presented by Thylefors (2007) and the second, ‘influencing factor,’ presented by Danermark and Kullberg (1999). The theories are meant to help the authors understand and analyse the collected data by clarifying the presented work and provide explanations to the employees’ perceptions.

4.1 Team Typology

Team typology focuses upon teams involving different professions and defines four types of interdisciplinary teams (Thylefors, 2007).

A ‘multiprofessional team’ is when each profession contributes to the work by doing their part of the work separately. The collaborations are based on information and file transfer. The leader of a multiprofessional team is responsible for connecting all instances and to observe the information and work transfers. However, the autonomy of the involved professions makes the leaders influence on the ongoing work limited. The highest ranked professional is often chosen to be the leader of a multiprofessional team and the teams are often organised by hierarchy. It is worth noting that in Sweden there is not always a leader, in some cases a case manager is used instead.
An ‘interprofessional team’ focuses on collaboration to complete the task. The different professions are still divided and focus on their area of expertise but have common goals, communication, internal consultation, planning, and evaluation as a shared responsibility. This type of team demands communication skills and social competence. The leader functions as a coach, who pushes and inspires the members of the team.

A ‘transprofessional team’ is when different professions have their specific role but should complement each others’ strengths and weaknesses. The different professions should teach each other about their area and all members of the team need to be able to replace or cover for other members of the team. The member with most authority in the given situation will be the temporary leader of the transprofessional team. The leader role is shifting depending on knowledge in relation to task.

In ‘role and profession dissolved teams’ the different professions have the same work tasks and responsibility areas. Transprofessional teams, therefore, can in some cases be classified as a role and profession dissolved team. A role and profession dissolved team can be a symptom of a dysfunctional team which has been created due to lack of respect between the different professions. Functional role and profession dissolved teams have usually never been intended to be an interdisciplinary collaboration. The recruiters of functional role and profession dissolved teams recruit members of different professions due to their variety of knowledge backgrounds and intend for all the members to perform the same work.

The professions’ role and the coordination of the team are the main variables which makes interdisciplinary collaboration teams differ. The authors plan to use the interdisciplinary collaboration theory to define which type of team the collaborating agencies working against trafficking for forced labour can be defined as. The theory together with earlier research will be used to analyse the benefits and the disadvantages with the defined team structure.

### 4.2 Influencing Factors

Danermark and Kullberg (1999) have compiled research from the beginning of the 80s. Westrin, quoted in Danermark and Kullberg (1999), states that according to evaluations on experimental projects, with connections to social service, health care, and the social insurance sector which have striven towards collaborations, the positive outcomes on the economy and the quality have shown to be limited. Westrin states that the relatively bad results are based on vague goal settings. There had been no clarity in what the collaboration actually should achieve. Westrin states that a successful collaboration should have a common base, a common
framework, and a common method and in order to develop collaborations there should be common goals, principles, and ethical considerations that should have been discussed beforehand (ibid). Bång and Rudstam, quoted in Danermark and Kullberg (1999), agree that these factors are needed in a successful collaboration but add that a strong profession identity and motivation is central in a functional collaboration. Additionally they also state that resource and organisational differences can create friction in collaborations. Tengvald, quoted in Danermark and Kullberg (1999), has in an attempt to summarise different negatively influencing factors mentioned bad coordination of agencies’ facilities and catchment area, differences in organisational structure and hierarchy, the different professions divided opportunity to claim their expertise, and divided ethical guidelines and rules. Also mentioned by Tengvald is that a common knowledge base is more difficult to achieve when the employee turnover is high, there is a heavy work load, and there are strict restrictions regarding work which will create problems in a collaboration (ibid). Danermark and Kullberg (1999) have combined this old research with newer examples and state that the collaboration climate in Sweden has improved. They have summarised both positive and negative factors that can affect collaborations. The positive factors: collaborations based on shared catchment area, shared facilities, clear roles, a functional teamwork involving all contributing professions, succeeding to involve all levels in an organisation and finally, a common administrative, political and financial management. The negative factors: vague goal settings, different goals depending on profession, different financial interests, different organisation structure and hierarchy, unclear distribution of work, asymmetric relations between the agencies, bad coordination, divided ethical rules, high employee turnover, and a heavy work load (Danermark & Kullberg, 1999).

Knowing what can influence collaborations both negatively and positively can provide a better understanding of how the collaboration is structured. The theory will be used as a base while analysing the employees’ perception of the collaboration as well as the structure of their work.

5. Methodology

In this part the authors will explain how the research was conducted. First there is an explanation of the research design that will clarify what approach and interview method is used. The second part of the methodology explains where and how the authors collected the data for the study and how the interviews were carried out. The following part explains what
method the authors used when they analysed the transcripts of the interviews and how the analysis was conducted. Lastly, there is a part handling the credibility and the ethical considerations.

5.1 Research Design
This is an empirical study with a qualitative research approach. The approach enabled the authors to collect a broader amount of data on a slim target group. The authors considered this suitable since they aimed to explore the subject through the actor’s perspective. The explorative approach the authors have chosen to use benefits from the larger amount of data since it increases the chance of understanding the reason of the employees’ statements. Semi-structured interviews were conducted. An interview-guide with questions covering the main interests of the study was used. The semi-structured interviews enabled the interviewee and the authors to communicate freely without deterring the research topic (Kvale & Brinkmann, 2009).

5.2 Procedure

5.2.1 Choice of Previous Literature and Scientific Articles
‘DiVA,’ ‘Discovery,’ ‘Oxford Journals,’ and ‘SAGE’ are the databases the authors have used when searching for the needed knowledge to write the study. The key words that have been used are ‘interdisciplinary collaboration’, ‘Cooperation,’ and ‘Trafficking.’

To get more information about the county administrative board and the police, public information was found on their websites concerning this subject.

5.2.2 Selection of Interviewees
The target group is slim which made the authors chose purposive sampling. In accordance with Robson’s (2007) explanation, that sampling method gave them the option to pick the interviewees based on the aim of the study. The authors called and emailed the involved agencies in an attempt to book interviews. After some investigation the authors found the regional collaboration plan regarding work against prostitution and trafficking for sexual purposes and through one of the participants the authors found out that the collaboration applied to all types of human trafficking. Therefore the authors contacted all the individuals mentioned in the document by phone and email. The process to find interviewees that work against trafficking for forced labour turned out to be complicated. One of the participants explained that it was due to re-organisation, turnovers, and a heavy work load amongst the
different agencies created in order to handle the increased refugee reception in Sweden. The authors’ first intention to conduct an interview with an employee from each agency therefore turned out to be impossible. With support from Ewa Hansson, a police officer the authors came in contact with during the search for interviewees, the authors managed to conduct five interviews from three of the collaborating agencies.

5.2.3 Research Process and Data Collection
Five semi-structured interviews were conducted, with two social workers, two police officers and one prosecutor. Four of the interviews were face-to-face interviews held in the interviewees’ offices and one was conducted by phone. The authors chose to conduct the interviews in the interviewees’ offices since this was the easiest solution due to the fact that all of the participants were not located in Gävle and it was easier for the authors to travel to the interviewees. Additionally, the offices provided a serious environment that was familiar to the interviewee. During the face-to-face interviews one of the authors held the interview while the other author focused on and noted the physical parts of the interview, such as body language et cetera. The authors insured themselves that every topic had been answered and discussed before ending the interview. Kvale and Brinkmann (2009) describes what an interviewer should have in mind when preparing the interview and what to think about whilst doing the interview, and this is something the authors followed. The main purpose of the interviews is to find an answer for the research questions and fulfil the aim—the interview questions was therefore shaped in order to accomplish that. To do so, the authors have chosen to use opinion and knowledge questions in present and past time, as explained by Patton (2015). The interviews were conducted in Swedish since the interviewees are employees of Swedish agencies, then transcribed and translated to English.

The interviews lasted about 15-30 minutes, were recorded with two devices and afterwards the interviewees encouraged the authors to contact them if there were any clarifications needed or any other questions—fortunately that did not become necessary. After the interviews the authors transcribed the interviews. The transcriptions and the notes from the interviews were then read separately before discussed and jointly analysed. The transcripts facilitated the process of thematising the interviews.

5.3 Tools of Analysis
When analysing the data that have been collected through interviews, the method that would help keep the core of the interviewees’ thoughts would be to inductively thematise the
transcript. This means that the authors found themes in the interviews in order to cover the aim of the study (Patton, 2015). Hayes (2000) describes this kind of thematising for inductive thematic analysis as finding the themes after collecting the data. This is the approach the authors used; when thematising the transcripts the authors used different colours for the different themes, which made it easier to compile the data in preparation for the analysis. Five themes emerged at first, but when collecting the data in preparation for the analysis it was clear that two of the themes were subthemes. Hayes (2000) writes about the importance of examining the interview transcripts for each theme so no important data is forgotten and this has been done by the authors during the analysis process.

5.4 Credibility
Since this study is going to be based on individuals’ own opinions and thoughts, the reliability can be difficult to ensure. Surely, the interviewees will share their own thoughts, but these thoughts can differ from time to time depending on how they are feeling at the moment or other personal matters that can influence their answers. If other researchers interview these individuals later on they can answer differently because of many reasons, for instance if the situation at the agency have changed during the interim of the interviews (Kvale & Brinkmann, 2009). Validity can be hard to prove for this study since in a qualitative study the only tool used is the authors and due to the authors lack of experience the validity of this study can be questioned (Patton, 2015).

5.5 Ethical Consideration
The interviews will be translated which according to Robson (2007) requires ethical considerations. Reflect upon which words to use in the translation process so the core of the interview is not lost in translation. There is some risks when agreeing to participate as an interviewee, for example, the answers can be misunderstood or analysed in a way that the interviewee disagree with. The interviewees should therefore be informed about the terms in a clear way before agreeing to participate. An informed consent benefits both the authors and the interviewee. Awareness of what the interviewees are agreeing to will lead to less misunderstandings that can affect the study (Frankfort-Nachmias & Nachmias, 2008). Taking this in consideration the authors sent a missive to all interviewees before they agreed to participate. The missive was in Swedish and can be found in the appendix. Additionally, in the beginning of all interviews the authors asked for permission to record the interview and take notes.
The interviewees will necessarily be anonymous for different reasons—for instance, in order to make the interviewee feel more free to share all types of opinions, positive as well as negative ones; if the interviewee were to share negative opinions and statements about their workplace this would not then be connected to them as a person, otherwise this could affect the relationship with co-workers as well as collaboration partners. Therefore it is important to consider if the interviewees’ identity is likely to be detected even though their names are erased and what consequences this might have. The authors took this into consideration but came to the conclusion that this measure was not needed, partly because the interviewees, when asked, expressed that this was not a necessary measure and also because no directed criticism was expressed during the interviews.

It is of importance to protect the different files after the interviews so they do not get out in public. Some of the content from the interviews could have a harmful effect on the interviewees or the authors. The collected data has therefore been handled carefully and only shared between the authors and the supervisor.

6. Results and Analysis

Five different themes were found when thematising the interviews. The five themes were: ‘resource priority,’ ‘knowledge,’ ‘opinions about the collaboration,’ ‘communication,’ and ‘responsibilities’. During the process of analysing the data, the authors realised that it would make the analysis logical if ‘communication’ and ‘responsibilities’ were included in the other themes. By dividing those two themes up among the others, it was easier to find a red thread and connect the previous research with the answers from the interviewees.

‘Resource priority’ is the part where the interviewees talked about different aspects that could impact on their work in some way, such as reorganisation. ‘Knowledge’ was when the interviewees talked about the things they have learned from each other and the things that need to be shared among the agencies and employees. ‘Opinions about the collaboration’ is how the interviewees sees how the collaboration works and their thoughts about it.

6.1 The Different Themes

After the interviews were conducted, the interview transcripts were coded by themes that was brought up by the interviewees. The themes gave the collected data a structure which made it easier to analyse. The gathered data was compared and analysed with the earlier research and theory in order to get a clearer understanding of the agencies’ interdisciplinary collaborative
work. The authors compared the interviewees’ comprehension of the interdisciplinary collaboration in order to see if the different agencies have a functional collaboration and if they strive towards a common goal in their work concerning trafficking for forced labour. The expected result is to get the employees’ opinions about the collaboration between the different agencies and whether it is successful or not. The purpose is to explore how the employees think that the collaboration affects their work.

The interviewees are coded as showed below through the result:

Interviewee one [I1] is a police officer; part of the front edge competence group.
Interviewee two [I2] is a social worker.
Interviewee three [I3] is a social worker; part of the front edge competence group.
Interviewee four [I4] is a police officer; part of the front edge competence group.
Interviewee five [I5] is a prosecutor; part of the front edge competence group.

6.2 Theme One: Resource Priority
The first theme will include a description on how prioritisation of resources can affect the collaborative work against trafficking forced labour in Gävleborg. The theme aims to describe one of the major challenges that the agencies are facing both separately and while collaborating. The theme covers three sub-themes which have arisen within the interview material. The sub-themes are: ‘reorganisation,’ ‘resource differences,’ and ‘ignorance.’

6.2.1 Reorganisation
All the interviewees mention resources in a negative or positive matter. [I1] describes an intervention week which took place during the summer of 2014 and present it as the perfect collaboration. When the authors asks [I1] if he/she thinks that the intervention week is representative for the agencies collaborative work in Gävleborg, his/ her answer is no, since resources are prioritised on other matters. Things that can influence how well the collaboration works is structural characteristics, for example workload or administrative support (Bronstein, 2003). Organisational structures and financing differences can contribute to friction between collaborative partners (Schoon, 2015).

[I1] brings up that there has been some reorganisation that leads to employees being reassigned to other areas within the agency which have had a negative impact on their work:

“Nothing else can happen that needs the same resources. Today we have much else to do because of the current worries in the world” [I1]
The negative impact of reorganisation is also mentioned by [I2]:

“The police have done a reorganisation, we have changed to a new board, new management, we have a new organisation of the administration; big turnover is a problem; to keep the knowledge and the contacts.” [I2]

6.2.2 Resources Differences
The municipality where [I3] works have a well-functioning cooperation that exists due to good resources and experience. Surrounding municipalities which lack the resources to handle this kind of problem have received help from the social services where [I3] works:

“If you have the resources, a safe house, emergency equipment, a credit card to buy food with, employees that have daily contact with the victims and knows what to do, then there is no problem.” [I3]

In the municipality [I1] and [I2] works there is no assigned safe house where the victims can live during the investigation, so they have to use hotels or hostels. [I1] states that this is due to lack of resources. [I3] told the authors during the interview that they used hostels for the victims, but soon learned that the traffickers could just go into the hostel and take the victim with them and disappear. When they got an apartment where they could let the victim stay, they got help from the police to secure the apartment and what to consider when equipping it with necessary items.

[I4] states that it is important for the different agencies to have the same priorities while collaborating.

“… if the police would prioritise one thing highly and the rest of the agencies does not, then it is like we work alone. We have to be quite synchronised, so that the right resources are focused in the right direction.” [I4]

There is a need for clear distinctions and understanding of what the different agencies do in order for the collaboration to work at its best (Bronstein, 2003). Harvey, et al. (2015) writes that in their study the police had expressed frustration concerning the communication. The lack of communication made it impossible to collaborate and led to confusion regarding the agencies responsibility. The result was that all the agencies considered it to be another agencies duty to detect child trafficking instead of assume the responsibility together. This points to the importance of focusing the resources and knowledge towards the same goal and
develop the collaboration. Harvey, et al. (2015) and Bronstein (2003) argues for the importance of sharing the responsibility in achieving the task at hand and that this assures that the agencies will work towards a common goal. They all also state that it is important to have respect between the agencies and that shown respect contributes to a better collaboration and understanding.

6.2.3 Ignorance

[I2] argues that the most challenging factor is if the police performs an intervention in order to find trafficking, then the social services get cases that they have to handle right away which demands that they have resources which they might not have access to. In the study written by Harvey, et al. (2015) it is brought up that resources are portioned out depending on how the problem is prioritised. This is an issue that [I3] brought up during the interview. He/she talked about how some municipalities do not want to help victims, even though it is clear that there has been a crime. He/she is of the opinion that those municipalities have the mind-set that the victims should care for themselves since they travelled to Sweden in order to work they should also be able to travel back to their country of origin; some might not realise that the victims does not travel voluntarily. [I3] expresses a wish to be able to tell those municipalities to work the same way as he/she does, but it is not possible:

“The biggest challenge is to get all municipalities to notice trafficking for forced labour and actively work to prevent it!” [I3]

6.2.4 Conclusion

From what the interviewees and the studies state an interdisciplinary collaboration will function if the resources is directed in the same way by the agencies, if everyone is on the same page, and if there is good communication and clear directives. When the access to resources differs between the collaborative agencies problems can occur. Lack of competent employees within the organisation can be an example of such problems. Reorganisation has been mentioned as contributing to this type of lack of available resources. How the available resources are prioritised will affect the collaboration as well as the outcome of their work. When all the agencies share the responsibility for a victim and a case everyone works towards a result and puts their resources towards the same goal. To achieve that goal, there is a need for mutual respect among the agencies.
6.3 Theme Two: Knowledge

The second theme will include a description of knowledge’s impact on the collaboration. This theme will describe how knowledge has developed through the collaboration, how knowledge has been distributed differently depending on profession, and the importance of spreading the knowledge. There are three sub-themes: ‘development,’ ‘sources of knowledge,’ and ‘Spreading Knowledge.’

6.3.1 Development

When the authors asked [I2] if the collaboration has developed his/hers knowledge, he/she answered simply:

“When you know what to look for it is easier to detect.” [I2]

Similar opinions can be found in Harvey, et al.’s (2015) study where it is stated that knowledge about child trafficking and how it reveals itself is needed in order to detect the issue. Cases of child trafficking will never be revealed if there is a lack of knowledge regarding what child trafficking actually is (ibid). [I1], [I2], [I3], and [I4] states that during the past few years their knowledge concerning the issue and how to handle it has increased. [I1] and [I3] talks about how knowledge concerning the other agencies responsibilities, possibilities, and limits have improved the communication:

“It is more fun to work when you know who to turn to; to see the possibilities and not the problems.” [I1]

“The county administrative board has an overall responsibility to make sure that we do what we have to do, yeah, they write the regional collaboration plan which clarifies the responsibilities of the different agencies.” [I3]

Bronstein (2003) have drawn to the conclusion that a clear understanding of the distinction between the professions is needed in a functioning team. Harvey, et al. (2015) recognised the lack of knowledge regarding local authorities’ structure and organisational boundaries to be a factor which aggravated the communication and thereby the collaboration that the authors investigated.

[I3] states that the collaboration with other agencies has developed his/her knowledge base a lot and explains that the collaboration with the police has opened his/hers eyes to aspects that had not crossed his/hers mind before:
“In the beginning I did not even know what trafficking was. But I have learned that through the years and in collaboration with the police … only one of those things that I did not reflect on in the beginning was that when a person states that they are the parents of a child you cannot be sure about that.” [I3]

Continually [I3] explains that this knowledge, received through the collaboration with the police, have led them to use DNA tests while handling cases involving child trafficking. Another type of knowledge mentioned by the interviewees is the need for protection.

“… the need for protection has become clearer by the years, it has not always been recognised as a part of the social service duty. And it has improved due to the collaboration with the police. And we need to work together when deciding the need for protection. Because the police have their point of view and we have our point of view and we have to make it work” [I2]

Interdisciplinary teams offer varying perspectives on qualitative care and when all perspectives are equally considered it will result in a patient driven, holistic and comforting care (Moore, et al., 2015).

“… the knowledge has increased and this increases the possibilities too.” [I4]

6.3.2 Sources of Knowledge
[I1] and [I5] mention that their knowledge develops when they meet and discuss the issue with others, which they do through the regional collaboration, seminars, and collaborations within the fields:

“I have been to a lot of seminars and not just with the regional collaboration but with other collaborations as well, such as Lithuania and Finland; then there are different countries that meet and discuss how they handle the problem and how we handle the problem.” [I1]

“… we have regular meetings and educational elements, and then there are seminars arranged both by the regional county administrative board and
other county administrative boards which handles trafficking for prostitution—we participate in those seminars as well.” [I5]

[I2] mentions that there is special education for the police and the prosecutors provided by The National Centre for Knowledge on Men’s Violence Against Women (NCK) but not for social workers. Something he/she considers to be a disadvantage for social workers.

6.3.3 Spreading Knowledge

[I1] and [I3] state that it is important to spread their knowledge to other employees at their agency:

“… my colleges in this department have held interrogations and are responsible for investigations, since you cannot learn in any other way… because if you just are a few, then it is to vulnerable, since if I am on vacation or sick there would not be any one to do the work.”[I3]

“… I participate in the handling procedure but I always bring different social workers with me in order to spread the knowledge. So the day when I am on vacation and a new case arrives then there is someone that can handle it!” [I3]

[I2] mentions another view concerning the same subject.

“I try to spread my knowledge and there is knowledge to search for, but I do not know, I do not think I am replaceable… I have changed position in the agency but then I brought my knowledge with me, so it stays within the agency.” [I2]

6.3.4 Conclusion

To spread the existing knowledge and be open to learn from each other helps the development of a collaboration. Experience is an important type of knowledge in these complex cases. The access to experienced and competent employees will determine the outcome of a case. Therefore, to involve other employees in the work process, while handling cases concerning trafficking for forced labour, can be crucial when the employee with the main responsibility is not available. Still it is important to acknowledge the value of the experienced employees. To have knowledge about trafficking for forced labour enables the employees to detect the issue when it occurs and improves the treatment of the victims. The interviewees considered the
collaboration to have expanded their knowledge base. If it is clear what everyone within the interdisciplinary collaboration should do it is easier to direct the work in the right direction. All the interviewees are of the opinion that they know what role to play in the collaboration and that it has benefited their work.

6.4 Theme Three: Opinions about the Collaboration

The third theme will include the interviewees’ opinion about the collaboration and factors that have influenced their point of view. Two central themes which explain the interviewees’ feelings towards the collaboration were found while analysing the collected data. Therefore, there is one sub-theme that will include general opinions about the collaboration and two sub-themes which include factors that influence the interviewees’ opinions. The three sub-themes are: ‘general opinions,’ ‘communication,’ and ‘complex issue.’

6.4.1 General Opinions

There is an overall positive attitude towards interdisciplinary collaboration. The developed knowledge about the issue, the other agencies’ possibilities and limitations, and improved communication is mentioned as the most positive outcomes of the collaboration:

“Together we are stronger and different areas of expertise gives different insights so that you get a broader perspective.” [I4]

[I4] also states that he/she thinks that the front edge competence group is good since it creates a forum where the agencies can discuss this issue.

“Most of all it is incredibly positive for the victims when there is good cooperation since they do not fall between the cracks. When everything work smoothly, when all the agencies know what they should do and how to cooperate, yeah, that is the most positive outcome the collaboration.” [I3]

“… collaboration is really important and to gain new knowledge, because this issue is horrible!” [I2]

“The biggest challenge is to make it work when it really counts since this is complicated cases. But as far as I understand the collaboration between the police and the social service function well.” [I5]

[I1], [I4], and [I5] express that the social services are needed in order for the police and the prosecutors to do their part of the work. The social services have closer contact with the
people in the municipality, which give them an opportunity to detect trafficking for forced labour when it occurs. One example was given by [I2] who mentioned that when they had garbage disposal check-ups by the berry picking camps, they detected trafficking for forced labour. [I1] states that the police do not have regular surveillance anymore, which makes the social workers role even more important both in detecting trafficking for forced labour and caring for the victims. Still, [I1] and [I5] rather talk about collaborations within their own field, concerning judicial processes.

“Everyone is proud of their part of the work when everything goes well.”

[I1]

All the interviewees express that they are proud of their part within the collaboration; still, [I2] and [I3] mentioned more specifically the other agencies’ support and their importance in the development for the social services.

In the study made by Kobayashi and MacAllister (2013) it is revealed that the participating social workers were reported to be less satisfied with interdisciplinary collaborations and perceived themselves as less connected to the other participants.

6.4.2 Communication

The general opinion among the interviewees is that the communication between the agencies is functioning well which contributes to a good collaboration and a positive attitude towards it. All the interviewees state that it is easier to communicate when you know the people you are working with:

“Personal relationships are very important in this work.” [I3]

When the authors asked [I1] what possibilities the collaboration could contribute to he/she answered that:

“… instead of calling a telephone exchange that connects you to a lot of different people who are not responsible for handling the issue they can call me and I will direct them to the right person.” [I1]

On the same question [I5] states that:

“First and foremost the collaboration open up the possibility to reach the different agencies involved in an investigation.” [I5]
Moore, et al. (2015) write about the importance of mutual respect and communication and how when that is achieved the collaboration will work at its best. Language which is typical for a specific profession can also be a barrier that hinders communication between agencies and therefore hinders investigation of a specific matter (Harvey, et al., 2015).

[I1], [I2] and [I3] presents detailed explanations of the procedure which shows that they have a good idea of what the other agencies are doing and what responsibility they have. These detailed explanations also show that the agencies have a constant communication during the investigation process. Bronstein (2003) argues for the importance of this sort of communication between the different agencies and that when there is a clear understanding of the responsibilities the collaboration benefits in the end.

6.4.3 Complex Issue

When it comes to convictions for trafficking for forced labour the number of convictions might not increase with the help of the collaboration. According to [I1], [I2], and [I5] this does not mean that the collaboration is failing. [I5] states that it depends on how you measure the results. [I1] and [I5] mention that the offenders might not always be convicted for trafficking for forced labour due to the complex legal system concerning the issue but there is always a chance to prosecute the offenders for other criminal activities which makes the collaboration relevant.

[I2] gives an example of this:

“[I met a girl that told me her mom sold her for prostitution. When I found out I told the network so that they could be prepared. Therefore they stood by the fax and when they received the police report they could act immediately. So it went smoothly! Then there is not always a conviction but the victims do at least get help.” [I2]

In the study conducted by Harvey, et al. (2015) they came to the insight that when handling cases concerning trafficking, child trafficking specifically in their study, no agency wanted to take care of the problem. A solution to this problem, according to Harvey, et al. (2015), is to have a group of professionals from different agencies that exchange information.

Even though the attitude is positive [I1] argues that it still could be better:

“Yes it works better, but I think we need to let it take some more years before it will work smoothly.” [I1]
6.4.4 Conclusion

Good communication contributes to a well-functioning collaboration and a good attitude towards interdisciplinary collaboration. This has been developed through the front edge competence group, which is seen as a positive factor in the work against trafficking for forced labour. The mutual respect and understanding that exists within this collaboration have contributed to a general positive attitude among the employees but the social service express a more specific gratitude towards the other collaborating parts. According to the interviewees the established relationships between the agencies have improved the work process, even though the results can be difficult to measure. The complex legal system makes trafficking for forced labour a difficult issue to handle. Due to that fact, the interviewees and previous research seems to agree that the front edge competence group is the best solution. Still there is always room for improvement.

6.5 Theories

This part of the study is where the authors connect the theories with the analysis of the interviews and the previous research.

6.5.1 Team Typology

Team typology consists of four types of teams. Two of these types of teams have been recognised by the authors while analysing the collected data: multiprofessional teams and interprofessional teams. The authors will therefore discuss and determine the structure of the interdisciplinary team working against trafficking for forced labour in Gävleborg and then discuss the pros and cons with this structure.

The work against trafficking for forced labour is mainly performed individually by the agencies. The social service main responsibility is to take care of the victim during an investigation. The police’s main responsibility is to conduct surveillance and investigations. The prosecutor’s main responsibility is to take decisions concerning the investigation. The migration board issues temporary residence permits and the county administrative board work as a leader who issues tasks and organises seminars. The front edge competence group’s main function is to simplify the intelligence and information transfer between the agencies and to make sure that there are competent employees at the agencies. The roles are clear and each agency contributes to the work by doing their part of the work separately. Their cooperation is based on information and file transfer. The agencies are autonomous which makes the county administrative boards influence on the actual work limited. With these facts, which is mostly
based on the authors' pre-understanding, the collaboration could be identified as a multiprofessional team structure. While collecting the main data the authors realised that the agencies' collaboration involved cooperation, coordination, and consultation. For example the social services consulted the police regarding the safety on their safe house and the social service seemed to detect trafficking for forced labour more than the police since they worked more closely to the people in the municipality. The prosecutor and the police had a close work relationship in all types of investigations and their main goal is to convict the offender. Still, all the interviewees seem to agree that the most important goal is to make sure that the victims get the help that they need. To convict the offender for trafficking for forced labour is therefore not always the police and prosecutor’s main goal since convictions of the offenders for another performed assault will still benefit the victims. These facts point towards an interprofessional team structure. All the agencies strive towards the goal of helping the victim and share the responsibility of communication and consulting each other, plan and evaluate their part of the performed work. It is stated by Thylefors (2007) that functioning interdisciplinary teams demand participants who have communication skills and social competence, traits which have been developed through the front edge competence group. The county administrative board’s leading role could be defined as coaching since the agency with the help of directions and seminars pushes and inspires the other agencies to keep on working and learn more.

The authors' conclusion is that even though the agencies mostly work separately in order to complete their task there are elements which show that the collaboration goes further. The agencies are dependent on each other in order to help the victims as well as to convict the offender. The agencies plan and evaluate their work mostly by themselves but support each other and have constant communication. This makes their roles and responsibilities clear while still having a holistic view of the work process and enables support when specific competence is lacking. The work against trafficking for forced labour in Gävleborg is dependent on the front edge competence group. The county depends on this team being successful and, in order to achieve that, both Thylefors (2007), [I1], and [I3] agree that social and communicative skills are needed. If the front edge competence group involves people that have a hard time getting along and understand each other it will affect the outcome of the work in the whole county. The reorganisation mentioned by the interviewees can aggravate the collaboration. If members of the team get replaced or reassigned, new relations have to be built or a whole area of expertise and responsibility will disappear. This can restrain the collaboration.
6.5.2 Influencing Factors

Most of the influencing factors that affects collaborations brought up by Danermark and Kullberg (1999) have been mentioned by the interviewees. All the agencies that work against trafficking for forced labour in Gävleborg have functioning teamwork which Danermark and Kullberg (1999) consider being a positive factor while collaborating. Clear roles are established by the Regional Collaboration Plan, which makes it easier for all parts to know where to turn when there is a case. All the different professions that is needed for the collaboration is included, where the county administrative board is the agency that has the main responsibility to make sure that everything works according to plan. The collected data shows that all the professions strive towards a common goal; that all the participants are involved in the work process; that there is a clear distribution of work; and that they are well coordinated. The police and the prosecutor share facilities in Gävle but the rest of the collaborating agencies do not. The catchment area is rather big which would make a shared facility impractical. The negative outcome could be that it aggravates the communication and it forces the victims to move around. However, according to the interviewees they have a well-functioning communication. Additionally, if all of the units would be located at the same place it would most likely obstruct the possibility of reserving help for those victims located in other areas. It would also be impractical considering the rest of the services that the agencies provide. Danermark and Kullberg (1999) consider involvement from all the levels in the organisations as a positive factor. The front edge competence group handles most of the information, competence, and communication when it comes to work against trafficking for forced labour. [I1] and [I3] have recognised this factor as a problem and try to involve others in their own agency. Since the resources, from a financial aspect, are distributed by the leaders of the municipalities there are questions of how the different agencies manage and prioritise what to focus the money on. The municipality where [I3] work have clearly found a way to distribute the resources they get, since they manage to have apartments available, while the municipalities where [I1] and [I2] works only use hotels or hostels. This could be a matter of how the money is distributed among the agencies. It might also be a question of how they distribute the money within the agency and what they focus on. [I2] told the authors during the interview that he/she miss seminars that focus on the social workers part regarding this issue. This is an example of different organisational structure and hierarchy that Danermark and Kullberg (1999) brought up as an example of an influencing factor which is negative. When it comes to asymmetric relationships within the collaboration it is clear that some agencies work closer together than others. Danermark and Kullberg (1999) consider this
to influence collaborations negatively. By looking at the collected data the authors would state the opposite. The asymmetric relationships are necessary in the collaboration between agencies working against trafficking for forced labour. The migration board, for example, do not need to have equally close relations with the social service as the police does, since they are not as big a part of the process. A negative prominent factor is the high employee turnover and the heavy work load mentioned by the majority of the interviewees. This factor has had the most negative influence on the collaboration of all the influencing factors. The overall impression that the interviewees express is that the collaboration have developed their work against trafficking for forced labour.

7. Discussion

This part consists of discussions concerning the different parts of the study; the authors also discuss the research questions.

7.1 Result Discussion

The work against trafficking for forced labour in Gävleborg is mainly centralised to the front edge competence group which exists with the purpose to assemble the appropriate agencies in order to coordinate the county’s work regarding this issue. The interdisciplinary collaboration is structured as an interprofessional team even though a lot of the work is done separately. The county administrative board have the overall responsibility to see to how the work progress and make sure that the right agency does the work that they should. The agencies’ different areas of responsibility can in some aspects overlap and therefore it is important that they know what they should do and how they should do it and this is where the county administrative board and the front edge competence group come in and direct. In Gävleborg the collaboration is established and all the agencies know what their responsibilities are and where they should turn if there are questions or if their part in the process is finished and it is time for the other agency to take over.

Stated as the prominent opportunities of interdisciplinary collaboration are the improved communication and the employees developed knowledge. Communication between the agencies is important for the collaboration to work at its best, and, as stated by the interviewees, the communication is good between the agencies in the collaboration. The clear roles and knowledge about who to turn to in specific situations have contributed to a better communication which has simplified the work process. The knowledge that each agency
possesses, which is connected to their profession, is important for all agencies involved in the collaboration. At the same time it is good if the professions share their knowledge with the other professions within the collaboration, so that there is a holistic understanding of the work process. This contributes to good communication and prevents the risk of incomprehension for the work that the agency does. Additionally, it is stated that knowledge received from one agency have developed their own agency’s service.

The overall impression that the authors got from the interviewees was that they felt that the collaboration have been good for them and the agencies, that their work have developed for the better when it comes to understanding each other’s work and for the agency that they work for. The social services have, for example, been able to implement knowledge from the police in their own work, which removes an unnecessary middle person in the work process. The police have helped social services to develop the safety of the apartments that they own and where victims can live during investigation.

The members of the front edge competence group have gained a lot of new knowledge from going to seminars and by discussing the issue with each other, which the interviewees’ state have had a positive outcome on their work. However, to share this gained knowledge within the agency is also stated to be essential but that it can in itself be a problem. Factors which can contribute to this problem is if the agency is understaffed and the employees are already under such a workload which makes it difficult to take the necessary time and exchange knowledge among each other. If the agency is under reorganisation there is a risk that one employee with knowledge gets transferred to another department and that knowledge more or less disappears if no one else worked with that employee and was taught by them. Furthermore, there is knowledge which cannot be shared or taught: experience. It is possible to talk about what one has learned, but some things one has to experience for oneself to fully comprehend. If this kind of knowledge exists within an agency and that person is transferred, the agency loses an important asset. Establishing an external contact network takes time and rebuilding it can be time consuming if an employee is transferred. It will favour the collaboration if all levels in the agency are involved. On a positive note, this is something that has been recognised by [I1] and [I3] who state that they try to spread their knowledge and that they are aware of how important it is.

In order to make the collaboration work at it best the agencies have to make sure that they focus their resources in the same direction towards a shared specific goal. Communication is therefore essential for the collaboration to work. If the police plan to have, for example, an intervention week, they need to make sure that the social services are ready to
help with the investigation. Lack of resources and reorganisation are argued to be the most challenging parts of the work against trafficking for forced labour. Changes in the organisational structures, heavy work load, and a high turnover is something that all of the collaborating parts have to deal with. How the involved employees and their agencies choose to prioritise the work against trafficking for forced labour affects the interdisciplinary collaboration. Due to the fact that a lot of other issues have occurred lately there has been no intervention week during the last year and the police appear to have no other type of surveillance. They only handle the cases that are reported directly to them via the victims. It is argued that if no one is looking for the problem it will never be revealed and thereby not prioritised. It is challenging for the whole collaboration to prevent such a downward spiral and make sure that all of the contributing agencies continue to prioritise the issue. The authors argue that the social workers role have increased due to the lack of resources. When the police no longer have the opportunity to actively search for trafficking for forced labour, the social workers are those who first come in contact with the most exposed groups. Knowledge about trafficking for forced labour and how it reveals itself is therefore essential for all social workers. The social workers who participated in this study stated that it was challenging to reach out to other employees at their agency. It was also mentioned that special education for social workers concerning the issue was lacking. Mutual respect and understanding between all involved actors in an interdisciplinary collaboration are stated to be an influencing factor. That the social workers have a slightly lower position in the collaboration’s hierarchy can therefore influence the whole collaboration. Still the collaboration seems to function well within the front edge competence group and all involved parts are aware that they are dependent on each other. The communication and the personal relation contribute to effective work. To hold on to these positive factors when the work load is heavy and the turnover is high could be challenging, but the interviewees perceive that they have handled it well thanks to the clear role they all feel that they have. How the work is distributed and what responsibility the agencies have seems to be clear. However, since the police no longer have the opportunity to handle one of their duties, social services has to assume their responsibility, otherwise there is no one who will. It is stated that the interdisciplinary collaboration have prevented victims from falling between the cracks, but if the issue continues to be of low priority this safeguard will probably crumble. The authors conclude that since the lack of resources and reorganisations are perceived to be the biggest challenge the real test with interdisciplinary collaboration is to keep the issue prioritised within all the agencies.
The interviewees are of the opinion that the agencies work more efficiently due to the collaboration and that the positive outcome is that victims do not fall between the cracks. Additionally, when the agencies work more efficiently in their communication there is an improved process with positive outcomes for the victims as the investigation can move faster. The interviewees state that when it is easier to detect the crimes of trafficking for forced labour the victims get the help they need. To summarise the interviewees’ opinions the authors would state that the employees perceive that the collaboration has had a positive impact on the results of their work. The existing problems concerning the collaboration would still be present among the agencies if the collaboration did not exist in the way it does today, but the problems would be clearer and probably harder to solve.

7.2 Method Discussion
Semi-structured interviews were used to collect data. One of the interviews was conducted by phone. A phone interview was not optimal but due to the lack of time this became the best solution. During the face-to-face interviews the authors noticed that the interviewees changed when the recorder was on and questions connected to the study was asked. When the interview was over the interviewees seemed to relax and talk more freely, especially concerning slightly more negative parts of the collaboration. The authors suspect that it could be a result of their own inexperience when interviewing, the choice of location for the interviews, and the structure of the interview guide. In retrospect the authors realise that they should have conducted the interviews in a more personal way, for example, if expounding on why they themselves are interested in this issue it could have urged the interviewees to give more personal answers in return. Another location which is less connected to the interviewee’s professional role could have been an alternative that would ease the tension. However, that would have been more time consuming for the interviewees and since it was hard to find time from the beginning that would probably not have been a possible alternative in this case. The authors’ opinion, considering the circumstances, is that their choice of interview method was appropriate. They considered if a narrative method would have provided more useful data but due to the fact that the interviewees seemed to prefer to talk about the issue they handled rather than their collaboration the authors drew the conclusion that interviews with a narrative method would not have provided an answer to their aim. An external factor that seemed to influence the interviewees was that everyone worked together and knew each other. Further, the fact that four of the interviewees was a part of the front
edge competence group might have affected the result. Because of the time limitation it was not possible for the authors to find others to interview.

To work in a pair have been beneficial during the interviews and the analysis process. Dividing the responsibility during the interviews led to interesting findings that otherwise might have been overlooked. The authors have, during the process of writing and conducting this study, provided different perspectives and complemented each other’s weaknesses and strengths. The authors are satisfied with their choice of analysis method since dividing the collective data into themes both simplified the analysis process and led to interesting discussions.

The authors anticipated that it would be difficult to find interviewees and that the collection of data would be more time-consuming than they thought. It was difficult to find interviewees due to reorganisation of the agencies which made the process of collecting data more time-consuming. Even though this was anticipated there was not much that could be done about it. The negative outcome was that the authors had less time to go through their data which otherwise might have provided a more holistic and elaborated study.

### 7.3 Further Research

In this study the main focus was upon the front edge competence group since they had most information about the work against trafficking for forced labour in Gävleborg. One question that has arisen during this period is how well the front edge competence group reaches out to those municipalities and organisations in Gävleborg that are not involved in their collaboration. Another subject of interest could therefore be to go into more depth on how the heavy work load and the high turnover affect the relations between collaborating agencies.

Danermark and Kullberg (1999) stated that interdisciplinary collaboration is based on common knowledge. This shows that more research on interdisciplinary collaborations in real life situations, for example in the collaboration in Gävleborg, is needed. There are a lot of different types of interdisciplinary collaborations in Sweden (Thylefors, 2007) and investigating any of those types would benefit the research concerning interdisciplinary collaborations. Furthermore, Schoon (2015) suggests that interdisciplinary collaborations on an academic level will benefit work in interdisciplinary teams. She also states that human development does not occur in a vacuum. The authors therefore suggest that further research could be conducted in collaboration between different disciplines. There is also a need for investigation concerning how resources are distributed in a municipality and how it affects the outcome of the agencies’ provided services.
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Trafficking for Forced Labour

Lina Klang and Fredrika Wolff
University of Gävle, 2016


http://www.ne.se.webproxy.student.hig.se:2048/uppslagsverk/encyklopedi/enkel/myndighet


Appendix

Interview questions in Swedish:

- Berätta vad det är som er myndighet gör för att motverka människohandel för tvångsarbete.
- Hur ser samarbetet ut?
  - Vilken roll har du i detta samarbete?
  - Hur samarbetar du med de andra aktörerna involverade i samarbetet?
- Vilka möjligheter skapar samarbetet?
  - Har detta arbetssätt möjliggjort något som, utan detta samarbete, inte vore möjligt?
  - Har detta samarbete vidgat dina kunskaper? I så fall, hur?
- Vilka utmaningar skapar samarbetet?
  - I så fall, vad har varit den största utmaningen enligt dig?
  - Hur har dessa utmaningar påverkat dig och dina klienter?
- Hur tycker du att samarbetet påverkar resultatet av ert arbete?
- Berätta om en situation som du anser representera hur samarbetet fungerar.

Interview questions in English:

- Tell us, what it is that your agency does in its work against trafficking for forced labour.
- How does the collaboration function?
  - What is your part in this collaboration?
  - How do you collaborate with the other actors involved in the collaboration?
- What opportunities can the collaboration create?
  - Has this way of working enabled you to do something that, without this collaboration, would not be possible?
  - Has this collaboration given you a broader knowledge base? If so, how?
- What challenges can the collaboration create?
  - If so, what has been the biggest challenge according to you?
  - What effect has these challenges had on you and the clients?
- How do you feel that the collaboration affects the results of your work?
- Tell us about a situation that, according to you, represents how the collaboration works.
Hej!
Vi är två studenter från Högskolan i Gävle som går termin fem på socionomprogrammet, inriktning internationellt socialt arbete. Vi ska nu skriva vårat examensarbete och vårat arbete kommer behandla samverkans arbetet i Gävleborgs län gällande människohandel för tvångsarbete.

Vi har fördjupat oss i forskning och litteratur gällande ämnet, men vi har också för avsikt att ta hjälp av er verksmma genom intervjuer. Därmed vill vi intervjuar dig som har kunskap och erfarenhet som är värdefull för oss i vårat arbete. Vi har sex frågor och intervjun beräknas ta 30-60 minuter. Vi hoppas att du har möjlighet att delta.

Om du har några funderingar är det bara att kontakta oss eller vår handledare Tomas Boman.

Med vänliga hälsningar
Lina Klang och Fredrika Wolff

Lina Klang: lina.maj.klang@gmail.com
Fredrika Wolff: durzeh@gmail.com
Tomas Boman: tomas.boman@hig.se