

Effectiveness of Police Intra-Departmental Collaboration in Combating Human Trafficking in Nairobi City County, Kenya

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ABSTRACT

The primary aim of this study was to investigate the effectiveness of police intra-departmental collaboration in combating human trafficking in Nairobi County, Kenya. Human trafficking remains a critical issue requiring effective intra-departmental collaboration among police units. This study investigates how various strategies and practices impact the efficiency of police efforts in combating human trafficking; with a focus on Nairobi County. The study employs Network Theory which emphasizes the importance of communication networks in coordinating and enhancing collaborative efforts across different units within an organization. Data was collected through structured interviews and focus groups discussions with key stakeholders, including police officers, community leaders, and National Government Officers. The study utilized a purposive sampling method to ensure diverse perspectives on the effectiveness of intra-departmental collaboration. The research engaged 20 respondents, including local community leaders, senior police officers, and national-level officials. Data was analyzed using thematic analysis for qualitative responses and descriptive statistics for quantitative data. This approach facilitated a comprehensive understanding of the communication practices, command structure, resource allocation, and community involvement in combating human trafficking. The study found that centralized communication systems and routine interdepartmental meetings significantly enhance cooperation and efficiency in responding to human trafficking. Decentralization of command authority improves local responsiveness, while fair resource distribution fosters collaboration. Community leaders and organizations provide crucial intelligence and support, emphasizing the need for strengthened partnerships between police and community stakeholders. Effective anti-trafficking efforts depend on integrated communication systems, improved command structures, equitable resource allocation, and strong community partnerships. While centralized systems and strategic planning enhance inter-departmental collaboration, issues such as inadequate command guidance and resource imbalances hinder cooperation. To improve intra-departmental collaboration, it is recommended to decentralize decision-making authority, implement a unified communication platform, conduct regular interdisciplinary meetings, and ensure equitable distribution of resources. Additionally, fostering stronger relationships with local community leaders and organizations will enhance information sharing and overall effectiveness in combating human trafficking.

Keywords: Intra-departmental Collaboration, Human Trafficking, Centralized Communication Systems, Decentralization of Command Community Engagement

INTRODUCTION

Human trafficking is a violation of human rights as well as an illegal activity that is widespread and intricate problem that crosses national boundaries, cultural barriers, and social classes to impact millions of people globally. It has been a widespread global problem, demanding focused law enforcement action. For instant, Bryant & Landman (2020), underscores that Intergovernmental agencies, governmental agencies, international non-governmental organizations (INGOs), and domestic non-governmental organizations (NGOs) have made countless attempts since the UN Trafficking Protocol was adopted in 2000. However, there has been a steady increase in trafficking cases, emphasizing the need for refined law enforcement tactics as per the United Nations Office on Drugs and Crime (UNODC) (UNODC, 2021). While agencies are vital in combating human trafficking, their success depends heavily on internal leadership structures and operational techniques. According to Wozniak & Hussey (2023), studies highlight potential weaknesses in resource allocation and collaboration between agencies which can hinder anti-trafficking efforts.

Sidun and Flore (2020) examined US law enforcement's response to trafficking, focusing on the influence of leadership, organizational design, and cooperation among agencies. They both mentioned how important it is for federal, state, and local law enforcement organizations to work together effectively in order to prevent human trafficking. That the disjointed approach taken by law enforcement in responding to incidents may result in lost chances to assist and assist victims. The authors suggested creating interagency task forces to promote resource sharing and communication amongst various.

In Nigeria, as a matter of police intra departmental collaboration, Abiodun et al., (2021) writes that the security agencies, including the Nigeria Police have methodically used a variety of techniques to identify human trafficking victims. The police command structure dictates how anti-human trafficking laws and policies are enforced. It shapes the strategies used to prosecute traffickers and safeguard victims. The UNODC (2016) stresses the need for unified leadership and coordinated law enforcement responses to dismantle trafficking rings. This focus underlines the police command's role in Nigeria's anti-trafficking efforts.

Kenya, specifically Nairobi County, confronts unique challenges in the anti-human trafficking battle. The National Coordination Mechanism on Migration (NCM) underscores Kenya's position as a source, transit point, and destination for trafficking activities (NCM, 2020). Resource limitations, lack of coordination, and the ever-changing nature of trafficking complicate the work of Kenya's law enforcement agencies, like the Directorate of Criminal Investigations (DCI) and the Anti-Human Trafficking and Child Protection Unit (AHTCPU). According to Onditi et al., (2021), there is need for a more flexible leadership styles and enhanced coordination within Kenya's law enforcement to keep pace with increasingly complex trafficking operations. For this reason, and drawing mandate from Section 10(f-h) of the National Police Service Act, 2011, the IG reorganized the National Police Service command system in order to realign it with dynamism inside the society. It is anticipated that in that direction, improved supervision, transparency, shared workload, and popular police culture, attitudes, principles, and actions, in a reformed command structure, will yield satisfactory outcomes (Linturi & Muna, 2021).

Despite efforts of intra departmental collaboration, human trafficking persists as a significant problem within Nairobi County, Kenya. Reports and statistics confirm that trafficking incidents remain widespread and ongoing. For instant, from Global Crime Index, 2023, Kenya is still reported as a Country of origin, a transit hub and a destination to various forms of transnational crimes. The UNODC program 2016–2021, provides evidence to bolster the GCI report. Additionally, Global initiative against Trans-National Crime Africa Index places Kenya 1/9 in East Africa, Africa 4/54 in Africa, and 16/194 Globally in cases related to human trafficking. This highlights the urgency of the issue and its severe impact on victims, families, and the Nairobi community as a whole – socially, psychologically, and economically. The persistence of human trafficking suggests that the current approach to combating it is not practical. Therefore, understanding the effectiveness of police intra departmental collaboration is crucial; as it may reveal inadequacies that hinder progress. This study aimed to thoroughly examine the effectiveness of the existing police intra departmental collaboration in combating human trafficking within Nairobi County. We sought to identify potential operational weaknesses and structural shortcomings that could limit its effectiveness.

Understanding how the police intra departmental collaboration operates in combating trafficking is crucial for designing effective interventions. Additionally, studying the police intra departmental collaboration helps expose strengths and weaknesses in their anti-trafficking approach. Leveraging this knowledge leads to more targeted strategies and optimized resource allocation. Furthermore, investigating the police intra departmental collaboration could highlight opportunities to improve coordination among different law enforcement agencies, NGOs, and international bodies dedicated to the fight against human trafficking. As a result, findings from this study have the potential to inform policymakers on necessary changes in legislation, training, or resource allocation—changes that ultimately enhance the effectiveness of anti-human trafficking efforts.

THEORETICAL FRAMEWORK

The network theory looks into the connectivity of nodes and the links that exist between them, which may be people or entities. Some of these social phenomena have been described by scholars such as Granovetter (Andreas et al., 2022). Borrowing from network theory while analyzing collaboration between organizational

units within the police command in addressing human trafficking, the insights are as follows: The first is about network structure and relationships. The aim of the theory is to understand how people make connections, how they sustain them, and how they use them in a network (Larson, 2021). In police departments, certain sections or divisions can be considered nodes, and the links between the nodes can be regarded as relationships or interconnections.

Secondly, it can describe information sharing and communication in the organization. The transmission view focuses on information flow and network channels (Lotker, 2021). In the setting of fighting human trafficking, it assists in showcasing how information on trafficking activities, intelligence, or strategies flows between different sub-units or departments in the hierarchy of police command. Lastly, the network theory equally stresses on structural holes; these are holes that can be crossed by an individual or unit through his or her broking role (Park et al., 2020). By selecting individuals or units who bridge structural holes and connect otherwise separated components of the command structure, we can improve interdepartmental relations in the fight against trafficking.

The study used network theory to establish the pattern and flow of inter- and intra-departmental collaborations within the police command in the fight against human trafficking. This is because it entails an analysis of relations, information exchange, strength of connections between entities, and identifying the ‘hubs’ or ‘hinge-pin’ units, as well as the optimal ways through which collaboration networks can be enhanced for optimizing anti-trafficking. The approach offers a conceptual foundation for appraising as well as enhancing partnership courses of action and informative interfaces in law enforcement organizations engaged in combating human trafficking.

Establishing clear procedures for information sharing and communication can facilitate the integration of projects and minimize efforts and departmentalization. This is in agreement with Erikson and Larsson (2020), who have further observed that in the last decade, partnership and collaboration with actors from different sectors have become perceived as possible means to address human trafficking, as well as support victims of human trafficking. It is crucial to connect many stakeholders involved, including governments of different countries, international organizations, non-governmental organizations (NGOs), and police forces, to struggle against human trafficking.

METHODOLOGY

This researcher used a cross-sectional survey research design to systematically determine the current level of intra-departmental police collaboration in combating human trafficking in Nairobi City County. A cross-sectional design was used to provide a cross-sectional approach to assessing the situation since the variables under study were not experimentally manipulated, hence addressing the “what” and “how” of the specific research topic. Using this approach, it was easy to analyze specific issues and challenges related to police collaboration in countering human trafficking while providing a clear view of the current landscapes and operations on the field.

The study's target population encompassed a diverse range of stakeholders, including the police, national government, other citizens, and local leaders involved in security activities, such as Nyumba Kumi. These groups were selected because they are the key stakeholders engaged in combating human trafficking and provided the best sample source for understanding the structure of intra-departmental cooperation. Due to the need to attain an adequate sample size, purposive sampling was employed to select the most appropriate sub-counties in Nairobi City County. The rationale for this approach stemmed from practical considerations based on time constraints and a deliberate and intentional sampling approach regarding the target population. The overall goal was to maintain a relatively small sample size and focus on important stakeholders, including police commanders, national level officials/advisors, local community leaders, and National Police officers of various ranks.

The only method used in the collection of data was interviews, but these could be face-to-face, telephone, or video. Interviews were chosen to allow for the exclusion of irrelevant variables that may hinder participants' perceptions of interdepartmental cooperation and the fight against human trafficking. To achieve this, we

selected 20 participants for interviews with representatives from the police, community, and higher national government institutions. These interviews were structured to provide some level of consistency to the overall research while also aiming to allow for an open conversation on various elements of anti-trafficking strategies and woven partnership complexities, which served to give a broad overview of the current state of actions.

This study employed thematic analysis to examine qualitative data from the interviews. This method required developing some sort of pattern or theme within the data and then reporting on the patterns identified. Using thematic analysis, the current cooperation practices were analyzed to determine their efficiency, together with defining tactical and strategic flaws and deficiencies. In doing so, the study gave a detailed account of the interdepartmental collaboration with the hope of pointing out the gaps in the anti-human trafficking efforts, thereby making efficient policy suggestions.

FINDINGS

This section outlines some important points about the effectiveness of collaboration in police intra-departmental human trafficking cases. The current police command structure's duties among the unit's impact cooperation, both by enabling and disabling inter-unit interaction features. However, there are several issues with enhanced collaboration. Routine meetings and integrated communication systems, among other effective strategies, have effectively countered the collaborative drift resulting from command decisions. Balances in skill distribution can impact the effectiveness of interrelated cooperation. Local community leaders play a crucial role in this process, and they could potentially benefit from enhancements provided by the police command. In this case, the reforms affecting the multiple command structure and improved distribution of resources are necessary for improving intra-departmental collaboration.

Impact of the Current Police Command Structure on Intra-Departmental Collaboration

The current police command structure is central to the organization's ability to properly coordinate and organize interdepartmental cooperation, especially in areas that are both complicated and especially sensitive, such as the fight against human trafficking. It determines how units within the police force function, how they communicate and relate to one another, and even how they plan their activities. A robust concept of command is essential for the cooperation of numerous departments, and the distinction between the rigidity and flexibility of a command significantly influences this cooperation. They allow one to identify some of the issues in how the command structure sets up these dynamics, and thus suggest how the efficiency in fighting human trafficking may be enhanced.

One respondent remarked,

"The system of centralized authoritarian decision-making results in bureaucratic decision-making processes that slow down the response time and impairs inter-unit cooperation."(Female police officer, Anti-Human Trafficking Unit, Central Sub-County, Nairobi, interviewed on August 15, 2024).

This finding highlights a significant problem inherent in this type of command hierarchy. The bureaucratic controls that are developed from the hierarchical structure may at times hinder decision-making activities, which entail delays in responses and poor coordination among the units. This hampers the kind of collaboration of different units and how they operate, especially since centralised and slow decision-making processes are always a disadvantage in the quest for anti-trafficking pushes.

In addition, another respondent highlighted,

"Recent reforms that introduced more cross-departmental task forces have significantly improved our ability to work together and tackle human trafficking cases more effectively."(Male police officer, Anti-Human Trafficking Unit, Westlands Sub-County, Nairobi, interviewed on August 17, 2024).

This demonstrates the positive impact of structural changes that have fostered collaboration. The implementation of cross-departmental task forces and other changes has significantly enhanced communication

both between and within the units, demonstrating that structural changes within the command also foster more effective practices. These changes have also effectively reduced the time barriers required to resolve complex cases, thereby preventing further delays. As a result, integrating interrelated departments has been helpful in responding to the complex issues of human trafficking.

In this regard, the evaluation of these quotations results in a positive interaction between the command structure and intra-departmental collaboration. This setup, however, hinders collaboration because, while there is a clear chain of command that works against the fluidity and flexibility of operations, the reforms that have been implemented late have demonstrated improvement. The success of these reforms demonstrates the importance of enhancing the command structure to foster collaboration among units and expedite decision-making. By making proper modifications in the command elements and acknowledging the ongoing assessment of organisational dynamics and practices, we can achieve promising strategies in countering human trafficking.

Examples of Police Command Actions Influencing Collaboration in Human Trafficking Investigations

The police command's actions significantly impact the consolidated cooperation among the units involved in the fight against human trafficking. Coordination decisions in command can add value to inter-unit coordination and optimise the investigative work flow, but poor decisions and a lack of support can be detrimental. Studying these examples enables one to understand how command actions enhance, or impair, teaming—a critical process for addressing human trafficking.

One respondent shared,

" The creation of an anti-trafficking tactical team of ITS operations under the command's guidance has enhanced the efficiency of the functioning of the individual divisions. This task force brings together numerous departments, facilitating the centralization of information sharing and strategies."(Female police officer, ITS Operations Division, Nairobi City County, interviewed on August 18, 2024).

In this case, they have shown a positive outcome of how more command actions, including the formation of specific task forces, can improve cooperation by bringing together different sections in an organization. These task forces allow for a single approach to human trafficking problems by integrating different expertise and assets. This strategy, in addition to improving operational efficiency, increases law enforcement's ability to deal with issues in an integrated manner.

Building on this, a different respondent pointed out,

" I believe that there was an escalated incidence where a lack of clear direction from the command was realised to have negative impacts leading to inconsistency among the units. For instance, a lack of clear role demarcation during a massive trafficking case in one of the states last year hindered collaboration between our agencies."(Senior police officer, Anti-Human Trafficking Unit, Nairobi City County, interviewed on August 18, 2024).

This statement reveals another paradox, as poor direction and unclear orders from the command lead to obstacles to cooperation. In this case, inadequate and unclear direction led to confusion and a lack of coordination among the units, hindering their efforts to coordinate effectively. This led to a lack of clarity regarding the goals and objectives, as well as a misalignment in the timing of initiatives and activities. This underscores the importance of mutual understanding and a consistent purpose in promoting both inter- and intra-departmental collaboration.

The aforementioned quotations show that specific actions of a command, such as the creation of unique task forces, boost unit collaboration and coordination, whereas other actions or their absence can create confusion within the mission framework. The signaling consistently demonstrates that clear, positive, and focused command decisions significantly anchor various forms of collaboration. The success of task forces shows what sorts of command actions can effectively coordinate efforts and enhance investigation results, while the

problems associated with erroneous directives illustrate the possible problems arising from a lack of clear message and clear roles for all participants.

Effective Strategies and Practices for Improving Intra-Departmental Communication and Coordination

Fighting human trafficking requires implementing measures and practices that promote more efficient cooperation with the police command of separate departments. These practices are critical for creating conditions in which different units can operate coherently and pass information from one to another. The study identified the success stories, which can be outlined to suggest how they help to enhance cooperation and enhanced anti-trafficking outcomes.

One respondent highlighted,

"I believe the introduction of a centralised communication system has made it possible. Real-time information sharing, which informs all units, including investigative departments, greatly enhances response time."(Local community leader, Nairobi City County, interviewed on August 22, 2024).

This finding supports the idea of how the use of a centralized communication has improved the relations between departments by increasing the contact between them in the exchange process resulting in immediate decisions. Thus, the system makes it possible to provide instant sharing of important information as well as align the actions of separate departments. The enhancement of this communication enhances the co-ordination on human trafficking cases hence, increasing efficiency in the time and quality of the response.

Expanding on this point, another respondent stated,

"There are also interdepartmental meetings, and I realized that its members conduct training sessions. Such schemes are not only useful for eliminating the existing ignorance of each other's responsibilities but also contribute to the trust and cooperation within the particular organisational members and sections. I have always thought that they are core to improving unity among the members of the team."(Senior police officer, Nairobi City County, interviewed on August 25, 2024).

This example shows the necessity of contacts and training as the tactics that always contribute to the formation of a cooperative atmosphere and the overall effectiveness of anti-trafficking measures. The research identifies the best practices for enhancing intra-departmental communication and cooperation, which include introducing a unified communication platform, promoting routine meetings, and engaging in joint training activities. The actual meeting system concentrates on urgently addressing requirements and enhancing organizational performance, while interdepartmental meetings and training activities foster stronger cooperation and rapport among units. When combined, these practices enhance collaboration, demonstrating the importance of both technological and relationship-oriented approaches in enhancing the capabilities of the police command in combating human trafficking.

Improvements in the Police Command Structure to Enhance Intra-Departmental Collaboration

Strengthening the police command system can help to advance cooperation within the police department, particularly in the fight against human trafficking. It means that the command system is one of the effective means of regulating interaction, increasing the efficiency of communication processes between different formations, and using resources effectively. Such changes and effects give understanding concerning possible changes in the command and the effects it carries to cooperative processes.

One respondent suggested,

"Possibilities of decentralizing decisions can make a significant positive impact on our cooperation. Some of the agency's power should be decentralised to the local units in order to be able to act more promptly in human trafficking situations as well as communicate better with other departments."(Police officer, Nairobi City County, interviewed on August 25, 2024)

This result also suggests that decentralizing command authority could be beneficial to some extent for some reasons being the decision made faster and providing better integration at the local level. Decentralization of decision making authority would in actual sense mean that units at the lower levels are more capable of responding to emergent events and take corresponding actions based on situations that prevail at their level. It also makes an organization more flexible while also enhancing coordination of departments within an organization in dealing with human trafficking cases.

In contrast, another respondent noted,

"In the strategic planning processes, the organization plans to extend the existing reach of a command structure by including more representatives of units. Thus, there is a possibility to introduce the cultural measures that will help to solve the problem of having disparities with stakeholders regarding the anti-trafficking policies."(National level official/advisor, interviewed on August 25, 2024).

In this respect, this finding underlines the importance of the company to have a coherent form of organizational structure where all the units are tasked and encouraged to contribute to the planning process hence enhancing the disclosure. This approach enables the command structure to formulate more comprehensive and reliable general and specific measures, which each unit can investigate independently. It not only improves the cooperation between departments but also creates a joined approach to solving multifaceted challenges, like human trafficking, which leads to more effective and integrated results.

This research demonstrates that implementing changes in police command, such as decentralizing decision-making and integrating strategic planning within sub-leagues, could significantly enhance police cooperation. On one hand, decentralization results in quicker responses and improved local coordination, while on the other hand, centralized management of forces is more effective as it draws participation from relevant units, improving responsiveness and force cohesiveness. All of these enhancements, together, yield more efficient coordination and, thus, positive results in the fight against human trafficking.

Impact of Resource Allocation on Intra-Departmental Collaboration

The distribution of resources in the police force depends on the police command, which is a very sensitive factor in determining the efficiency of the various departments that deal with human trafficking cases. Efficient supply chain management contributes to the stability and improvement of capacity and competence, as well as the capability to plan and execute in accordance with the current demands and needs of specific units in managing cases. Studying the effects that resources have on partnerships offers an understanding of the general relationship between resource distribution and efficiency in the fight against human trafficking.

One respondent explained,

" Fair distribution of available resources among departments promotes unity, in my observation. For example, facilitating the provision of state-of-the-art technology and training aids to all units helps the working units cooperate effectively and share information."(Police officer, interviewed on August 25, 2024).

In this finding, equity of resources promotes collaboration as each department gets the tools and the necessary knowledge to implement their roles. It aids in maintaining equilibrium and enhancing the resourcefulness of the collaborative environment for each unit's objectives, guaranteeing the availability of all necessary resources. This fairness approach increases departmental capacity, increasing overall coordination in handling human trafficking cases.

Conversely, another respondent noted,

" In my opinion, the centralisation of funds and certain equipment in some units does not lead to cohesion and generates tensions. Lack of capital is often an albatross for departments that end up lagging behind in the sharing of information and the coordination process."(Police commander, interviewed on August 27, 2024).

This statement emphasizes how the distribution of resources distorts cooperation: when a department has abundant resources, it can hinder collaboration with other departments. Proper resource allocation can prevent some organizational units from having the necessary tools or cooperation for successful collaboration. Time-consuming confusion and a general decline in productivity within that working party are clear indications that equal resource allocation is necessary to enable fluid and efficient work flow across departments.

The study also reveals that a fair distribution of resources enhances cooperation among various sub-departments by facilitating optimal work. On the other hand, distribution of resources plays a major role in identifying operational inequalities, hampering synergistic work. Effective resource management fosters positive working relationships by improving cooperation between departments and responding appropriately to human trafficking cases. Therefore, one has to allocate its resources in such a way that successful and fruitful cooperation occurs within anti-trafficking efforts.

Role of Local Community Leaders and Organizations in Enhancing Police Collaboration

This policy implication suggests that the efforts of local community leaders and organizations play a crucial role in enhancing the existing police collaboration in the fight against human trafficking. It serves to bridge the communication gaps between the police and the community, sharing crucial information for crime prevention and bolstering police and related community efforts. s and organisations help fight human trafficking and analysing how the police command can assist them is always valuable information that helps to make collaboration successful.

One respondent emphasized,

" I also believe that community leaders and local organisations provide valuable information and support that may not be readily available to us in law enforcement. Because of them, we are better able to determine the location of the victims and the means of trafficking."(Local community leader, interviewed on August 27, 2024).

This finding suggests that the police need the support and information provided by community leaders and organizations in order to increase the efficiency of their work. These positions provide officers with access to information and contacts that they would not otherwise have. Police operations become more effective by utilizing this community-based information, thereby enhancing the overall battle against human trafficking.

Transitioning to a complementary perspective, another respondent added,

" I believe that the police command should spend even more efforts engaging the community stakeholders. By developing their official cooperation and maintaining constant contact, we can enhance the effectiveness of our responses in the fight against human trafficking."(Local community leader, interviewed on August 27, 2024).

This statement highlights the ongoing lack of collaboration between the police management and efforts to strengthen partnerships with leaders and organizations in society. Through the participation of such stakeholders, as well as providing them with reinforcement, the police command can improve the level of their cooperation as well as prioritise joint measures against human trafficking. Strengthened partnerships foster enhanced information sharing and coordination, thereby enhancing the delivery of a coherent and coordinated response to this persistent issue.

The findings also indicate that local community members and organizations play a vital role in improving police cooperation by providing valuable information and assistance. Being locals, they possess a deep understanding of the area and its inhabitants, particularly in relation to human trafficking incidents. Nevertheless, the most effective results for these stakeholders are achievable through communications and partnership with the police command. Measures to enhance these partnerships include increasing the efficiency of cooperation, the development of trust, and in result more effectiveness of the measures against trafficking.

DISCUSSIONS

Within the scope of the present work, some essential concerns of police cooperation regarding human trafficking are outlined in the framework of the current study and some of the perspectives revealed in the literature are based on both valuable findings and difficult problems stated by scholars. It is also true as observed by Bryant and Landman (2020) that the current hierarchical structure obstructs the ability of various levels of authorities to interact and share information by creating several layers that take much time to process. However, the general condition still lacks integration at the operational level although there have been certain improvements such as formation of cross-departmental task groups. It should be noted that Burgess et al. (2017) have pointed out more flexible and integrative command structures. Such task forces have helped to fasten communication and to present proactively work models that show how such structures facilitate flow of communication.

Managers have used intra-organizational communication technology and interdepartmental meetings as measures to ensure interconnection. The findings agree with Lauren and Mansfield (2019) and Marília et al., (2016). These measures enhance the capacity for real-time information sharing, which is crucial in establishing trust among the units, a prerequisite for effective anti-trafficking efforts. These practices offer the following benefits, reinforcing Wozniak and Hussey's (2023) assertion that improved communication infrastructure and consistent communication foster increased teamwork. On the other hand, this study also found that factors such as a lack of command guidance and unclear directives can be detrimental, as Shrum et al., (2015) have highlighted the importance of having a clear and stable command.

The study's analysis of resource allocation reveals that while inequalities lead to conflict and operational hindrances, equal distribution of resources fosters cooperation. This aligns with Hall's (2021) emphasis on the importance of resource balance in supporting coordination activities, enhancement, and balance. Furthermore, the research indicates that community leaders and organizations serve as a significant source of crucial intelligence, thereby supporting Abiodun et al., (2021) call for community involvement. However, the need for increased participation from the authorities necessitates Lotker's (2021) suggestion that official associations should collaborate and maintain constant communication to strengthen these relationships. Finally, these comparisons indicate the significance of structural versatility, accurate communication, fair sharing of resources, and solid collaboration with communities to increase the efficiency of intra-departmental cooperation against human trafficking.

CONCLUSION

In conclusion, the study on the effectiveness of police intra-departmental collaboration in combating human trafficking in Nairobi City County reveals several critical insights. Current command arrangements, resource availability, and contact with community leadership all have a large bearing on how collaborative a system will be. Research evidence also suggests that a highly centralized system makes it difficult for units to work effectively together, but there is hope in the current measures and commitments to specialized task forces. Better practices, such as a central communication system and cross-organizational meetings, have improved relations and cooperation among units, thereby improving the capacity to fight human trafficking. However, there are still issues, such as inadequate command guidance and an imbalance in resources that hinder proper collaboration. Stakeholders such as community leaders and other local organizations are indispensable in offering important information and assistance, but there is a need for the police command to build better relations with such players. Thus, to increase the efficiency of collaborative actions, it is necessary to account for the difference in resources and discuss and analyze command practices on a regular basis.

RECOMMENDATION

To enhance the effectiveness of police cooperation within departments in combating human trafficking, we must implement the following recommendations: Rationalization of police command arrangements through decision of authority decentralization and cross-department combined operations efficiency will be enhanced. Ensuring that there are well developed and well utilized centralised means of communicating with other units

of the law enforcement agency, daily interdisciplinary briefings, as well as cross-training programs, will ensure that there is an adequate flow of information between various units, thus enhancing the trust that is required in order to work cohesively. For all departments to have adequate equipment and support, fair resource distribution is critical, preventing work completion and disjointed operations. Further, engaging local community leaders and organisations by establishing a working relationship, cooperation, and reciprocation of information and assistance will improve the exchange of useful information and assistance. All these measures systematically intend to enhance efficiency, cooperation, and, inter alia, efforts to combat human trafficking.

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