
Perspectives of Law and Justice from Economic Globalization 'Labour Standards and Basic Human Rights'

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ABSTRACT

In the context of economic globalization, this paper investigates the confluence of human rights and labour standards. It investigates the ways in which globalization has exacerbated the challenges of sustaining fair labour standards, particularly in developing countries, while simultaneously promoting economic growth and technological advancement. The research emphasizes the importance of international legal frameworks, including the Universal Declaration of Human Rights (UDHR) and the conventions of the International Labour Organization (ILO), in the advancement of labour rights. Nevertheless, enforcement remains inconsistent, as multinational corporations frequently exploit feeble regulatory environments to reduce costs, resulting in exploitative working conditions, child labour, and forced labour. In addition, the paper examines the effects of globalization on both advanced and developing economies, highlighting the decrease in manufacturing employment in developed countries and the increase in precarious employment in the freelance economy. The severe repercussions of labour rights violations are exemplified by case studies, including the Bhopal Gas Tragedy and the Rana Plaza catastrophe. The paper concludes with suggestions for the protection of workers' rights in an increasingly interconnected world, including the fortification of labour laws, the promotion of international cooperation, and the enhancement of corporate accountability.

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Policymakers, scholars, and campaigners focus on international labour law and human rights in an increasingly interconnected world. Globalisation poses important problems regarding work dignity and labour market rights as it changes economic landscapes. International labour law, mostly determined by the International Labour Organisation (ILO), seeks fair and equitable working conditions for all. This legal architecture recognises that labour rights are human rights, including the right to fair working conditions, freedom from discrimination, and the right to organise.ⁱ

Economic globalisation has revolutionised markets, industries, and nations, resulting in unparalleled economic interconnectivity. While this interconnection has boosted economic growth, global market access, and technological innovation, it has also made fair labour standards and human rights protection difficult. There are many regions of the world, particularly in developing countries, where the strains of global competitiveness have led to exploitative working conditions, inadequate salaries, and a lack of protections for workers' rights. This is especially true in developing countries. In order to cut costs, multinational firms typically exploit weak regulatory frameworks, compromising labour standards.ⁱⁱ

Labour standards—fair salaries, safe and humane working conditions, freedom of association, and the ban on forced and child labor—protect workers' dignity.

Labour rights are promoted and protected worldwide by international legal instruments like the ILO treaties and the UDHR. Although regional and domestic labour laws complement these frameworks, enforcement is patchy. Labour violations by corporations and governments are difficult to prosecute due to the global structure of production and trade.

Economic Globalisation and Its Effects on Labour Standards

Synopsis of Economic Globalisation:

Economic globalisation denotes the growing connectivity and interdependence of national economies via the worldwide interchange of commodities, services, capital, information, and, to a lesser degree, labour. This tendency is propelled by elements including technological breakthroughs, the liberalisation of trade and investment regulations, the emergence of multinational firms, and the diminishment of obstacles to international trade. In recent decades, globalisation has revolutionised economic activities by enabling the unrestricted flow of capital, prompting multinational firms to outsource production to nations with less labour expenses, and enhancing the integration of financial markets.

Economic globalisation has facilitated economic growth and enhanced living standards in numerous regions; yet, it has also intensified income inequality and undermined labour rights, particularly in developing economies.



Globalisation has expanded markets and generated employment; yet, the advantages of economic integration have not been equitably allocated, especially concerning labour rights and standards. The capacity of multinational firms to relocate manufacturing across countries has resulted in a "race to the bottom," wherein nations vie for foreign investment by diminishing labour standards and undermining the implementation of current labour regulations.

In this context, labour standards—comprising equitable salaries, secure working environments, the ability to organise, and the prohibition of forced and child labour—are frequently undermined. The global marketplace often prioritises economic efficiency and cost reduction at the expense of workers' rights, especially in labour-intensive sectors like textiles, agriculture, and electronics production. This disparity has engendered considerable obstacles in guaranteeing justice and equity in international labour standards.ⁱⁱⁱ

Effects of Globalisation on Global Labour Markets:

The impact of globalisation on labour markets has been diverse, yielding both advantageous and detrimental outcomes contingent upon the region and sector. Globalisation has predominantly led to increased economic opportunities; yet, it has concurrently heightened competitiveness and exerted downward pressure on salaries and working conditions across numerous industries.

In Emerging Nations:

Globalisation has catalysed industrial expansion and employment generation in emerging nations, especially in industries such as manufacturing, textiles, and agriculture. Access to global markets has enabled economic growth, attracted foreign investment, and enhanced employment prospects, particularly for low-skilled individuals, in numerous countries. Nevertheless, the swift growth of export-driven businesses has frequently compromised labour standards.

Labourers in underdeveloped nations may encounter substandard working conditions, inadequate compensation, extended hours, and insufficient safeguards for their health and safety. The informal economy, devoid of governmental monitoring, has expanded in numerous developing countries, where millions of workers, especially women and children, are engaged in unregulated and perilous settings. The lack of robust labour rights, inadequate enforcement of current regulations, and governmental efforts to attract foreign investment have fostered an environment in which workers are susceptible to exploitation.

A major concern is the ubiquity of child labour and forced labour inside global supply networks. In industries like agriculture, textiles, and mining, children are frequently subjected to hazardous and exploitative conditions,



while forced labour remains a widespread problem in areas including fishing, construction, and domestic work. Global supply chains in sectors such as fast fashion have faced criticism for their dependence on sweatshops and exploitative labour practices in nations like Bangladesh, India, and Vietnam, where workers frequently endure hazardous conditions with few legal protections.

In Advanced Economies:

Conversely, wealthy nations have encountered distinct issues associated with globalisation. The outsourcing of employment to lower-cost economies has resulted in a reduction in manufacturing positions in industrialised countries, especially in the United States and Western Europe. This transition has led to pay stagnation, employment reductions, and the deterioration of labour unions in many nations. Employees in conventional manufacturing sectors have seen escalating challenges in competing with lower-cost labour overseas, resulting in pervasive job instability and economic disruption.

Simultaneously, globalisation has facilitated the expansion of high-skilled employment in sectors such as technology, finance, and services within developed economies. Nonetheless, the advantages of this employment expansion have been inequitably allocated, with low-skilled labourers experiencing the most significant adverse impacts of globalisation. The expanding gig economy and the emergence of insecure, non-standard employment have exacerbated the erosion of labour standards, as workers in these sectors frequently lack access to social protections and labour rights, including minimum wage, health benefits, and job security.

Pertinent International Organisations

International organisations are essential in establishing labour standards and safeguarding workers' rights within the global economy. These organisations establish a framework for resolving labour rights breaches and encouraging decent work; yet, their efficacy frequently hinges on the desire of individual nations to adhere to international norms and apply these standards domestically.

International Labour Organisation (ILO):

The International Labour Organisation (ILO) is a UN specialised body that establishes international labour standards and advocates for workplace rights. Established in 1919, the ILO has formulated an extensive array of conventions and recommendations that delineate fundamental labour standards, including the right to freedom of association, collective bargaining, the eradication of forced and child labour, and the advancement of safe and healthy working conditions.

The ILO's fundamental conventions, including Convention No. 87 (Freedom of Association and Protection of the Right to Organise) and Convention No. 98 (Right to Organise and Collective Bargaining), offer essential safeguards for workers' rights during globalisation. Moreover, Convention No. 182 (Worst Forms of Child Labour) and Convention No. 29 (Forced Labour) are especially pertinent in tackling the exploitation of susceptible workers within global supply networks. The ILO's supervisory mechanisms, comprising the Committee on Freedom of Association and the Committee of Experts on the Application of Conventions and Recommendations, oversee the enforcement of these norms and offer counsel on enhancing conformity.

Nevertheless, despite the ILO's substantial contribution to advancing labour rights, its enforcement authority is constrained. Adherence to ILO conventions relies on the voluntary ratification and domestic enforcement by member nations, many of which may lack the political will or capability to execute these standards effectively.^{iv}

World Trade Organisation (WTO):

The World commerce Organisation (WTO) is an international entity that governs global commerce and advocates for the reduction of trade barriers among member nations. The WTO, while largely concentrating on trade-related matters, exerts a considerable indirect influence on labour markets and labour standards. The WTO has promoted free trade, aiding the integration of developing nations into the global economy, resulting in job creation and economic expansion.

Critics contend that the WTO's focus on trade liberalisation frequently compromises labour rights, especially in developing nations where inadequate regulatory structures and labour protections are forfeited in the quest for foreign investment. The WTO's accords, including the General Agreement on Trade in Services (GATS) and the Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS), do not explicitly encompass labour standards, resulting in a deficiency in the global regulation of labour rights inside the trade framework. The attempt to associate labour standards with trade agreements has proved controversial. Developing countries have opposed proposals to integrate labour standards into the WTO's mandate, contending that such measures would put inequitable constraints on their economic competitiveness. Consequently, labour standards primarily remain within the purview of the WTO's formal agenda, but dialogues regarding matters like as forced labour, supply chain transparency, and corporate social responsibility have acquired some momentum in recent years.

Principal Labour Standards Shaped by Global Economic Forces:

Global economic factors have impacted labour standards in several significant ways. The swift proliferation of global supply chains and the increasing dominance of multinational corporations have compelled countries and international agencies to implement and uphold basic labour standards. Several key labour standards affected by

globalisation

encompass:

- **Liberty of Association and Collective Negotiation:** As corporations globalise, safeguarding employees' rights to organise and engage in collective bargaining has become progressively challenging, especially in nations with inadequate labour safeguards. Multinational firms are often accused of stifling union action to sustain reduced labour expenses.

- **Safe Working Conditions:** Globalisation has resulted in the proliferation of industries characterised by dangerous working conditions, especially in poor nations. Industrial incidents, exemplified by the **Rana Plaza plant collapse** in Bangladesh, underscore the hazards encountered by workers inside global supply chains.

- **Equitable Compensation:** The wage gap between rich and developing nations has widened, with labourers in the Global South frequently earning below a sustainable living wage. The absence of robust labour laws in numerous nations exacerbates income inequality.

- **Child Labour and Forced Labour:** Global economic dynamics have perpetuated child labour and forced labour, especially in sectors such as agriculture, textiles, and mining, where at-risk populations are exploited to satisfy the demand for inexpensive labour.

A Globalization-Related Legal Framework for Labour Standards

International Lawful Tools

A robust legislative framework to safeguard labour standards worldwide is more important than ever before due to economic globalisation. A number of important international legal instruments exist to protect the rights of workers. These include documents draughted by the UN and the International Labour Organisation (ILO). In order to strike a balance between the demands of globalisation and the preservation of labour rights, these instruments establish minimal requirements for working conditions, freedom of association, and the prohibition of exploitative activities.

Convention 3.2 of the International Labour Organisation

Important work in advancing workers' rights and establishing global norms for decent employment is done by the International Labour Organisation (ILO). The abolition of child labour, freedom of association, and collective bargaining are all fundamental labour rights that have been addressed in a number of important agreements. With the goal of safeguarding workers in an increasingly globalised economy, these accords lay out a legislative

framework.^v

International Labour Organisation Convention No. 87

The freedom to organise and join groups is guaranteed to both employees and employers by International Labour Organisation Convention No. 87, which was adopted in 1948. Freedom of association is crucial in today's globalised economy to safeguard workers from exploitation and promote fair treatment, especially in countries with lax labour laws where multinational businesses operate.

Freedom of association is important in theory, but in fact it is often curbed, particularly in emerging countries that are trying to entice international investment. Countries like Cambodia and Bangladesh, which rely on exports to support their economies, routinely violate this agreement by actively suppressing union activities.

The Right to Organise and Collective Bargaining as Per ILO Convention No. 98

By outlawing anti-union discrimination and encouraging employers and workers to engage in collective bargaining, ILO Convention No. 98, which was adopted in 1949, supplements Convention No. 87. Due to the prevalence of big multinational companies in global supply chains, collective bargaining plays an essential role in protecting workers' rights to a fair working environment.

Despite these safeguards, Convention No. 98's enforcement is lacking in numerous regions across the globe. Collective bargaining is frequently met with employer intimidation and retaliation in nations where workers' rights are severely constrained.

The worst types of child labour are addressed in ILO Convention No. 182.

Hazardous employment, enslavement, and exploitation are some of the worst kinds of child labour that nations are obligated to eradicate according to ILO Convention No. 182, which was adopted in 1999. In many parts of the world, including the agricultural, textile, and mining industries, child labour is still common in supply chains. To combat these abuses, Convention No. 182 is vital, as it requires governments to provide vulnerable children with education, social assistance, and the enforcement of laws.

As long as there is a need for inexpensive labour, many global sectors will continue to use child labour, regardless of international efforts to end the practice. Some industries, including cocoa and cotton, still use child labour to supply global markets.

The UDHR, or the Universal Declaration of Human Rights, drafted by the United Nations

Another seminal international document dealing with labour standards is the United Nations' Universal



Declaration of Human Rights (UDHR). The UDHR, which does not have the force of law, was adopted in 1948 and lays forth fundamental human rights, among which are the right to work and to be treated fairly on the job.

Section 23 of the Constitution guarantees workers the right to work in a safe and healthy environment. The UDHR guarantees, in Article 23, the freedom to labour, the right to choose one's own employer, and the right to safe and fair working conditions. Within the framework of globalisation, this article stresses the importance of treating workers fairly worldwide, irrespective of their economic standing. The displacement of workers and the widening income gap brought about by globalisation highlight the need of Article 23 as a guiding principle for fair labour standards on a global scale.^{vi}

The Right to Relax and Enjoy Life (Article 24)

The right to leisure, including set work hours and paid vacations, is guaranteed under Article 24. Workers' health and safety depends on this right, especially in fields where long hours are the norm. In nations with lax labour regulations, globalisation has exacerbated the problem of overworked workers who do not get enough time off. The broader welfare of workers, in addition to salaries and safety, must be addressed by labour regulations (Article 24).

Fundamental Human Rights at Work

Outlining Fundamental Labour and Human Rights

Everyone has fundamental human rights by virtue of being human. It takes the rights to equality, life, and dignity to protect and fulfil fundamental human desires. Working conditions and human rights are closely intertwined. In addition to being workplace concerns, fair pay, secure working environments, and freedom from child or forced labour are human rights.

Labour and human rights complement one another. Human dignity and well-being are undermined by abuses of labour rights, such as hazardous working conditions or exploitative compensation. On the other hand, by guaranteeing that every employee is treated equally and with respect, labour rights protection advances equality and human dignity.

Theories and Viewpoints on Labour Rights as Human Rights

Human rights are recognised as labour rights by many legal and philosophical perspectives. Human potential, according to human rights theorists, depends on having decent working conditions. Human dignity depends on a feeling of purpose, personal development, and economic independence—all of which are facilitated by labour rights.



Human rights, including labour rights, have undergone legal modifications, particularly in reaction to the global economy. Important international legal tools reflect this development by recognising labour standards as human rights. These systems acknowledge that human dignity is violated by worker exploitation, which includes unfavourable working conditions, low pay, and a lack of rights to collective bargaining.

According to labour rights theorists like John Rawls and Amartya Sen, adequate working conditions are a prerequisite for other rights. Sen's "capability approach" highlights the importance of working in thriving environments for human development and well-being. In accordance with Rawls' notion of justice as fairness, equal opportunity and treatment depend on labour rights.^{vii}

Global Labour and Human Rights Duties

Human rights include the recognition of employment rights in several international legal treaties. As part of their duties under international human rights law, states and businesses must protect workers' rights.

UDHR

International human rights are based on the 1948 Universal Declaration of Human Rights (UDHR). The freedom to work, the right to choose one's job, fair and comfortable working conditions, and equal pay for equal work are all guaranteed by Article 23. Rest and relaxation are guaranteed by Article 24, along with reasonable work hours and compensated holidays. The UDHR's recognition of these rights highlights how crucial they are to equality and human dignity.

The Economic, Social, and Cultural Rights International Covenant

Human rights pertaining to labour are extended by the 1976 International Covenant on Economic, Social, and Cultural Rights (ICESCR). ICESCR Articles 6–8 place a strong emphasis on the rights to fair labour practices, safe and healthy working conditions, and trade union membership. In order to guarantee the economic, social, and cultural well-being of their citizens, ratifying the ICESCR obliges countries to advance and protect labour rights.

To implement these rights, states must progressively raise labour standards and working conditions, according to the ICESCR. If states don't vigorously enforce their obligations, competitive pressures in the context of economic globalisation may erode labour rights.^{viii}

Due diligence on human rights and supply chain CSR

In an international economy, businesses defend workers' rights. Corporate social responsibility (CSR) promotes corporations to embrace responsibility for their social and environmental effects, including human rights.



Companies must obey local labour legislation and guarantee their supply chains respect workers' rights under CSR guidelines.

Businesses must identify, prevent, and redress human rights abuses in their supply chains as part of CSR. This involves evaluating worker rights threats, developing policies to safeguard them, and addressing violations. The UN Guiding Principles on Business and Human Rights urge enterprises to respect labour rights and not participate in human rights abuses, even in countries with weak regulatory regimes.

Sweatshop employment, child labour, and unsafe working conditions are ubiquitous in the textile and electronics industries' global supply networks. Corporate accountability has been highlighted by high-profile cases like the Rana Plaza plant accident in Bangladesh. Today, many global firms do supplier human rights audits and incorporate ethical labour rules into their business practices.

As consumers and investors demand ethical practices, global supply chains must comply with employment rules. Companies that violate human rights face legal concerns, consumer distrust, and brand harm.

Challenges to Labour Standards in a Global Economy

Globalisation has led to economic growth and significant challenges to labour standards, particularly in developing countries where labour exploitation is prevalent. Multinational corporations (MNCs) seek to minimise production costs, leading to a global economy that frequently disregards labour rights and causes numerous human rights violations.

Labour Exploitation in Developing Countries

In many developing countries, workers face exploitation marked by insufficient earnings, perilous working conditions, and limited options for unionisation. Labour laws are either poorly enforced or deliberately undermined to attract foreign investment, leading to widespread abuses of labour rights.

Case Study: Labour Exploitation in Southeast Asia

The garment industry in Southeast Asia is notorious for exploitative labour practices, where workers, mainly women and children, face long hours, inadequate wages, and unsafe working conditions. Countries like Bangladesh, Vietnam, and Cambodia have become crucial hubs for global textile production; yet, the quest to reduce costs for international companies sometimes results in labour exploitation. The 2013 Rana Plaza collapse in Bangladesh, which led to the fatalities of over 1,100 people, illustrates the severe repercussions of perilous working conditions inside global supply chains. Despite these dangers, many individuals remain trapped in these sectors owing to poverty and the lack of alternative employment opportunities.^{ix}

Child Labour and Involuntary Labour

Child work and forced labour remain substantial concerns in the global economy, particularly in sectors such as agriculture, mining, and textiles. The need for affordable goods has intensified exploitative practices, especially in regions with insufficient enforcement of employment laws. The International Labour Organisation (ILO) asserts that millions of youths are engaged in dangerous work, despite global legislative prohibitions.

Case study :Sinaltrainal v. Coca-Cola Co

This case highlights the issue of labour rights infringements committed by multinational firms. Coca-Cola encountered accusations of involvement in human rights abuses, including forced labour and anti-union violence, at its bottling plants in Colombia. The action ultimately failed due to jurisdictional issues in U.S. courts; however, it attracted significant attention over the role of multinational corporations in labour rights violations and underscored the difficulties of holding companies accountable for transgressions committed abroad.^x

Migrant Labour

Migrant workers represent a significant portion of the global labour market, particularly in industries like agriculture, construction, and domestic service. However, these workers often face exploitation, discrimination, and inadequate legal protections. Migrant labourers typically face protracted working hours, inadequate compensation, and poor living conditions, while their precarious immigration status sometimes limits their access to labour rights.

Case study : Doe v. Nestlé USA, Inc.

This case brought before the U.S. Supreme Court scrutinised allegations of child labour in the cocoa supply chain of West Africa. Plaintiffs asserted that Nestle USA and other corporations enabled child labour violations by maintaining supply chains reliant on forced child employment in cocoa production. The Supreme Court ultimately concluded that the case was not relevant to the Alien Tort Statute; however, the verdict prompted substantial queries over corporate responsibility for labour rights infringements inside international supply networks.^{xi}

Judicial and Extrajudicial Remedies

Addressing labour rights violations in a globalised economy requires a combination of judicial and non-judicial remedies. Judicial institutions, international organisations, and corporate accountability mechanisms are crucial for the protection of labour rights.

Judicial Remedies

Judicial remedies are essential for safeguarding labour rights and allowing workers to seek redress for violations. Judicial entities at both national and international tiers have been vital in protecting workplace rights, particularly through landmark rulings that create important legal precedents.

Case: Demir and Baykara v. Turkey (European Court of Human Rights)

The European Court of Human Rights (ECHR) ruled in favour of Turkish trade unionists who were denied the right to collective bargaining. The court concluded that the right to form and join trade unions, along with the right to engage in collective bargaining, is protected by the European Convention on Human Rights. This landmark verdict underscored the importance of labour rights as fundamental human rights and established a vital legal precedent for the protection of trade union rights in Europe.^{xii}

Non-Judicial Remedies

In addition to court techniques, non-judicial remedies are crucial for addressing labour rights violations, particularly when legal choices are limited or ineffective. International organisations, non-governmental organisations (NGOs), and corporate social responsibility (CSR) initiatives offer alternative channels for redress.

Roles of International Organisations and Non-Governmental Organisations

Organisations such as the ILO, Human Rights Watch, and Amnesty International monitor workplace rights violations and advocate for improved protections. These organisations often partner with governments and corporations to improve working conditions and maintain international labour standards.

Mechanisms of Corporate Social Responsibility (CSR)

Corporate Social Responsibility (CSR) has become an essential tool for enforcing corporate accountability regarding labour rights violations inside their supply chains. Many multinational firms have established CSR policies that require them to protect workers' rights and conduct human rights due diligence. The UN Guiding Principles on Business and Human Rights specify the responsibilities of companies to respect human rights and prevent labour rights infringements.

United Nations Guiding Principles on Business and Human Rights
The UN Guiding Principles provide a framework for businesses to integrate human rights protections into their operations, including labour standards. These principles compel companies to conduct due diligence to identify dangers to workers' rights throughout their supply chains and to establish procedures to prevent, mitigate, and



repair any violations. The Guiding Principles, while non-binding, have been widely adopted by companies and serve as a global standard for ethical corporate conduct.^{xiii}

Globalisation, Technological Progress, and the Future of Labour Rights

The rapid progression of technology, driven by automation, artificial intelligence, and digital platforms, presents new challenges to labour rights. While new technologies offer considerable economic benefits, they also jeopardise traditional workplace regulations.

Impact of Automation and Artificial Intelligence on Labour Rights

Automation and artificial intelligence are transforming sectors worldwide, particularly in manufacturing, shipping, and services. While these technologies may improve productivity, they also present a risk of displacing workers and compromising labour standards, particularly for low-skilled occupations. As automation reduces the demand for human labour, there is an increasing likelihood that workers may lose their bargaining power, leading to worse wages and working conditions.^{xiv}

The Gig Economy and Labour Regulations

The rise of digital platforms and the gig economy has raised new issues about employment rights. Individuals in the gig economy often face precarious employment conditions, marked by inadequate job security, lack of social entitlements, and misclassification as independent contractors rather than employees.

Case Study: Uber and the Rights of Gig Workers

The landmark Supreme Court ruling in the UK established that gig workers, including Uber drivers, must be classified as employees, thereby affording them entitlements to minimum wage, holiday pay, and further employment safeguards. This verdict has created a substantial legal precedent, compelling other nations to reevaluate the rights of gig workers.^{xv}

Key Case Studies

The Fall of the Rana Plaza in Bangladesh

Over 1,100 textile workers were killed and hundreds were hurt when the Rana Plaza building in Dhaka, Bangladesh, collapsed on April 24, 2013. This tragedy brought to light law and human rights problems that MNCs face when they buy goods from developing countries.

What it means for MNCs in terms of the law and human rights Rana Plaza showed how bad wage standards are and how responsible MNCs are. A lot of big companies that

bought from Rana Plaza were criticised for how they treated their workers, which led to calls for companies that use risky, low-paying labour to take more responsibility. The accident made it clear that companies need to be held legally responsible for breaking human rights in the supply chain.^{xvi}

Lessons and Changes for Supply Chain Regulation:

Later, the Bangladesh Accord on Fire and Building Safety and the Alliance for Bangladesh Worker Safety were added as changes. These programs pushed for worker rights, workplace safety, and openness. Around the world, people are also talking about making companies more accountable and protecting workers' rights after the crash.

The Tragedy of the Bhopal Gas

The Bhopal Gas Tragedy happened on December 3, 1984, when a Union Carbide pesticide plant gas leak exposed thousands of people to deadly methyl isocyanate gas. It was one of the worst industrial accidents in history.

Workers' rights and holding companies accountable
Around the world, the tragedy brought up important issues like worker rights, business responsibility, and globalisation. Safety and maintenance problems at Union Carbide led to deaths right away and health problems for a long time in the area. After the accident, lawsuits showed that global companies' accountability systems in developing countries were not strong enough.^{xvii}

The Principles of Dhaka

The Dhaka Principles, established in 2017, emerged as a framework for promoting the rights of migrant workers in the garment industry. These principles emphasize the importance of ensuring safe working conditions, fair wages, and the right to organize. Several companies have adopted these principles as part of their CSR initiatives, aiming to enhance labor rights for migrant workers in global supply chains.

Foxconn Suicides

The **Foxconn suicides** in China during the early 2010s, where a series of worker suicides occurred at Foxconn Technology Group factories, underscored labor rights violations in the electronics manufacturing sector

Mental health and the right to work

- Workers said they were in tough situations and didn't get enough mental health care. Because of the attention from around the world, Foxconn and its clients, like Apple, had to rethink how they treated workers and make things better. This case showed that workplaces that work with big companies need better mental health care and better places to work.^{xviii}



Child Labour at Nestlé and Cocoa

Child labour was said to happen in Nestlé's cocoa supply line, mostly in West Africa. Nestlé is a big chocolate maker.

In the case of *Doe v. Nestle USA, Inc.*, Nestlé and other companies were sued for using child labour. This made the company face its moral responsibilities. Since then, Nestlé has started programs to improve the working conditions of cocoa farmers and cut down on child labour. This shows that the company is responsible for breaking workers' rights.^{xix}

Walmart and it's violation of labour rights

Walmart has been blamed numerous times for having low wages, bad working conditions, and actions that hurt unions.

Impact of Corporate Practices on Labor Standards

- Despite being one of the largest retailers in the world, Walmart has often been criticized for its labor practices, including wage theft and retaliation against workers attempting to organize. In response to public pressure and legal challenges, Walmart has implemented initiatives aimed at improving wages and working conditions, although criticisms about its overall impact on labor rights persist.^{xx}

Conclusion

This study focusses on the problems that workers around the world face and how important it is that economic globalisation and wage standards are linked. This is why we need strong labour rights laws: the fall of the Rana Plaza, the Bhopal Gas Tragedy, the suicides at Foxconn, Nestlé's use of child labour, and Walmart's treatment of workers.

International labour rights are backed by the UN Guiding Principles and the ILO Treaties. However, global supply lines and enforcement systems that don't work well can weaken these rights. The case studies show that legal systems are not enough on their own; companies need to be responsible and involved with society.^{xxi}

Suggestions for Protecting Workers' Rights Around the World:

1. **Making rules stronger:** In developing countries where exploitation is widespread, governments should make work laws stronger and make sure they are followed.
2. **Corporation Accountability:** Multinational companies must do their research to keep an eye on working



conditions in their supply chains and fix any problems they find.

3. **Giving Workers Power:** The right to free association and group bargaining gives workers power and protects them.

4. **Working together with other countries:** Businesses, NGOs, and international groups must all do their part to make sure businesses follow labour laws and are held responsible.

5. **Giving people information and helping them understand:** Giving people information about worker rights and moral sources can make companies more responsible.

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