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## EXPLOITATION OF HUMAN RESOURCES BY MULTINATIONAL COMPANIES IN DEVELOPING ASIAN NATIONS

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### ABSTRACT

*Globalization has led to the economic developments across the globe but, while this development offers a better living for the elite class of the society, the life of the workers who fuel these industries remain unchanged. For decades, multinational companies have been expanding and setting up their operations in developing nations to seek benefit of lower costs of production and services. However, this has led to exploitation of human resources by multinational corporations in developing nations. For this dissertation, I have conducted a desk based literature review of journals, due to the time constraint. I have concluded that, the host governments allow the firms to take undue advantage of the weak political, economic conditions in those regions by letting them ignore issues of workers' pay, safety, health hazards, in return expecting economic growth of the nation. Even though, the resulting economic growth does not help better the life of the workers.*


### KEYWORDS

MNC, TNC, LDC, exploitation, developing nations.

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### 1.0 INTRODUCTION

lobalization has made life easier today, and made business across borders easier than ever but the same globalization has also been blamed for the complications and problems that resulted from the difficult choices Human Resource (HR) managers make today to survive in highly competitive environment (Brady, Beckfield and Zhao, 2007). It is the responsibility of the Human Resources department in this age to act as a leader in strategic business partnership process and become the change agent needed to survive this ever changing economy. (Huselid et al. 1997) HR at this time needs to partner to frontline and middle managers and advocate on behalf of the employees to survive and sustain the global changes in employment. (Kapoor, 2015).

However, beside benefiting corporations and host governments, expanding businesses across borders has also paved way for firms to make unethical choices that causes exploitation and abuse towards the labours or workers in developing nations. As Adler and Ghadar (1990) describes that, modern human resource management views its functions as a tool to look at and deal with the broader and more future oriented issues of a firm, so it is imperative that human resource managers take responsibility and help create an abuse free environment for workers and employees working for international companies in developing nations. Hewlett (1979) explains, the present-day debate on the issue of human rights in developing nations has caused more problems than solutions, because of the failure to address the huge costs associated with the enforcement of more humane policies. If I look at the developing nations and their economic developments in past two decades, it will be evident that the economic development or increased GDP of a developing nation does not necessarily translate into a better or improved life for the working class or the labours who actually are the muscle of those economic growth. It prompts the conventional belief, that whether the economic development of developing nations is a result of sacrifices made by the labour class. (Hewlett, 1979) Thus, the issue of exploitation in those region is an important discussion.

So, it is imperative that we look into the issue and assess why, how and where these exploitations take place and find out how we can control the situation, hold the involved parties responsible and suggest a model that is ethically responsible towards foreign employees of developing nations and put an end to the abuse and suffering.

### 2.0 LITERATURE REVIEW

#### 2.1 BACKGROUND

The exploitation of developing nations' workers by foreign corporations is not a new scenario, it has been seen throughout modern history, in different forms at different times. Since, human resource managers in developed nations failed to identify the higher economic costs associated with humane policies regarding HRM, the human rights practices in developing nations has become intense. The current economic performance of the Third World exhibits the fact perfectly that there is no usual connection among economic growth, political freedom, and social justice in development processes. (Kubiszewski et al., 2013) Even the recent thirty years' healthy rates of the growth of many developing nations could not do much to reduce the miserable poverty of major part of their population which was also a contribution of the strict and suppressive political management. (Hewlett, 1979)

In his study of economic growth (Hewlett, 1979) argues whether the recent economic developments and performance of developing nations in recent decades is the result of being silent about the worker abuse in those nations. Human rights and MNEs have gained increased concerns, as lots of cases regarding host government and Multinational Enterprises jointly violating human rights were brought into light by concerned people and NGOs. A few examples that attracted media attention are Unocal in Burma (Myanmar), Rana Plaza in Dhaka, Bangladesh where government was found reluctant to impose laws in various instances before the incident took place and strict imposition of law could save lives. (Muchlinski, 2001)

Accusations on MNCs and MNEs of exploiting human rights have been happening for ages, examples can be 1984, Bhopal incident in India where hundred lost lives following an industrial tragedy and nobody was penalized. (Leigh, 1987)

The campaign against the multinational companies to not allow them to exploit cheap labour and compromising the safety of the labours in poor or developing nations in the name of industrialization began in the nineties in Indonesia under the banner "Anti-sweatshop campaigns" after serious issues of human rights violation in factories in East Asian region. (Van, 1997; Harrison and Scorse, 2010) These campaigns were introduced and organized using different tools, the patrons of the campaign put pressure on local governments, international bodies and multinational companies to change and issue new legislation. They used newspaper campaigning, activities involving labours targeting multinationals, organizing peaceful movements to seek attention from the governments, boycotts in academic campuses etc. However, even after that there were not enough elaborated, in depth and much available academic research on this topic to find out exactly how these campaigns helped the labours. Although research by Strobl and Walsh, (2003); SMERU Research Institute (2001) puts into perspective how these movements in early days impacted the minimum wage in developing nations in the coming days and started a positive movement for the betterment of the labours.

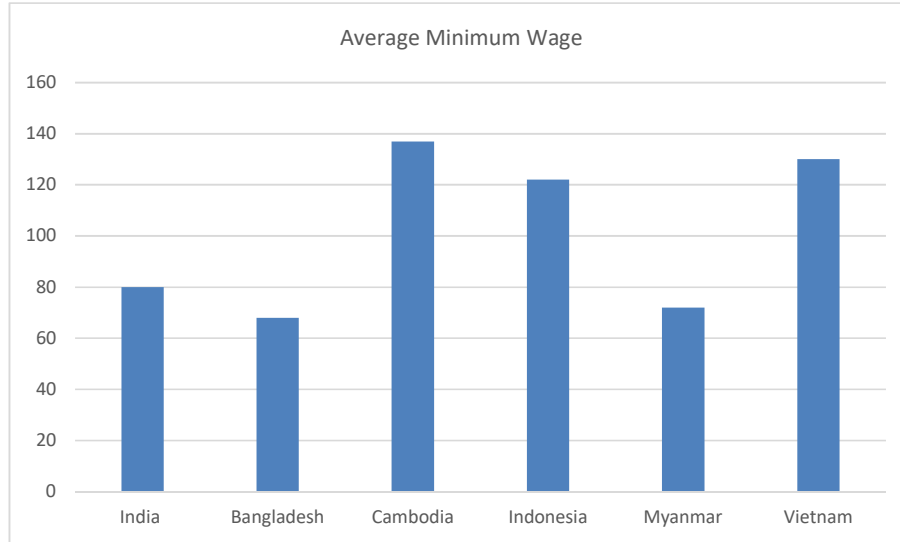
#### 2.2 WHY MULTINATIONAL CORPORATIONS EXPLOIT LABOUR

Nahapiet and Ghoshal, (1998) explain how the social structure to create means of achieving organizational advantage and exploitation of the resources is seen as a unique competitive advantage, as this right to exploit gives organizations an upper hand. In reality, this is one of the major reasons why multinational firms choose to exploit different resources beyond borders, because the actual relationship is based on who has what to offer (Kobrin, 1987). Attempting to formulate and control other functions of a business may not always be possible by a firm but, creating value through highly efficient human resource can be done even when the economy is not growing, and thus it is the most effective tool of competitive advantage. (Peng, 2000; Qehaja and Kutllovci, 2015)

According to Kapoor (2015), the roles and responsibilities of Human Resources departments are transforming in a fast pace due to rapid changes businesses face every day from globalization. It is evident that the global supply of talent is short of demand and the resulting gap is a problem for human resource personnel around the globe. This gap is likely to increase over this decade and thus MNCs positioned in developed nations need to make the decision of moving their operations abroad, not only for cheap labour of blue collar employees but also to take advantage of skilled employees in these developing regions. (Schuler and Jackson, 1987; Daoudi, 2007)

The most obvious reason why multinationals move or set up their operations in developing nations is due to the low wages prevailing in those nations. The average minimum wage in a developing nation compared to UK, US or other European nations is a fraction and this is what drives the corporations to those untapped territories. The table below makes it very clear how low minimum wage in Asian nations are and thus, foreign firms further exploit their workers in these regions for the sake of making more profit.

FIGURE 1: AVERAGE MINIMUM WAGE OF FEW ASIAN NATIONS. IN US DOLLARS PER MONTH



Source: Wageindicator.org, 2016

Multinational corporations move their operation to developing nations where local government impose less restrictions than the developed nations they operate in as many restrictions do not follow them to developing nations. (Schuler and Jackson, 1987; Partridge, D. 2011) The fact that the developing nations are exploited in their dealings with the developed world is a widely held theory and has been in existence for a long time. Kobrin (1987) relates the theory with Lenin's theory of imperialism which is influencing another nation's culture and business by utilising certain tools, and that in modern day imperialism extends in the form of international trade.

### 2.3 TOOLS OF EXPLOITATION BY MULTINATIONAL CORPORATIONS

Multinational corporations which are the major source of private capital inflow has certain influence on the local government of developing or less developed nations and they prevent any economic and social reform to take place that hurts the corporations, and there are several examples of that in history. (McAleese, 1973)

"Every exploitative relationship begins with an initial inequality that makes the taking advantage possible. In exploitative relationship the rich get richer and the poor fall further behind." (Mayer, 2007). In his attempt to relate such exploitation to economic abuse, he explains how one can be exploited economically by using one's labour but in return giving an unfair compensation, or taking unfair, unethical advantage of a labourer by making them work longer hours than legally allowed, or forcing them to work in an environment that will cause them health hazard. Although, these exploitations are mostly found in sweatshops, or factories in developing or underdeveloped nations in Asia, Africa and South America, it is a major concern in the growing economic nations like India, Bangladesh, Indonesia and also nations like Thailand and China. (Muchlinski, 2001; Özbilgin et al., 2014)

Thomas picket explained to prove his claim that, the globalization and the resulting free market economy helps in concentrating wealth in the developed nation. In his interview in *The Economist* (2014), he suggested that it is a chain event, as multinational corporations operate in poorer nations and employ them they do not improve their living, unfortunately in the long run they end up capitalizing on their poverty by exploiting their situation and benefiting themselves.

The exploitations today take the form of being paid low wages, sometimes way under the -minimum wage, forced to work in hazardous condition, modern day slavery or buying a person from a third party and forcing them into slavery, or bonded slavery which is a contract or bond to work for a company for a certain period of time or having to pay a good amount as bribe to get a blue collar job, involvement of child labour in the production floor. (Blanchard B., 2012)

When it comes to white collar employees, there are also some form of exploitations that take place, if not direct impact on wage or benefits. MNCs mostly do not leave their control on local managers (Schuler and Jackson, 1987). This is also a form of undermining employees; it is not that there are no qualified leaders in those region but multinationals do not want to leave control on local managers. As a result, managers grow the mindset to prefer centralized decision making and practice tight control and in turn do not delegate authority to their subordinates. (Debroux et al., 2012).

Archive.dhakatribune.com (2016) informed on their site, how one international telecom company threatened and physically abused which resulted into the heart attack of the founder leader of their employee union who opposed the telecom company to stop abusing contractual employees. The organization was terminating and re appointing white collar employees every two years. The company was allegedly using this technic to avoid absorbing them as permanent employees and saving on all the benefits and rights of a permanent staff. Malek et al., (2014) thinks, this kind of practices often give way to exploitation of employees who prefer not to speak up against malpractice and ill treatment done towards them and poor leadership and management that undermines their rights as employees.

### 2.4 CORPORATIONS AVOIDING CONSEQUENCES OF ALLEGED EXPLOITATIONS & ROLE OF HOST GOVERNMENT

In the current world, when government in the Asian region are competing with each other fiercely to attract and retain foreign investment for the sake of the nation's economic development, expecting such actions would further fuel their economy and expecting to take advantage from the large population and thus cheaper cost of production, it is inevitable that MNCs will translate such desperation as their upper hand in the deal and will try to seek further benefit from such desperation (Madies and Dethier, 2012). Governments of such host countries seek MNCs out specially because of the transfer of key skills and technology and gradually a better, more skilled and more qualified workforce (Chu, 2005). In some cases, host governments let multinationals abuse and exploit human resource in an implicit exchange for achieving some financial and economic targets (Reuveny and Thompson, 2008). Based on mutuality of interest between developing nations and multinational firms, the firms take several undue advantage in different forms, as both parties get some benefits form a kind of silent agreement for a trade off in the form of ignoring the abuse (Kobrin, 1987; Mayer, 2007).

Faustina Pereira, director of human rights and legal aid services at Bangladesh Rural Advancement Committee (BRAC), a Bangladeshi NGO which is currently the biggest NGO globally, says that as a human rights activist she is in "full consonance with the sentiment behind this statement", as she goes on to describe the

incident at Dhaka, Bangladesh. The incident of Rana Plaza which shook the global textile industry, is the best example of human abuse and exploitation. She uses words like slavery to define how those employees who lost their lives were forced to work even after finding out about the crack in the building. (The Economist, 2014) She also adds how there are several other incidents in Dhaka where employees were free to leave but due economic conditions of the region they were actually not free to choose. She stresses the issue of lack of health and safety at work, extensive hours, lower than minimum wage at work combined with society's implicit acceptance of such slavery to fulfil western nations demand for cheapest production cost made things worse. (Kelly, 2013)

While choosing which strategy to adapt to in terms of achieving competitive advantage by controlling costs on resources an organization, it defines their future. Because, to survive in the competition, organizations today feel compelled to make commitments to certain internal and external stakeholders and gives them promises that might be hard to keep but they commit anyways in order to survive the competition. Thus, these irreversible commitments become a burden, which can only be met by taking certain advantage that are not acceptable from an ethical standpoint. (Teece, 1982)

For decades, nations who have a developed economy now and had previously been developing nations prove the exploitative relationship. There is a clear pattern of relation that portrays the interdependency between dominating elite class and foreign business concern operating in Thailand to seek benefit from their technological and human resources. The latter seeks benefits in terms of tax benefits, licensing, etc. These are examples of nations in South Asia where government worries more about military than they care about people and their vote, and resulting relationship between military and government paves way for foreign multinationals to take advantage of the chaos in different forms. (C. Scott, 1969; Mayer, 2007)

This is not only expected in blue collar industry, when governments let white collar firms like banks and insurance firms to enter an emerging or developing market they expect involvement with the experienced players in the industry, local competing firms, white collar employees of the host nation will be benefited from experience and knowledge. As a result, the host governments avoid a lot of these issues, so that they do not have to face retaliation from people and opposition political parties, which leads to labours suffering (Malek et al., 2014; Muchlinski, 2001).

### 2.5 ROLE OF INTERNATIONAL REGULATORY BODIES

As Smyth, (1977) puts it, consumer nations who has exploited producer nations throughout the history should compensate for their deeds. Several factors influence the definition of developed and developing nations, however the differentiation among the developing nations are much more complex in nature. The economy, culture and growth of these nations are uniquely different from both western and eastern developed nations. Because, now there seems to be a fourth cluster, who are different than the developing nations, and they fall under the definition of developing nations but are better off than those nations. The differentiation is based on the fact that these nations' local governments and people are educated and concerned about their rights and any forms of abuse, and as a result the way they are treated by foreign corporations and international bodies. (Thite et al., 2012)

While the western governments and international bodies do their best to protect the interest of labours in developing world, they put pressure on local host nations and MNCs, however the pressure put on MNCs are not enough. (Richards et al., 2001) For example, Bangladesh was left out of the GSP scheme which used to give Bangladesh a fair advantage in gaining work and contracts in readymade garments industry, after the incident popularly known as "Rana Plaza" in Dhaka, Bangladesh. (Tillman, 2016) In a building fall, thousands of employees lost their lives, and US government blamed Bangladeshi government and suspended them from GSP facility in April, 2013. However, the clients of those factories where employees were working long hours without proper health and safety requirements met were a large US conglomerate, Walmart. When Walmart was sued and attempted to be tried in US, a US court found them not responsible for the people not directly employed by them even though, those people were producing their labels. (Mridha, 2013; www.europarl.europa.eu, 2016)

The case accused the three major retailers of that site for not taking adequate steps to ensure the health and safety of the labours of their site. Bdnews24.com, (2016) cites Daily Mail, and explains how the judge agreed that, the companies should ensure health and safety that a US company should owe to its direct workers only. (Tillman, 2016)

This is very important issue for the developing nations because these foreign investments and their jobs touch the lives of millions of people who work at these factories or people whose families are dependent on these labours in Asia. It is not a new issue because in early 1990s the Bangladeshi Garment sector faced one of the biggest crisis as US senator Tom Harkin proposed the Child Labour Deterrence Act 1993, which called for a ban on all imports that had used child labour at any stage of production. While, the bill was welcome by the government in the long run, and changed the lives of children who were supposed to go to schools not work in factories, it was also argued that once again the US never penalized the businesses importing from those factories because they were cheap. (Powell, 2014)

It is an outstanding job to hold the nations and their host governments responsible for not ensuring that the foreign investors are meeting the standard laws and regulations, but at the same time it paves way for further exploitation and blame game when the participating retailers who pay to produce from cheap developing nations to benefit from lower costs are not held responsible for their role in the abuse. Besides, major media brands tend to avoid reporting or publishing these news time to time, even when the claims are authentic and original fearing legal outcomes from these million dollar firms. (Hoselton, 2014; Shah, 2016)

### 2.6 RECENT INCIDENTS OF EXPLOITATION

There have been several incidents of exploitation by multinational corporations in developing nations of Asia over the past decades. Examples of poor treatment towards employees in factories in China is not a new scenario. Several accusations have been made over the last decade towards famous and known brands. A secretly filmed documentary by Bilton, (2016) shown on BBC shows how Apple iPhone 6 factory workers were not being treated the way Apple promised and assured them to be after several allegations. It was shown how their rights were breached at the Pegatron factories.

In June, 2016 Pepsico Charities were linked to child labour in Indonesia, where a government probe later found a whole system of abuse where 13 years old were working in those factories. Although, children as young as 15 years old are legally allowed to work in Indonesia, but Pepsico was turning a blind eye on those issues. (Yi, 2016)

The incident of Rana Plaza is a well discussed issue in the field of both human rights and human resources. On 24th April, 2013 an eight story building in Dhaka, Bangladesh collapsed which housed several small garments factory and resulted in the loss of lives of 1400 people, leaving several hundreds injured. It was the government, the owners, the foreign buyers who played their role in housing and forcing their employees to work in a building which the government let them built without adhering to building code and not knowing or ensuring the safety of those people. In the past 3 years an amount of 21. 5 million USD has been donated by global brands including Primark, H&M, Mango, the Gap and Walmart and many others to set up a charity that compensates the victims and their families. As explained by Srinivas Reddy, director for the International Labour Organization in Bangladesh, who is administering the fund, there is a shortfall of \$8 5million USD. he exclaims, that the fund is voluntary and they cannot pressure and brands as this is a charity and not a penalty since no court has held them responsible. (Westervelt, 2015; Kazmin et al., 2016)

Apple was at first accused of constantly changing production to the cheapest makers and in the process giving up on employee health and safety or ethical standing that they should adhere to in choosing and maintaining their suppliers. China Labor Watch expressed concerns on the fact that Apple must take more serious steps to ensure employee safety and rights at work. (CFO, 2015)

There are several examples of such exploitation and the real reason goes deeper than that. Clothing companies have been involved in such activities and this is not the first time. firms like Nike, Gap have faced allegations of employing child labour in their far flung factories in developing countries. (Gayle, 2013)

## 3.0 RESEARCH METHODOLOGY

For the purpose of this research, data and publications has been collected based on keywords used. As this is a qualitative research work based on literature review, source of information review has been from renowned journals and online publications. This paper is primarily a theoretical dissertation, which is completely based on literature review, which is a non-empirical approach to research, the process includes reading published journals, library archives, news articles and academic journals or text books. (Michalski, 1983)

### 3.1 RESEARCH GOAL & LIMITATION OF THE RESEARCH

The goal has been to establish acceptable evidence that links between exploitative practices in developing nations and the foreign corporations, finding out what tools or technics they utilize in order to conduct and get away with their actions. This will result in helping further research on the topic and in the long run may

help improve conditions of labours and put an end to their misery. For this research, I am going to find whether, MNCs operating in developing nation exploit the workers, and if it is evident that they do, then what are the elements, tools, and policies used to execute and promote these actions.

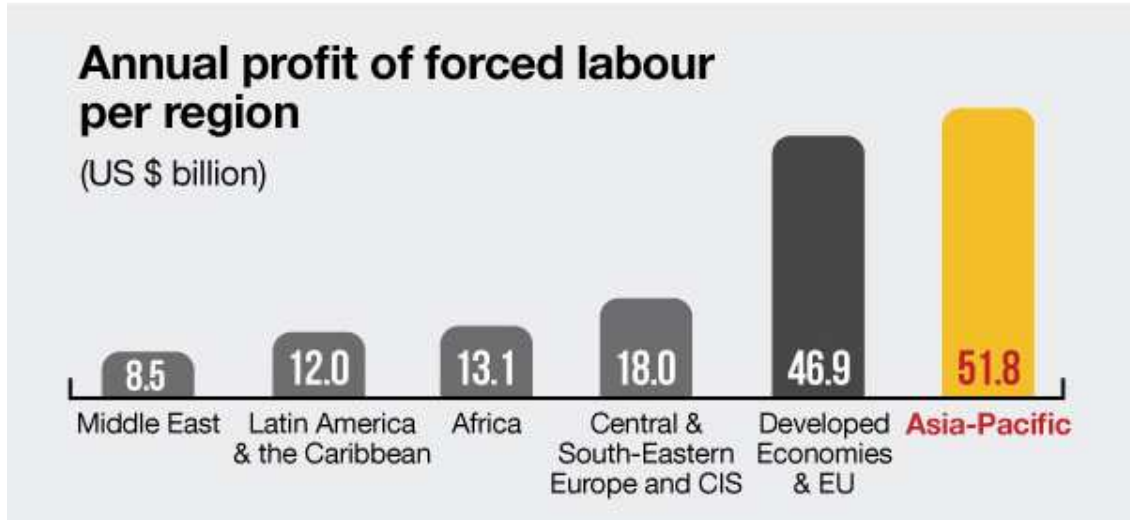
**4.0 RESULT AND ANALYSIS**

Throughout this research, I have accumulated events, facts, figures of exploitation undertaken by foreign firms to exploit labours in developing or less developed nations and how their actions effect the fate of millions of poor labours involved in different industries in those nations.

Globalization is a potential factor that gives competitive edge to one firm over the others. Today firms compete point to point on every resource available. Globalization has made this possible for companies to take advantage of cheaper labour, or other resources in other parts of the world. While global HRM strategists should seek benefit from this, it is also important that they do not exploit the resources. A wrong or unethical decision in the utilization of those resources may result in losing that competitive edge and thus multinational firms and their HR department need to take this factor in consideration too.

Looking at the following graphs it is clear the amount of revenue generated from forced labour, and the majority of forced slavery takes place in this part of the world. This is no coincident, all prevailing factors like corruption, aggression of foreign corporations and labour abuse in the region has resulted into this scenario.

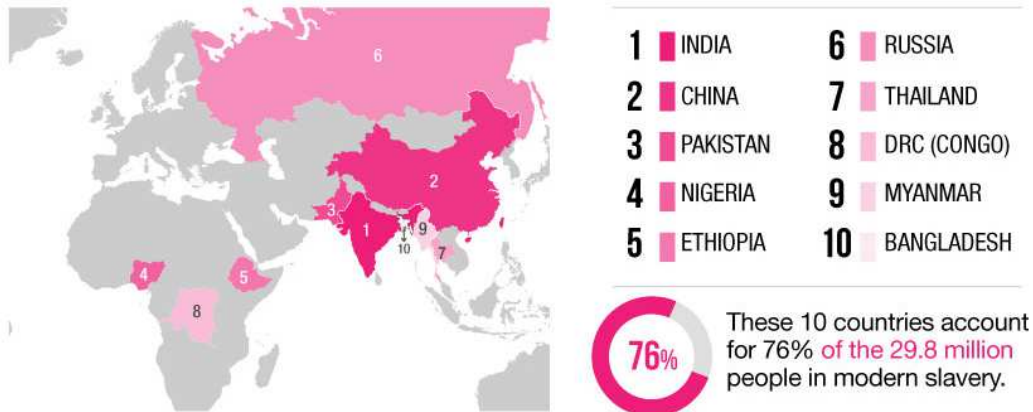
FIGURE 2: ANNUAL PROFIT FROM FORCED LABOUR



Source: Theworldweekly.com, 2016

FIGURE 3: TOP 10 NATIONS WITH MODERN DAY SLAVERY

**TOP 10 COUNTRIES IN 2013 GLOBAL SLAVERY INDEX**

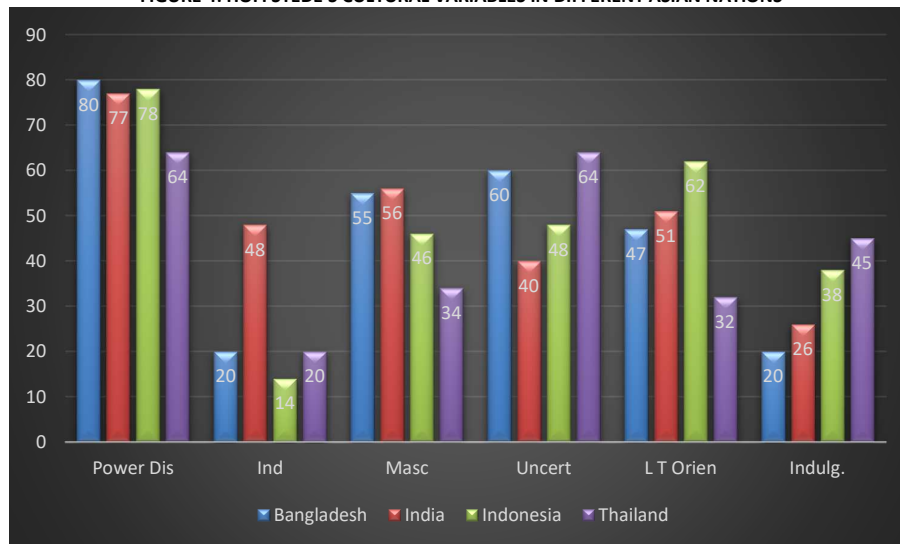


Source: Theworldweekly.com, 2016

International corporations have taken undue advantage of weak economic, political and legal infrastructure in developing or less developed nations in different ways. They have used these as leverage on host governments and to get away with paying less in employee compensation, making them work more hours, or forcing them to work in unhealthy environment. Host nations ignored these issues expecting economic boost and labours did not have a better alternative employment opportunity to pursue.

According to March (1991), for any company to survive today it is very important that they consider maintaining a balance of exploration and exploitation. When this is achieved, both firms and workers will benefit from the situation, which can be achieved through ambidexterity. (Tushman and O'Reilly 1996; Adler et al. 1999; Gibson and Birkinshaw 2004) At this point it is not adequate to only have supplier transparency and publish supplier details and completing the responsibility. We are at a point when responsibility will mean looking into the premises and finding out how suppliers are treating their workers. Now that industry experts think, it will cost brands as little as 10p per garment to ensure the safety of the workers and that they are not being exploited in any ways. (Chao, 2013)

FIGURE 4: HOFFSTEDE'S CULTURAL VARIABLES IN DIFFERENT ASIAN NATIONS



Source: Hofstede, 2016

Culture also played a major role, the culture of prevailing political exploitation, malpractices, culture of abuse of not speaking up for their own rights in the host nations have influenced the exploitation to further grow with minimum rejection from the society. Looking at Geert Hofstede's cultural model, which looks at six variables to judge the overall prevailing culture in that nation, a certain trend can be seen which can be related to the abuse that takes place in those regions. The high power distance, high uncertainty avoidance, low indulgence in that part of the world have made issues of exploitation worse, and paved way for mean and unethical practices by the MNCs.

## 5.0 DISCUSSION

It is evident that these MNCs setting up operations in developing nations are doing more damage than good, it applies to the people who actually are the driving force of these industries. Host governments and international organizations who advocate employee rights should take steps to ensure organizations can no longer exploit the loopholes and get away with exploiting labours beyond borders.

Some of the world's largest fashion brands and the Bangladeshi government are now attempting to rectify the lack of regulation that paved the way for the loss of lives at Rana Plaza, under massive public pressure. All these efforts bring hope for workers, consumers and campaigners who cared about the right and safety of employees working in developing nation and making a product they can never afford. (Kelly, 2013)

One issue that makes it evident that retailers need to be more serious about the health and safety of their workers is that the building that collapsed in Dhaka was visited by Business Social Compliance Initiative (BSCI) based in Brussels, and gave a positive report about the location of the factory based on their evaluation. It is time we realized more attention and seriousness are needed to avoid loss of innocent lives.

The advocates of clean clothes campaign promote and campaign the idea of improving working condition for the employees in the global garments industry, and wanted to arrange money to be paid by multinational companies and international bodies to the workers as compensation.

Since, these corporations are not held liable for their deeds by the host governments, they take the advantage choose the path that is economically most suitable for their interest. Thus, they end up violating the most basic human rights.

It is important to give employees and workers a voice about their work and wellbeing. One of the vital reasons exploitation occurs is because workers don't have the right to speak up. once again, the example of Rana Plaza where workers complained and they still had to work inside a building which had cracked and they didn't want to work in.

We need to ask one question, and this could make a difference. Are these products that we use or consume ethically sourced? This one campaign can make a big difference in consumer decision making. (Disaster at Rana Plaza, 2016; Gayle, 2013)

We need to hold involved parties responsible for their actions. While it is not acceptable when a large multibillion-dollar firm says they didn't know or wasn't made aware by suppliers, it is also resulting from international organizations and governments not penalizing or holding them responsible. As Walmart said they won't accept any agreement at this time to improve fire and building safety in Bangladesh which is supported and signed by several other retailers and activity groups, it is imperative that it is time actions spoke louder than words. (Dudley, 2016)

On the other hand, the businesses outsource in their attempt to optimize costs by globalization. Although, their intentions are to focus on costs and savings on production costs, being able to utilize and sometimes exploit the weak economic aspects in the developing nations is something that motivates the firms towards exploitation as well. Firms should pay proper wage, make employees work proper hours and follow routine hours plan to avoid any claims of exploitation. (Antras and Helpman, 2004; Hijzen et al., 2005)

## 6.0 IMPLICATIONS

The importance of human resource management in international aspect is more important now than any other time in recent history due to globalization, faster communication and transportation innovations. But, what makes international human resource dealing more critical is the fact that businesses are moving to and from emerging markets. Nations like China, India are no longer only the recipient of foreign direct investments, these are nations who does foreign investments in other nations as well. So, the cultural barrier is falling apart and it is more important now to stop any malpractice of human resource management, since those practices in the emerging markets may become their practice as well when firms from these nations explore the globe. (Basu, 2016) This is inevitable that these nations are growing and with their emergence, employees and workers are becoming more aware of their rights and responsibilities, so businesses must be more cautious on their practices to avoid clash in their operation. (Thite, Wilkinson and Shah, 2012) So, it is more important to take this issue seriously considering the economic growth may influence the developing nations to adapt to such practices as well. (Julius, 1990)

This issue is becoming more important since in developing nations more foreign firms are entering and setting up operation and as Dick (1993) states, when there is a substantial amount of ownership of businesses by foreign subsidiaries, it leads to radical alteration of legislation and policy. To avoid such involvement and alteration that can lead to labour and human right abuse, it is important to deal with the situation. (Mudambi and Ricketts, 2002)

What can prove to be really helpful is bringing nations and multinational companies to adopt and promote a fair trade agreement, a fair trade promise will promise the buyer that the product has been sourced ethically, and it is already evident from fair trade in consumables, that western buyers are willing to pay more for goods that has been ethically sourced, where workers were paid legal minimum wage, and were not abused, this premium can act as a motivation for western buyers and result in a fair working practise in Asia (FRIDELL, 2007; Sylla, & Leye, 2014)



FIGURE 5: FDI INFLOW DATA IN ASIA, 2015

FDI INFLOW IN 2015	
Countries	In \$ million
India	44,208
Bangladesh	2,235
Iran	2,050
Pakistan	865
Sri Lanka	681
Maldives	324
Afghanistan	58
Nepal	51
Bhutan	12

source: UNCTAD

Source: Unctad.org, 2016

Moreover, according to the above chart by UNCTAD, Bangladesh and India are the two nations receiving the most FDI this year, and all of these top FDI receiving nations being Asian nations, the issue of exploitation is more important now than ever. Since, more investment will open more factories and employ more people, possibility of exploitation will increase as well. And, if such issues are not discussed and dealt with right now, then it will be too late and hamper the economic growth these nations are seeing. (UNCTAD, 2015; Ovi, 2016)

The most important reason for considering further study on this topic is the issue of human rights violation. Since, it is evident that abuse of white collar and blue collar employees is in fact directly or indirectly promoted by large MNCs, it is very important that more research and studies are done to carefully assess these incidents and to protect labours from such wrongful abuse. The purpose is to find out how and why MNCs exploit employees in developing nations, which will help answering questions on how to carefully take care of the situation.

Even though governments in Bangladesh, India, Indonesia are much more aware and strict on issues of human rights violation at work in current times, but there is still a long way to go. Merely acknowledging labour right in media will not help the situation. Although, some corrupt governments or officials have been found guilty in many cases to support and endure those actions. Governments and campaigners should promote this issue and raise employee rights awareness among the labours, making them aware should be the goal at this point, to stop such actions. In many cases though, employees do not have a choice due to the weak economy but informing them their rights will result in reporting of more incident.

## 7.0 CONCLUSION

It is evident with several examples of journals and articles, that multinational corporations take undue benefit from workers who work for them in developing nations. It has been established that these corporations abuse and violate employment rights in the form of less pay, forced labour, forced longer hours and forcing labours to work in unsafe working conditions. These corporations are adopting these approach in order to save cost on production. The major reason they are successful at evading law enforcing agencies and continue these abuse is because the weak legal infrastructure, lack of education, unawareness of employee rights in those developing nations.

However, it is also a fact that these are not the only reasons, host nation government sometimes avoid confrontation over fear of losing foreign investment, fearing the corporations will move facilities in other nations where legal and political systems are more relaxed and sometimes in the expectation of economic growth and human resource development. Although, corruption in host nation governance is also a major variable that influences the existence of such exploitation.

It is necessary that, international bodies, human rights organization take steps in order to ensure employee rights in a developed and a developing nation is at par. Only the host nation's will cannot ensure employee rights, international bodies must pressure corporations to treat the employees the same way they would in a developed nation. By doing so, these corporations will no longer be able to adopt different human resource management policy to treat their employees in different regions.

The issue at concern is very important in recent days considering the growth of economy and massive increase in foreign investment in developing nations. Since, these investments and income from these sectors represent a major portion of national income in most of those developing nations.

It is imperative that further in depth academic research is done on this topic to raise awareness on abuse of workers beyond borders, there is no alternative to raising awareness in consumers and lawmakers. Only this can have a positive impact on making legislative changes that is necessary to improve labour rights and their conditions.

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