

# Ethical issues and dilemmas in international business

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Globalization refers to the increasingly connectedness people and countries across the entire world, especially with regard to work and the economy. Globalisation has overwhelmed the whole world. In some areas it has enhanced the businesses and the standard of life, whereas in other places it has caused mayhem. The benefits have not been distributed fairly within nations. In an attempt to increase profits and maintain competition some organization have ended up in an unethical business practices such as casualisation of employees, which destroyed the interest of employees and violate essential labour laws.

With globalization, the international business experts are getting into ethical dilemma. This include whether the enterprise can guarantee the safety and right of their employees while at the same time maintain its profits. Most organization has code of ethics stated in their policy. It includes the organization intention upon which moral principles it works. Ethics are necessary when the line is drawn. And this will help determine what is right or wrong based on the international perception. Generally, some organization especially in the developing world, have a blurry ethical lines.

In most organization problems of casualisation have long-standing issues especially in the developing world, multinational and corporations (Albrow, 1997). Ethical perceptions across cultures in regards to the ethical situation Business principles are products of social and cultural evolution. They exemplify ideas and orientation and enhance decency through conventional practice and historical experience. Thus, it is not easy to make standard ethical strategies that can be legitimized across business organizations. New

ethical issues in international business emerged with globalization hence making ethics to vary from one business to another.

Thus, different organizations have different measures of attributing ethical status to conduct (Anderson, 1991). Risks and consequences associated with this dilemma. Although globalization was meant to boost development across and within the countries, essentially it has also led to economic, social and political problems. It has received both support and opposition from different countries. In the recent time, those who oppose what they see as bad impacts of globalization have criticized the meeting of western leaders.

The critics to globalization argued that, it makes the rich countries richer at the expense of the poor countries, and results to the increasing insolvency and segregation of the third world. On the other hand, those for globalization argue that globalization spreads wealth and reduces the inequality existing between poor countries by promoting the world trade. Casualisation is one of the unethical issues that have been widely practiced in most organizations. It has detrimental impacts to workers, for example, in some companies, it is possible to get that about three quarter of their workers are on contract basis.

This ethical dilemmas examples could be worse in informal sector of some local industries. Although most of the casual workers are professions they get low wages despite of their important service. The right of these casual in some companies are worsen by locking them up in their factories to control moving out or in the factory. Moreover, these workers are denied permanent employment and joining unions despite having worked for long within the

organization. Conclusion Casualisation and other unfair treatment of workers for competition and to maximize profit in businesses is an obstacle to constructive business ethics.

Furthermore casualisation violates the rights of employees to better job and denies them freedom of association. It can thus be noted that casualisation and other unfair treatment of workers promote capitalist pursuit for enormous productivity and maximization of profit at the expense of workers. Companies must be aware of what is going on within the organization and ensure fair treatment of workers.

#### Reference:

Albrow, M. (1997). *Global age: state & society beyond modernity*. Stanford University Press. Anderson, B. (1991). *Imagined community*. London, New York: Verso.