

Ensuring fair employment practices abroad

[Business](#), [Human Resources](#)



This problem exists in many countries that manufacture for U. S. companies and consumers. This investigative report will look at China for a country subject.

The first problem is the motivation of the company that manufactures in China. Why do they manufacture products in China and not in the United States? They manufacture products in China because that is a cheap way to manufacture. The toy that Disney sells and the shoe that Nike sells is cheaper to make in China. These companies are trying to make a profit. When the product can be made cheaper the price is lower and more can be sold or the rate of the profit is higher. This makes the company more profitable. This is the object of the manager at the company. It is also the goal of the shareholder, they all want maximum profit. That means they want the least costs and the most income.

A country like China also want to develop and this means exporting product. So the country wants to manufacture cheap to attract foreign investment of Disney or Nike. So China wants cheap manufacture more than it wants worker rights or high wages.

The country China and the company Disney and Nike all want cheap to manufacture. This is the cause of the problem.

The problem has many aspects say China Labor Watch report on Disney suppliers exploiting Chinese workers. First, many workers are too young, only 14 and 16. Second, they are made to work 330 hours per month – that is 10 or 11 hours every day of the month. To work fast they cannot wear a glove to protect from the toxic chemicals. They live 12 workers in one room and get bad food in the dormitory. Also, then they are paid low wages. All of

this condition would be illegal in the United States. But in China, it happens to make cheap manufacture. (China Labor Watch, 2010)

Disney says that they do not know about this. They say that one company is not licensed to make Disney toys. They say the other company is licensed to make Disney toys but is not one that they investigate. Disney says that they try to stop these practice but the factory in China is hiding the problem. A spokeswoman said: " We have started to investigate. We don't have direct relationships with the factories. We work very hard to ensure that factories are monitored on a regular basis." China Labor Watch says Disney wants to be fooled so they keep getting cheap manufacture. (China Labor Watch, 2010)

Low wage, long hour and dangerous work area problem in China factory. It is a problem even if the United States company says they want to stop it. This means that the company alone is not going to solve a problem because it wants to profit. It only wants to look like it solves the problem, not really solve a problem and raises the cost. Fair Labor Association is an association of the company. Therefore, it is not enough to stop the problem if the company is not.

Therefore help to stop it must come from outside company and company association in the United States or in China. U. S. unions like AFL/CIO must work to stop it. Non-company associations like China Labor Watch must work to stop it. The United States government must work to make the law to make the company in the United States stop it and must work to make the government of China work stop it.