

Should Companies Start Monitoring Labor Standards within their Global Supply Chain

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Abstract: The question seeking to establish whether it is important for companies to monitor their labor standards within the global chain is regularly asked. In this paper, arguments are made in support of the monitoring of labor standards. Labor standards are significant because they set regulations on important aspects in the job market. Such regulations include limitations of child labor, minimum wage, overtime payments, and also on overtime payment. Monitoring, therefore, is important since it ensures that companies work by the law, as well as the set standards. Payment of employees should be stated, and so should the correct manner of hiring individuals. It is also important to ensure that children are not involved in the organizational jobs, so as to protect kids from harm.

Monitoring also ensures that employees work under favorable conditions. The hygiene, as well as the safety at the workplace, should be maintained to guarantee the well-being of the workers. The standards also reduce unemployment and, therefore, helps individual earn a living. The standards are also responsible for the creation of better jobs, and consequently the growth of the economy (Rigby, & National Research Council, 2003). The monitoring helps improve productivity in organizations, and hence the attainment of the set goals. The supervision also ensures the production of quality products and services as well as the adoption of innovation in organizations. Health standards are also maintained because the monitoring ensures production of consumable goods.

The paper also writes other benefits of monitoring like facilitation of market flexibility and the reduction of labor conflicts. The most important aspect of supervising, however, is the treatment accorded to the employees. The employees are responsible for productivity in organizations, and they have to be motivated to remain productive. The growth of the economy, therefore, solely depends on their productivity. It is, therefore, a requirement for the businesses to treat employees with respect. The standards, therefore, have to ensure this is done perfectly.

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The companies should monitor the labor standards within their global chain. The labor standards set various regulations such as commerce employment, the minimum

wages and limitations of the child labor, and also the requirements for the overtime payments (Locke, 2013). They should be monitored to ensure the company operates under the required standards to avoid the violation of the law. The employment of individuals should be done in the correct manner, and also the payment of the employee's wages should be well stated (Rigby & National Research Council, 2003). Moreover, they should ensure that the children are not involved in the organization jobs. It is essential to prevent damages to the kids and also not violate the law. However, various agencies monitor whether a company meets the labor standards (Reich et al, 2014). In addition to that, they are critical to ensure that the working conditions of the workers are favorable. There should be safety and hygiene at the workplaces to enable them work comfortably. On the other hand, the creation of jobs is vital to promote the economic development to allow other persons who are jobless get a living. It helps the individuals get their day to day basic needs to sustain them in their life. Moreover, the standards aids in the implementation of decent jobs that facilitate the economic growth of a certain country. However, the monitoring also allows the good productivity of the enterprises to ensure that they achieve their objectives, and also the respect for equality. The safety measures set by the standards help in reduction of the health care and accident costs. In addition to that, it ensures the employee protection in their jobs and to make them innovate while taking risks (Rigby & National Research Council, 2003). The supervision aids in ensuring the quality of the products and services is maintained by the enterprises. It is essential to the public to allow them get the goods that are consumable and maintains the health standards of the people. It also ensures that there is equality among the employees and the managers to prevent discrimination or lack of respect. The workers are the

important assets of any enterprise and they should be treated in a good way so as to improve the productivity of the company. The lack of morale among the workers causes reduction of work late and can also lead to losses that can make an institution to collapse. They also facilitate the labor market flexibility to reduce costly labor conflicts. Lastly, the monitoring of the labor standards provides various ways of solving various problems that may occur in the enterprises. It also allows the implementation of the rights and rules that are to be followed to ensure that there is growth and development in the economy, and also the employees are treated in the organization. It allows the provision of the insurance covers to the workers and also the benefits to motivate them to tackle the tasks assigned. Moreover, it assures the fairness among everyone in the organizations. The companies should monitor the standards for the smooth running of the businesses, and also ensure that the enterprises follow the rules and regulations stipulated by the government Rigby & National Research Council, 2003).

References

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