

Opinion Article

Different types of labor rights issues

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ABOUT THE STUDY

Both legal and human rights related to labour relations between employees and employers are referred to as labour rights or workers' rights. National and international labour and employment laws codify these rights. These rights generally have an impact on working conditions in employment relationships. The freedom of association, sometimes known as the right to organize, is one of the most important. To improve working conditions, employees who are unionized use their right to collective bargaining. Labor movements have advocated for a number of different causes that could be considered to be related to labour rights, other from the right to organize. The labour movement started to improve employees' working conditions.

Hour limits

Limiting the number of hours worked is a major focus of labour movement efforts. Labor movements in the 19th century fought for an eight-hour workday. Worker advocacy groups have also worked to limit working hours, with several nations now requiring a working week of no more than 40 hours. In France, a 35 hour workweek was mandated in 2000, albeit it has subsequently seen significant deterioration. Employers and employees may agree to work longer hours, but the additional hours are compensated as overtime. The maximum working week in the European Union is 48 hours, including overtime.

Child labor

Advocates for labour have also worked to stop child labour. They view child work as exploitative and frequently detrimental to the economy. Opponents of child labour frequently claim that

schooling is taken away from children who work. The United Nations determined that children have a right to social protection in 1948 and again in 1989. Children find it challenging to defend their fundamental rights, particularly at employment. They frequently receive inadequate care. Due to their inability to engage in collective bargaining and their willingness to accept an uncomfortable working environment, employers take advantage of child labour. Nearly 95% of child labour takes place in underdeveloped nations. Cobalt mining in the DRC and copper mining in Zambia are two examples of an industry where reports of kid participation in all sorts of mining at the expense of their schooling have been made and have resulted in severe injury or death. There is growing fear that the increased demand for resources, including child labour, for sectors like the manufacture of batteries for electric vehicles, would only lead to an increase in labour rights violations. Due to the debt their parents incurred, children in Pakistan and India frequently labour long hours in a variety of sectors. The income of poor households is occasionally used to pay the bills. Despite child labour restrictions, there are 1.5 million children under the age of 14 working in Egypt.

Workplace condition

Advocates for labour rights have sought to make workplaces more sanitary and up to code. The United States started implementing workplace reforms during the Progressive Era, which received PR boosts from works like Upton Sinclair's *The Jungle* and incidents like the Triangle Shirtwaist Factory disaster in 1911. Workers' rights activists and other organizations frequently call out factories with unsafe working conditions as sweatshops and workplace hazards and push for improved labour laws and global recognition of workers' rights.

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