Labor Laws and Gap Workers

Student’s Name

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**Poor health and labor conditions of Gap workers in Mexico**

Work and working environment is an important contributor to social inequality in health within various generations, even though they receive less attention. Researchers have stated that attention is given to wages paid by the corporation without considering the condition of workers. Mexico is one of the countries, with the poor working condition and the wage disparity is high. According to Burgard and Lin (2013), several corporations moved their plants to Mexico, not because of raw materials but cheaper labor and lack of strict labor regulations. There are several reports on workers abuse, discrimination of workers based on gender and poor working condition. As stated by Burgard and Lin (2013), there are cases of accidents within the plants, which are not reported and no compensation is made as a result of weak labor laws in Mexico. Studies also show that people who work for better pay have better health than workers who are less paid and appreciated. This affects most Mexico workers in the industrial sector who work for less paycheck because they cannot afford better healthcare.

Based on the analysis of articles, poor health and labor condition of Gap workers in Mexico is a major factor which affects the labor force in Mexico. Studies conducted by the labor organization in Mexico and the International Labor Organization established that Gap workers face violence and discrimination and worker and this affect the performance of most Gap workers in the country. It has also been established that most Gap workers in Mexico are paid less compared to other industrial sectors (Hodal, 2018). The wage crisis is stipulate high that it violates the constitution and the labor laws in Mexico. The gap in wealth is visible across Mexico because of the disparity in a paycheck, which is against the ILO and the local laws but it is not taken seriously, which is a sign of weakens of the local labor organizations.

**Evaluate how MNCs can prepare millennials to work in an emerging market**

Multinational companies play a critical role in shaping the future of millennials globally. According to Contessi and El-Ghazaly (2018), MNCs work closely with colleges and university to nurture millennials in most emerging markets. A study has indicated that several firms provide training on relevant skills needed in most emerging markets to fit the demand. This has helped in nurturing several young people and makes them ready for the market challenges. The MNCs can also prepare millennials to work in emerging markets by providing internship programs to graduates in the emerging markets. For instance, ExxonMobil or Wal-Mart should offer internship opportunities for graduates to South Africa, Brazil, and India so that they can learn and gain experience and skills in working in emerging markets. Since these corporations have branches in these emerging markets, it would be easy and the best way to prepare millennial to work in emerging markets.

Since MNCs are a key to career growth of millennials, partnership with colleges and university to design a workable course, which can provide relevant information regarding emerging markets would also be the best option. This would make sure that graduates understand emerging markets especially challenges and opportunities and can be able to work efficiently without further training when given a job in any emerging markets (Pastrana, 2015). The partnership between the colleges and the MNCs is, therefore, an important aspect, which would help in the preparation of millennials to work in the emerging markets. It is, therefore, important to note that MNCs plays an essential role in career nurturing and the preparation of millennial to work in emerging markets could be done through training, internship, and partnership with learning institutions.

# References

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