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Notice for the PhD Viva Voce Examination

Ms Ashwani Singh, Registration Number: 2072004, PhD Scholar at the School of Law, CHRIST (Deemed to be University), Bangalore will defend her PhD thesis at the public viva-voce examination on Friday, 19 September 2025 at 11.00 am in Room No. 044, Ground Floor, R & D Block, CHRIST (Deemed to be University), Bengaluru – 560029, Karnataka, India.

Title of the Thesis : **Labour Rights Vis-a-Vis Transnational Corporations: A Critical Global Perspective**

Discipline : **Law**

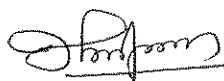
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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru
Date: 08 September 2025


Registrar (Academics)

ABSTRACT

Labourers form the backbone of industrial societies, contributing substantially to national economies. With nearly 3.5 billion workers globally, labour laws are essential to ensure safe workplaces, organizational stability, and overall economic growth. Labour rights are human rights, and workers must benefit from them in various ways, including political, social, cultural, and economic rights. Human rights law, a state-centric international framework, has been challenged by the rise of private actors like transnational corporations (TNCs). The emergence of global institutions such as the World Trade Organization (WTO) has further amplified the power of TNCs, whose cross-border operations allow them to shape economies and challenge state authority. In practice, TNCs have repeatedly violated labour rights, including prohibitions on forced and child labour, the right to unionize, fair wages, maternity protections, and equal pay.

The existing international legal framework has proved insufficient in addressing these challenges, thereby exposing a structural gap that perpetuates corporate impunity. By strategically operating in jurisdictions with weaker regulatory regimes, TNCs maximize profits while evading accountability. Their economic influence frequently compels states to accommodate corporate interests, thereby deepening the imbalance between corporate rights and obligations. This global reality has intensified, which calls for a binding international instrument capable of imposing enforceable labour rights obligations upon TNCs.

The conventional international law framework fails to regulate TNCs for labour rights violations, revealing corporate impunity. TNCs operate in countries with lower labour standards, evade national regulations, and force governments to comply with their terms, highlighting the need for a legally binding instrument. The thesis explores the challenges of international laws, nation-states, and international organizations' efforts to regulate TNCs for labour rights violations, and focuses on the feasibility of establishing direct obligations and accountability on them. It suggests that a legally binding treaty is crucial to combat corporate impunity with reference to labour rights violations.

Keywords: *Transnational Corporations (TNCs); Labour rights; International Labour Organizations (ILO); World Trade Organizations (WTO); Human Rights; United Nations (UN).*

Publications:

1. **Ashwani Singh**, Achyutananda Mishra- Labour Rights in the Wake of the WTO, Global Trade and Customs Journal, 18(7/8), 284-293, 2023. <https://doi.org/10.54648/gtcj2023033>
2. **Ashwani Singh**, Achyutananda Mishra- Forced Labour, Global Supply Chain and TNCs: Recent Trends and Practices, Global Trade and Customs Journal, 19(10), 627-637, 2024. <https://doi.org/10.54648/gtcj2024073>