

**UNIVERSITY OF PENNSYLVANIA**  
**The Wharton School**  
**Department of Legal Studies and Business Ethics**

**LGST 224 – 401/ LGST 524 -401**  
**SYLLABUS Spring 2015**

**Human Rights and Globalization**

**Mondays & Wednesdays 1:30 – 3:00 pm**  
**JMHH F70**

**Professor Janice R. Bellace**

Office: 672 Jon M Huntsman Hall (672 JMHH / 6340)  
Class times: Mondays and Wednesdays 1:30– 3:00 pm  
Office Hours: Wednesdays 3:00 – 5:00 or call/e-mail to arrange a convenient time\*  
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\* I suggest arranging a time because it is difficult to predict when I may be in my office.  
You are encouraged to call me during the day or to email me at any “normal” time.

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**Substantive Scope of the Course**

This course is primarily designed to familiarize students with human rights issues they may encounter once they are working for companies that engage in business across national borders. This includes both direct engagement and supply chain management.

The purpose of this course and the time constraint of a semester course dictate a selection of topics that excludes for the most part civil and political rights and those rights typically violated only by states. Rather, it focuses on certain economic, social and cultural rights where the conduct of businesses may be implicated. In addition, this course focuses on those principles *internationally* recognized as “human rights.”

**Goals of the Course**

The course aims to provide students with the background to think critically about both the legal and policy implications of requiring business to comply with international human rights law. Students should come away from this course with a grasp of relevant international human rights principles, be familiar with typical scenarios where issues of human rights and globalization have been raised and the particular problems that these have presented. This is not a history course, but some historical information will be given so that students should also understand the historical context that shapes perceptions of these problems, and the programs of institutions and groups that are pressuring companies to adhere to international human rights law. Differences between hard law, soft law, custom and generally recognized principles of law will be explored.

## **Course Format**

A combination of lectures and discussions will be used. In a given class, students may be assigned to represent a certain side or debate a certain issue. In the latter part of the course, student teams will work on a project and will make a project presentation to the class. [Topics will be suggested but teams can seek approval of a topic not on the list.] For certain classes, the instructor will work with 2 -3 students to co-present the material.

## **Readings**

The assigned readings will be found in the course pack on Study.net.

URLs will be given when material on websites is assigned.

During the term, short “handouts” may be distributed via Canvas or distributed in class.

## **Grading**

Final grades will be done on a curve, based on the 100 point total that it is possible to achieve. The final grade will be calculated as follows:

- 40 points -- Midterm
- 20 points -- Student team project with required write-up
- 20 points -- Final Exam (take home)
- 20 points -- Class participation

Midterm in-class exam. There will be a closed-book in-class midterm exam worth 40 points. The exam will be mostly short-answer questions based on readings, lectures, class discussions. “Hypothetical” fact situations will be presented to test whether you can recognize a human rights issue in a real life setting.

Note: We will not have time to discuss all the readings in class, but this does not mean they are unimportant. They provide significant conceptual knowledge and more detailed analysis of issues. As such, all readings will be covered in the midterm exam.

Student Team Project. After spring break, you will work with a team to identify a topic that exemplifies a topic covered in the course; for instance, a company operating in a certain country that is accused of violating a specific human right. As a group, you will research this topic. The team will make a 15 – 20 minute presentation to the class. Each member of the team must write a paper on this same topic. This gives each student the opportunity to discuss in depth the issues that the topic presents, and to include information gleaned from research. The required project write-up paper is 10 pages maximum.

Final Exam. This is a take home exam. It is due on May 5.

Class Participation. Speaking out and contributing to the class discussion is important. Likewise, **active listening** is important. You cannot actively participate in the class if you not present. As such, attendance is required. Any absence should be cleared with the professor or TA beforehand.

Policy on Electronic Devices. The use of laptops or tablets is not permitted in class. Smartphones should be kept in your pocket/backpack or placed face down on the desk. [Frequent glances downwards will cause the TA to get up and look at what you are doing!] Experience and academic

research have shown that using such devices lessens learning and greatly reduces active engagement in the class. The slides used during class will be distributed on Canvas immediately after the class.

## Topics and Assignments

**Wednesday, January 14**

### *Introduction*

Concept of “Human Rights”  
Globalization – a recent phenomenon?  
International Law in Historical and Contemporary Perspective  
Introductory case

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**Monday, January 19 – MLK holiday. No class.**

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**Wednesday, January 21**

**Monday, January 26**

### *Introduction to international law regarding human rights*

Introduction to international human rights concepts and frameworks that will be applied to future case studies. Topics will include: emerging custom and soft law; laws concerning business operations; distinguishing between civil and political rights, the so-called first generation rights, and second and third generation rights, such as economic, social and cultural rights and the right to development.

Readings:

Universal Declaration of Human Rights (1948)  
Fundamental Freedoms excerpt (re drafting of UDHR)

Tod Lindberg, “Hypocrisy Rules,” book review of Eric A. Posner’s, The Twilight of Human Rights Law (WSJ Dec, 16, 2014).

*Not Required – recommended background*

Jack Donnelly, Universal Human Rights in Theory and Practice (Ithaca: Cornell University Press, 1989): 9-19, 23-27.

Louis Henkin, The Universal Declaration at 50 and the Challenge of Global Markets, 25 Brooklyn Journal of International Law (1999): 17-25.

Peter Malanczuk, Akehurst's Modern Introduction to International Law, 7<sup>th</sup> ed (New York: Routledge, 1997): 1-8, 35-39, 42-44.

Henry Steiner and Philip Alston, International Human Rights in Context: Law, Politics, Morals (Oxford: Clarendon Press: 2000): 237-257.

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### **Wednesday, January 28**

\*\*\* Showing of the film "The Pianist" \*\*\*\*

*Class will not end until 4 pm. All students are expected to be in the classroom to watch this film (regardless of whether you have seen the film before). Students who have another class at 3 pm **must** arrange to see this film at another time.*

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### **Monday, February 2**

**Hand-in** List of Wladyslaw Szpilman's human rights that were violated 1939-1945.

#### *Labor Standards vs. Human Rights*

What do people mean when they use the term "human rights"? Does it cover safety and health issues, or basic working conditions such as the length of the work day?

Readings:

The Triangle Fire, pages 11 – 21.

Rana Plaza collapse

Matthew Craven, International Covenant on Economic, Social and Cultural Rights, in *An Introduction to the International Protection of Human Rights*, eds. Raija Hanski and Markku Suksi (Turku/Abo, 1997) 101-123.

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### **Wednesday, February 4**

#### *Approaches to Regulating Working Conditions*

Fair Labor Standards Act (USA)

ILO Conventions

**Hand-in** list (1) when your home country first regulated the length of the working day for factory workers, and 2) when your home country first mandated that the working women receive a paid maternity leave (that is, not risk being fired for being absent) and note the length of the leave.

**Monday, February 9**

*Fundamental Human Rights and Rights at Work*

The International Labor Organization and its “standard” setting role in establishing how rights connected to work are guaranteed. The mandate of the ILO and the ILO conventions affecting human rights.

Readings:

ILO Declaration on Fundamental Principles and Rights at Work

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**Wednesday, February 11**

*Children and Work*

Who is a child? Differing notions of the age at which a person can work and types of work thought appropriate for young persons. Relevance of work prohibitions when schooling is not present. Religious views on appropriate activity for children.

Family enterprises and parental direction of a young person’s activity. Stages of economic development and mandated years of education.

Readings:

ILO Convention No. 138, Minimum Age (1973)

ILO Convention No. 182, Worst Forms of Child Labour (1999)

UN Convention on the Rights of the Child

William E. Myers, The Right Rights? Child Labor in a Globalizing World, 575 The Annals (May 2001): 38-55

CEACR Observation under Convention No. 182, Mauritania (December 2007).

CEACR Observation under Convention No. 182, United States (December 2001, December 2002).

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**Monday, February 16**

**Wednesday, February 18**

*Child labor and cultural relativism*

Challenges in monitoring child labor and in taking measures to reduce the amount of child labor. Differing views on the ages at which young persons can work and in what types of work. Discussion of whether views are based on culture or whether views relate to the stages of economic development.

Reading:

Child beggars thrive on Muslim holy season in Gulf states (Oct. 12, 2007)

**Hand-in** One paragraph stating the minimum school leaving age in your country. State the year that age was set (if there was a lower age previously, state what the lower age was).

**Class activity:** Debate a proposed amendment to ILO Convention No 138 that would permit a country to carve exception to its child labor laws because of religious or cultural beliefs of the family. (Students will be legislators in a country, some assigned to support and some oppose the proposal.)

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**Monday, February 23**

**Wednesday, February 25**

*Non-discrimination at work / Sexual equality and discrimination*

Different bases of discrimination. In what ways do the problems of women's human rights warrant separate consideration? How do standards protecting their human rights relate to problems relating to the conduct of business in an era of globalization?

Readings:

ILO Convention No. 111, Discrimination (1958)

UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)

ILO CEACR, Observation on C. 111, Afghanistan (2000)

ILO CEACR, Observation on C. 111, Democratic Rep. of the Congo (2013, 2010)

World Bank, Gender at Work: A companion to the World Development Report on Jobs

[http://www.worldbank.org/content/dam/Worldbank/document/Gender/GenderAtWork\\_web.pdf](http://www.worldbank.org/content/dam/Worldbank/document/Gender/GenderAtWork_web.pdf)

Read pp. 1-4, 10-12, 19 (Figure 2.1), 20 (Figures 2.2, 2.3), 23 (figure 2.7), 24, 41, 55

Gender Segregated Seating, Equal Opportunities Review 2014 (on Canvas Gender Segregation UK Univs)

“Korean Air faces penalties over ‘nut rage’ incident,” Financial Times 12-16-2014

**Hand-in** labor force participation rates for men and women in 1960, 1980 and 2013 for the USA and another country of your choice. State your source for this data.

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**Monday, March 3**

## *Gender Pay Equity and Human Rights*

In what ways do the patterns of female labor force participation disfavor them with regard to pay? Is this impermissible “discrimination”? How do employers set wage rates for average rank-and-file information age workers?

ILO Convention No. 100, Equal Remuneration (1951)  
Equal Pay Act, 1963 (USA)  
EU Equal Pay Directive, 1975.

ILO CEACR, Observation on C. 100, Sweden (2011)

On Canvas

- Ben Waber: “Gender Bias by the Numbers” 2014 (on Canvas -Equal Pay cognitive bias mothers)
- A Girl Can be Anything She Wants, As Long as She Wants to be a Waitress, BW 2014, (on Canvas Gender Equality jobs & pay)
- U.S. Boards of Directors Lag Behind in Naming Women, WSJ 2014 (on Canvas Gender Women Bds lagging in USA)
- theDP.com, “Hackathons attract thousands of students — but few women,” Feb 18, 2014

*Class activity:* Job evaluation exercise

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**Wednesday, March 4**

**\*\*\* In-class exam \*\*\***

March 9 and 11: Spring break (no class)
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**Monday, March 16**

*Forced Labor and Human Trafficking*

What constitutes work not done voluntarily? How do companies confront the issue of meeting tight production deadlines or having work performed in a harsh environment?

Readings:

US Department of Justice Definition  
<http://www.justice.gov/crt/about/crm/1581fin.php>

U.S. Department of State – Human Trafficking Defined chart  
<http://www.state.gov/j/tip/rls/tiprpt/2008/105487.htm>

Eradication of forced labour, CEACR General Survey  
[http://www.ilo.org/public/libdoc/ilo/P/09661/09661\(2007\)1B.pdf](http://www.ilo.org/public/libdoc/ilo/P/09661/09661(2007)1B.pdf)  
pages 4 – 8 (section 2 of the chapter)

ILO Convention No. 29, Forced Labour (1930)  
ILO Convention No. 105, Abolition of Forced Labour (1957)

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### **Wednesday, March 18**

#### *Companies and Human Rights: Corporate Decision Making*

How do companies meet labor needs? At what level and how are decisions taken?

\*\*\* Showing of the film “Conspiracy” \*\*\*

(all students must view this in order to complete one-page written assignment below)

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### **Monday, March 23**

### **Wednesday, March 25**

#### *Responsibility of Companies re Human Rights: Soft Law Norms*

What responsibilities do companies have with regard to human rights issues?

Readings:

2000 UN Global Compact

2011 UN Guiding Principles on Business and Human Rights

***Hand-in*** one page written statement on the film “Conspiracy”.

1. What was the “business goal” articulated by the chairman of the conference?
  2. Who disagreed with the goal itself and on what grounds?
  3. Who had major disagreement with the feasibility of being able to achieve the goal?
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**Monday, March 30**  
**Wednesday, April 1**

*Corporate Complicity*

Oil pipeline in Myanmar / Unocal materials  
Materials re Observance by Myanmar of Convention No. 29, Forced Labour

Hitting the Wall: Nike and International Labor Practices, Case Study 2002

**Class activity:** Plaintiffs (lawyers and NGO activists) and defendants (lawyers & senior management) argue Unocal case

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**Monday, April 6**

*Corporate Stance with regard to Human Rights issues*

The rise of the Corporate Social Responsibility movement. Questions of whether imposing responsibility for protecting human rights on companies involves fundamental distortions of their functions.

Chocolate video

Readings:

Milton Friedman, "The Social Responsibility of Business is to Increase its Profits," NYTimes Magazine, Sept. 13, 1970

Are Companies Responsible for Creating Jobs? WSJ October 28, 2011

"Stranded" (Apple iPhone 5 Malaysia) Bloomberg Business Week, November 2013

The Job After Steve Jobs: Tim Cook and Apple, WSJ, Feb. 28, 2014

"Jeans maker launches cheap financing for more ethical factories," Financial Times, Nov. 4, 2014

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**Wednesday, April 8**

*Promoting corporate adherence to human rights: Corporate Codes of Conduct*

Pros and cons of using corporate codes of conduct to promote compliance with human rights.

What is the range of options for promoting TNCs' compliance with human rights? For making non-compliance costly? What can past experience tell us about the utility of non-binding guidelines designed to promote TNCs' compliance with human rights standards? Can TNCs' internal codes of conduct steer them away from involvement in human rights abuses or operations that make them complicit in others' human rights violations? Are other mechanisms more effective?

**Class activity:** Debate whether the protection of human rights can and should be the sole responsibility of governments.

Readings:

Richard Locke, "Can Global Brands Create Just Supply Chains?" (Nike) Boston Review, May 21, 2013

Amnesty International, Human Rights Principles for Companies: A Checklist.

Levi Strauss, Social Responsibility/Global Sourcing & Operating Guidelines.

Nike Code of Conduct

[http://www.nikebiz.com/nikeresponsibility/tools/Nike\\_Code\\_of\\_Conduct.pdf](http://www.nikebiz.com/nikeresponsibility/tools/Nike_Code_of_Conduct.pdf)

US Dept of Labor, The Apparel Industry and Codes of Conduct

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**Monday, April 14**

*Promoting human rights: the role of NGOs*

How non-governmental organizations came to play a central role in the human rights domain and in the monitoring of TNCs' compliance with international human rights law. Debates on the roles they can/should they play in regulating the conduct of international business.

Readings:

Chris Marsden, Dealing with Joel Bakan's Pathological Corporation: A strategy for campaigning human rights and environmental NGOs, Global Policy Forum July 2004 from <http://www.globalpolicy.org/soecon/tncs/2004/07pathological.htm>

Amartya Sen, An enduring insight into the purpose of prosperity, Financial Times, September 21, 2004.

Selections from NGOs and Human Rights: Promise and Performance, Claude E. Welch, ed. (Philadelphia: University of Pennsylvania Press, 2001): Claude E. Welch, Amnesty International and Human Rights Watch: A Comparison, 85-118; Makau Mutua, Human Rights International NGOs: A Critical Evaluation, 151-163; Claude E. Welch, Conclusion, 261-280.

**Wednesday, April 15**

*Enforcing Human Rights: the use of national courts*

What are TNCs' current levels of exposure to legal liability in courts of countries like the USA for human rights violations in their overseas operations? What obstacles stand in the way of persons wanting to sue recover for injuries caused by the overseas activities of TNCs that violate human rights law? Where does international law stand on the question of whether or when TNCs can be held liable for human rights violations?

Readings:

Rachel Chambers, *The Unocal Settlement: Implications for the Developing Law on Corporate Complicity in Human Rights Abuses* 13 Human Rights Brief 14 (Fall, 2005).

Protocol for the Growing and Processing of Cocoa Beans .... (Harkin-Engel Protocol)  
<http://www.cocoainitiative.org/images/stories/pdf/harkin%20engel%20protocol.pdf>

Commentary on Harkin-Engel Protocol  
[http://en.wikipedia.org/wiki/Harkin%E2%80%93Engel\\_Protocol](http://en.wikipedia.org/wiki/Harkin%E2%80%93Engel_Protocol)

Hershey Shareholders Allege Company Uses Cocoa Produced Through Unlawful Child Labor in Africa, HeraldOnline, November 1, 2012

Court dismisses child labor claims against Hersey, Pittsburgh Post-Gazette, Sept 2, 2013.

John Bellinger, "In Spate of New ATS Decisions, Courts are Devided about Meaning of Kiobel's "Touch and Concern" Standard," National Foreign Trade Council, Sept 28, 2014

Constance Thomas, Martin Oelz and Xavier Beaudonnet, The use of international labour law in domestic courts: Theory, recent jurisprudence, and practical implications in Mélanges Nicolas Valticos 249-285

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**Monday, April 20**

*Concepts of Sovereignty*  
*Rights of Indigenous Peoples*

National Sovereignty versus Supranational Norms: whether, at a time when globalization is weakening states and enhancing the power of multinational companies, companies are being pressed to take on responsibilities that many claim are inherently governmental and/or that infringe national sovereignty.

Rights: whether the modern state controls those within its borders or whether persons who historically were present and had autonomy within an area have rights separate from those granted by the state.

Readings:

Louis Henkin, That "S" Word: Sovereignty and Globalization and Human Rights, Et Cetera, 68 Fordham Law Review (1999): 1-14.

Clyde Summers, The Battle in Seattle: Free Trade, Labor Rights, and Societal Values, 22 Univ. of Pennsylvania Journal of International Economic Law 61 (2001).

***Class Activity:*** debate a proposal whereby native Americans (those registered in tribes) will be financially compensated by the United States for the territory that was ceased from them through military action.

Readings:

Lee Swepston

Reversal of Fortune, New Yorker, January 9, 2012 (Ecuador Chevron case)

World fails to raise enough to save Amazon from oil drillers, London Times, Oct. 5, 2013 (Ecuador)

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**Wednesday, April 22**

*Indigenous Peoples*

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**Monday, April 27 and Wednesday, April 29**

\*\*\* Student Presentations \*\*\*

→ **Project write-up due Thursday, April 30 at noon**

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→ **Take-home Final due Tuesday, May 5**

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