Protecting Children's Rights in the Digital World: An Ever-Growing Challenge

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Abstract

The purpose of this study is to draw attention to the rise of electronic recruiting in today's technologically advanced society and the effects it has on the employer and the workers, who are mostly youngsters. Everyone under the age of 18 will be considered a kid for the purposes of this study. The numbers in this study are up-to-date since they were culled from the most recent studies and published in scholarly publications. For a more complete picture, this research also examines the pros and cons of electronic recruiting for minors. Rising living expenses and relative poverty have led many youngsters to seek employment opportunities as early as the Industrial Revolution. But, the introduction of modern technologies has altered the time-honored methods of employment and recruiting. Hence, companies from all over the globe have asked youngsters who are now enrolled in schools, colleges, or universities and have access to laptops or other devices to work for these businesses. Now LinkedIn, the industry's foremost platform for hiring and recruitment, has made it possible for kids as young as 13 to create professional profiles and adapt resumes accordingly. The report then discusses the perspective of the United Nations on this recruiting in light of human rights legislation. Statistics, facts, and legislation included in the study are drawn from a variety of academic publications and the Universal Declaration of Human Rights, which served as the primary source for the research technique (UDHR).

Key words: Electronic recruitment, child work, child labor, laws, convention for the rights of children.

1. INTRODUCTION

As the world became tech savvy and fast paced, as inflation, poverty and economic problems became rife in society. For instance, during the industrial revolution, children have formed a huge part of the active labor force (Inikori & Inikori, 2002). This is due to the fact that families during that time were large, and usually only had one sole breadwinner; the father. Hence, there were finite resources but as always infinite needs, and countless mouths to feed. So, children were put to work in factories, a cruel practice that is still observed today but on a comparatively lower, less grand scale due to the passing of laws and advent of ideologies that encouraged parents to send their children to school for an education instead of to work for earning mere pennies (Humphries, 2010).

Then, society progressed to its more modern reflection, norms and behaviors towards child work changed. Here, let it be made clear that whosoever falls below the age of eighteen is considered a minor, not yet a legal adult (Berber, 2020). Moving on, as society progressed, technology and times both changed. Now, children were more inclined to earn an education as educational institution were subsidized by the government, and primary education made mandatory in many countries, by their respective governments. However, as Karl Marx believed, there I always a bourgeoisie or the class that controls all factors of production and at a stark contrast, at a most depraved counterpoise to them are the proletariats or those who form the working class (Marx, 2010). Hence, as this gorge grew deeper, as wants increased, as standard of living became too difficult to maintain and many parents could not afford to cover more than the basic necessities of their children. It was observed that the children themselves became inclined to hold down jobs. The purpose of this research is to investigate the following issues which are relevant to the human rights especially child rights in the light of international laws. In this regard, this qualitative study has been conducted on the secondary data. The secondary data includes international law and conventions on child labor and child rights, official reports, scholarly articles, books, case laws and international non-governmental organizations reports.

1.1. RISE IN EMPLOYMENT OF YOUTH

According to several surveys conduced in 2018, globally, 50% of all youth aged 1624 were employed.20% of them high school students and the remaining 45% college students (UN, 2020). The figures show a steady increase in the younger generation's inclination to hold jobs at a young age and be financially responsible. This move was greatly aided and abetted by the advent of

electronic media. It seems easy for people to apply to jobs on social media platforms like LinkedIn, Instagram, and Facebook etc. (Macarthy 2021). That is the automated process of identifying, recruiting, shortlisting, and contacting potential candidates for a job using online resources and human resource software. Essentially, it's a business to enable an employer to establish a strong online presence and platform to connect with their candidates (Susanto et al, 2021).

Then, as the world was swept over by the Covid-19 pandemic and children stayed home from school, most of them had access to social media platforms like Facebook, Instagram, twitter etc (Benitez, et al, 2020). And on these items, had access to all the job postings, part time work, 'work-from-home' offers that fit their aptitude. This led to a surge in children getting employed online and in this inclination of the youth towards looking for relatively stable employment, electronic recruitment plays a major role (Ibid).

1.2. ELECTRONIC RECRUITMENT

The term "e-recruitment" is not well understood. Those who are unfamiliar with the capabilities of modern computers and the internet often pose this issue. E-recruitment, or electronic recruiting, is the process of choosing job applicants who submit their resumes and cover letters online (external and internal) (Okolie, & Irabor, 2017). Online recruiting is often referred to as e-recruitment where candidates apply for posted positions by uploading their CVs and covering letters to the employer's website. The advertiser collects resumes like this one and sends them to human resources to see whether the candidate meets their requirements (Yam, & Skorburg, 2021).

1.3. ADVANTAGES OF ELECTRONIC RECRUITMENT

The ease of access is one of the main advantages of online recruiting. Therefore, the job postings may be seen by everyone, regardless of where they live. It makes no difference whether the candidate is in Timbuktu and the potential employer is in Sydney. The fact that this technological system is accessible around the clock is even additional perk. Sending your résumé out to potential employers and then waiting days (or weeks) for a response is a thing of the past. Applicants may get instant feedback on their chances of getting the position when an ad receives and screens their applications (Bogen, & Rieke, 2018).

This has helped firms to reduce the astronomical cost of recruiting, saving their time and effort as well. It makes recruiters able to reach and recruit a wider range of candidates both locally and abroad. However, all these perks are enjoyed by the employer, the multinational companies, and the million

dollar corporations who dominate the economies around the world. What about the 16 year old sitting in her room, dreaming of a better future? What about the 17 year old college student trying to pay her way through college? Electronic recruitment, doubtless opens countless vistas of opportunities for her, for all the children like her, bit what has the law got to say about that? What does the United Nations or even the federal law, on a national scale has to say about the electronic recruitment of underage minors?

2. UNIVERSAL PRINCIPLES FOR THE CONVENTION OF CHILDREN

It's encouraging that today's children want to grow up to be self-sufficient adults, but it raises the issue of whether or not we're giving them the same professional worth as adults and providing them with enough safety nets. The solution may be found by following these four guidelines. Together, they represent a paradigm shift in how adults in many fields see children. They provide the Convention its moral, ethical, and intellectual foundation.

2.1.CONDEMNATION OF DISCRIMINATION TOWARDS CHILDREN

The right to equal protection under the law is one of the fundamental principles upheld by the Committee on the Rights of the Child. The dedication to giving all students a fair shot at success is shown in;

- Article 2, the first paragraph of which reads: "Governments shall respect and put into practice the rights dictated in the current convention to each child within their jurisdiction without discriminatory practices of any kind, with regards to the child's parents or legal guardian, race, color, sex, language, religion, political or other opinion, national, ethnic or social status, poverty, disability, birth or other status" (UN, 1989).

Recruiters may narrow their audience focus by demographics using Facebook or any of the other many social internet platforms. One of the main selling points of web ads is that they may be tailored to a certain demographic such as ads on Google, LinkedIn, and Instagram are targeted to users based on their personalities because of the platform's "personality targeting" feature (Willis, 2020). Businesses like these resources because they allow them to spend recruitment budgets more strategically and effectively, directing advertisements to the candidates most likely to possess the necessary abilities and to submit a suitable application. There are worries about discrimination due

to the trend of online recruitment.

- Subsequently, ProPublica wrote a series of pieces on how certain web adverts may be blocked from being seen by people of specific races (Ali, et al, 2019). Many cases have been brought since then, all of which accuse Facebook of tacitly permitting racist advertisements. When considering whether internet platforms could be held accountable for encouraging discriminatory activity, it is important to consider whether or not a platform is entitled to immunity under Section 230 of the Communications Decency Act, and what constitutes discriminatory behavior (Leary, 2018). Moreover, these concerns have been the subject of several case studies and academic papers.

Hence, discriminatory practices that is in direct contradiction and violation of humanitarian laws lead to unequal opportunities for children looking for work online. And if any child gets rejected due to their class, color, gender, sexuality, it may have an adverse affect on their confidence and will be a direct hit to their self esteem. Consequently, a child who has not yet formally begun professional life will be painfully are that they might never get an equal chance than, say someone else their own age. This fact could be difficult and mentally taxing to come to terms with.

2.1.1. PROTECTION OF CHILDREN

Another facet of the answer to as to how could we provide both protection and equal value to children lies in the principle of the best interest of the child, mentioned in

- Article 3:1. "Any and all actions concerning children whether administered by public or private social welfare institution, courts of law, administrative authorities or legislative bodies, the best interest of the child shall be a primary concern"(Livingstone, & O'Neill, 2014). The notion of best interests: bringing together cultural norms and human rights

The economic and social rights of every kid are also part of the right to life clause, and they are intimately tied to the best interests premise. The article goes on to say that safeguarding kids means more than simply making sure they don't harm anybody; it also means making sure they have the resources they need to thrive and grow.

- Article 6:2 and states thus: "It shall be ensured to the maximum extend possible that survival and development of the child." In this regard, if a child is recruited online and given assignments or expected to work hours that compromise their mental health in any way, then that is a direct violation of human right laws.

Whereas, some employers are brusque, indifferent and refuse to understand the circumstances of a

part time worker, an example would help elucidate the point further. Many online freelancers have come across unreasonable clients, who pay low rates and yet keep on heaping assignments and expecting the child to somehow complete all those within inflexible deadlines. On the flip side, many companies provide flexible hours for their online recruited online employees, a huge percentage of which is formed of students who struggle to take out time for their jobs all alongside studying (Rainie, & Anderson, 2020).

Another concept that exemplifies the importance of these tenets is "respect for the perspectives of the kid." In order to determine what is really in the child's best interests, it is prudent to have his input. Additionally, not simply hearing them out to comprehend their perspective, but accepting them wholeheartedly and making their thoughts and feelings your own. The foundation for this idea was laid in;

- Article 12:1 which states that "It shall be assured to the child who is capable of forming his or her own views also possesses the rights to express those views freely in all matters affecting the child, the view of the child being given proper and due weight in accordance with the age and mental maturity of the child." For instance, many online recruiters are orthodox and conservative and may be biased towards a child based on the child's gender, age, sexuality etc. Hence, children, even if recruited online should be assured that their views will be respected, that they will not be expected to assimilate to someone else's views and forced to go against their individuality.

2.1.2. LAWS CONCERNING BUSINESS ACTIVITY AFFECTING CHILDREN

While offering services and goods connected to the digital environment, the commercial sector, including all non-profit organizations, indirectly impacts the rights of children. Companies have a responsibility to safeguard children's online rights and address any abuses they may encounter (Ruggie, 2011). It is the responsibility of governments to monitor corporate behavior to guarantee compliance with these duties. Additionally, it should take steps, such as the creation, monitoring, implementation, and review of laws, rules, and policies, to guarantee that businesses fulfil their duties to prevent the misuse of their networks or online services in violation of or in aid of abuses (Suzor, et. al, 2019). Respect for children's rights, particularly the right to privacy and protection, and access to effective, expedited remedies on behalf of children, their families, and advocates. Children should have access to age-appropriate, enriching digital activities, and parents should urge companies to do

the same by providing public information and guidance that is both easily available and up-to-date (Stoilova, Livingstone, & Nandagiri, 2020).

In addition, international law protects children's rights, including the right to be free from all types of harm in the digital environment, from the commercial businesses (Khan et al., 2022; Sargeant, 2022). Businesses may not be complicit in harmful acts themselves, but their actions, such as the design and maintenance of online services, may have a significant impact on whether or not children are able to live free from violence. Legislation aimed at investigating, adjudicating, and addressing violations in the digital environment, as well as legislation aimed at monitoring and enforcing laws and regulations aimed at preventing violations of the right to freedom from violence, should be incorporated into local legislation for this purpose (Marsden, & Podszun, 2020). The private sector also has a responsibility to uphold children's rights by doing child rights due diligence. This includes conducting child rights impact assessments and disclosing the results to the public. Especially, preventative, surveillance, investigative, and punitive steps used against corporations that violate children's rights (Burton, & Montauban, 2021).

All companies that have an effect on children's rights in the digital environment should, in addition to developing laws and policies, implement regulatory frameworks, industry codes, and terms of service, and adhere to the highest standards of ethics, privacy, and security in the development, distribution, and marketing of their products and services. This includes businesses that target youngsters for electronic recruitment or end user roles. They should demand openness and responsibility from these businesses and push for innovations that benefit kids. When asked, they will also explain the terms of service in a way that children of all ages can understand.

2.1.3. CHILDREN RIGHTS IN THE DIGITAL AGE

The aforementioned give us a foresight into the United Nations imposed human laws that dictate the protection of children in the digital age. It is a matter of high importance because in an era that is fast paced and highly digitalized, where most of the work is carried out online that allow big corporations and multinational companies to employ underage minors online. This leads to exploitation of children as they are paid less than they deserve. Moreover, sometimes they are forced to do unpaid work since no formal notice or contract of employment is signed between the company and the child, making 'freelance' work or 'work-from-home' an exploitative trend that leads to the efforts, talents and skills of countless children to go to waste (SWIRL, 2021).

3. EFFECTS OF RECRUITMENT ON CHILDREN

Now, let us properly discern the effect holding down a job has on children, which would make us gain surer footing regarding the human law angle of the electronic recruitment of children. Ultimately, the child is holding down a job, and it affects their mental health, personal relationships, and academic life regardless of the fact that it was acquired online.

3.1. EFFECTS OF ELECTRONIC RECRUITMENT ON CHILDREN

The Cumulative Grade Point Average (CGPA) is the most important indicator of whether or not a student's work schedule has a good or negative effect on their academic success. It's common sense to assume that when students have more work to do, it takes away from their study time and negatively impacts their grades, when students work above 20 hours per week, according to a number of studies (Neyt, et al., 2017). Students who work less than fifteen to eighteen hours a week tend to report better grades and percentages than those who work more than twenty hours a week (Ibid:124). The US Department of Education's National Center for Education Statistics (NCES) discovered that students who worked between 1 and 15 hours per week had considerably better GPAs than those who worked 16 or more hours per week or did not work at all (Elpus, 2014).

3.1.1. E-RECRUITMENT AND THE RIGHT OF CHILDREN TO EXPRESS INDIVIDUALITY

Indeed, for every cause there is an effect that is equal and opposite in kind. The capacity of applicants to express themselves, their personality, and their character is diminished throughout the e-recruitment process, which is seen as beneficial by certain managers and recruiters. People's capacity to think and create has been either eliminated or compensated for by the prevalence of online tools like resume and profile builders (Heino, Ellison, & Gibbs, 2010). Candidates don't put much thought into their qualifications since everything is so accessible online.

They just lift and paste the work of others without mentioning its quality. They're committing corporate fraud since their assertions aren't true. To counteract this, businesses could use aptitude tests like psychometric evaluations and situational judgement assessments prior to the interview stage. Nowadays, the most popular web app is an online recruiting service. Millions of individuals all around the globe scour the web every day in quest of their ideal employment opportunities (Townsend, 2013). High volumes of users using the same online service often result in problems.

The majority of users overwhelm the system by searching hundreds or thousands of function query keys for a particular query. Although the user is usually right, their query may result in incorrect data being sent along. If two people run the same query, they could obtain different results. While there are numerous benefits to using online means of recruiting, these kinds of problems may cast a negative light on the whole sector (Costa Dias, et al., 2020).

3.1.2. ADDED BURDENS OF ELECTRONIC RECRUITMENT

When it comes to online hiring, query keys are a hotspot; therefore, candidates and employers alike depend on search terms. Neither the employer nor the potential employee can find the information they need if the search key doesn't work. In order to satisfy consumer needs, the whole system will need to be enhanced or redesigned. Additionally, the issue with electronic recruiting is ensuring compliance with all laws and standards because legal requirements and processes are the same whether a job posting appears in a newspaper or online (Snell, & Morris, 2018). Internet marketing is distinct from print media marketing. Use internet advertising to solicit resumes and feedback from candidates all around the globe.

The amount of newspaper advertisements, though, is manageable. While utilizing e-recruitment, people often fail to remember the correct steps. The volume of work is usually so high that even outside of HR find them pitching in to assist. Several nations' laws stipulate that businesses must follow local privacy regulations. The applicant's consent is needed before any information is entered into the system. However, this is seldom the case, and unless steps are taken to remove rejected applications from the database, the applicant's privacy may be at risk. The possible loss of cheap cost, convenience, and the capacity to attract new recruits might be seen as negative outcomes for the company as a whole. However online recruiters require this technology since the Civil Rights Act does not provide for particular approval criteria to assure compliance (Davison, et al., 2012).

The advent of e-recruitment has simplified the traditional job-hunting process to the point that almost anybody can perform it. Thanks to the Internet, software, computers, and programmers. With the advent of the internet, the globe has grown "smaller," and the proliferation of apps has made formerly difficult tasks simpler and more efficient. As a result, both online recruiting and the Internet have promising futures. Boys who grew up with computers may depend only on technological means of recruitment rather than traditional ones. In the future, e-recruitment will be the most important business strategy for many companies.

In addition, this should help them stand out in a crowded employment market. As a result, the three defining features of modern hiring will be ease of use, reliability, and speed. In the worldwide corporate sector, many tasks are being moved from paper to electronic and computer systems. It is evident from the intensive research that the advent of foreign players and newspapers' forays into e-recruitment to counteract the fall in print advertising, the potential for growth in the e-recruitment industry is clear (Munro, 2018).

4. COMPARISON WITH HUMAN LAW VIOLATIONS OF TRADITIONALLY RECRUITED CHILDREN

Child labour has been a problem for centuries, but it's hard to argue that it's harmful now when kids are growing up quicker than they need to. Their offspring suffer tremendously as they try to conform to the behaviour of their elders (Nijs, et al., 2020). They are too young to get the type of care and attention they need. They have to meet the rigors expectations of both parents and, by extension, their owners. Teenagers are often shocked by such harmonic traps. Possibility of experiencing physical violence rises. Boys and girls alike fall prey to drug misuse as a result of these pressures. They start engaging in riskier behaviors.

Drunkenness, STDs, rape, emotional numbness, and violence are all factors in the dire circumstances in which they often find themselves (Irons, & Schneider, 1997). Children from low-income families are more vulnerable to modelling the negative behaviors of their parents who may themselves be poor. If these kids also happen to have a physical impairment, it might have devastating consequences (Twyman, et al., 2010). Adults face significant challenges when trying to reorganize their lives and make ends meet in urban and low-income settings. Hence, they start seeing females and disabled children as expendable extras because of this, young women are pressured to wed elderly men, and children are reduced to a life of street begging (Seni, 2017).

4.1. LAWS AND COUNTER-MEASURES FOR CHILD LABOUR

While legislation exists with the intention of alleviating the scourge of child labor, such regulations are notoriously nebulous. For instance, few laws provide for comprehensive regulation of the informal economy as being protected from harm is not enough. In addition, young people need to know when and where they may find employment (if they really need it). The authorities also face issues due to a dearth of rehabilitation centers for former child laborers. It is unclear how these kids

will have to take charge of their futures however; having access to counselling and healthy food can make all the difference in the world.

4.1.1. RAISING AWARENESS

The detrimental effects of child work on young brains should be brought to the attention of adults of all ages, especially the elderly especially living in Rural and secluded places. Instead, information on schools and the many initiatives that claim to provide young people with free basic education should be shared. Most significantly, it shows how education can change the lives of women for the better.

The potential consequences are enormous and terrifying and definitely leave a mark on the child's brain. Such effects on children's mental and emotional well-being are devastating, as well as their capacity for healthy growth and maturation (Li, et al., 2010). After all, it's a scar on someone's face, and after being treated so cruelly, they're not likely to turn out to be model citizens. We must understand that our nation's future is in the hands of our children. If we don't ensure the wellbeing of future generations, we can't hope for sustained economic development and success.

5. ELECTRONIC RECRUITMENT; AN OVERVIEW

However, not everything is wrong with electronic recruitment as every coin have two sides. Similarly, electronic recruitment has two sides too. Now that we have reached the conclusion that it is not unlawful by a long shot. And, LinkedIn has even incorporated a feature where children as young as 14 years of age could post their resumes and find work online, let us discuss the ways it does not go against humanitarian laws (Quaye, et al., 2019).

5.1. BENEFITS TO THE CHILD OF ELECTRONIC RECRUITMENT

Since most electronic recruitment entails work from home, especially for children who cannot commute to work without their parents' permission, most of the advantages of remote work apply to these as:

- Flexibility and adaptation in the workplace may be improved by allowing employees to work from home. As workers are not confined to a single location, they will be more able and ready to arrange for shifts that span the early morning, late afternoon, and even the weekend. You may use this to accommodate unique company requirements.

- If your clientele come from all over the world. Employees are more likely to stay with a company that offers remote work opportunities, since they are able to adjust their work schedules to accommodate their personal needs. The trust workers feel from their companies grows when they are given the option to work remotely from their homes.

- Many bright kids find motivation to hone their entrepreneurial skills in the idea that they can work from home when they grow up. Offering a work-from-home option, even as a bare minimum provides young workers a leg up on the competition in the job market.

- Efficiency increases as a result of fewer distractions than are common in an office setting. In turn, working from home might give a quieter setting, allowing for more concentration. Since the working relationship is not tightly controlled and workers are given some degree of liberty to carry out their responsibilities, the kid is more driven and feels more trusted by the employer. Children start to feel satisfaction in their talents and a feeling of success when they take on these professional responsibilities (Stallard, 2019). Children, above all else, require guidance in meeting the challenges of today's academic and social environments. When things go well, you feel competent, but when things go wrong, you feel bad about yourself.

5.2. ELECTRONIC RECRUITMENT MAKING IT HARDER FOR CHILDREN TO MAINTAIN A WORK LIFE BALANCE

Then, technology simplified things, as staff members could stay in touch with the workplace at all times thanks to the network. Skype and similar tools facilitate better, more productive meetings between coworkers and teams by streamlining communication. Since workers are more satisfied and revitalized when they work from home, they are less likely to miss time due to illness (Baron, et al. 2014). Therefore, unlike in an office setting, the transmission of disease is less likely due to workers' working in seclusion.

5.3. LAWS REGARDING HOURS OF WORK

Electronic recruitment makes it easier for the employer to always remain in contact with the child. Whereas, there are laws which dictate the hours a child is allowed to work, beyond which making the child work is illegal. There is a fact that is sometimes overlooked in electronic recruitment of children because most often children are part time workers or they do not have the courage to speak for themselves, a quality that is greatly exploited.

In all, the following are the rules for children's working hours:

- A child cannot work for more than 3 hours without an interval of at least one hour of rest.
- No child or adolescent is permitted or required to work between the hours of 7 PM and 8 AM.
- Every child or adolescent is entitled to one day of holiday in the week, where they are not permitted to work.

5.4. RECRUITING CHILDREN INTO HATE GROUPS: STRATEGIES AND HEURISTICS

Adolf Hitler, Franklin Roosevelt and countless other politicians gauged the importance of electronic media as a means of effective mass communication and used the radio at the time to persuade their audience. Drawing on this principle, today the average child spends hours in front of electronic devices and strategically placed advertisements influence them (Kardefelt-Winther, 2017).

To carry the idea forward the infamous Ku Klux Klan has an accessible to all website where children un-critically perceive their messages and are persuaded to join. Similarly, hate groups become more integrated in today's society as they pollute the culture around our children through electronic recruitment, building virtual communities of hate (Siapera, Moreo, & Zhou, 2018). This goes against human laws as children are recruited in an environment of hate and a lack of empathy as false beliefs of discrimination influence their impressionable minds (Cohen-Almagor, 2008).

6. CHILD LABOR AND CHILD WORK; THE DIFFERENCE

Child labour cannot be defined universally, say the International Labor Organization (ILO) and United Nations International Children's Emergency Fund (UNICEF). There must be a clear delineation between legitimate child work and child exploitation. Work that does not compromise a kid's physical or mental well-being or prevents him or her from receiving an education is not considered child labour. Work or assist in the family company during school breaks and after school. These jobs may be considered "kid labour," but they aren't. Personality development aside, child work equips kids with the practical and social skills they'll need to become contributing adults in society.

And according to the International Labor Organization, child labour is defined as "work that is likely to rob children of their youth and dignity; is damaging to their physical, moral, and psychological development; and interferes with their education" (or does not allow them to attend school), dropping out of school before finishing their required secondary education, or having their education and job

responsibilities combined. To that end, we must now ask: how can we distinguish one kind of child labour from another? The International Labor Organization states that this is conditional upon the individual's developmental stage, the kind and duration of the job being done, the working environment, and the age of the kid. In light of this, electronic recruiting does not go against human law provided it does not compromise the physical, emotional, or mental well-being of the children concerned. E-recruitment may be the wave of the future in HRM provided that young workers are satisfied with the tasks they are given and their working conditions are safe and positive.

CONCLUSION

Henceforth, in conclusion it is to state that this essay highlights how electronic recruitment has given rise to giving equal value and importance to working students as would have been given to any qualified professional in the field. It boosts the child's self esteem and encourages them to strive for financial independence as well. Interestingly, it also does not strictly go against any humanitarian law as it does not necessarily include hazardous work environments of any kind. Human rights must always be upheld. Any limitations on these liberties must be in accordance with relevant international legislation such as the European Convention on Human Rights and the Convention on the Rights of the Child.

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