Of Labor's Weave and Fortune's Hand: Unraveling the Complexities of Workforce Dynamics in the UK

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ABSTRACT

Internationalization of markets and migration challenges have unveiled various aspects of labor markets and sustainable practices. It is critical to comprehend how these phenomena are related and intertwined to address these issues with the right policies. This study has examined the impact of globalization, mass migration, and sustainable labor practices and provided valuable insights into the existing literature and policy formulation. Qualitative research methodology was employed in this study and data was collected by interviewing employer representatives, policymakers, and officials from labor unions. The data analysis involved thematic analysis of key themes and patterns. The findings of this study highlighted a complicated relationship among processes such as globalization, migration, and work sustainability and emphasized that globalization is both facilitating and constraining for organizations, and mass migration was understood as ensuring the supply of labor, threatening social fabric of host countries and creating precarious working conditions for migrants. It was also found that some of the sustainable labor practices were prioritized by policymakers, although they had different challenges in implementing them, especially in the case of migrant workers. This study also provided deep understanding of the impacts of globalization and international migration on migrants and their host countries socially, politically, economically and culturally. Hence, the need for sustainable and pro-migrant policies, and pro-maternal relations that protects the interests of both migrant laborers and employers. Thus, the findings and policy implications which were formulated by using Hofstede's Dimensions theory and Carroll's Pyramid theory can help policymakers and organizations work out effective strategies to address the consequences of these global processes on the global labor markets.

Keywords: Globalization, Mass Migration, Sustainable Labor Practices, Labor Relations, Human Migration, Policy Making
JEL Classifications: F22, J61, Q56, F66, J83, M14, F63, O15, K31

1. INTRODUCTION

Globalization is a major factor that has influenced the changes in the global demography and the nature of employment, the migration of people, etc. Globalization can be explained as a process of growing integration of countries in terms of trade, people interactions, cultural exchange, etc. (Makarova et al., 2019; Efremov and Vladimirova, 2019). It involves trade in goods and services and exchanging information, capital, and people across borders, helped by enhanced technologies and communication. This process has major repercussions for labor markets because it extends economic mobility while at the same time adding layers of consideration concerning labor rights, wages, and social justice (Ngoc Ngo et al., 2022).

The increase in the rate of mass migration can be considered one of the most vivid and vocal signals of globalization. The UN (2022) estimated that there were 281 million international migrants globally in 2020, which takes in an increase of 64 million from the migration figure recorded in the year 2000. This increase in international migration results from several factors, such as differences in economic status, effects on

politics, social change, and natural disasters (Castles et al., 2020). The availability of migrant workers has had a rather profound influence on the labor markets both recipient countries and of the countries of origin and emigration: It is also a mixed blessing. The challenges of migration are further compounded by factors that include an increase in populist and nationalist politics in immigrant receiving countries, which have the effect of creating and implementing harsh immigration policies and social tensions.

Amidst such changes, sustainable labor practices have emerged as a significant topic of major concern. Sustainable labor can be defined as the strategies and practices of labor-management processes that create harmony between the economic, social, and environmental capital of the workers (ILO, 2021). According to the ILO, Sustainable labor migration is key to the economic feasibility and social sustainability of migrant-sending and recipient countries, responsible hiring and compensation policies, safety and health measures, and work/work-life balance support have positively affected workers' productivity, turnover, and the stability of local and global job markets (Duhautois et al., 2019). Thus, this approach seeks to address the condition that the welfare of workers, the success of business entities, and the stability of communities are all given attention.

However, social forces such as the increased rate of globalization and proliferation of mass migration have created compelling challenges for successfully enforcing sustainable labor practices. Employees who are migrants may become vulnerable to unfair treatment, are most likely to be engaged in insecure jobs, and could have limited rights to social security (Bobek et al., 2018). Also, job competition and demands to remain relevant in the global marketplace may reduce labor standards and weaken sustainable practices (Rodgers and Raworth, 2018). It remains imperative to meet these problems and find pertinent measures to guarantee that the advantages of globalization are properly divided, and fair labor relations are properly set.

Studying the aforementioned phenomena is the main objective of this research endeavor and it aims to examine the relationship between globalization and mass migrations about the ramifications for sustainable labor relations (World Bank, 2020). The basis for attaining this aim is built on the understanding that through globalization, the international markets for human capital and migration have emerged and evolved, accompanied by both advantages and disadvantages to the global workforce. This understanding is crucial for designing sound policies that would lead to better stewardship of labor relations, as well as for fostering inclusive globalization and migration regimes that benefit all parties concerned.

The current findings significantly contribute to scholarly literature regarding the socio-economic effects of globalization and mass migration and serve as a guide for governments and organizations interested in developing efficacious policies for sustainable labor mobility. This study significantly contributes to the understanding of the need to devise fair and sustainable labor markets.

2. LITERATURE REVIEW

2.1. Globalization and Its Effects

Globalization has impacted many aspects of society; it is evident in economic, cultural, and political aspects. Such effects have recently been given concern by researchers who try to look at the connection between globalization and its effects. Economically, the policy of globalization has provided a basis for the rapid development of trade, investment, capital, and labor migration (Rodrik, 2018). Another impact of globalization that is highly related to the previous one is the global value chains, which means that all steps in the production chain are distributed among different countries (Banga, 2019). Although this has led to gain in efficiency and subsequent decrease in cost, it has also led to outsourcing and decrease in local industries in some countries (Antràs, 2020).

It also plays a great role in cross-cultural dissemination and communications and favors the distribution and diffusion of ideas, norms, values and practices (Pieterse, 2019). This has been made possible through improved mobility of people, high usage of the internet, and growth of multinational business organizations. However, this process of cultural exchange that Chalcedony brings has not been without some criticism. From where the cultures have been described as conquered, and others condemned for the lack of cultural differences (Crane, 2020).

Politics is also involved in globalization and the integration process being both a strength and a weakness to all the countries. On the one hand, globalization was able to advance international cooperation and develop international organizations and systems for addressing global problems (Kaya, 2020). It has on the other hand eroded the sovereignty of state as the latter has been experiencing a diffusion of authority together with the rise of transnational actors (Zürn, 2018).

In conclusion, globalization has birthed anti-globalization in some respects through nationalism and protectionism (Rodrik, 2018). These diverse impacts of globalization have ramifications on practice because what globalization entails is changes in the economic, cultural, political realms that are either conduits for or barriers to the management of Labor relations and the well-being of workers.

2.2. Mass Migration Dynamics

Mass migration is caused by factors that influence the movement of people from their countries of origin to other countries. The process of mass migration itself has also shifted over the years in terms of flow and volume due to numerous social, economic, political, and even ecological factors.

There are various reasons for migration, including economic differences, political vulnerability, conflict, and environmental degradation, among others (Castles et al., 2020). This is mostly fueled by differences in economic development, where people trek to regions with better employment prospects and better-paying jobs (Skeldon, 2018). Furthermore, other environmental factors involving climate change and disasters also contributed to displacement, including scarcity of resources (Rigaud et al., 2018).

The migration patterns have begun to change and spread, opening new corridors and diversifying the migration streams (IOM, 2020). While earlier, there used to be a straightforward flow of migration from the developing to more developed nations; the current pattern involves multiple movements across and in circles or from developing nations (The OECD, 2018). Moreover, the influence of information technology and social networks has actively contributed to the sharing of information and migration movements, resulting in new patterns of transnational travel (Dekker et al., 2018).

In general, the overall effects of mass migration have been mixed and sometimes more mixed in both host and origin countries. Migrant workers have thus impacted the labor market in the host country and may have future positive or negative impacts on employment, wages, and public service provision (Dustmann et al., 2016). While migration has positive economic implications, such as absorbing demand for the workforce and promoting innovation, adverse effects identified include social tensions and negative sentiments over the immigrant population (Hainmueller and Hopkins, 2014).

The outflow of skilled and unskilled workers in origin countries can result in human capital flight, remittance dependency, and the disruption of communities (Clemens, 2017). These dynamics of mass migration, therefore, hold labor consequences relevant to sustainable labor practices in reception and departure countries across the spectrum of causes and migration paths.

2.3. Sustainable Labor Practices

The social sustainability of employment relations is seen more and more as an imperative for equity and profitability in a globalized world of intensified migration. These practices comprise several policies that protect workers or employees from exploitation and are especially important for migrant workers. According to ILO (2021), sustainable labor is "employment policies and practices that foster the ability of workers, companies, and communities to thrive, endure, and sustain in the long run." They include remuneration, working conditions with no risks to health, safety, or environment, working time, career promotion, and skills development and social protection (Duhautois et al., 2019).

The current state of labor sustainability is marked by more frameworks, guidelines, and initiatives that seek to incorporate new sustainable labor management systems. For instance, ILO's Decent Work Agenda and the UN's SDGs have offered broad international paradigms for promoting sustainable employment practices (ILO, 2021; UN, 2015). On the organizational aspect, applying VSS, including SA8000 and ISO 26000 guidance on social responsibility, has helped some organizations show their responsibility for sustainable labor practices (Mackey and Whalen, 2021).

Nevertheless, the practice of sustainable labor remains a challenge and has several contradictions even in implementing its policies. These include issues of discrimination, restricted access to social services, and poor treatment by employers among the migrant workers. Policy-wise, there is still an issue on coordinating sustainable labor initiatives at the international level, and

compliance with labor standards is still problematic (Olney and Valenzuela, 2019). Furthermore, the growth of non-standard and precarious work arrangements like temporary, Fixed Term Contracts, and gig employment makes it hard to implement sustainable employment practices (Bobek et al., 2018).

Conclusively, it is as clear that sustainable principles of labor practices are well articulated as well as recognized under international frameworks. Nevertheless, various hurdles remain regarding their removal/implementation, especially for migrant workers. These issues, along with the changes in globalization and migration affecting labor markets, call for a better fundamental understanding of the relationship between these phenomena and the effectiveness of labor sustainability policies and practices

3. METHODOLOGY

The current research has used interpretivist philosophical qualitative research approach to uncover the relationship between globalization, mass migration, and sustainable labor practices (Levitt and Schiller, 2004). Qualitative research is most appropriate for this study as it explores the perspectives, history, and circumstances of the phenomenon under investigation (Creswell and Poth, 2016). Through identifying and understanding the form and content of the narratives and perceptions of the key stakeholders, the study has examined underlying dynamics, barriers, and possibilities that are not always quantifiable (Hammarberg et al., 2016).

3.1. Data Collection
The data collection involved conducting in-depth interviews with three distinct groups: Management and employee representatives, policy makers and labor unions. The groups provided different views on globalization, migration, and sustainable labor outlook. The interviews were aimed at the respondents' occupations, attitudes to the relation between these processes, and the ways that could be employed to mitigate the challenges. The data was collected from interviews where structured questions were used to cause variation in the kind of responses elicited from the interviewees though the conduct of the interviews was standardized. This approach of analyzing data made it possible to gain an understanding of diverse perspectives (Seidman, 2019) within the LM environment. This paper followed Seidman (2019)'s guide for conducting qualitative studies adapted with Levitt and Schiller (2004)'s methodological perspectives of transnational migration to ensure a robust methodological stance.

3.2. Data Analysis Technique
This group of interviews was subjected to a thematic analysis to have a clear outcome. Thematic analysis is one of the most popular techniques employed in qualitative data analysis which entails analysis and categorization of data to identify themes and patterns as described by Braun and Clarke (2006). This is in line with the goals of the study as it allows the researcher to scrutinize how the various aspects of the research questions are connected or otherwise and analyze the factors that define the experience and attitude of the major players.

3.3. Ethical Considerations
To ensure that participants' rights are considered, and the research is conducted ethically, the following rules will be observed

during the research. This ethical issue involved informing of the participants, identification of participants, and issues concerning the storage and management of data. Furthermore, permission for conducting the research ethically will be obtained from an appropriate institutional review board (Sanjari et al., 2014). Thus, the emerging themes and codes will be clarified and discussed without the need of citing which participant shared his/her views. However, the participants are grouped as Employee representatives, Policy Makers and Labor Unions representatives. Each group will have 2 participants totaling 6 Participants which covers the stakeholders that are necessary for the study. The statements in the paper will be the voice of the group instead of each individual to ensure confidentiality.

4. FINDINGS

4.1. Theme 01: Role of Involvement

The "Role and Involvement" theme has addressed roles and duties assumed by various parties, such as employer organizations, policymakers, and labor union organizations. Employer representatives provided details of their roles in HR, labor relations, and operations. In a discussion, an employer had the following to say: "My responsibilities in the organization entail managing recruitment processes and legal compliance, especially under different jurisdictions, and these are more challenging given the organization's globalization." To some extent, this statement captures the nature of managing people across the globe, including the difficulties of implementing a diverse set of legal requirements.

On the other hand, policymakers were particularly interested in the regulatory processes. A policymaker illustrated the effect of policy on labor markets and said, "It lies with us as policymakers to ensure that the right policies that will foster economic growth are set while at the same time considering social implications such as controlling the flow of migrant Workers." This is most effective at pinpointing the policy aspects of workforce management, especially in areas where immigration is more conspicuous.

On the negative side, employees, through the representatives of the labor unions offered an opposite view that they are there to fight for the rights of the employees and their wellbeing. As one union leader said, "We are actively engaged in the negotiation process in the attempts to enhance working circumstances and protect the rights of employees, including guest workers, as they are more susceptible to exploitation." This can be explained by the fact that the union acts on behalf of the workers, defending their rights, especially in areas concerning fair labor practices. Please refer to Table 1 for summarizing findings.

4.2. Theme 02: Globalization and Mass Migration

This perspective was expressed extensively in the discussion of globalization and mass migration, where all the groups acknowledged the benefits and difficulties of these processes. Respondents from the employers' side recognized its merits and challenges. An employer once said, "While globalization has provided opportunities in new markets, it has also increased the challenges in recruiting and managing employees." Its practicality

Table 1: Emerging themes and connected subthemes

Theme	Subthemes
Role and involvement	• Responsibilities related to HR, labor relations, operations, and policymaking • Engagement with issues of globalization, migration, and labor practices
Globalization and mass migration	• Impacts on industries and organizations • Drivers and patterns of mass migration • Influence on labor market dynamics
Sustainable labor practices	• Definition and key principles • Implementation within organizations • Challenges and barriers
Interconnections and implications	• Interconnectedness of globalization, migration, and labor practices • Implications for policymakers, employers, and workers • Strategies and solutions to address challenges
Perspectives from different stakeholders	• Employer representatives • Policymakers • Labor union representatives

can be explained by another respondent, who noted the following: "There are some issues when trying to make every division adhere to the company's standard corporate culture."

This has helped the policymakers to concentrate on the regulation element and the importance of an all-embracing model. For instance, one policymaker noted: "Because of the profile of new commute longing for jobs, we have to set right zoning regulation that would safeguard Indigenous employment opportunities as well as work hard at being fair to migrant employees." Yet another policymaker pointed to the economic factors in migration by explaining that "there are economic reasons for migration, and these should be addressed as policies for the migrant worker are developed."

Migrant workers' organizational collectives offered the study a deeper understanding of the biosocial existence of the working poor. The following opinion was expressed by one of the participants: "Migrant workers are vulnerable to unfair treatment and poor working conditions, especially in sectors with poor policies protecting them." Another representative touched on the issue of enforcement, saying, "Even with current provisions involving Labor Laws, the enforcement remains selective, therefore leaving many employees at the mercy of their employers." This implies that there is a need to enhance the protection and rights of migrant workers globally.

4.3. Theme 03: Sustainable Labor Practices

The topic of sustainable labor practices, which included definition, as well as current strategies and issues, was considered. Hearing carried out by some employer representatives was done with an emphasis on ethical labor. One employer stated, "It is not so much about compliance with labor standards – it's about the sustainability of employees. "Another added, "To achieve the above-said objectives, it is very important that we are to commit ourselves to the never-ending process of improvement and shall be ready to invest in our workforce."

The stakeholders in policy emphasized that the policy aimed at

supporting sustainability. A policymaker remarked, "We ensure our operational policies as well as make credit incentive policies in an effort to inspire companies towards the business of sustainable methods in labor conditions." A policymaker commented on the significance of standardization in thinking about policy, stating that they see the proper treatment of workers as important: there must be changes to match international standards as the OS says: "It's important for our labor policies to be in line with OS regulations since this will eradicate cases of exploitation."

Giving a critical view on the implementation perspectives, officials of the labor unions seemed to disapprove of the laid-down proposals. Another interviewee remarked: "It is quite common to notice a huge disparity between policies implemented of sustainable labor, employment relations and practices on the shop floor particularly in industries that depend on migrant employees." (6 interviews). A review by one representative was focused on the challenges categorizing that, "culturally, legally, and financially motivating sustainable labor practices is challenging. "These observations reveal that decent work is not always easily attained and can be a controversies-ridden process in the attainment of sustainable labor practices.

4.4. Theme 04: Interconnections and Implications

According to one of the employer representatives, "Globalization is connected with migration labor markets; it forms a setting in which workers' rights need protection through sustainable processes." This interrelatedness necessitates policy coherence to foster economic growth while proposing equal treatment for all workers. Another employer underlined the issue of making policies clear and not conflicting regarding the economic rationale and justice in the provision of work opportunities for people with disabilities, the complexity of addressing diverse regulatory environments, and applying indifference to workforce diversity.

From the viewpoint of the labor union representatives, these issues have both advantages and disadvantages. A particular unionist emphasized that the mobility of workers around the world "thereby creates competition for the standards that are bad and worse," which implies the consequences of migration and globalization for workers. This same notion was expressed by another union official who continued saying that there should be standard international labor relation laws to address the issues that may say that all foreign workers should be treated and paid fairly, no less than their local counterparts.

The challenge before policymakers is to fashion appropriate institutional architectures that would be able to deal with the exigencies of a globalized labor market. For instance, one policymaker said: "We require embracing international labor policies that would promote the rights of workers while looking at the economic effects of migration and globalization." This includes the provision of training measures that improve the workers' qualifications, the consequence of which is to facilitate the re-emotion of these individuals into the labor market of the country of destination. Furthermore, aspects like proper wages and decent employment conditions are considered as the foundation for stable economic development and social order.

4.5. Theme 05: Perspectives from Different Stakeholders

Globalization, international migration, and sustainable employment relationships are a system of relative impacts that have big implications in the policy domain and other players in the labor markets. In the words of one employer representative, "Globalization has a connection with migration and labor reserve that forms a picture whereby sustainable processes are apt to be imperative for the defense of workers' rights." This interrelatedness necessitates policy coherence to foster economic growth while proposing equal treatment for all workers. Another employer underlined the issue of making policies clear and not conflicting regarding the economic rationale and justice in the provision of work opportunities for people with disabilities, the complexity of addressing diverse regulatory environments, and applying indifference to workforce diversity.

From the viewpoint of the labor union representatives, these issues are beneficial and problematic at the same time because they are interrelated. This same notion was expressed by another union official who continued saying that there should be standard international labor relation laws to address the issues that may say that all foreign workers should be treated and paid fairly, no less than their local counterparts.

The challenge before policymakers is to fashion appropriate institutional architectures that would be able to deal with the exigencies of a globalized labor market. For instance, one policymaker said: "We require embracing international labor policies that would promote the rights of workers while looking at the economic effects of migration and globalization." This also involves procedures that seek to improve the migrant worker's skills, to increase their readiness for the host country's labor market. Furthermore, the aspects like proper wages and decent employment conditions are considered as the foundation for the stable economic development and social order.

5. INTEGRATED SYNTHESIS

5.1. Discussions

The present study as presented in Table 1 has examined the complex interactions between globalization, mass migration, and decent employment opportunities. The study is relevant to these phenomena's rising complexities and prospects concerning social justice when facing the growing trend of international migration and the requirement for fair labor conditions. The importance of the present research is based on the ability to enhance the extant knowledge on socio-economic effects and contribute to the policymaking process for effective labor management. Additionally, the study is useful for policymakers and organizations that aim at establishing decent work environments in the context of globalization.

The study's purpose is justified as globalization and migration continue to exert influence over labor markets to this day. According to Castles et al. (2020), the nature of newcomers has changed with an increase in global migration to look for jobs or escape crises, which puts pressure on employers to research more

about labor practices. To analyze the highlighted areas, in-depth interviews with the stakeholders focus on globalization and labor practices, which include the struggles faced by migrant workers in their jobs.

Further, the study findings offer a vast and helpful outlook on the relations between globalization, mass emigration, and sustainable labor relations. These concerns consist of stakeholders' roles and contributions, which indicate the portions of industries and labor markets affected by globalization and migration, the barriers and issues hindering the actualization of sustainable work practices, and the dynamics at work in these complex, multifaceted processes.

Another key finding is that globalization and mobility affect employment and the labor market in a manner that offers gains and risks for both workers as well as employers and policymakers. Globalization has impacted the economic opportunities for workers but, at the same time, has raised challenges of people management and multiple regulatory frameworks. Similarly, Palumbo and Sciurba (2018) highlighted that mass migration has offered a source of human supply but has also triggered social problems and poor treatment of qualified but vulnerable migrant workers.

During the employer interviews, the participants were asked several questions about how they considered globalization to be affecting their organizations. They recognized the positive effects of increased market access and new opportunities for organizations while concerning the complexities of managing multi-employee teams in various areas of legislation. This is in line with Antràs (2020) and Banga (2019) on how globalization has affected the form of working with the emergence of new global value chains and the growing international flow of both capital and people (Antràs, 2020; Banga, 2019).

Also, the policymakers who participated in this study understood the economic imperatives of forced migration and the duty to be mindful of local workers in the face of global competition. This aligns with the work of Castles et al. (2020) and Clemens (2017) with recent research that has pointed to the multiple and diverse ways in which migration, work, and growth intertwine (Castles et al., 2020; Clemens, 2017). Commitments made by the policymakers to enhance international cooperation in the sphere of labor policies and to promote skill development among migrant workers indicate a gradual appreciation of the necessity that a more systematic and collective approach is needed to respond to the problems created by mass migration.

On the other hand, the labor union representatives painted a rather negative picture of the experiences of migrants in the country and their exposure to different forms of vulnerability and exploitation in the context of privatized employment relations. This is consistent with earlier findings by Bobek et al. (2018) and Rodgers and Raworth (2018), which stress that many hardships and prejudices faced by migrant workers in the workplace (Bobek et al., 2018; Rodgers and Raworth, 2018). The union representatives' demand for gapless international labor laws and enforcement of labor rights demonstrates the continuing lack of uniformity in the treatment of all workers, irrespective of immigrants.

The study also revealed interesting insights into the formation and application of sustainable labor practices. As much as the stakeholders mostly appreciated the Voluntary Principles like fair wages, working conditions, and work-life balance, the qualitative interviews uncovered the challenges and inconsistencies of implementing the principles practice. This is parallel with the past literature review that has identified several organizational, cultural, and regulatory barriers to the enhancement of sustainable labor policies (Duhautois et al., 2019; Olney and Valenzuela, 2019).

Thus, the fact that the subject of the study circumscribes globalization, migration, and labor relations as interrelated processes appears most useful. By describing the relations between numerous factors and showing how those effects influence policymakers, employers, and workers, the findings support a system-level approach to these issues. This is in line with the emerging literature that advocates for more policy harmonization and interlinkage between various domains to foster better and fairer labor markets (Kaya, 2019; Zürn, 2018).

In general, the study recommends future research on globalization and migration dynamics, policy intervention, international organizations, long-term effects, and roles or gender, race, and class, among other factors. Acknowledging these forces is important for the formation of sustainable policies that will target different subgroups of migrants within the migrant-conducting states.

5.2. Policy Implications

This policy recommendation chapter is based on Hofstede's Cultural dimensions theory and Carroll Pyramids theory. Hofstede cultural theory was given by Dutch social psychologist Geert Hofstede, and is a holistic framework that helps in understanding the cultural differences among regions and counties and in the case of migrant workers, it can help to explain the difference between the migrant's home country culture and the culture of the United Kingdom. It has six dimensions: Power distance, low power distance causes people to expect equality and question authority; Individualism/collectivism, it measures the level of interdependence among the member of a society; Masculinity/femininity, looks at the gender role within a society; Uncertainty avoidance, measures the level of irritation the members of a society feel when faced with uncertain and ambiguous situations, higher uncertainty avoidance reduces acceptability to change; long/short term orientation, measures the level of emphasis on the present and past or the future and finally, the level of indulgence and restraint in gratifying the basic human drives and other needs (Hofstede, 2011).

The perceived threat of immigrants caused the United Kingdom to leave EU due to the political pressure and referendum of 2016 in favor of Brexit on the political elite. Racial prejudice of the immigrants was an important factor causing majority of its population to vote in favor of the Brexit (Bond and Tejeiro, 2019). It means Uncertainty avoidance of people in the UK towards migrant workers is significantly high which in turn negatively impact the wellbeing of migrant worker. In this regard policies maker need to use multiple platforms such as, civil society,

religious clerics, community leaders, media, and curriculum to bring change with the attitudes of indigenous people regarding immigrant's workers and facilitate their integration.

The policy makers need to formulate effective policies which can protect the rights of immigrant workers from social exclusion and social discrimination. UK is highly individualist society while the immigrant worker come from collectivistic society, and this brings social isolation, and loneliness to the migrant worker and they need to be trained in ways to adapt to an individualist culture. As an economic responsibility, corporations need to enhance job security of migrant worker through strict implementation of labor laws and take into consideration the political and economic impact of absorbing the new immigrants into their social fabric. The corporations have legal responsibility to cooperate with in implementation of sustainable labor laws.

The inclusion of the migrant workers into policy making and bureaucratic setup along with the executive machinery of government can help to improve their working condition and financial status and create policies which are culturally sensitive to the needs of migrant population. Education and skill development of migrant worker to not only end their exploitation and marginalization but also include Hostede'd cultural dimensions-based learning of migrant worker which can help their integration in the UK.

Corporate Social Responsibility views that the corporation has not only economic and legal obligations but also ethical and philanthropic responsibilities. This four-part perspective is known as Corporate Social Responsibility (CSR) explains responsibilities, a corporation has, in regard to society. Archie Carroll said in 1991 that a corporation has four important responsibilities which can be arranged in the form of a pyramid. Firstly, on Economic responsibility, a corporation needs to be as profitable and competitive as possible, and maintain a higher level of efficiency. Secondly, legal responsibilities of a corporation needs to be compliant to all the laws, provide legal goods and services and meet all the legal obligations. Thirdly, its ethical responsibilities include conformity to the social norms, and corporate ethical duties go beyond mere conformity to the laws and regulations. Finally, philanthropic responsibility includes full filling the philanthropic expectation of society by involving in the charitable activities with goal to enhance wellbeing of the people. The business which fulfills all these responsibilities is responsible and sustainable business (Carroll, 1991).

From Carroll pyramid, employer representatives need to remain complaint to the legal requirement as the corporate legal responsibility while employing immigrants in the recruitment process and under the different jurisdictions. They may face multiple problems in its implementation due to the economic benefits associated with exploitation of cheap labor and violation of labor laws.

Migrant workers face the challenges of social exclusion and social segregation in the United Kingdom and their job security and social protection are also marginal making them more vulnerable.

Further they also face racial discrimination which show the willful negligence of migrant policies (Wilkinson and Craig, 2012). In this regard the philanthropic responsibilities of corporations is to improve the wellbeing of migrant workers by increasing their integration in the society and lowering discrimination against them.

After the Brexit, the proportion of non-EU migrants settling in the UK has significantly increased and in 2023 Indian workers were the largest group receiving work visa followed by the Nigeria. The risk of exploitation are increased when work visas are tied to the employer, work is low paid or isolated (Madeleine and Brindle, 2024). In this regard, the rights of migrant workers whose visas depend on the employers must be kept in consideration and mechanisms be developed to prevent their exploitation.

From the Carroll pyramid, it is the legal, ethical and philanthropic responsibility of corporations to make policies to bring change in the corporate culture by changing the stereotypical and prejudiced treatment of migrant worker which leads to their exploitation, social segregation, social exclusion and discrimination at workplace. The corporate economic responsibility assures migrant workers the rights of fair wage, safe working conditions, and work-life balance need to be ensured through these policies.

Most importantly, the corporate culture need to be sensitized with the issues of migrant women and transgender community to facilitate their integration within the UK especially in the unjust care system. Migrant women working in the care industry do not have access to the basic labor rights and child health care benefits. For example, the policy of "family worker exemption" exempts the live-in worker (most of who are migrant women working in the care industry) from claiming minimum national wages and the maximum working time which is about 48 h a week also do not apply on them. Migrant women immigrate without any family and overall connections making their like more difficult and right policies can facilitate their integration within the host country.

Policies regarding labor practices should not be in conflict with economic interest and be based on just provision of work to people with disabilities and other workers. The defects in international labor laws be removed to improve treatment of migrant workers, working conditions, minimum wages and unsustainable labor migration. For instance, clear policy guidelines should be established to make work arrangements like gig employment, temporary and fixed-term contracts more just and fairer.

International institutions like ILO (international labor organization) need to be strengthened to enhance their capacity dealing with current globalized labor market and embrace International Labor policies to end the plight of migrant workers. ILOs policies can also be sensitized about these cultural dimensions. Most importantly, surveillance of international labor markets needs to be increased to ensure compliance with labor standards. Moreover, at global level, communication gap in coordinating sustainable labor initiatives should be ended to ensure compliance with labor standards. The international policies need to be formulated to improve the skill of migrant workers and to facilitate their integration into the economies of host countries.

In this globalized labor market that allows intermixing people with different cultural background makes the Hofstede's cultural dimension more important. Labor unions and their leaders need to be empowered so that they can protect the wellbeing and rights of the migrant workers by improving working conditions and ending their exploitation and ensuring fair and sustainable labor practices. Increased surveillance by the labor unions can help to improve the adherence of every division of corporate sector to adhere to the labor standards. Right zoning regulation need to be enforced that not only provides jobs to the migrant workers but also ensure job security of indigenous population.

Selective enforcement of the labor laws that leaves employees vulnerable to predatory employees need to be ended to protect the rights of migrant worker both in the UK and across the globe. For sustainable labor practices employers must invest on workers and they need to push their companies towards sustainable methods in labor conditions and recruitment. The cultural, legal and financial shift towards sustainable labor practices is not an easy task and migrant workers face multiple issues is finding descent work.

Globalized international labor markets are highly complex in which the migrant workers face multiple problems and stakeholders are employed making protection of their rights becomes a complex task. The problems faced by migrant workers in each state are different and thus, for effective implementation of sustainable labor practices multiple research studies need to be conducted to holistically understand their problems.

The migrant worker not only fulfills the worker shortage but also bring technical skills with them and hence, their vulnerabilities and poor treatment should be ended though pro-migrant worker policies and effective implementation of international labor laws. These migrant workers need to be understood as assets and engine of growth for the host countries and the unskilled labor must be equipped with modern skills through international collaboration.

A sustainable labor market that keeps in consideration the economic, legal, environmental, and social aspects of human society can only be ensured, when there is cooperation among policymakers, employers, and workers' organizations to develop policies for the protection of workers' rights and, at the same time, promote the growth of economic competitiveness.

5.3. Future Gap

This study employed qualitative research methodology to explore the sustainable labor practices in this globalized, interdependent and interconnected neo-liberal economic world order that incentivizes reduction of government role in the economy. Further, the use of quantitative research methodology can help to provide more objective and value free data about the globalized dynamics of labor and immigration within the UK. The quantitative data about current wages, working conditions and other indicators can help to provide a holistic perspective about the existing labor market. Additionally, ethnography, ethnomethodology and phenomenology which are qualitative research methods can be employed to strengthen this current study to provide lived experiences of migrant worker and have more multidimensional qualitative understanding of this research problem.

Furthermore, this study focused on the UK extensively and did not touch geopolitical and geo-economic events of the EU in particular and the world in general which directly and indirectly impact labor dynamics in the UK. For instance, Arab spring of 2011 created havoc in the Middle and pushed a large number of its population to seek asylum in the Europe, which not only filled the labor shortage and brought change in the labor policies of European countries but also created other political problems.

From sociological perspectives, the dynamics of new identity formation and the way these newly formed identities shape not only the life changes of new migrants but also the future prospects of upcoming generations in the UK. Additionally, the future studies can utilize the Intersectionality theoretical paradigm to understand how race, gender, ethnicity, class, religion and culture of migrant workers work interdependently to create problems for them and hinder their integration in the host country.

Sociological lens provides an effective framework for understanding employer-migrant relations and their class dynamics. How the exploitation of migrant worker causes their alienation not only from the current capitalist system but also the indigenous European population? Structural functionalist approach can help to understand the structural and institutional barrier in the socio-economic barriers of the migrant worker in the mainstream society. Other micro-sociological perspectives (symbolic interaction, ethnomethodology, phenomenology and reflexive sociology) can look in this issues at the inter-personal level to understand their impacts at larger level.

This study focused mainly on the migrant-employer relations of the UK only and did not specify economic sector in it. The future studies need to conduct comparative and cross country analysis of migrant labor policies to provide a holistic understanding of labor sustainability, labor migration, and its socio-economic impact on the social fabric of the host country. Further, the future study need to focus on the specific economic sector such as, labor, industry, IT, education, health and other services sector by specifically outlining the challenges faced by migrant worker and providing policy remedies.

From the philosophical perspective the current neo-liberal world order has reduced the regulative power of state over market and has caused labor relations especially that of the migrant worker to be left at the mercy of market. As a result, the tendency of the employer to exploit the migrant worker has increased and the future studies need to focus on finding new ways in which the state can increase its powers to reduce exploitation of migrant workers.

Future studies in this subject need to focus on establishing theories about the just, fair, and sustainable labor market that protects the rights of every individual in this globalized world. In this regard, increasing funds for research and data collection to gain deeper insight into the shifts in globalization, migration, and labor markets that can help to inform the policies.

6. CONCLUSION

In conclusion, this study has revealed that globalization and mass immigration are the major factors underlying sustainable labor practices. The positive aspect of globalization has created new economic opportunities but also brought issues of related to workplace diversity, labor sustainability and new ways through which exploitation of the migrant workers takes place at global level generally and in the UK particularly. Intercontinental mobility has increased a labor supply but, at the same time, it has enhanced exploitation, social exclusion, and marginalization of migrants in the host countries. As a result, sustainable labor practices are adopted designed to safeguard worker rights and welfare are in some ways dampened by pressures of global competition and the increasing dispensation of insecure forms of employment. To address these tensions, it is necessary to strive for policy consistency within the interconnected fields and consider both economic objectives and social equity.

Hofstede's cultural dimension provided strong policy input through which the cultural integration of migrant workers can be ensured into the mainstream society of the UK and it can also help to reduce prejudice and stereotypes against the immigrant workers. In the same way, Caroll's pyramid theory highlighted the responsibilities of corporation in protecting the rights of migrant workers and adopting sustainable labor practices. Moreover, this study also highlighted the role of international regimes in protecting the rights of migrant workers and role of the state in formulating effective labor policies and implementing sustainable rules and regulations in word and spirit. Future studies need to use mixed research methodology, focus on cross-country or intercontinental labor dynamics, employ philosophical and sociological tools for critical analysis of labor relations within the UK for creating effective theories of globalized labor markets to inform policy making. Anonymous transcripts can be provided for transparency to assist international researchers with benchmarks and compare their findings with our study. Furthermore, this study can provide interpretivist philosophical quantitative support for methodological researchers to develop quantitative scales to quantify the impacts of mass migrations internationally.

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