



Impact of Motherhood Myths and Labor Legal Rights on Occurrence of Child Labor: Moderating Role of Moral Foundation of Organization

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Abstract- Child labor leads to negatively affecting a country's growth. Pakistan, as a developing country, has suffered from the issues of Child labor laws. For the purpose of reducing child labor occurrence, it is necessary to instill a feeling of motherhood and strong labor laws in the country. To find out the impact of such factors on each other, the author collected data from 390 top managers of NGOs that work in Pakistan in the area of Child Labor using an online questionnaire-based survey. After data gathering, the author employed various approaches to analyze that impact on each other such as confirmatory factor analysis and structural equation modeling. The results of these tests showed that all the hypotheses have been proven to be true i.e. the direct as well as the indirect moderation impacts were positive and significant in this study. The author has summarized the benefits or implications of this study in context of theory, practice and policy making for various labor rights. After this, the researcher has also presented the limitations of this study to present the future recommendations for peer researchers.

Keywords: Motherhood Myths, Child Labor Laws, Moral Foundations of Organizations, NGOs, Pakistan.

I. INTRODUCTION

Child labor is become a hot topic day by day as it gets the attention of most public, policy makers, scholars and researchers. In 2016, it was assessed that worldwide approximately 150 million children under the age of 14 are engaged in child labor, with majority of them working under conditions that risk their health and a joyful childhood. Mostly the children are 11 to 14 years but approximately around 60 million children are between the ages of 5 to 11 years (Ibrahim, Abdalla, Jafer, Abdelgadir, & de Vries, 2019). There are many views on the prevalence of child labor. Adam Smith pressurized child labor increase in labor less societies to enhance the fertility. Friedrich Engels considered that child labor is revolution in industrial history and that children are labored for this purpose. Nowadays child labor is seen as a concern in the violation of human rights and its consequence for long-term include the indulgence of education and development. Poverty is the foundation to child labor supply worldwide. Child time to schooling is also an important factor with respect to child labor. The phrase child labor may seem to be pictured as children chained and forced to work in industries and sold as slaves and made to prostitute. Conversely child labor are the children that are working in order to help their family's economy. Many controversies exist regarding the allocation of these children work places as how and where they work whether it is harmful or advantageous for children. In Pakistan

child labor is defined as *wage work*. The minimum age for an individual to start working is after schooling or at the age of at least 15 years. Less laborious work that is not dangerous to health and child can do it along with schooling in developing or very poor countries is allowed to children with 12 years of age. So child labor can be defined as any work done by the child before the age of 12 or that is harmful to his or her mental, physical or social health and interferes with their schooling and education (International Labor Organization). Motherhood myths are the norms or traditions set by the women by themselves and women are gifted with parenting capabilities and mothers who stay at home bond more and provide enhanced nourishment to their children. Contrarily the working mothers tend to ignore their children and also overlook their responsibilities in taking care of their babies and thus this risks the family relationships and the mother-child bond (Rivera & Tilcsik, 2016; Ross, 1993; Schneider & Harknett, 2019; Sehat, 2011). These myths can a great potential to change mental perceptions regarding the role of women as a worker and men as babysitters. This should be the parental choice to decide their role in parenthood and no gender discrimination should be done (Verniers & Vala, 2018). Nature of the mother and her development of the child may influence the growth of child labor in her house. If the women is working she may not let her child bear the financial burden and vice versa. Similarly the legal labor rights in a country provide a framework that helps to maintain a boundary between underage and overage laborers. If these legal rights are applied and given rightfully then many hazards of child labor can be avoided.

The purpose of this research article is to highlight the importance of motherhood myths and labor legal rights in the occurrence of child labor in Pakistan and find the role of moral foundation of organization as a mediator. Child labor is increasing in Pakistan at an exponential rate. Research objectives of this study include;

1. To determine the impact of motherhood myths on occurrence of child labor
2. To determine the impact of labor legal rights on occurrence of child labor
3. To analyze the moderating role of moral foundation of organizations between the relationship of motherhood myths and occurrence of child labor
4. To analyze the moderating role of moral foundation of organizations between the relationship of labor legal rights and occurrence of child labor

This research will highlight the issues and problems that arise due to increase in occurrence of child labor in developing countries, and find the major factors behind this unexpected increase with special focus on motherhood myths and labor legal rights and how the moral foundation of an organization mediate the link between child labor and other two independent variables.

This articles starts from introduction and background behind occurrence of child labor, then literature review is given with reference to Pakistan and the role of dependent, independent and moderating variables. Then moving towards the methodology used to collect and interpret data. Finally interpretation and discussion of results is given at the end.

II. LITERATURE REVIEW

Effect of motherhood myths on occurrence of child labor

Children work in families to help meet their financial needs but the compensation provided by these tiny labors is not enough to be quantified in numbered values. The income provided by the child is generally considered to be substantial. It is approximated that if fathers in a household do not work than 6% of the children work but for mothers thus magnitude is a bit higher. In the recent years it has been studied that concludes that there is not only one decision maker in the household that decides whether a child should work or not rather the decisions are made by both parents. Even the children and other family members are also involved in such decision making. Basustudied about the differences between mothers as working women and as housewife with their impact on child labor. He presented a model that said both the parents, mother and father, do not like to send their child to labor but difference may lie in the consumption of goods. If mother starts earning money then she will definitely stop her child from labor because the financial status of the family will improve (Basu & Dimova, 2020). But when the female becomes more stable and dominant in the family then she will send her children to work to change the consumption of goods according to her

choice. It has also been observed in developing countries like Pakistan that if a mother is involved in a domestic work then she will substitute her younger daughter for herself (Sajid & Ahmad, 2018). Thus we can conclude that motherhood can impact the child labor significantly and we can derive the following hypothesis;

H1: motherhood myths have a significant impact on the occurrence of child labor

Effect of labor legal rights on occurrence of child labor

Pakistan has made recent advancements in order to eradicate the worst types of child labor all around country in 2019. Punjab Domestic Workers Act of 2019 was made, according to which children under 15 years of age cannot do any domestic service. Islamabad Capital Territory Prohibition of Employment of Children Act was also passed by the Pakistan National assembly. Child Protection Advisory Board was established in Islamabad, and the Khyber Pakhtunkhwa and Baluchistan provincial labor departments also reserved specific funds for the conduction of child labor surveys. Child labor in Pakistan is growing at an exponential rate and steps need to be taken in order to stop it (NAWAZ & AZHAR, 2017). The worst forms of child labor in Pakistan include commercial sexual exploitation and domestic work that can be casually the result of human trafficking. Other child labor activities include working in brick kilns and agriculture sector. These expose the children to great health risks. Children face grave health consequences in these work places like pulmonary damage or may develop permanent breathing damage and sometimes immediate first aid is needed (Junaid, Malik, & Pei, 2017). Legal frameworks of labors can help secure the rights of child labor and children can thus work safely at their work place without any harm to their physical or mental health. If these acts are followed and implemented accordingly then child labor can be controlled thus we can deduce the hypothesis that;

H2: labor legal rights have negative impact on the occurrence of child labor.

Effect of motherhood myths on occurrence of child labor with moral foundation of organizations as mediating variable

The moral foundations theory (MFT) is a significant multidimensional model that postulates how decision-making in the moral context initiates from a set of six instinctive moral foundations namely care, fairness, authority, loyalty, purity, and liberty (Harper & Rhodes, 2020). According to it *care means "The suffering of others, including virtues of caring and compassion."* *Fairness means "Unfair treatment, cheating, and more abstract notions of justice and rights."* *Loyalty means "obligations of group membership" including "self-sacrifice, and vigilance against betrayal."* *Authority means "Social order and the obligations of hierarchical relationships, such as obedience, respect, and the fulfillment of role-based duties."* *Purity means "Physical and spiritual contagion, including virtues of chastity, wholesomeness, and control of desires."* If the moral foundations of an organization is strong then it will show positive behavior (Ibarra & Barbulescu, 2010; Le Play, 1872; Polston-Murdoch, 2015). As studies demonstrate that positive behavior is associated with positive intention or good moral foundation (Hadarics & Kende, 2018). Mothers are highly concerned for their children working at this little age and are also worried about their health. If the moral foundations of an organization are strong then it can break the motherhood myths and mothers can safely allow their children to work and aid the family's economy. Thus we can say that it will also impact the motherhood myths significantly towards the occurrence of child labor as it can drift the intention of a mother and we can deduce the following hypothesis;

H3; Moral foundation impacts significantly the relationship between of motherhood myths and occurrence of child labor.

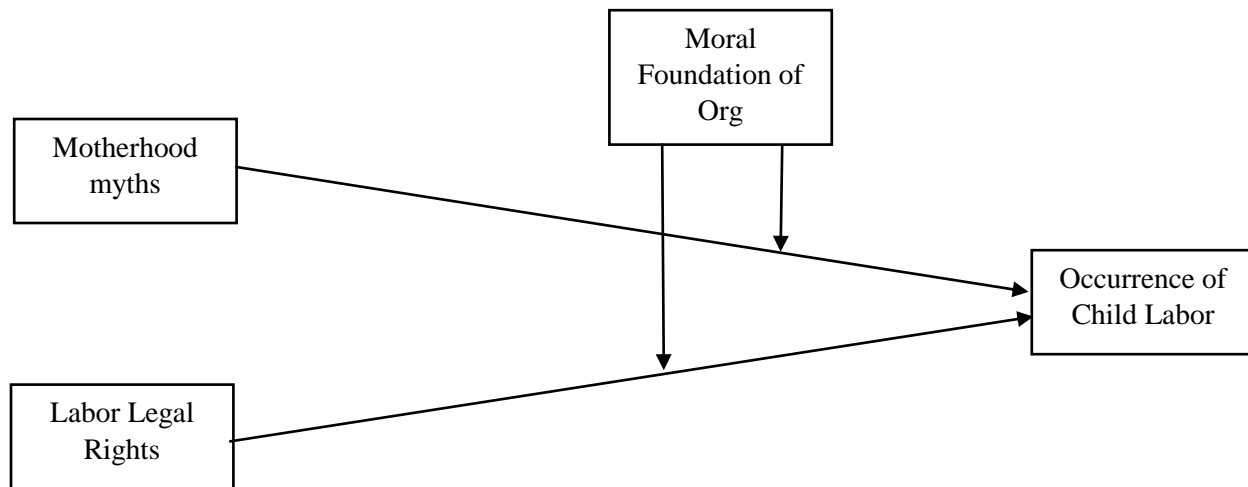
Effect of labor legal rights on occurrence of child labor with moral foundation of organizations as mediating variable

The labor acts in Pakistan have been made since 1960s that banned the use of children in harmful labor such as working in factories etc. before the age of 14 years. But still the future of child labors has not been improved in Pakistan. Child labor poses threats to a child's development as well as his negative involvement in other matters. It has been observed that children working in such areas are more involved in crimes like robberies and shop lifting (Sajid & Ahmad, 2018). Moral foundations of an organization such as care, fairness, authority, loyalty, purity, and liberty can help the little workers to abstain from the above mentioned activities and groom themselves. Organizations that have developed legal labor rights will ensure that no hazardous health exposure is done to children and complete safety is ensured (Amis, Mair, & Munir, 2020;

Bouvard, 2002; Cicchetti & Carlson, 1989). Also that no person working in the organization is of the age less than 12 years and light work is given to children according to their health and mental status. Also no compensation on school timing is given to ensure that each child in is getting the required level of education that is necessary at that age. Legal frameworks can assist to make all these necessities for child labor legal and that anyone breaking these rules can be punished therefore. It can also encourage them to get involved in clean business areas to work and meet the financial needs. If legal laws exist to implement such regulations then it can significantly reduce the rate of child labor. Thus we can deduce the hypothesis that

H4; Moral foundations of organizations can act as a significant moderator in the relationship between labor legal rights and the occurrence of child labor.

Research Framework



III. METHODOLOGY

In this study, the process of data collection process has been conducted using the technique of an email based online survey to obtain responses from the selected respondents. The researcher has used purposive and convenience based sampling designs using which the researcher contacted and gained email addresses from the Top management employees of 10 biggest NGOs operating in Pakistan that deal with the child labor issues. Using this technique, the researcher was able to get 521 email addresses of potential respondents. The researcher then sent invitations to these email addresses, out of which 425 replies were received in the wait period of three days. After this, the cover letter and the main questionnaire link to the respondents. After the wait period of 2 weeks 221 responses were received and the researcher sent reminder emails to the non-respondents. After a further wait of 2 weeks a total of 401 responses were collected. The researcher scanned the responses for incompleteness or irrelevance and 11 responses were discarded to get a final data set of 390 respondents.

The questionnaire statements in this study that has been measured using a 5-point Likert-type response scale. This scale is ranged from 1 for strongly disagree to 5 for strongly agree. For the purpose of minimizing the effects of respondent inertia, i.e. responses marked without reading properly, the researcher has opted to reverse the scale in a few items. Moreover, with the aim of further ensuring an active participation from the respondents, the researcher has randomized the statements in the questionnaire. As the prime focus of this study was to quantify and show the relationship between the motherhood myths, child labor laws and occurrence of child labor under the moderation of moral foundations for the organization, items have been used to represent these variables by taking them, rewording them adjusting them according to the context of the current research. The measures included in this study are as followed:

- The construct of moral foundations has been measured using 6 item that have been adopted from the study by Harper and Rhodes (2020), (Iyer, Koleva, Graham, Ditto, & Haidt, 2012) and (Graham, Haidt, & Nosek, 2009)
- The construct of motherhood myths has been measured using 2 item that have been adopted from the study by Adegbenro, Opasina, Fehintola, and Olowookere (2017)
- The construct of occurrence of child labor has been measured using 6 item that have been adopted from the study by Adegbenro et al. (2017)
- The construct of child labor laws has been measured using 11 item that have been adopted from the study by ZORLU and DAĞLI (2020) and (Lee, Lau, & Cheng, 2013).

Ethical values and considerations are the key to ensure credibility and reliability in the research process (Cortina, 2019). Thus some steps have been taken to ensure it such as keeping the confidentiality and the secrecy of the peer researchers' data as well as the data that has been collected by the researchers in this study (Creswell & Creswell, 2017). Moreover, the cover letter explained clearly the objectives and purpose of the research and informed them that their participation in the study is absolutely voluntary so as to ensure no coercions were involved.

IV. RESULTS

390 participants with 55.1 percent males and 44.9 percent females, were selected from Pakistani NGOs for this study. The prominent age group in the sample was 25-35 with 40.5% respondents. 31.8 percent were younger than 25 years, 23.8 percent were between 35 and 45 while the remaining 3.8 percent were above 45. 13. Percent had below 2 years of experience with dealing child labor laws and issues in Pakistan, 42.6 percent had between 2 and 5 years, 33.8 percent had between 5 and 8 years 42.6 percent had between 2 and 5 years and the rest 9.7 percent had above 8 years' experience. Table 2 given below shows the descriptive statistics for this study. There is no outlier in the data and the normality of the data has been proven by skewness testing, as all the results lie in between the threshold range of -1 to +1.

Table 1: Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation | Skewness | |
|--------------------|-----------|-----------|-----------|-----------|----------------|-----------|------------|
| | Statistic | Statistic | Statistic | Statistic | Statistic | Statistic | Std. Error |
| MotherMyth | 390 | 1.00 | 5.00 | 3.4077 | 1.18655 | -.412 | .124 |
| MorFOrg | 390 | 1.00 | 5.00 | 3.2333 | 1.02899 | -.101 | .124 |
| LabLRights | 390 | 1.00 | 5.00 | 3.5275 | 1.14113 | -.548 | .124 |
| OccChildL | 390 | 1.00 | 5.00 | 3.6124 | 1.04694 | -.534 | .124 |
| Valid N (listwise) | 390 | | | | | | |

For testing validity of sample size, the researcher has used KMO and Bartlett's Test in this study and the results have been summarized in Table 2 given below. The result is showing that KMO statistics is 0.950, which confirms the adequacy of sample size, since it lies between threshold range of 0.8 and 1. Moreover, Bartlett's Test shows significance of 0.000 showing that the test rejects the null hypothesis.

Table 2: KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .950 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | Df |
| | Sig. |
| | 10267.157 |
| | 300 |
| | .000 |

Table 3 has summarized the results for the factor loadings that has been performed using rotated Component Matrix which is a mechanism for testing data accuracy and validity. Results show that all factors have above 0.7 factor loading and there is no issue of cross loading seen in any variable.

Table 3: Rotated Component Matrix

| | Component | | | |
|------|-----------|------|------|------|
| | 1 | 2 | 3 | 4 |
| MF1 | | .851 | | |
| MF2 | | .831 | | |
| MF3 | | .779 | | |
| MF4 | | .783 | | |
| MF5 | | .847 | | |
| MF6 | | .878 | | |
| MM1 | | | | .828 |
| MM2 | | | | .784 |
| LR1 | .879 | | | |
| LR2 | .814 | | | |
| LR3 | .762 | | | |
| LR4 | .813 | | | |
| LR5 | .834 | | | |
| LR6 | .800 | | | |
| LR7 | .884 | | | |
| LR8 | .883 | | | |
| LR9 | .887 | | | |
| LR10 | .859 | | | |
| LR11 | .886 | | | |
| CL1 | | | .735 | |
| CL2 | | | .758 | |
| CL3 | | | .814 | |
| CL4 | | | .795 | |
| CL5 | | | .773 | |
| CL6 | | | .810 | |

Table 4 is showing the results for convergent and discriminant validity test results. Convergent validity is indicated by CR, AVE, MSV and MaxR(H). As shown in table 5, CR values are all above 0.7, AVE values are all above 0.5. Moreover, MSV for all variables is lower than AVE and MaxR(H) values are also within the required thresholds. Results given in the diagonal portion of table 5 are showing the results for discriminant validity. Each variable is more associated with itself than with each other as each of the values are larger than the values preceded by them. This is a confirmation that discriminant validity exists in the data taken for this research.

Table 4: Convergent and Discriminant Validity

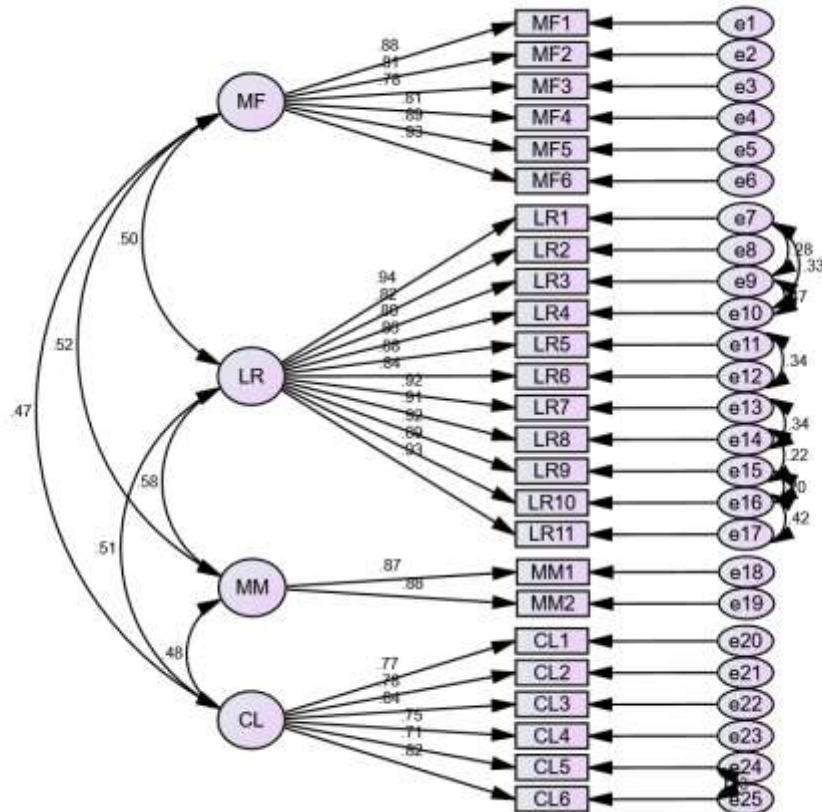
| | CR | AVE | MSV | MaxR(H) | MM | MF | LR | CL |
|-----------|-------|-------|-------|---------|--------------|--------------|--------------|--------------|
| MM | 0.867 | 0.765 | 0.336 | 0.867 | 0.875 | | | |
| MF | 0.941 | 0.728 | 0.270 | 0.963 | 0.520 | 0.853 | | |
| LR | 0.925 | 0.778 | 0.336 | 0.986 | 0.580 | 0.497 | 0.882 | |
| CL | 0.903 | 0.609 | 0.260 | 0.988 | 0.483 | 0.469 | 0.510 | 0.781 |

Table 5 shows results for confirmatory factor analysis that has been conducted to show fitness of model. The indicators included in the table are CMIN/DF, GFI, CFI, IFI and RMSEA and the results show that all of them are according to the described thresholds. Fitness of the model is confirmed by these results.

Table 5: Model Fit Indices

| CFA Indicators | CMIN/DF | GFI | IFI | CFI | RMSEA |
|-----------------|---------|--------|--------|--------|--------|
| Threshold Value | ≤ 3 | ≥ 0.80 | ≥ 0.90 | ≥ 0.90 | ≤ 0.08 |
| Observed Value | 2.563 | 0.887 | 0.960 | 0.960 | 0.063 |

Figure 2: CFA



The table 6 summarizes the hypothesis testing, done through structural equation modeling. The results clearly show that all direct variables affect the occurrence of Child labor significantly. The impact of motherhood Myths is 24.2% and that of labor law rights is 34.4%. the indirect effect of the motherhood Myths is 21.7% and that of labor law rights is 11.8%.

Table 7: Structural Equation Modeling

| | Path | | Estimate | S.E. | C.R. | P |
|------------|------|------------|----------|------|-------|------|
| OccChildL | <--- | MotherMyth | .242 | .046 | 4.673 | *** |
| OccChildL | <--- | LabLRights | .344 | .047 | 6.655 | *** |
| ZOccChildL | <--- | MMxMF_Int1 | .217 | .044 | 4.957 | *** |
| ZOccChildL | <--- | LRxMF_Int1 | .118 | .044 | 2.695 | .007 |

Figure 3: SEM

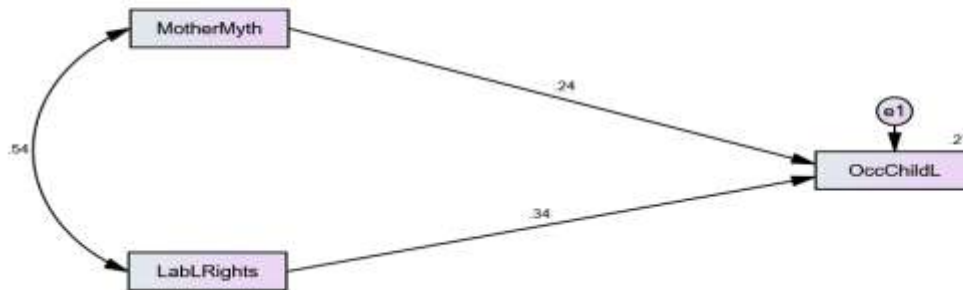


Figure 4: Moderating effect of MF between MM and OL

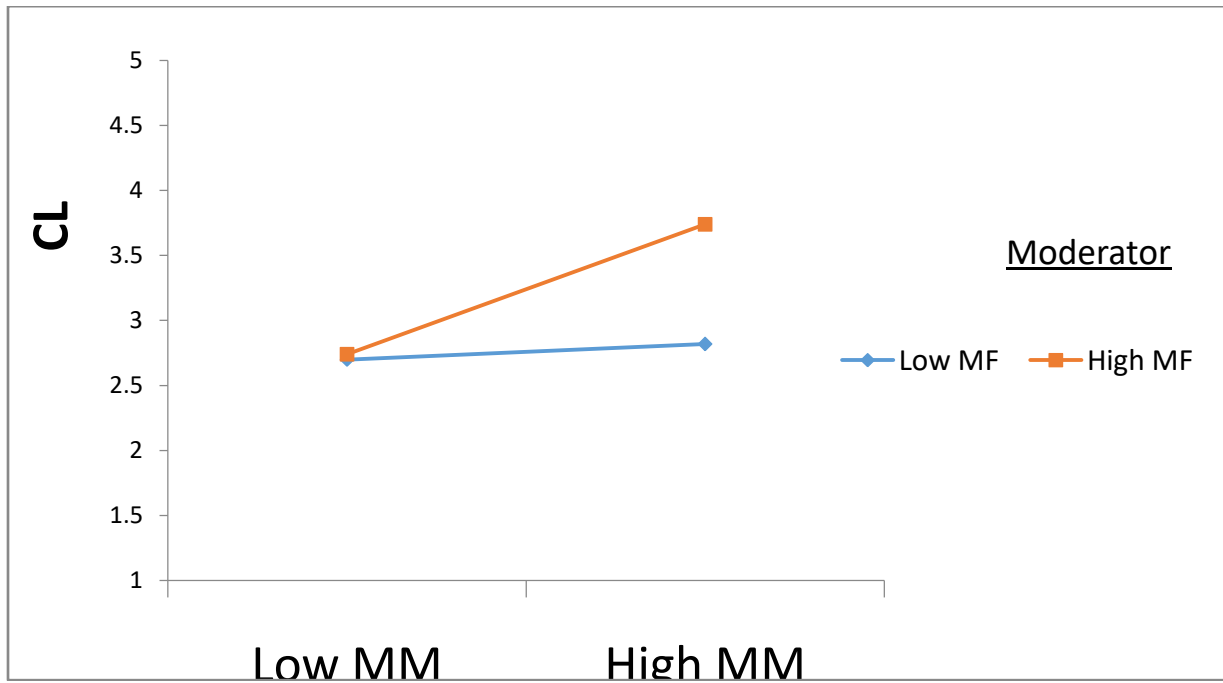


Figure 4 shows the moderation of moral foundations between motherhood myths and occurrence of childhood. This moderation is positive and significant.

Figure 5: Moderating effect of MF between RL and OL

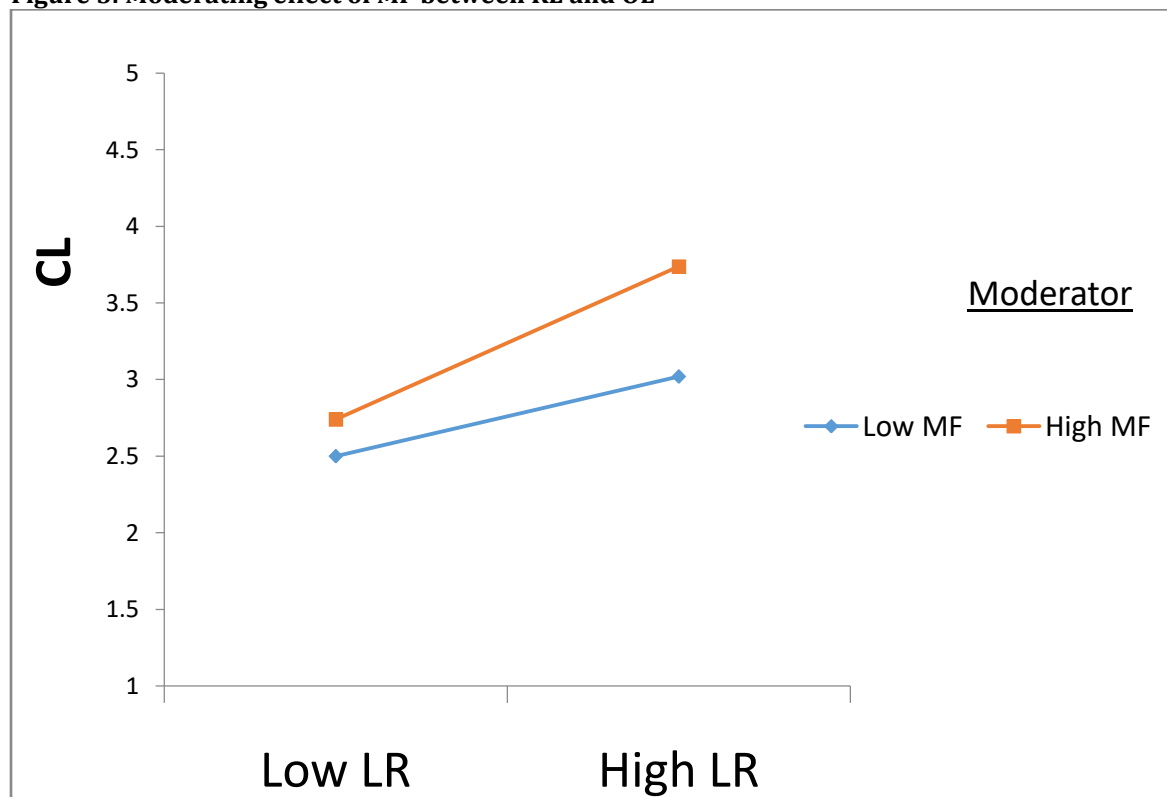


Figure 5 shows the moderation of moral foundations between Child labor laws and occurrence of childhood. This moderation is positive and significant.

V. DISCUSSION AND CONCLUSION

The objective behind conducting this study was to investigate how the motherhood myths and the child labor laws in Pakistan effect the child labor occurrence and how the moral foundation of the organizations impact this relationship. For this purpose, four hypotheses were generated; hypothesis 1 and 2 depicted the direct relationship between motherhood myths and child labor laws and the occurrence of child labor and the hypothesis 3 and 4 depicted the moderation of moral foundations between motherhood myths and child labor laws and the occurrence of child labor. All of these hypotheses were accepted by SEM and Moderation tests. A few studies have examined the impact of motherhood myths on the labor laws and on the organizational or workplace environment (Douglas & Michaels, 2005; Verniers & Vala, 2018) and have had similar impacts as in this study. Moehling (1999) examined the role played by labor laws on the occurrence of child labor and found that the child labor reduced due to increase of labor laws. Similar results have also been found in other recent studies (Bharadwaj, Lakdawala, & Li, 2020; Cho, Fang, Tayur, & Xu, 2019; Gathmann & Sass, 2018). Moreover, the impact of moral foundation of organizations in case of child labor laws has not been explored previously but it has been explored in case of other laws like contract labor law, labor laws, employee rights etc. (Oman, 2012; Rowan, 2000; Spector, 2005). Thus the results can be supported by past research. The study was conducted using an online questionnaire based survey and the key findings have shown that the motherhood myths and the strong child labor laws can lead to reducing the occurrence of child labor in Pakistan. The moral foundations of the organizations lead to reducing the use of children in labor as these moralistic values lead the organizations to understand the negative implications of indulging children in labor for the country as a whole.

Every study has some theoretical, practical and policy related implications. This study has contributed to literature and theory regarding child labor laws, which is a major problem in Pakistan. It has implications for the policy makers in the NGOs and in organizations that use child labor to improve the human rights regulations and to reduce the use of child labor. Moreover, the management of various organizations and factories in Pakistan can use the results of this study to understand how the moral foundations of their organizations need to be improved to increase their human rights quotient in terms of child labor laws. In addition to these benefits and contributions, there are several limitations in this research that are worth mentioning as they can facilitate future researchers. First limitation is the geographically constrained data set as data has only been collected from Pakistan. Moreover, data was collected from top management of NGOs only and other sectors were ignored entirely. When the respondents are similar in geographical and professional terms, there is a tendency of the respondents to share the same beliefs, leading to biasness and lack of generalizability in the results. Moreover, the current model only appoints the moral foundation of an organization as a moderator between the motherhood myths, legal labor rights and the availability of child labor in Pakistan. Future studies should use more mediation and moderation variables to test the various impacts on the child labor accumulation in Pakistan so that strategies can be designed to reduce them.

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