

Implementing Ethical 'Code of Work Ethics': A Case Study of Apple and Foxconn Supply Chain

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Abstract

This study discusses the violation of the code of work ethics by Foxconn against the rights of its workers under the protection of the Fair Labour Association (FLA) policy. This study aims to find out Foxconn supply companies in increasing Apple production through forced labour carried out by workers who work at Foxconn without any guarantee of welfare and health and safety empowerment for their workers as well as guarantees of survival and a decent basic salary. This problem has become a form of human rights violations and inequality in the welfare of workers at the Foxconn company which has led to demonstrations and protests for Foxconn workers to obtain human rights for workers. Although Foxconn's role as Apple's main supplier has helped Apple in achieving its strategy in today's digital era. But not for the welfare of Foxconn workers. This case study is strengthened by using the Global Production Network (GPN) theory, which relates to production networks across economic boundaries to the actors involved. Meanwhile, the role of the workforce is also involved in the GPN because as a supplier of labour it is not only involved in the interests of the company but is also involved in the state structure and global capital structure. There is also an approach used by researchers using a qualitative research approach. The data used by the researcher is secondary data obtained from journals, official websites, report data, and several articles that have been validated. The implication of this research is to improve workers' rights in a company under the protection of the Fair Labour Association. Companies are required to apply a Code of Work Ethics to their workers to improve the welfare of workers and build a better corporate image.

Keywords

Sustainable Development Goals, Fair Labour Association, Global Production Network, Code of Work Ethics

1. Introduction

Apple is the largest electronics company in the world with its collaboration with Foxconn as a Taiwan-owned electronics manufacturing service provider. Foxconn is the largest electronics company whose goal is to design and assemble multinational brand electronics globally. The continuous increase in production requires Apple to find and expand its supply chain in producing Apple products. Apple started partnering with Foxconn after ensuring that its contractual relationship with the Foxconn manufacturing company could run well without violating their intellectual property rights and made Foxconn the supply chain in the main assembly of Apple products (Nakamura, 2015). Apple's attachment to Foxconn assembly services originating from Taiwan, which is located in China, is able to increase Apple's competitiveness in the global market. By expanding its market, Foxconn can increase its investment in the China region through the opportunities provided by Foxconn.

Apple began its alliance with Foxconn in the manufacture of its first production, namely the iPod product, which was made in 2006. Apple's collaboration with Foxconn became a great opportunity for Foxconn to increase enormous profits for Apple through the Foxconn design. But behind Apple's progress, the emergence of problems felt by workers who work at Foxconn against heavy manual labour productivity pressures without creating a guarantee of the feasibility of labour rights at Foxconn. This is a severe concern for China and Taiwan regarding the intellectual standardization of work for workers in these countries. There are many cases of suicide, which threaten the safety and security of workers in obtaining rights and welfare guarantees for employees who work hard every day. This is a big enough concern for Apple to see the case.

Similar cases were experienced by Foxconn workers in the Chennai area who experienced several cases involving female workers who experienced mass food poisoning which resulted in the closure of Foxconn's factory facilities. Another problem felt by the workers in Chennai is the lack of adequate facilities for workers starting from the lack of availability of clean water, unsanitary and unsafe environmental conditions, besides that workers do not get safety guarantees where workers need medical care, while workers continue to work and continue to do their jobs with wages that are not commensurate with the labour expended (A *et al.*, 2021). It is things like this that Foxconn needs to pay attention to increase its responsibility in improving the lives of its workers. Although Foxconn continues to strive to raise its awareness by improving cases of labour exploitation experienced by Foxconn workers, so that the company can improve and maintain its image, it is necessary to follow the standardization of the Sustainable Development Goals (SDGs) to create quality jobs where this can have an impact. On improving the business economy.

Besides, Apple joined the Fair Labour Association (FLA) in 2012, starting an independent investigation into Foxconn, which is a private company in China. Through its support, Apple normalized the FLA into the FLA workplace code of conduct by conducting investigations into Foxconn manufacturing companies located at three factories located in Guanlan, Longhua, and Chengdu in China. Through the FLA, Foxconn's policies are under the FLA's control of the Foxconn union. This research question is as follows "How is the relationship between Apple and Foxconn as Apple's main supplier company in implementing code of work ethics standard?"

1.1 Objectives

This article aims to examine issues that occur to unions at Foxconn by identifying problems that occur at the factories to the welfare of Foxconn unions. In this issue, This research examines the causes of severe problems in the lives of Foxconn employees. To create good workforce empowerment, Apple emphasizes the policy for Foxconn companies to apply the principles of the Code of Conduct through the Fair Labour Association (FLA). The results of this study are expected to contribute to understanding the implementation of the FLA policy properly. Therefore, the company will improve its image again in employees' eyes by implementing it into company policies especially for the Foxconn company, which previously had severe problems with workers. The FLA considers Foxconn as a company with a bad work ethic code. By implementing a code of work ethics in accordance with FLA policies, it indicates that the company has succeeded in achieving a proper and good Code of Work Ethics by providing health benefits, providing decent facilities, getting equal wages, and creating industrial relations and worker integration.

2. Literature Review

Apple is one of the wealthiest electronics companies globally with a brand value of up to \$145.3 billion. The innovations Apple has successfully created have made the company more successful because it produces innovative product and service designs. Rapid changes in technology have become a challenge for Apple in developing e-business in maintaining its strength by changing the system from a traditional business environment to an entirely technology-based e-business environment (Myftari, 2017). E-business is a tool that uses internet-based information technology to carry out operating processes on the company's business activities externally and internally, which refers to the use of the internet in creating networks and as business process authorization, electronic commerce, cooperation between companies and major suppliers, and connecting company employees by using intranets, internet, and extranets (Özbozkurt, 2019). In developing the concept of e-business, Apple uses e-markets such as Apple.com, Apps Store, and iTunes. In inter-company aspects that are related, Apple monitors the amount of product stock from suppliers. In addition, Apple uses barcodes to monitor its products to avoid the theft of the manufacture of its products (Myftari, 2017). Apple's most recent launch in January 2021 is the Apps Store Small Business Program, where this development program is eligible for a 15% reduced commission rate. In addition, the Apps Store ecosystem provides small business sales widely. Through these tools and available platforms, the App Store has opened up opportunities for small businesses (Borck *et al.*, 2021).

In addition, Foxconn as Apple's main supplier company owns the Foxconn Group known as Hon Hai in Taiwan as an electronics manufacturing service (EMS) that provides services in designing and distributing electronic components and assemblies for global brands of multinational companies, one of which is Apple. In increasing its growth, Foxconn focuses on its business model, namely eCMMS, namely, C (component), M (module), M (move), S (service), and "e" as a system for using communication technology to improve CMMS capabilities. The eCMMS business model is an important part of Foxconn's development and can improve information and communication technology (Yan, 2016).

The creation of Apple's innovation in developing product designs through its ability to supply most of its production in China at relatively lower costs can make Apple companies more competitive and profitable (Morrison, 2018).

In meeting the demand for Apple's production, Foxconn opens opportunities in the China region for an abundant workforce because China has low wages both in its workforce and the establishment of its production plant located in Shenzhen. Foxconn can increase its investment in China. Through its alliance with Apple, Foxconn contributes to its primary revenue. In 2011, Foxconn was successful in employing a substantially increased workforce. This is an opportunity for Foxconn, through its production of iPod products in 2006 to reach US\$33.5 billion in revenue (Yan, 2016). Foxconn's expansion in China enhances its China-borne development growth strategy by encouraging internal migrant workers on an ever-increasing scale and providing heavily subsidized land and infrastructure support (Pun *et al.*, 2016).

Apple's sales increase in 2009 reached 20,731,000 iPhones, increasing by 93% to 39,989,000 units through production from Foxconn (Chan *et al.*, 2021). However, behind the increasing demand for Apple's production, there is no guarantee of welfare for the employees who work at Foxconn. Until 2010, Foxconn experienced the problem of suicide cases that occurred in its workforce, and this perception pressured Foxconn to improve working conditions for its employees. This case is a form of human rights violations and gaps in the welfare of workers at Foxconn, which have led to forced labour involved in the global supply chain of the electronics industry. Protests and strikes by labour unions have caused chaos on the Foxconn website by voicing the labour revolt in China. Actions taken by several Foxconn workers have emphasized the Chinese leadership to expand the protection of labour rights in providing action demands to organize. Benjamin Selwyn also gave support as a professor of International Relations in the welfare of the protection of workers' rights by giving decent welfare, adequate wages, a safe and healthy work environment (Chan *et al.*, 2021).

Although Foxconn as Apple's main supplier company has had a great impact on Apple in maintaining its position in the world economy, it is necessary to create a good corporate structure for its workers. In this case, it is important for company leaders to implement new ways of operating and working together to achieve sustainable development goals. The role of business as a partner is aligned in international development. Companies are now widely accepted to have a central role in playing their role in achieving development outcomes (Nelson, 2015). In this regard, the Sustainable Development Goals (SDGs) are a series of goals in an agreement that contains 17 goals designed to achieve peace and prosperity in sustainable development. In achieving SDGs point 8: "Decent Work and Economic Growth", has a target in increasing sustainable economic growth, creating technological innovation and higher productivity levels, providing decent jobs, eradicating forced labour, protecting labour rights, and providing decent and safe working conditions (UNDP, 2015). According to the ILO (2019), labour rights are a fundamental basis for all countries in pushing for social justice. Some of the empirical evidence currently available suggests a close relationship between labour rights and progress in comprehensive and sustainable development. In this case, in promoting inclusive economic growth represented by the SDGs target point 8 is important in providing decent work to achieve mutual prosperity for all workers in all countries of the world (ILO, 2019). Thus, if Foxconn can continue to implement point 8 SDGs into the company structure, it will create prosperity for the rights of Foxconn workers and can build a good corporate image again. In connection with the case experienced by Foxconn workers who do not get rights for workers' lives, they are very far from achieving the SDGs targets that regulate procedures that create prosperity both in the environment, socially, and in society.

Meanwhile, the support of other organizations, namely the The Fair Labour Association (FLA) is an organizational body formed in 1999 based on high standard values that aim to supervise and protect workers' rights, improve working conditions and provide a better life for workers. In maintaining the code of ethics and principles made by the FLA include international human rights standards, guidelines, and norms established through the International Labour Organization, OECD, United Nations, and other organizations. The FLA's goal is to affiliate with more than 100 labour and human rights standards through policies and processes to help companies and their suppliers to be able to improve their social compliance programs to be stronger, where the FLA has been accredited in a systems approach to human rights compliance and responsibility. social responsibility. Companies that meet international labour standards in their supply chains have indicated that the company has accredited their program by the FLA, which means the company is able to understand the consequences of its business practices including workplace conditions, implement effective systems to prevent workplace violations, and committed to correcting a breach that occurred (Fair Labor Association Report, 2012).

In maintaining its efforts since 2019, FLA is committed to realizing its sustainability by eliminating human rights violations including forced labour, human trafficking, and modern slavery from the supply chain. That same year, the FLA collaborated with the International Organization for Migration (IOM) to improve migrant workers' ethical recruitment and safety protections in global supply chains (Fair Labor Association Report, 2021). In addition, Apple took the initiative to improve the work practice system for workers within the Foxconn company. Apple entered into an alliance by involving FLA organizations that participated in observing the independent workforce. Every company accredited by the FLA is required to implement the "Code of Workplace Ethics" by the FLA which is defined as labour standards to create decent and humane working conditions. FLA conducted observations on Apple's supplier company, Foxconn, which is located in three areas in Longhua, Guanlan, and Chengdu. In its observations, the FLA found several violations that occurred at Foxconn against the FLA Code Standards. This is a violation for Apple and Foxconn to make an immediate decision and make necessary continuous improvements. In this way, Apple created Supplier Responsibility Standards for its supply chain, one of which is Foxconn, to prevent sweatshop practices (Sari, 2014).

2.1 Theory

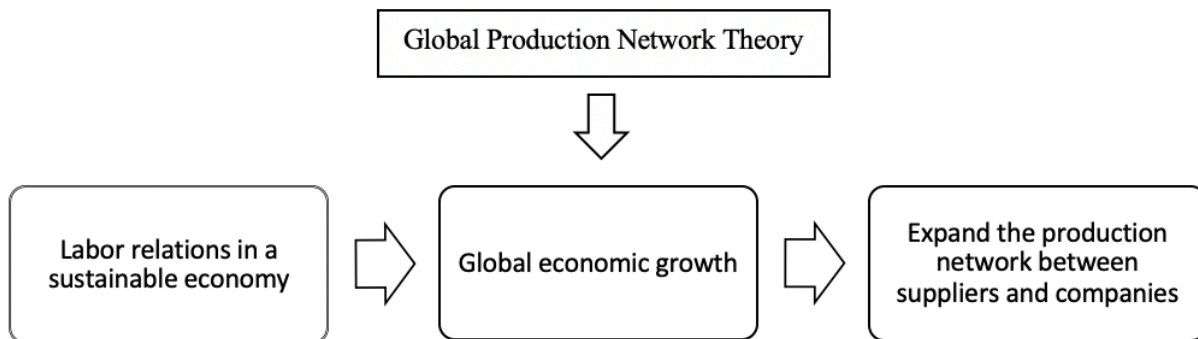


Figure 1. Global Production Theory

In this section, this research examines through the structure and concepts of the Global Production Network (GPN) theory (Atmaja, 2020) that describes the background of the formation of the GPN theory. Briefly, in the early 1990s, there was a shift in organizational formation and a territorial shift known as the emergence of transnational corporations (TNCs). The emergence of innovation from every large company or MNC solely to expand its production network globally in every industry. The change in strategy is influenced by the integration of production costs, flexibility, and speed in creating new patterns in an increasingly global production network. The concept of GPN theory describes trade relations horizontally and diagonally becoming increasingly dynamic. The horizontal relationship describes the relationship between products, producers, and others such as the state, NGO institutions, and international institutions, which are connected in various directions in one hierarchy. While the diagonal relationship focuses on the relationship between actors who have various roles in the production network (Atmaja, 2020).

GPN is an organizational arrangement that includes related economic and non-economic actors, which is regulated by leading global companies and produces goods and services in various geographic areas for the world market (Todd *et al*, 2017). This requires us to be more explicit in deciding on the rules of the countries involved that re-establish the competitive logic of global production networks and the consequences on network dynamics and development outcomes. The implications for the theory of GPN 2.0 regarding labour conditions and the process results, show the purpose of GPN towards problems of exploitation and inconvenience to workers in the field (Yeung, 2021). Scholars analyse GPN as a building block in significant conceptual developments in linear supply chain theory and global chain analysis is very important to understand the nature of work and employment relationships. In addition, several other scholars also assume that the workforce is the centre of how the GPN develops and the workforce is formed through the dynamics of the GPN concept (Todd *et al*, 2017).

This causes GPN companies to experience pressure on labour union rights issues that occur in the company's main suppliers, in improving the conditions of their workers, the main companies get consequences for poor working

conditions by implementing a code of ethics and corporate social responsibility programs. Supply companies in following disciplinary regulations that can prosper their workers. Thus, the role of labour is indirectly included in the GPN structure or local and national labour control regimes where workers are placed, and also labour agents need to be formed within the state structure and in the global capital structure (Coe and Hess, 2013). Therefore, the role of workers needs to be considered explicitly in GPN research. In analysing the theory of GPN, it is necessary to involve workers to obtain prospects for results for workers, both in terms of wages, working conditions, and the availability of rights for workers (Hess, 2018). So, it is necessary to apply the labour relations of Global Production Networks. In the case of this research, the pressure of Apple's customer demand for production requires Foxconn to emphasize more intensive work activities but besides that Foxconn does not provide health and welfare insurance for Foxconn workers, so that this caused serious problems in 2010.

3. Methods

A case study is a comprehensive study of a particular person, organization, event, or process. The approach used aims to analyse one or more related cases that are more specific in a complex context and can provide detailed and holistic knowledge regarding the case to be studied. The conclusion is based on a critical analysis of the information obtained from the case's background. In reviewing research, this case study uses secondary research to explain an event and to evaluate a successful or unsuccessful achievement in the circumstances being studied (Xu and Li, 2013). Yin (2009) argues, that case studies can be used as examples when the case is different or unusual and is of public interest, fundamental issues are also of national importance.

In this case study, this research focuses on the partner relationship of the Foxconn Group as a supplier to the Apple company. This study examines the relationship between workers at Foxconn and the Fair Labour Association (FLA) organization that promotes union integration worldwide. This relationship has relevance to the FLA with unions working at Foxconn to help protect unions and the welfare of Foxconn workers from cases that previously occurred at Foxconn. This research was refined using the independent variable and the dependent variable. The independent variable in this study as an influencing variable which involves the role of the SDGs to create inclusive economic development and also to provide good and safe working conditions to achieve the sustainable development target by Foxconn, this is also fully supported by the Fair Labour Association (FLA) policy through the principle of "Code of Work Ethics" which also has a target in achieving it to be able to empower welfare for all workers in the world. While the dependent variable is the variable that is affected, in this study it leads to the Foxconn case which has violated the work ethic code of cases experienced by its workers which resulted in several problems that occurred to Foxconn workers.

4. Data Collection

This research uses qualitative research. According to Creswell (2014), qualitative research is an approach to find out the meaning of a social or human problem. The data used are usually collected in a participant setting, analysed the data inductively, and made interpretations of the meaning of the data. Qualitative approaches tend to lead to a constructivist worldview, ethnographic design, and observing behaviour in certain situations (Creswell, 2014). In perfecting this research, the researcher uses the data obtained by the researcher to strengthen this research. This research is carried out using secondary data through data taken from journals, books, official websites, report data, and several articles that have been trusted.

5. Results & Discussions

Apple is a multinational company headquartered in California, United States which was founded in 1976 by Steve Jobs, Steve Wozniak, and Ronald Wayne. Apple is a technology company that designs, develops software, and produces electronic goods such as computers, smartphones, watches, and other devices (Mukul et al., 2021). Apple began to experience improvement since being managed by Steve Jobs who started to launch innovative new products until the iPod production increased in 2001, then increased to iPhone products in 2007, until 2010 Apple launched its latest product, namely the iPad. The success that Apple has obtained through Jobs has succeeded in making Apple the best company in the world by many magazines, one of which is Fortune 500 magazine. Tim Cook replaced Steve's departure in 2011 as Apple's new CEO (Johnson et al., 2012). The development of Apple by Tim Cook continued to increase until in 2015 the Apple company expanded its retail stores in 17 countries (Mukul et al., 2021). The growing demand for Apple's production requires Apple to expand its supplier network.

Today, Foxconn as a company providing electronics manufacturing services (EMS) operates globally. Foxconn Group commonly referred to as Hon Hai originating from Taiwan is a company based in designing, manufacturing, testing, distributing, and providing services in electronic component repair and assembling global multinational brand electronics (MNC). One of the international companies partnering with Foxconn is the Apple company. Apple is recognized as the largest electronics-based multinational company in the world. In increasing its production, Apple needs a global supply chain by leveraging the comparative advantage of each state or region in order to increase its global competitiveness. In addition, the involvement of global MNCs in collaborating with SMEs in Taiwan has increased their productivity and provided opportunities and benefits to increase growth drastically (Yan, 2016). Apple started partnering with Foxconn after ensuring that its contractual relationship with the Foxconn manufacturing company could run well without violating their intellectual property rights and made Foxconn the supply chain in the main assembly of Apple products (Nakamura, 2015).

Foxconn's ties to Apple have tightened its contract with Foxconn as the world's largest electronics contractor. Foxconn's production manager assumes that Foxconn maintains its facilities to upgrade its components to maximize its profits. Through two "Apple Business Groups", namely iDPBG (integrated Digital Product Business Group), which was established in 2002 and iDSBG (Innovation Digital System Business Group), which was founded in 2010. These two groups are small business groups that have a contract with Apple, which began assembling Macs and shipping production to Apple retail stores in the United States and elsewhere. In 2007, the first generation iPhone started to be assembled. From the assembly, iDPBG has generated about 20-25% of Foxconn's business. To continue to increase its competitiveness, Terry Gou as CEO of Foxconn started to establish iDSBG until iDSBG succeeded in producing Mac and iPad contributing up to 15-29% of the company's revenue (Chan *et al.*, 2013).

Through the 2013 World Investment Report, UNCTAD (2013) considers that around 80 percent of international trade is necessary to apply the concept of the Global Production Network (GPN), which is regulated by the main companies that invest, including productive cross-border assets and conduct input and output trading systems with partners, suppliers, and customers. The concept of GPN is an organizational arrangement that includes economic and non-economic actors who are related through control by leading global companies and produce goods or services in various geographic areas of the market around the world. The actors involved consist of non-company sector actors such as the state, international organizations, labour groups, civil society organizations in various regions, and consumers (Yeung and Coe, 2014). GPN in emphasizing transnational production systems managed by corporate and non-company actors, besides that GPN also needs workers and worker agents in forming GPN (Hess, 2018). If supplying companies can achieve GPN activities, companies can get added value from the GPN. where workers automatically get an increase in equal wages and working hours (Thomas, 2020). In short, labour suppliers are created well by the GPN structure or local and national labour control regimes according to the position the workers are placed in. As for labour, it is produced, reproduced and assembled in different local and national contexts, which means that labour suppliers need to be framed within a country setting and in a global capital structure (Coe and Hess, 2013).

In 2012, Apple became a member of the Fair Labour Association (FLA) which conducted an independent investigation into Apple's supplier, Foxconn, which is a private company in China. Apple's support in allowing the FLA of the FLA's "Workplace Code of Conduct" to conduct investigations into Foxconn suppliers located at three factories located in Guanlan, Longhua, and Chengdu in China. There are a series of measures to improve welfare by protecting the health and safety of workers, minimizing overtime, and decent wages to empower interest for the lives and livelihoods of workers. This agreement has been approved by Apple and Foxconn on the ongoing assessment by the FLA in meeting employment practices through FLA standards and continues to implement in the long term. As for the FLA's investigation of the Foxconn issue through the FLA code and China's labour law, which includes health and safety; worker integration and communication; empowerment of wages and working hours; compensation rights and social security insurance for Foxconn labour unions (Fair Labour Association Report, 2012).

The FLA charter states that companies need to implement a "Workplace Code of Ethics" which consists of several areas such as work relations; Non-discrimination; Harassment or Abuse; Forced Labour Freedom of Association and Collective Bargaining; Health, Safety and Environment; Working hours; Compensation. With the company implementing the FLA policy, the company can be recognized and trusted in setting standards to achieve workers' humane and decent working conditions. The standards of the Code are based on International Labour Organization standards and internationally accepted good labour practices. In addition, FLA also presents a model of collaboration, accountability, and transparency and can also be helpful as a motivation that drives positive and better changes in workplace conditions. FLA as an organization that promotes continuous improvement as well as a global leader of

course always strives to protect workers with respect and ethics, so that workers can get fair pay equality and safe and comfortable working conditions (Sari, 2014). Through the creation of a Workplace Code of Conduct and Compliance Benchmarks has achieved the desired results concerning labour matters and working conditions in the supplying company. The FLA principle is an explicit approach that focuses on 'due diligence' at the Participating Company level, aiming to achieve discipline towards the Workplace Guidelines in supplier companies (Shift, 2012). Foxconn before implementing the "code of Work Ethics" policy by the FLA (Sari, 2014).

Table 1. Changes in the ethical principles of Foxconn's work standards through the Fair Labour Association (FLA)

No	Problems that occurred in the Foxconn case in 2012	Foxconn before implementing a "code of Work Ethics" policy	Foxconn after implementing the standard "code of work" policy
1	Working hours	Apple reports that Foxconn workers on average get working hours that exceed the legal limit of workers in China with a time requirement of 54 hours per week by working physically hard and regularly (Nova and Shapiro, 2014).	Foxconn has created more flexible working hours for its employees, by providing bonuses if they get overtime or shifting hours (Foxconn, 2020) and by implementing a "Pay the same as working time" policy to workers by providing wages according to the time allotted (Foxconn, 2019).
2	Equality of wages for workers	The company does not comply with compensation promises in increasing workers' wages who are not commensurate with consecutive working hours, so some workers are not even paid even though they are paid a low nominal (Nova and Shapiro, 2014).	The starting salary for Foxconn employees in entry-level positions has been changed and increased by Foxconn in various regions by 10-25 percent more than the local minimum wage requirement. Base salary changes developed by Foxconn policy without any difference in base salary between female employees and male employees (Foxconn, 2020)
3	Health and safety	Poor and hazardous working conditions for Foxconn workers pose a threat to the health and safety of Foxconn workers. Dirty working conditions filled with aluminum dust were a severe concern for the FLA, as this was one of the causes of the explosion at the Chengdu site (Sari, 2014).	In creating good working conditions, Foxconn promotes safe and comfortable working conditions for employees by following the international occupational health and safety management system (Foxconn, 2019).
4	Compensation and Social Security Insurance	A small percentage of 14 percent of workers may not be compensated fairly for Foxconn workers who take overtime hours outside of their scheduled working hours. The assessment found that workers who worked overtime outside the scheduled working hours of less than 30 minutes did not get any bonus wages. Meanwhile, workers also need health insurance, accidents, social security, unemployment, and childbirth (Sari, 2014).	Foxconn Group has provided employment insurance benefits, health insurance, and group insurance in accordance with government recommendations (Foxconn, 2020). Through the supervision of the Labor Retirement Reserve Supervisory Committee on the rights of Chinese employees and Taiwanese employees working at Foxconn also get additional protection insurance from Foxconn (Foxconn, 2019).

5	Industrial Relations and Worker Integration	Most Foxconn worker relationships are unfamiliar with unions and other worker positions. It has little to do with promoting balanced and fair working conditions (Sari, 2014).	Foxconn employees can now join other unions voluntarily. All unions have signed the "Foxconn Technology Group Collective Agreement" which consists of 131 Foxconn legal entities and provides basic protection of employee rights (Foxconn, 2020).
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From the case that occurred by Foxconn workers in Taiwan, back again as the second case involving Foxconn with Indian workers in December 2021.(Table 1) Due to the increasing demand for goods production in 2022, there is pressure for Foxconn to continue to produce for Apple's customer demand. In this regard, Foxconn plans to expand the number of employees at the plant located in Chennai, India. With the help of government licensing to Apple, which allows the company to be able to expand its production for the domestic market, Foxconn needs to increase the number of workers. In this regard, India is one of Foxconn's targets to increase its investment in line with other Taiwanese companies to expand its manufacturing footprint (Rekhi and Vaitheesvaran, 2022). In the case that occurred by as many as 250 Foxconn workers in India who experienced food poisoning and suffered from skin allergies. In this case, Thangam Thennarasu, minister of industry for the Tamil Nadu region of India, criticized Foxconn's services as necessary to improve living and good working conditions for Foxconn workers in India. The feedback provided is a good input for Foxconn to improve worker conditions in India by following government regulations and applicable legal requirements (A *et al.*, 2021). It is the responsibility of Foxconn to improve the local management team and management system in order to achieve and maintain high standards of living for its workforce (Khan, 2022). Apple in response to this case is also involved in corrective action, while Foxconn continues to strive to improve the welfare of workers and improve factory conditions and improve the services provided by the company to its employees. The Foxconn case that occurred in India has become a constructive criticism for the Foxconn company by trying to ensure and beg to not happen again such a case by implementing a strict monitoring system to avoid discrimination against all workers at Foxconn (Bureu, 2022).

In the achievements that Foxconn has made on the welfare of the workforce towards the SDGs target point 8 "Decent Work and Economic Growth". In terms of sustainability for the welfare of Foxconn workers in achieving sustainable development, it is necessary to achieve the SDGs target point 8 by continuing to direct development that supports the creation of productive activities, providing decent jobs, creating creativity and innovation, and building formal micro-enterprise growth in achieving increased growth. Sustainable economy for the company. In addition, the company needs to protect the rights of all workers, create safe and decent working conditions, and provide health and survival insurance for workers. That way, companies can create safe, fair and clean jobs for the lives of their workforce (Barcena, 2018). To achieve the target of 8 SDGs, which is dedicated to increasing inclusive economic growth, accommodated by structural transformation through low to high productivity activities, which require diversification, and technological and innovation improvements. Meanwhile, workers also need to get social protection by prioritizing principles that support the creation of decent workers, providing equal pay with other workers, eliminating worker discrimination, and providing rights for all workers. These targets are the core of SDG point 8 (ILO, 2019).

Although in the labour rights case that occurred at Foxconn, it indirectly had an impact on the Apple company which exacerbated the problem of human rights violations for workers. However, several NGOs in the US related to Foxconn Policy issues also involve Apple because Foxconn is Apple's supplier. However, the problems that occurred at Foxconn did not substantially affect Apple in changing conditions in China. Because of the advantages of Foxconn's capital assembly requires labour input which is also relative to capital equipment. In addition, it also improves the capital ratio by showing a large increase in Apple's production costs (Nakamura, 2015). Meanwhile, the case that occurred at Foxconn was a form of criticism by the Chinese government against both parties in industrial relations who prioritized the interests of their companies rather than prioritizing labour and foreign interests. In the case that occurred in 2010, the Chinese government blocked media outlets exposing suicide cases for migrant workers in Shenzhen (Lin, 2021). At the same time, many strikes by Foxconn workers have resulted in Foxconn being considered a Taiwanese-owned company that invests in China which has a bad reputation for workers' rights. The All-China Federation of Trade Unions (ACFTU) is a business from the energy sector, public service, and financial sector, which is also a "mass organization" in China to keep the party guard to control the workforce, and protect the interests of workers and build the party (Brachet, 2013). While Taiwan's view of the case of Foxconn workers, the Taiwanese company considers some of the cases that happened to workers at Foxconn to be corruption, and does not respond to

the problem, even though this case is a serious responsibility for Foxconn in improving working conditions (Lin, 2021).

6. Conclusion

As a company that acquires electronic products that continue to grow every day, Apple needs its supply chain to optimize the margins that Apple earns through its production. For this reason, Apple needs major suppliers to increase its production and meet customer demands continuously. To increase its competitiveness, Apple and Foxconn became the main suppliers of its production, which made Foxconn its main producer. Apple in meeting Foxconn's customer demands on its assembly production, so Foxconn has expanded branches in several regions in China located in three regions consisting of Guanlan, Longhua, and Chengdu. Foxconn is rapidly providing opportunities for the workforce as a working class in the digital age. However, behind the productivity of its workers lies inequality in poor working conditions. This is a severe concern for the FLA organization because it contributes to creating welfare for workers around the world through the principle of the "Code of Work Ethics" which aims to protect the rights of workers at Foxconn. In addition, the role of Sustainable Development Goals (SDGs) point 8 needs to be implemented into Foxconn's company policies by providing equal pay, providing health insurance, eradicating forced labour and continuous overtime work. Therefore, Foxconn is under heavy pressure from the Apple company through the FLA organization to protect workers' rights at Foxconn. Currently, Foxconn has followed the principles of the code of work ethics on basic labour rights ranging from working hours, equal pay, health & safety protection, obtaining compensation and social security insurance, as well as building industrial relations and worker integration.

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