

A STUDY ON HUMAN RIGHTS AND CORPORATE RESPONSIBILITY IN THE SELECTED TEXTILE UNITS IN DINDIGUL DISTRICT

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ABSTRACT

Human rights are the basic rights allow us to develop fully and use our human qualities, intelligence, talents, conscience and to satisfy our spiritual and other needs. The primary aim of the study is to find out the level of human rights and corporate responsibility followed in the selected textile units in Dindigul District. The data were collected through a structured questionnaire using convenient sampling method. 157 completed questionnaires (78.5 percent) were used for the current study. Being treated fairly regardless of gender, race, disability or any other differences was ranked -1. 58 per cent of the respondents agreed that human rights are meaningful to them in their day today life and have to follow it. 63 per cent of the respondents agreed that it is important to have a law that protects human rights in textile units. Future researchers may increase the sample size and they may include other organisation for the human rights and corporate responsibility study.

Keywords: Human rights, corporate social responsibility, Textile units, Dindigul.

Introduction:

Human Rights:

Human rights and fundamental freedoms allow us to develop fully and use our human qualities, our intelligence, our talents and our conscience and to satisfy our spiritual and other needs. They are based on mankind's increasing demand for a life in which the inherent dignity and worth of each human being will receive respect and protection. The denial of human rights and fundamental freedoms not only is an individual and personal tragedy but also creates conditions of social and political unrest sowing the seeds of violence and conflicts within and between societies and Nations. According to Joseph Raz

(1984), rights act as intermediary between individual interests and public duties. Claude Lefort (1988), Rights establish a base within the discourse of political legitimating for the continuous enlargement and reformulation of those rights.

Patricia J. Williams (1987), the standing of rights consists in the freedom and control they convene on the right holder. This would suggest that rights do impose a vibrant role on their possessor; right would lose much of its value when a possessor is not in a position to exercise this freedom and control effectively. "Rights affirm the inherent dignity of rights bearers and awards political legitimacy to their demands for the satisfaction of their, otherwise overlooked, material needs."

Robin West (2007) stated that rights safeguard minimal level of well-being that is necessary if citizens are to live fully and have the dignity to which they are entitled. "Rights entail enforceable obligations for those against whom they are claimed and demand justification for the nonfulfillment of such obligations. Rights terminology may accordingly be instrumental in reconceptualising needs as entitlements rather than aspirations and in ensuring that the satisfaction of such needs becomes and remains a societal priority." This would mean that society must respect citizens' moral agency and safeguard liberties as are necessary and ensure that all individuals in society have meaningful access to such social amenities as would enable them to live in accordance with their human dignity (Sandra Liebenberg, 2005). Human rights are referred as a fundamental rights, basic rights, inherent right, natural rights and birth rights. Human rights are rights of exceptional importance and belong to every individual by virtue of being a human.

Equal dignity of all persons is the central concept of all human rights. These rights have been designated to be universal in application, inalienable in exercise and inherent to all persons. Human beings are entitled to some basic and natural rights otherwise their life would be meaningless.

Human rights and corporate responsibility has a great role in creating balance and order in the organizations. Studying the Human rights and corporate responsibility of People (employees and employer) recognizing the effective factors on it, and endeavoring to increase it, are some practical solutions to achieve the goal of raising consciousness and social discipline in the entire employees in all the sectors where humans are involved. Considering the importance of the concept of Human rights and corporate responsibility and its unique role and status in the system of industries, this research is conducted to study the Human rights and corporate responsibility of four textile unit employees and the influence of personal, social and organizational factors on it.

Corporate Social Responsibility:

Corporate social responsibility is a form of corporate self-regulation integrated into a business model. CSR policy functions as a self-regulatory mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards and national or international norms. CSR is titled to aid an organization's mission as well as a guide to what the company stands for its consumers. Business ethics is the part of applied ethics that examines ethical principles and moral or ethical problems that can arise in a business environment.

Public opinion is becoming less tolerant of corporate excess and malfeasance, but there are also increasing expectations that business will come up with solutions

to some of the twenty-first century's main social and environmental challenges, such as water accessibility, global warming, and affordable health care etc. Companies play important roles in public policy, especially in countries where the standard of governance is low, or in situations in which international governance mechanisms are inadequate. In today's world, widespread business failure is unthinkable, because we seem increasingly less able to imagine an alternative to the free enterprise economy. This study is an attempt to gauge the gap between human rights issues and responsibility of the selected textile units in Dindigul District.

Review of Literature:

The work of S.P. Punalekar and Jyoti Randive [1984] highlighted the situation of tribal education, non enrollment, dropouts, and inequities in the state of Madhya Pradesh, Gujarat and Maharashtra. Arjun Patel [1995] has discussed the sociological dimension of the processes of Hinduisation and different religious practices of the different tribes and how it is changing their world-view.

Gurupreet Mahajan, [2002] explored the issues of citizenship, nationality and collective rights in the cultural context. Ramachandra Guha [1990] discussed the issue of environment, control over natural resources leading to competing claims of rights among different classes.

D.K. Srivastava [2007] discusses the problems of sexual harassment and other form of violence against women in India. The primary focus of the study is to underline the efforts of the Indian judiciary in responding to the various forms of violence against women and in particular invoking the constitutional protection as a remedial measure for providing compensation to victims of sexual harassment.

Xaxa [2008] in his work has analyzed the administrative and political dimension of the concept tribal and its inconsistencies with the state from pre-colonial period. He also discussed about how it impacts different policy formulations which push the tribal into the process of marginalization.

Nikhil Chandra (2008) studied the traditional panchayat always play vital role in settling disputes regarding marriage, bride-price negotiation, land encroachment, minor affrays etc.

N. Patnaik (2002) discusses about social structure of different tribes like Santals, Kharias, Oraon, and the Mundas of Orissa.

Devendra Thakur and D.N Thakur (1996) view tribal people as original inhabitants of India, constitute a significant part of vast nation, they are still poor as well as illiterate and are far from the mainstream of Indian society.

Lachan N.Khubchandani (1992) analyses wake of democratisation of economic mobility and mass media exposure to many tribal communities. To him, tribals

from isolated and inaccessible areas are gradually opening up for intense interaction with non-tribal world.

In spite of many researches accomplished in social sciences, a gap is felt for a research on Human rights and corporate responsibility of people in different sectors in Dindigul District to explain their moral and professional performance. Considering the importance of the concept of Human rights and corporate responsibility and its unique role and status in the system of industries, this research is conducted to study the Human rights and corporate responsibility of four textile unit employees and the influence of personal, social and organizational factors on it.

Methodology and Design:

Objectives of the study:

1. To find out the level of Human rights followed in the selected textile units in Dindigul District.
2. To find out the corporate responsibility followed by the selected textile units in Dindigul District.

Research Design:

The research design for the study is descriptive. The methodology of the study is based on the primary data as well as secondary data. The data were collected through a structured questionnaire to obtain the opinions of the respondents from Dindigul District. Convenient Sampling Method was used. A total of 200 questionnaires (50 questionnaire /unit) have been distributed to four textile units (Population size-736) and out of which 178 were received (After the scrutiny of these questionnaires, 21 questionnaires were rejected. Finally, 157 completed questionnaires (78.5 percent) were used for the current study.

Period of the study:

The study was conducted in the period of January 2016 to March 2016 at Dindigul district.

Limitations:

Chances of the respondents' biasness are involved in the research. As the research is restricted with the textile units in Dindigul district of Tamilnadu, India, the results are not applicable to any other mills/firms or other parts of the District or State or Country.

Findings and Discussion:

- 42.95 % of the employees are in the age group of 36-45 years. 58.65 % of the employees are Male. 50.32 % of the employees are married. 27.24 % of the employees are in diploma/ITI holders. 40.06 % of the employees are in 7001-15000 monthly salary income groups. 31.1% of the employees are in 11-15 years' experience groups.

- The respondents rated 1 for being treated fairly regardless of gender, race, disability or any other differences followed by being able to join unions and organisations of your choice.
- 58 per cent of the respondents have disagreed that human rights are meaningless to me in everyday life.
- 59 per cent of the respondents have disagreed for human rights abuses are not a problem in the organisation.
- 58 per cent of the respondents agreed that some people take unfair advantage of human rights whereas 33 per cent of them strongly disagreed. 66 per cent of the respondents disagreed that the only people who benefit from Human Rights are those who do not deserve them.
- 63 per cent of the respondents agreed that they were satisfied with the human rights act and said it is important to have a law that protects human rights in firms/Organisation.
- 73 per cent of the respondents have expressed their dissatisfaction with regard to human rights commission should not interfere in legal decisions concerning human rights in organisations.
- 58 per cent of the respondents in the textile mills promote corporate image/loyalty.
- 66 per cent of the respondents agreed that CSR can increase financial efficiency.
- 62 per cent of the respondents agreed that CSR practices can make the organisation in competitive market advantage.
- 74 per cent of the respondents agreed with Organisational values, culture, mission & goals can increase due to the CSR practice.
- 57 per cent of the respondents agreed that pressure from stakeholders makes them to practice CSR in their organisation.
- From the correlation matrix each CSR dimension had significant relationship with another dimensions. The relationship also highlights integral dependence of each dimension. Thus cooperative binding of dimensions constitutes the overall CSR of the organization.

Conclusion:

The objective of this research has been to critically examine the concept of human rights and Corporate Social Responsibility (CSR) and to suggest the mechanism through which the HR & CSR initiatives can be effectively implemented for the overall benefits of the textile units. Thus researcher concludes that current socio economic scenario, the corporate being legal entity is key element of social set up and draws soundness for its existence and survival by itself. The activities of the Tamilnadu state related to all aspects of human life, Social, economic and religious. The state was administered in a manner that encompassed

society as a whole. CSR has not developed in separation, rather it has deep association with corporate governance & sustainable development and practices of every field strengthens each other in some or other way. Hence textile units in Dindigul have to play a significant role in developing & establishing the field of corporate social responsibility.

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Table 7.1: Socio Economic variables of the employees

S. No	Variable	Attributes	Frequency	Percentage
1	Age of the employees	Below 25	22	13.78
		26-35	53	33.97
		36-45	67	42.95
		46-60	15	9.295
2	Gender of the employees	Male	92	58.65
		Female	65	41.35
3	Marital status	Married	79	50.32
		Unmarried	59	37.5
		Single	19	12.18
4	Educational qualification	SSLC	39	24.68
		+2	30	19.23
		Diploma/ITI	43	27.24
		Degree	26	16.35
		Post Graduate	20	12.5
5	Monthly income level [in rupees]	Below 7000	47	29.81
		7001 - 15000	63	40.06
		15001 - 25000	28	17.63
		25001 and above	20	12.5
6	Experience	Up to 5 years	28	17.6
		6 - 10 years	28	17.9
		11 - 15years	49	31.1
		16 - 20 years	32	20.5
		Above 20 years	20	12.8

Source: Primary data

The above table 7.1 shows the socio economic conditions of the employees. 42.95 % of the employees are in the age group of 36-45 years. 9.29 % of the employees are in the age group of 45 -60 years category. 58.65 of the employees are Male. 41.35 % of the employees are female. 50.32 % of the employees are married. 27.24 % of the employees are in diploma/ITI holders. 24.68% and 19.23% of the employees belongs to SSLC and +2 respectively. 40.06 % of the employees are in 7001-15000 monthly salary income groups. 12.5 % of the employees are 25001 and above salary group. 31.1% of the employees are in 11-15 years' experience groups. 12.8% of the employees are Above 20 years' experience groups.

Table 7.2: Shows the employees opinion towards treatment they received in their organisation

S.No	Statements	Rank
1	Being treated fairly regardless of gender, race, disability or any other differences	1
2	Being able to join unions and organisations of your choice	2
3	Being able to express any faith or religious belief	3
4	Only being arrested if there are reasonable grounds for suspicion	4
5	Being treated with dignity and respect	5
6	Respect for private and family life	6
7	Being able to express your views freely	7
8	Being able to study or access training	8
9	Being protected if your life is under threat	9
10	The right to marry and start a family	10
11	The right to vote	11
12	Respect for private property	12
13	The right to a fair trial	13

Source: Primary Data

The respondents are asked to rate their opinion about the above given statements based on their own preferences. Being treated fairly regardless of gender, race, disability or any other differences [ranked 1]; being able to join unions and organisations of your choice [ranked 2] and being able to express any faith or religious belief [ranked 3]. The Respect for private property [ranked 12] and the right to a fair trial [ranked 13].

Table 7.3: Shows the employees opinion towards Human Rights

S. No	Statements	SA	A	N	D A	SDA
1	Human Rights are meaningless to me in everyday life	16	15	11	38	20
2	Human Rights abuses are not a problem in the organisation	13	15	12	21	38
3	Some people take unfair advantage of Human Rights	27	31	9	17	16
4	The only people who benefit from Human Rights are those who do not deserve them	10	11	13	52	14
5	Everyone in the organisation enjoys the same basic Human Rights	36	28	17	11	8
6	The Human Rights Act is a European law, not an organisation law	38	25	4	21	12
7	Human Rights are important for creating a fairer society	45	17	18	18	2
8	It is important to have a law that protects Human Rights in firms/Organisation	37	26	7	15	15
9	Human rights commission should not interfere in legal decisions concerning Human Rights in organisations	13	10	4	46	27

Source: Primary Data

It is noted from the above table 7.3 that 58 per cent of the respondents have disagreed that Human Rights are meaningless to me in everyday life but 31 per cent of them strongly agreed with the statement. 59 per cent of the respondents have disagreed for Human Rights abuses are not a problem in the organisation and 28 per cent of them strongly agreed with the statement.

58 per cent of the respondents agreed that some people take unfair advantage of Human Rights whereas 33 per cent of them strongly disagreed. 66 per cent of the respondents disagreed that the only people who benefit from Human Rights are those who do not deserve them but only 21 per cent of them strongly agreed with the statement. With regard to everyone in the organisation enjoys the same basic Human Rights 64 per cent of the respondents agreed that they were satisfactory whereas 19 per cent strongly disagreed.

63 per cent of the respondents agreed that they were satisfied with the Human Rights Act is a European law, not an organisation law but 33 per cent of them strongly disagreed with the statement. Regarding Human Rights are

important for creating a fairer society 62 per cent of the respondents strongly agreed whereas 20 per cent of them strongly disagreed.

63 per cent of the respondents agreed that it is important to have a law that protects Human Rights in firms/Organisation and 30 per cent of them strongly disagreed. 73 per cent of the respondents have expressed their dissatisfaction with regard to Human rights commission should not interfere in legal decisions concerning Human Rights in organisations and 23 per cent have expressed their satisfaction.

Table 7.4: Correlations among Human rights Dimensions

Human rights Dimensions	HUP	LH	YDP	PA	WD	PC	ISL	CII	H	T	C
Helping the underprivileged	1	.412	.339	.194	.220	.518	.379	.227	.271	.319	.290
Local Heritage	.412	1	.541	.276	.179	.237	.256	.337	.410	.375	.298
Youth Development	.339	.541	1	.784	.795	.320	.426	.504	.176	.238	.529
Poverty Alleviation	.194	.276	.784	1	.386	.128	.610	.402	.290	.414	.338
Working for Disability	.220	.179	.795	.386	1	.327	.298	.320	.379	.206	.126
Promotion of Culture	.518	.237	.320	.128	.327	1	.198	.216	.311	.419	.208
Infrastructural support to local community	.379	.256	.426	.610	.298	.198	1	.452	.263	.285	.332
Community Investment Initiatives	.227	.337	.504	.402	.320	.216	.452	1	.136	.327	.541
Health	.271	.410	.176	.290	.311	.379	.263	.136	1	.489	.415
Training	.319	.375	.238	.414	.206	.419	.285	.327	.489	1	.190
Counseling	.290	.298	.529	.338	.126	.208	.332	.541	.415	.190	1

Source: Primary data

Helping the underprivileged – HUP; Local Heritage – LH; Youth Development – YDP; Poverty Alleviation – PA; Working for Disability – WD; Promotion of Culture –PC; Infrastructural support to local community –ISL; Community Investment Initiatives –CII; Health-H ; Training –T ; Counseling –C.

It is observed from the above table that correlation analysis was performed between human rights dimensions considered for this study. The r-value in result indicates the Pearson correlation value and p-value indicates its significance, which is tested at 5% level. Interestingly all p-values in the correlation matrix are less than the level of significance 0.05, hence it is concluded as each human rights dimension had significant relationship with another dimensions. The relationship also highlights integral dependence of each dimension. Thus cooperative binding of dimensions constitutes the overall human rights of the organization.

Table 7.5: Adoption of CSR practices by Textile Companies/Organisations

S. No.	Statements	SA	A	N	DA	SDA
1	Promote Corporate Image/Loyalty	23	35	12	25	5
2	Increase financial Efficiency	28	38	11	17	6
3	Competitive Market Advantage	22	40	14	16	9
4	Organisational Values, Culture, Mission & goals	31	43	8	14	4
5	Pressure from Stakeholders	21	36	11	19	13

Source: Primary Data

It is clear from the above table 7.5 that textile units greatly support to *Promote Corporate Image/Loyalty* and it was agreed by 58 per cent of the respondents. But 30 per cent of the respondents strongly disagreed. 66 per cent of the respondents agreed that *CSR can increase financial Efficiency* but 23 per cent of them strongly disagreed.

62 per cent of the respondents agreed that CSR practices can make the *organisation in Competitive Market Advantage* but 25 per cent of them strongly disagreed.

74 per cent of the respondents agreed with *Organisational Values, Culture, Mission & goals* can increase due to the CSR practice whereas 24 per cent of the respondents strongly disagreed.

57 per cent of the respondents agreed that *Pressure from Stakeholders* makes them to practice CSR in their organisation whereas 32 per cent of them strongly disagreed.

Table 7.6: Correlations among CSR Dimensions

CSR Dimensions	PCI	IFE	CMA	OVC	PS
Promote Corporate Image/Loyalty	1	.676	.490	.561	.176
Increase financial Efficiency	.676	1	.362	.260	.187
Competitive Market Advantage	.490	.362	1	.428	.325
Organisational Values, Culture, Mission & goals	.561	.260	.428	1	.177
Pressure from Stakeholders	.176	.187	.325	.177	1

Source: Primary data

It is observed from the above table 7.6 that correlation analysis was performed between CSR dimensions considered for this study. The r-value in result indicates the Pearson correlation value and p-value indicates its significance, which is tested at 5% level. Interestingly all p-values in the correlation matrix are less than the level of significance 0.05, hence it is concluded as each CSR dimension had significant relationship with another dimensions. The relationship also highlights integral dependence of each dimension. Thus cooperative binding of dimensions constitutes the overall CSR of the organization.
