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## HUMAN-RIGHTS IN MANAGEMENT— A GLOBAL LANGUAGE IN NEW MILLENNIUM

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### Abstract:

*In new global era, no organisation can operate in an isolated environment. There is a greater need of interaction with a host of stakeholders associated with different geographical-areas and ethnic group who have their own cultures, perceptions and values. The work-place diversity, increased aspirations of the stakeholders and various laws, treaties and conventions have made it as an imperative for the corporate-management to embrace a new language of management which would respect and promote globally accepted human-rights of people*

### INTRODUCTION

Business and other organisational activities are essentially carried out in human-environment. These are conducted by the people and its beneficiaries, too, are the people and the society. Also, profit-motive is essentially to be materialized for the survival of the organisation. Here, the great question arises as to how to conduct organisational affairs with respect of human rights and why and to what an extent, human-rights are relevant in the organisational-functioning.

With the passing of several laws by the national government and the international bodies with a view to protect and respect human-rights, it is of paramount importance for the managers to get acquainted themselves with such laws and regulations which have any relevance with regard to their organisational operations. These laws may be general and also industry-specific in nature.

Modern business environment may be characterized by the globalisation of business, globalisation of communication and of course, globalisation of the concept of human-rights. At international level, the first comprehensive and universally accepted human-rights were documented in the Universal Declaration of Human Rights which was adopted on 10th December, 1948 by the United Nations General Assembly. It was envisaged as a common standard of achievement for all people and nations. As parts of the International Bill of Human Rights, two other covenants known as the International Covenant on Civil and Political Rights [ICCPR] and the International Covenant on Economic, Social and Cultural Rights [ICESCR] were adopted in 1966.

At international level, there are some other laws which have significance for corporations operating at national and trans-national platforms, pertain to non-discrimination, prevention of child labour, anti-corruption, environmental protection, rights against displacement, rights of immigrants etc.

The UN Global Compact, a voluntary initiative, asks corporate managements to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption. Today's managers must be aware of such provisions.

In April 2008, a report on business and human rights was released. It endorsed the framework – 'Protect, Respect and Remedy', proposed by Professor John Ruggie, the special representative of the UN

Secretary General on Business and Human Rights. This report forms a strong foundation for discussion on business and human rights and provide deeper insight to managers as regards their responsibility to protect and promote human rights.

In India, the Constitution has enshrined in itself a number of provisions in the form of fundamental rights of the citizens. Also, certain rights have been mentioned under the Directive Principles of the State Policy. Further the Government of India has shown its commitment for protection and respect for human rights by passing the Protection of Human Rights Act 1993 with subsequent amendments. There are various other laws to ensure welfare and safety of labour and provisions against exploitation , prevention of child labour alongwith providing for social security measures to industrial and commercial workers.

A human rights approach mandates the corporate- management to respect all human rights without any option of choosing the issues at their discretion. A human rights framework prescribes a universally recognised people – oriented approach in respect of all policy decision. The preamble to the Universal Declaration of Human Rights states 'every individual and every organ of society' to promote and respect human rights. The term 'every individual and every organ of society' excludes no one, no company or organisation... The Universal Declaration applies to all'. As such, organisations must be held accountable to uphold human rights practices with their day to day operations.

In conclusion, human rights must be the core of all management decisions. It is imperative to internalize human-rights approach into internal management system of the organisation. Trans-national operations have brought about work-place diversity characterised by differences in working culture, faiths, beliefs, aspirations and values. Observance of human rights will fetch miraculous outcome to the organisations in terms of ensuring greater harmony, high morale of work force, higher productivity, more goodwill, higher profitability and social legitimacy. Further, not only human rights of the employees but also of all stakeholders have to be taken into account. From this perspective, managers owe a great responsibility to imbibe their management practices with human-rights considerations so as to justify them in a most reasonable, objective and effective manner.

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