

Business Ethics
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Lecture – 31
Towards sustainable employment

Now, we will be discussing about the effect of like employment and a firm employee relationship and moving towards the discussion on sustainable environment. So, sustainable employment, and how you are taking care of the concept of the triple bottom line when we are talking of the economic perspective, the social perspective and their environmental perspective with respect to the employment. And we are talking of the balancing between these 3 things, these could be a critical question about here. Because still now we have discussed much on the employee's rights from the organization, like in the last module we discussed about the role of corporate citizenship and employees with respect to it, where we discussed about like the, what rights the employees have in the organization. And like you know discussed about the co determination or the legal frame work given regulations given by the state to protect the human rights and the responsibility of the corporates to respect the human rights and of the employees reading the organization. And also may be extending the concept to like beyond the organization also to the society issues and problems, how it is and doing business.

And also to find remedy for certain amuses through it is like even if laws and regulations are not very strict turning to frame policies and practices to see that these rights are respected. Also we have seen in the globalization and employment discussion have the like the MNCs without just taking for granted like certain situations, giving respecting basic human rights present there in a particular developing country. Taking it for instead of taking it for granted what proactive steps the organization can state in institution analysing like practices through promoting institutions like may be local, see a soldier or influencing the government to firm policies.

So, that it sees like this basic rights of the employees at the citizen ship is larger respected in that particular country and also for any in particular in the organization. So, this is the role of the organization as a corporate citizen to take care of the social and the human rights of the employees. So, where we have talked discussed so, much about the

employee's human rights to be respected by the organization, does it bring us into any controversy with the concept of sustainability or can the concept of the triple bottom line sustainability also mainly applied in this concept context of employment.

We need to discuss in debate on in order to respect the human rights are we putting human rights to provide guide to employment, right to work, right to fair wage, right to good working conditions and all. Are we like to any extent are we sacrificing on the economic responsibilities or we are sacrificing on the environmental responsibilities that the organization has? And it will be specific stock holders or can balance between these 3 concepts. That will be the part of discussion where we are talking of towards the sustainable employment.

So, in this like when we are talking of like respecting and guarantying employee's rights in the workplace, so it brings us to a certain tension of sustainable in terms of sustainability because sometimes protections of religions and conditions for workplace may have to do sacrifice to encourage sustainable economic development, and to maintain employment. Expansion of environmental damaging industries, such as airline industry and to be promoted, because they are seen as a good for job creation. So, looking at these is there any sort of trade-offs between the protecting employees and protecting and employee emotions of various other aspects of sustainability.

On the other hand, it is also possible to have a lead with the aspects of different aspects of sustainability and their protection of human rights. Suppose if people are not happy with the work that they are doing, if are now if they are not employed in a work, which is meaningful to them. They that and actually they are not able to identify themselves with the work they are doing. So, and they are only dragging themselves to the work. There in many cases there is a disconnect between the work that they are doing and their personal involvement to it and the back head mind.

So, there may be just think waiting for opportunities, just thinking of about conditions to get feed of these type of job. Even if they are not able to do it now. So, these creates a lot of tension and it is stress in their mind, it means you have an effect on the performance the productivity and may have an effect on the economics sustainability. So, because only if their gainfully employed to for doing certain work, where they feel like they are able to make some positive contribution. So, then it is a long term sustainability in the

economic science because if they are feeling gainfully employed they are actually positively contributing towards the job.

You say if they do not see any connection between what they are doing and how it is leading to certain outcome. So, they may not be finding in any meaning in the work that they are doing. That because that will lead them as the sensor irrespective of words are contributing to the cause of the lie the organizational performance. So, also it is connected with the social aspect. In the sense if the employees are not being treated properly in the organization. If there is a restriction on maintaining proper social relationships meaningful social relationships, with the other co-workers and their own family. This may be stressful for the employees and this may appear to them to the work is highly mechanised in nature. And where they actually are there is nothing to contribute, we have nothing to discuss about nothing to like enter into a positive social relationship, share one views with the others, and to maintain a balance. And they are in a such a work environment which is long hour, so work which is improving their relationship with the family members and to take a responsibility for their families and others. So, these may have a social implication also.

Also what we have to find what with respect to environment, if the jobs that they are doing or if the organization is into your business which is come to the environment at large. So, that also is that type of work it does not give too much of satisfaction to the employees. Because they are back in the mind it is start like we are also becoming instruments for providing harm for the environmental large. So, these type of job designs and it is possibilities or the nature of the work which is in connected towards like the being in some sort of degree or the ways of the function which is putting some degree of harm event to the environment, may be a source of discomfort for the employees because they are feeling in somewhere other directly or indirectly, they are also contributing towards risk. And by the nature of the work that they were doing.

So, these type of things may be being concerns through which the concept of sustainability and employment gets linked with each other. And now we will try to see how this can be entered with through some sustainable employment practices. So, that the concerns about the 3 perspectives of economic perspective, social perspective and environmental perspective can be taken care of through sustainable employment practices.

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First we will look into the practice of like human humanized workplace. The alienation as we are discussing alienation of employee is from the workplace in due to this industrial mass production. This is happened because due to those tremendous series of a technology and the mass production in some like it is fragmentations of the jobs people are not able to identify with the work that they are doing and what it is ultimately leading to the impart and how they are contributing towards it. So, they are not seen any gainful employment meaningful employment in the work that they are doing and how it is adding value to the whole process of the organization.

So, this I brought no doubt tremendous efficiencies and material wealth, but have also created the prospect of dehumanised and deskilled workplace. So, there is an attempt now to re humanize the workplace. Because employees have like they are social being they are people who can make rational decisions can contribute positively to the processes of the organization. So, the attempts to re humanized workplace includes employee empowerment where some decision making aspects are given to the employees, for given role and responsibility that they are entitle to. So, they can take place beside on the choices that available to them and take the final decision with regard to what is to be applied which choice to be taken based on the best interest of the job at handle.

So, the person is given the means of empowerment decision making power to choose the alternatives to how to do a particular act. So, when we are talking of job enlargement and an enrichment, these are even job design practices to give an exposure of the employees to varieties of like job practices, we need the same nature of the job, what to give the in depth deeper and complex knowledge of a particular nature of the job. So, I both horizontal and vertical spread of the person's knowledge about the job and similar nature of other jobs that where a job. Where the knowledge from one domain can be transferred to the other domain also to increase once in decision making power competency is for like conceptual thinking then increasing once problem solving abilities.

So, these helps in like we human as a workplace, where we are thinking not only of the material benefit that we gain from the mechanization of the work, but also we are thinking of how the person's development can be taken care of. So, that the personal growth is there in terms of knowledge and competencies and the decision making ability. And the persons see here gainful engagement with the organization with respect to the contribution that the person is making or other the employee is making towards the organization. However, the success of such schemes are contrasted because I have already discussed earlier the all these practices empowerment, empowerment because correspondingly it brings in accountability. Job enlargement and enrichment it is giving you an exposure to the depth and spread of the job and the others similar nature of job.

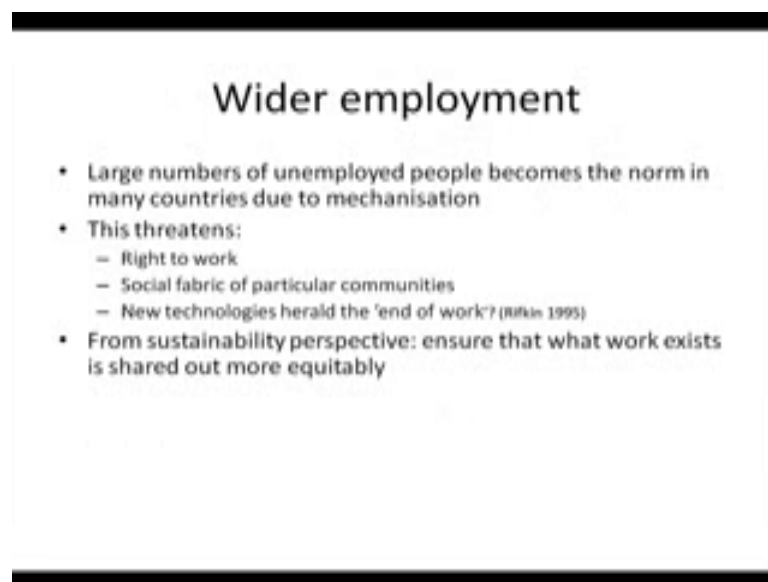
So, these the intension with what it is done is it for the like intension is for to make the person grow and the employee is the growth of the person where growth of the employee personal development and growth of the employee is end in itself that is desirable. Or by giving this knowledge or exposure to the employees they are taking, they have just benefited as a means for certain other outcomes like may be dumping some responsibilities of them and making oneself free of certain decisions taken.

So, that if something unethical is pointed out the fingers can be pointed towards the employees and code. It is they who have made the decision because they empower to make the decision and we are not accountable for it or giving exposure to job enlargement and like in enrichment reducing on the work places and making the employees do more jobs longer hours and like making the role responsibilities ambiguously in nature. So, the people cannot define the responsibility of a particular job

and reducing in the work was telling now we are trying to do it and like that more work on you more than that you can perform. So, what is the intension of the all the practices taken. We will determine the success of those things and also the ethical and unethical issues related to it. So, and it is like based again on their intentions, and how it is seen the power disconnecting national culture of the particular area that where it is functioning.

So, based on like the preference employees, preference for economy or not preference for economy whether they prefer to be guided or not. So, these will determine of course, these are determined by their national culture of a particular region. And these of course, will determine whether these schemes are appropriated particular culture or not.

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Next we will discuss about wider employment. So, due to mechanisation what happens like large numbers of people will become unemployed. Because less number of human beings are required to do a job as the result of mechanisation. So, these threatens the right to work and then the social fabric of particular communities and like new technologies does it declare the end of work. So, we have to understand yes mechanisation is there and we cannot prevent it, but what we need to be careful about is that why the process of mechanisation like we are not introducing a nature of work which is creating a further differentiation between those having the job and those not having the job. Those particular skills and some competency is who can apply for your

job and those who are not trained properly in the particular competency is that is demanded by you. So, that they even cannot apply for your job.

So, when we are talking of sustainable work practices and work why do the employment may be we are talking of the responsibility of the organization to design jobs within it is organization of frame work in such a manner to so, that all sorts of the people may have a chance to get an employment with your organization like you create a views of peoples with different competencies and diversities to at least you have your possibility of entry into your organization. And so, that work you have to ensure and that work exists in the organization and like whatever work exists is equitably distributed among shared out more equitably among the people in that frame work while you are doing a business and that the benefit is of it will also repeatedly distributed.

So, instead of may be employee few with the very high salary and which and may be depriving other of getting employed and laying those people out. So, what it practices like how deciding on number of the employees with may be a lowered salary level to some extent. So, that everybody to some extend get some benefit is and we have a check on to see that no one is liked out of that benefit of that or less of people are left out of that benefit is. So, you can give wider coverage to more number of people. So, that is what we understand by why the employment opportunity is.

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Green jobs

- 'Green jobs' are:
 - In industries making environmentally-friendly products
 - Workplace & organization of labour is also more environmentally sustainable
- Gained attention in late 2000s; part of broader debate on restructuring economies to be more sustainable
- Examples of specific measures:
 - Car-pooling
 - Paperless office
 - Video-conferencing rather than business travel
 - Home-based teleworking
- Potential benefits are social, economic and ecological


When we are talking of green jobs, this with respect to the environmental concerns is again the green jobs are in industries making more environmentally friendly products. And so, workplace is the organization of labour is also more environmentally sustainable. So, the specific measures could be so, that levels of energy waste are there, less of pollution is there we are adding this for pollution. So, like probably less of sources are wasted is that we can talk of like practices like carpooling then like the employees of the organization may together travel. And so, there is less of pollution air pollution practices were we are talking of people less offices where most the work is done electronically and video conferencing rather than business travel, where we are also saving money and may be the adding less to the pollution of the environment, and home based tele working. So, these are some of the practices which have the potential benefit of like maintaining social economical and the ecological balance.

However, for all these things like paperless offices, video conferencing and home based tele working, what you need to see look at here we are more depending on the technologies and may be electronic data transfer. And so, with these cases again the data security and maintaining of electronic privacy, these issues will be like these are intertwined issues which makes to do taken care of while we are talking of these modes of job design, which is taking care of the social economic and ecological perspectives.

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Summary

- Discussed the specific stake that employees hold in their organizations
- Discovered how deep the involvement of corporations with employees' rights can be
- Corporate responsibility for protection and facilitation of these rights is particularly complex and contestable when their operations become more globalized
- Considered corporate citizenship and employee relations in different contexts



We are also talking of like through this working from home through, work like balance concepts. So, we are also talking of like keeping a work like balance of the employees. So, that they can work from home and also try to manage their family responsibilities, and responsibilities in other roles also. So, these work like balance flexible working designs flaxy type. All these are concepts to take care of the social aspects of the individual without and also may be economic and ecological aspects. Because they were not travelling there maybe not polluting the environment as such through the ambitions. But again it has again to be linked with the other things, like whether they are just in what they are like hindering the employees, rights to you know like the benefit is from the organization, like what the fulltime employment is going to give.

So, whenever we are talking of sustainable employment and the main way the main discussion is to see like whether we are able to balance between the 3 aspects of economic ecological and the social aspect to the work and also to and in that aspect maintain the employees' rights and corresponding duties to the firm. And also the duties of the employers to the organization. And there is a balance of these concept and the connecting of these rights and duties aspect to this sustainability perspective.

So, that in order to do on, we are not taking a guides under the sustainability issues, telling that we are doing this, but actually we are not respecting or addressing the rights of the employees in the firm and are correspondingly duties to them. So, it has to be a balance between these 2 facts. Here we will have to take care the sustainable employment practices have to be such like the employees likes and corresponding duties of the employers to the employees. The employee's duties to the firms are respected within the frame or sustainability that is the economic perspective social perspective and the ecological perspective.

So, in summary in this discussion, we have discussed the specific stake that employees hold in their organization. We have discussed how deep the involvement of corporations of the employees' rights can be. The corporate responsibility for protection and facilitation of these rights, particularly complex and contestable when their operations become more globalized. And we have considered corporate citizen ship and employment relations in different context. Also, we have considered the concept of sustainable employment with respect to balancing of the rights and duties and how it can be brought within the frame work of sustainable environment.

Thank you.