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CSR PRACTICES IN THE PERSPECTIVE OF WORKERS

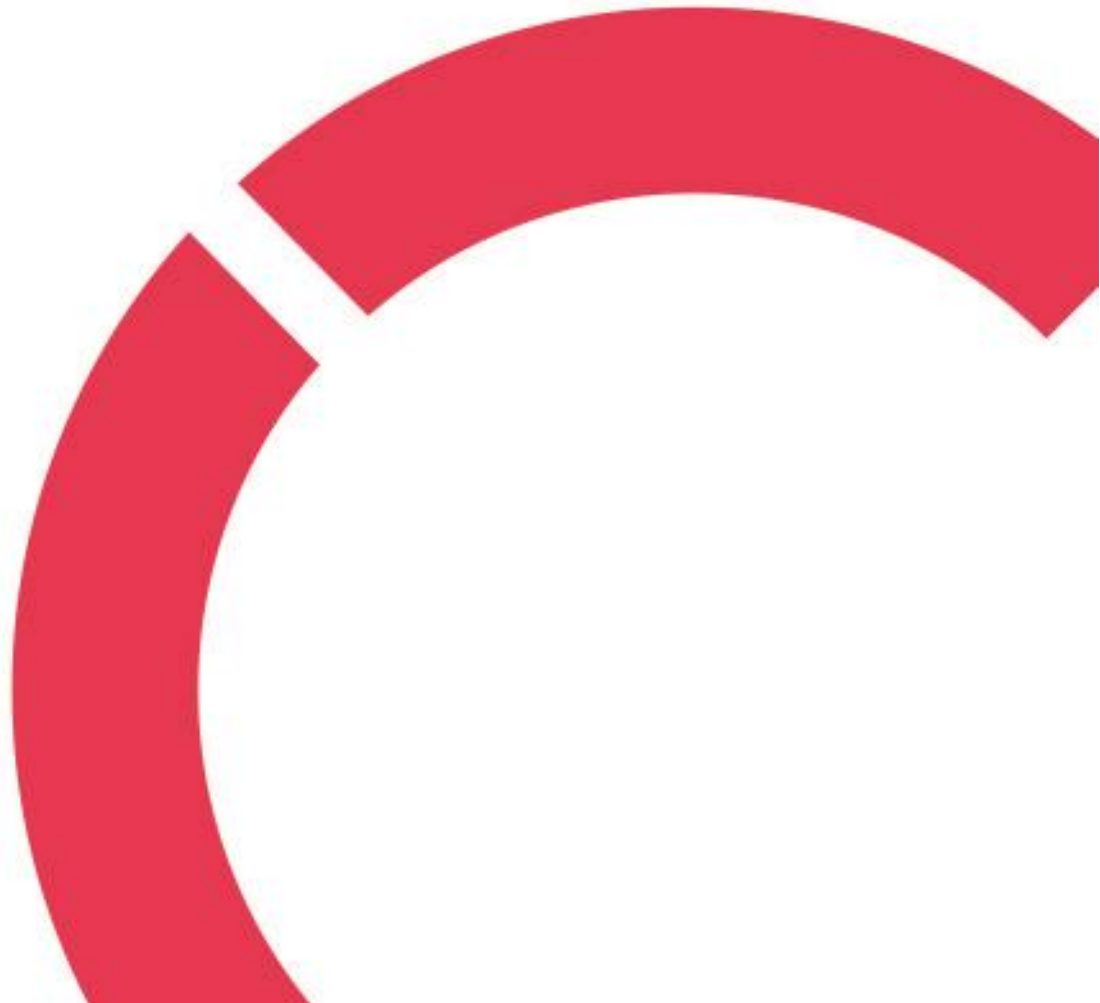
A Case of Pakistan's Textile Industry

Thesis

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ABSTRACT

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CSR PRACTICES IN THE PERSPECTIVE OF WORKERS A Case of Pakistan’s Textile Industry		
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<p>Corporate Social Responsibility (CSR) is a self-regulatory form of international businesses to contribute towards sustainable business goals. This concept originated in the second half of the 20th century and since then it has got the interest of not only academia, but it has also become a practical strategic approach by businesses and corporations to protect the environment. CSR not only urges companies to address their impacts on the environment, it also emphasizes to provide better working conditions for employees.</p> <p>Pakistan's most important sector by far is its textile industry. In 1957, the country's textile sector finally got its act together, and it quickly overtook all other industries. The working conditions in Pakistan's textile and apparel manufacturers are essentially the same as they were years ago. In the years after 1960, Pakistan has launched a few programs to improve worker safety, but many of these projects are missing key components.</p> <p>Therefore, this thesis aimed to examine the CSR practices of Pakistan’s Textile Industry in the perspective of workers. This thesis therefore reviewed current working conditions in the industry and evaluated risks and violations as well as attempts of the industry to improve its working environment. To explain the aim of the thesis a quantitative research design was used. Data was collected through both the secondary and primary methods. Survey was collected with the help of Primary data questionnaire and secondary data was gathered from previous reports and literature.</p>		

<p>Key words Corporate social responsibility, socially responsible businesses, textile industry, working conditions, workers safety</p>
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1 INTRODUCTION

Corporate Social Responsibility, or CSR, is a business strategy that enables companies to manage their operations and hold themselves socially accountable to both the general-public and their most important stakeholders. It enables businesses to consider how their actions affect society and our planet. Even though there aren't any legal requirements or codes of conduct for businesses to adhere to CSR policies globally, they still have moral and ethical responsibility. It indicates that companies are conducting business in a way that benefits society and the environment rather than having a detrimental effect on them.

Environmental responsibility is the cornerstone of corporate social responsibility, emphasizing the protection of nature and the positive impact on the earth's atmosphere. A firm can ensure that it leaves natural resources in better condition after its operations by conducting good commercial operations and supporting related causes. According to Hopkins (2003), corporate social responsibility (CSR) is concerned with treating internal and external stakeholders in a socially responsible manner that is acceptable in civilized cultures in order to raise living standards while retaining economic profitability.

Furthermore, Armstrong and Taylor (2020) contend that CSR operations can be classified into four categories: society, environment, workplace, and market in which a firm operates. The workplace is the most effective management performing area, since it includes internal communication, awareness, training, health and safety, workforce diversity, and worker well-being, as well as equal opportunities, social justice, education, and working conditions. Many firms that have historically sought to reduce or eliminate "expensive" employee health-care coverage have learned that poor employee health costs more owing to missed workdays and diminished employee productivity.

Pakistan is among the textile rich countries, and its industry was established in 1957 and it has turned into being the leading industry in the country soon. This industry has had significant and consistent expansion in recent decades, becoming the backbone of the country's economy. However, the standard of textile products has changed in these years, globally and hence, on September 2, 2004, a new Ministry was established with the responsibility of developing policies and plans to help the textile industry. Pakistan is the world's fourth largest supplier of cotton yarn and fabric, second in yarn exports, and third in fabric exports. (Abbas & Halog 2021.)

In addition to purchasing record quantities, textile mills accumulated more than 13.44 million bales out of a total of 14.81 million bales (Shuli, Jarwar, Wang, Wang & Ma 2018). During the same time period, the nation also imported approximately one million bales of reasonable standard from the United States, Brazil and India for mixing purposes.

However, it has been noted that in terms of the CSR practices and working environment, the textile industry is far behind in providing a safe and secure working condition to its workers. Although, with the increasing demand of socially responsible practices, the ministry has advised to adhere to the CSR activities, yet, in practice there is little evidence in this regard. Workers' attitudes and performance are substantially influenced by their perception of the organization's fairness. Employees' perceptions of CSR elicit emotional and behavioural responses, which may be good because of perceived fairness that may lead to anger and retaliation as a result of perceived unfairness (Ahmed & Ahmad 2011). The commitment of an organization to socially responsible behaviour fosters a favourable perception among its workers and fosters constructive attitudes linked with improved performance. As a result, the purpose of this thesis is to analyse the CSR practices of the textile sector in Pakistan from the perspective of the workers.

To address aims and objectives of thesis a method of primary data collection is used. A survey questionnaire is sent to the workers and their responses are collected online. A total number of 128 workers from different textile companies have been included in the survey in order to add generalizability in the findings of thesis. These responses are analysed using statistical analysis through SPSS software.

2 PAKISTAN'S TEXTILE INDUSTRY

In Pakistan, the textile industry is among the major production industries which contributes significantly to the exports of the country and hence impacts the economic growth. Major production units are situated in the cities such as Karachi, Lahore, and Faisalabad. Although, in the recent years, due to energy crisis this industry has witnessed a decline, yet it offers employment opportunities and there is a growing demand. This industry is regulated by the local and international trade and labour laws.

2.1 Industrial Overview

Pakistan's textile industry plays a significant role for the exports of the country and makes it the eighth biggest textile exporter in the region. According to Arshad and Arshad (2019) "the total contribution of this sector to country GDP is 8.5%. It engaged approximately 30% of the country's work force of around 49 million 15 million people. The yearly volume of global textile commerce is 18 trillion US dollars and is expanding at a rate of 2.5%. Pakistan's part of it is less than one percent. Since Pakistan's inception, the growth of the production Industry has been given the prime concern, with an emphasis on agro-based industries. (Khaliji, Jaffari, Shahzad, & Mehtab 2013.)

There are individual and medium size factories involved in weaving. The processing sector, which includes the sub-sectors of dyeing, printing, and finishing, is only partially organized and capable of processing huge quantities, while the other units operate as small and medium-sized businesses (Memon Aziz & Qayyum 2020). The printing sector dominates the processing industry as a whole, organized by the textile dyeing and fabric bleaching sectors. The segmentation as the value chain of textile produces the most employment in garment manufacturing. (Khaliji et al. 2013.)

There is no other industry or service sector that has the ability to boost the economy with foreign currency revenues and new job creation, particularly if synergy is formed across different sub sectors and efforts are made to aggressively increase the Ready-Made Clothing Sector. In the past four decades, Pakistan's textile industry has demonstrated its power on the international market (Abbas & Halog 2013). It has demonstrated its power even in the post-quota era by not only maintaining its position but also growing from 2005 to 2007; nevertheless, its value fell to \$11.1 billion in 2008 because to the

global financial and economic crisis (Arshad & Arshad 2019). The Garment Sector, and particularly the Knit Garment Sector, will require specific attention from future policies.

2.2 Segment Overview

Segmentation of the textile industry in Pakistan is viewed based on the parameters of demand, supply and major players. The demand of the industry has a steady growth over the years; however, supply has witnessed a decline and it keeps going up and down. Major players are also presented in this section and include mills limited, Younus textile mills limited, Gul Ahmed textiles mills limited and others. (Kazmi & Takala 2014.)

2.2.1 Demand

Despite its inherent qualities, Pakistan's Textile Industry, one of the country's most prominent and established industries, is losing its competitiveness to other nations, particularly South East Asian nations. The industry is in dire need of financial and technological developments to meet the increasing demand and challenges. The demand for textile items in Pakistan can be estimated and evaluated by examining historical data. Recent government statistics indicate that Pakistan's textile industry produces more than 60 percent of the country's overall exports and approximately 46 percent of the country's total output (Ahmed 2008). Pakistan is the eighth largest exporter of textile items in Asia.

According to Altaf (2008), “this industry contributes 8.5% to the country's gross domestic product and employs 38.0% of the labour force, or 15 million people. However, relative to unskilled work, the share of skilled labour is quite low”. There is also a demand for more product value addition. The majority of e machinery is brought into the country from “Switzerland, Japan, Germany, China, and Belgium”. Additionally, there is no effective training and development programme. Strong competitors, such as China, can be utilised in the future to expand the industry with close cooperation and to establish assembly factories under their leadership and cooperation.

2.2.2 Supply

According to Shah, Syed, and Shaikh (2015), numerous textile mills and businesses have failed to contribute to Pakistan's economy and maintain profitability, the textile mills have faced an acute power crisis and a rise in raw material prices, and the industry has declined over the last decade. As a result, several textile manufacturers in the Faisalabad region have closed, increasing unemployment, and shifting client preferences toward India, Bangladesh, and China. In turn, local consumers have encountered textile merchandise shortages on the market and excessively high costs for domestic goods. Rising raw material prices, hefty tax and import charges on raw materials, and the energy crises all pose substantial challenges to this industry's steady supply. The Pakistani government should undertake and authorize the development of a textile vision to assure a consistent supply of raw materials for the recovery of the textile sector. (Shah et al. 2015.)

2.2.3 Major Players

Nishaat mills limited, Younus textile mills limited, Gul Ahmed textiles mills limited, Kohinoor mills limited, Al Abid mills limited, Al Karam Textile Private limited, and Muhammad Farooq Textiles mills limited are the major companies in the textile sector as displayed in table 1 (Kazmi & Takala 2014). The major national trade group in Pakistan representing the organized textile industries, which include spinning, weaving, and garment manufacture (Hussain, Figueiredo, and Ferreira 2009). Prospects for the Future Growth and expansion are expected to accelerate, but for this segment to reach new heights, a stable economic and political environment, as well as reliable power and gas supplies, are required. According to market sources, the general industry for the Textiles segment is optimistic, and they believe the industry will expand faster over the next five years if the hurdles it faces can be overcome with government assistance.

TABLE 1. Market Segmentation of Textile Industry in Pakistan

Demand	Steady growth through years.
Supply	Low supply due to energy crisis.
Major Players	Nishat mills limited, Gul Ahmed textiles mills limited, Younus textile mills limited, and Kohinoor mills limited, Shehtaj group, Nishaat group Ahmed fine, and ICC textiles
Trade Organization	All Pakistan Textile Mills Association (APTMA)
Regulatory Organization	Ministry of Textile, Ministry of Commerce and Trade

2.3 Market Assessment

Businesses in the segment are dispersed across the country in both rural and urban areas; table 2 shows a cluster-wise location in three cities. The list provided is not exhaustive, but it does identify some notable regions of the individual cities. (Iqbal, Shaikh, Mahmood & Shafiq 2010.)

TABLE 2. Locations of Most Textile Units in The Country

City	Units
Karachi	1200
Faisalabad	1900
Lahore	750

Table 2 above depicts a cluster-wise location of businesses in three cities, however the segment is widespread across the country in both rural and urban areas. This is by no means an exhaustive list, but it does highlight some key locations inside each city. The population represented by this segment lives all around the country. A representative sample of businesses in key cities across Pakistan is used to

perform primary research and compile demographic data. Most of the segment's activity is concentrated on Faisalabad, Lahore, and Karachi, where solid infrastructures have been established. Seventy percent of the companies in the sample have been in existence for ten years or more, indicating that they are well-established and have a deep understanding of the market and economic trends that shape their business. (Ahmad & Kalim 2013.)

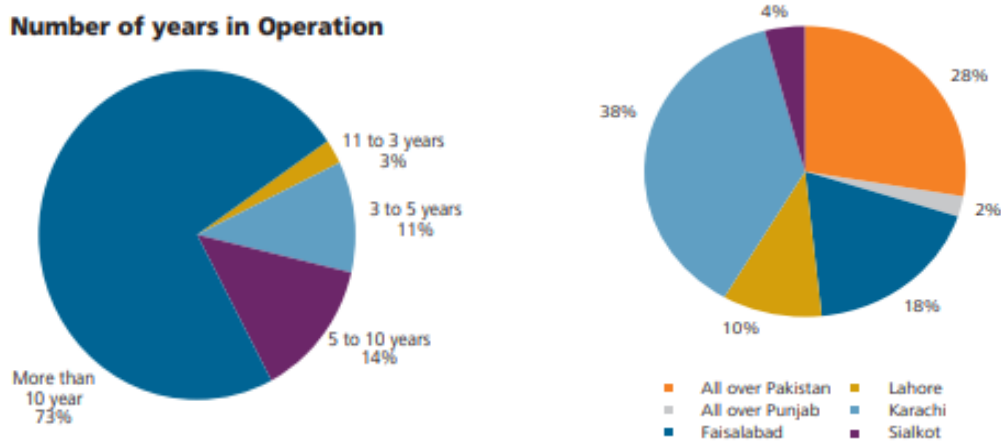


FIGURE 1. Number of Operational Years

As a result, more than half of enterprises are run by their owners as private limited companies, where they are shielded from personal responsibility in the event of a company failure. Entrepreneurs tend to be between the ages of 41 and 50. The manual and labor-intensive nature of the work means that education is not viewed as a crucial component by most business owners in ensuring smooth operations. However, they need supervisors and employees with extensive experience operating textile machinery and equipment and a high level of technical expertise. Most businesses are owned and operated by families, and it is common practise for members of the same family to fill key management roles inside the company. On the other hand, hired personnel handle all management and administrative responsibilities. (Hayat, Hussain, & Lohano 2020.)

2.3.1 Regulations

The textile Commissioner's Organization serves as the industry's official advisory body to the government on topics of technical policy. It is an expert group that stays in touch with the business world and acts as a link between the private sector and the government. Technically savvy employees are helpful when it comes to analysing the industry's current issues and future needs, allowing it to

make policy recommendations that keep operations running smoothly. Since its founding, TCO has been actively collecting and disseminating information in a constant pursuit of improvement and inspiring the textile sector to capture a larger proportion of the worldwide export market. The textile industry is the country's most significant industrial sector. It still uses the most locally sourced, abundant resources, and is the country's major industry. As a result of its reliance on unskilled labour, the apparel business is ideal for women who previously had few options for earning money outside of the home or through more nebulous "informal income activities". Since gaining its independence, the industry has grown into one of the most robust export-based industrial sectors. There is considerable potential for both horizontal and vertical expansion in domestic textile and textile product production as a result of the increase in raw cotton production. (Sial, Zaidi & Taimour 2018.)

2.3.2 Market Structure

There is a sizable, well-established, structured portion of the market, and a much smaller, more dispersed, cottage/small-scale portion. The integrated Textile Mills, which include several spinning machines but only a few shuttle-less looms, are the backbone of the organised sector. Spinning industry expansion parallels increases in both cotton output and export demand. Weaving and processing industries have followed suit. Weaving facilities using air jet technology have been put up both separately and in tandem with other manufacturing processes, such as spinning and processing. Spinning factories are building weaving, finishing, and making up facilities to complete the chain, while some apparel factories are integrating their supply chains backwards. The Textile and Clothing industries, on the other hand, are mutually supportive and horizontally and vertically integrated, thanks to shared management or strategic partnerships. (Iqbal et al. 2014.)

3 CORPORATE SOCIAL RESPONSIBILITY

In truth, CSR did not even exist till the latter portion of the 20th century. Corporate Social Responsibility (CSR) evolved from Corporate Philanthropy, in which corporations exploited charitable donations and social service initiatives to gain public favour and publicise their brand. The notion of corporate social responsibility (CSR) developed in response to growing public awareness of the harms that corporations do to society and the environment. The modern definition of CSR is the result of many factors operating over recent decades (Latapí Agudelo, Jóhannsdóttir, & Davídsdóttir 2019). To legitimise business activity, especially on a global scale where corporations are often accused of soulless capitalism, CSR has been called the social licence to operate of the organisations involved.

Because there is no common definition of CSR, the phrase might mean different things in different contexts. Before we start, we need look at some of the definitions provided by other sources. CSR is defined broadly as the relationship between multinational firms, national governments, and ordinary citizens. This thesis has selected a subset of the available definitions to provide context for the topic at hand and to allow further investigation. Corporate social responsibility (CSR) is practiced by businesses that voluntarily incorporate social and environmental issues into their operations and relationships with its stakeholders. (Ferramosca & Verona 2020.)

A quick review of these definitions by Ferramosca and Verona (2020) reveals that CSR is the demonstration of an actual care for the repercussions of doing business on the community and the environment. The social impact of a company covers a wide range of issues, including those related to workers' rights, human rights, public and employee health and safety, and the environment. The environmental implications also cover a broad spectrum of factors, including both immediate and long-term issues for sustainable development. Even though CSR is a self-regulating mechanism, newer definitions show that it goes far beyond the traditional notion of philanthropy in order to ensure that corporations adhere to regulations governing the dissemination of information, the transparency of financial data, the treatment of employees, and the care given to customers. However, defining CSR in stone is not only impractical, but also fundamentally undesirable, because CSR is not a static idea, but rather an ever-evolving practise that must be revised in response to shifting social expectations. Increasingly sophisticated communities have higher standards for how businesses should operate as their economies develop and their populations gain more resources and education. (Ferramosca & Verona 2020.)

3.1 Historical Evolution of CSR

CSR is a relatively new idea that has undergone significant development over the previous three decades. This idea did not progress much during the twentieth century since multinational corporations (MNCs) were never considered to be the intended recipients of international law. Because traditional treaty and customary international law saw states as the addressees and bearers of human rights, labor, and environmental obligations, multinational enterprises (MNEs) have traditionally sought to hide under the wing of states. At the turn of the century, though, corporations' immunity eroded for a variety of reasons. Until recently, corporations have never considered that they might have any duty to the community in which they operate. This conventional method, however, underwent a radical transformation in the twentieth century. (Latapí Agudelo et al. 2019.)

Changing societal attitudes and consumer desire for corporations to take the moral high ground on social justice concerns and environmental stewardship have played a significant role in this policy shift. Companies today take a more strategic approach to corporate social responsibility (CSR), realising that integrating CSR initiatives into the overall company strategy can yield tangible benefits to the bottom line. The development of CSR over time can be broken down into the following phases. (Lindgreen & Swaen 2010.)

There was initially a build-up of public pressure demanding that governments and corporations be held liable for the damages they do to people and the planet. During this time, in the 1960s, the first Earth Day was held in the United States, and Friends of the Earth was established (Waheed 2005). Concerns about the actions of large corporations were heightened in the last two decades of the twentieth century as reports of widespread corruption, labour rights violations, and human rights abuses were published around the world. This gave rise to a more pronounced form of corporate social responsibility (Baxi & Ray 2012). During this era, too, the harmful effects of industrial industries on the natural world were finally understood.

Both past and present initiatives have contributed to the development of CSR as we know it today. Some tragedies have occurred over this period as well, and various treaties and guidelines have been established to deal with issues related to labour, human rights, and the environment. It is not just the imminence of the final stage that makes it noteworthy; globalisation, security threats, and the dawning awareness of shared fate among nations all contribute to its importance. Therefore, as was previously noted, CSR is an evolving idea. What Corporate Social Responsibility (CSR) entails for businesses,

governments, communities in which they operate, and the environment is constantly being re-evaluated in today's dynamic global economy. (Matten & Moon 2004.)

3.2 The Components of Corporate Social Responsibility

The concept of corporate social responsibility is made up of multiple interconnected notions. This section will explore how corporate social responsibility (CSR) can be divided into four main categories: charitable, ethical, legal, and economic. (Matten & Moon 2004.)

3.2.1 Philanthropic Responsibilities

The term Corporate Social Responsibility (CSR) refers to the voluntary contributions made by a firm for the benefit of society and the environment, and philanthropic responsibilities refers to the antecedent of CSR. As a result, corporate philanthropy is connected to the charitable efforts businesses make to better their surrounding neighbourhoods (Ahmed & Ahmad 2011). This is done so that corporations can make amends for the natural and human resources they have exploited and taken, as well as to correct any ecological imbalances or losses that have resulted from these actions. They do it out of the goodness of their hearts, not because they are obligated to by law or morality, but because they want to help improve people's lives for the better in their community (Hameed 2010). A firm can perform as much or as little corporate social responsibility (CSR) as it pleases because it is entirely optional. Corporations increasingly include CSR initiatives that benefit society at large as part of their overall business strategy (Lindgreen & Swaen 2010). Businesses must also adhere to societal moral and ethical standards. Typically, this means doing what one is expected to do and staying away from what one is forbidden to do. Basically, if you want to satisfy the CSR's ethical component, you need to demonstrate that you value social morality.

3.2.2 Legal and Economic Obligations

The concept of legal responsibility is closely linked to the ethics that are enshrined in statutes. Corporations are bound by these regulations to supply services and products that adhere to minimum statutory and regulatory requirements and generally accepted industry standards. It also obligates corporations to maintain uniform standards of operation, as is required by law and government. Simply put, legal responsibility entails conducting business in accordance with all applicable laws and regulations. The company's legal obligations mirror the lawful and regulatory conduct of its operations. Corporate social responsibility's fourth tenet is the duty of all businesses to maximise profit for their shareholders and owners. It is about running the business as efficiently as possible while bringing in as much money as possible. This has everything to do with the shareholders and owners, who stand to gain the most monetarily. As a result, these are the CSR components that an ideal company is assumed to have in this context, implying that a socially responsible company seeks to maximize profits while also acting ethically, following the law, and demonstrating good corporate character through voluntary contributions to social good and environmental protection. (Baxi & Ray 2012.)

3.3 Growth of CSR in Pakistan

In Pakistan, CSR has traditionally taken the form of philanthropy and voluntary gifts, which have deep roots in the country's religious beliefs and long-established social customs. In general, every Pakistani is expected to give a share of his earnings to charity. The same is true of Pakistani firms, the vast majority of which have donated time and money to improve the country's health and education. More than 90% of firms were found to be involved in some type of philanthropy, whether by direct payments to those in need or through their own trusts and foundations. (Jamil, Rasheed & Mukhtar 2022.)

On the other hand, according to Jamil et al. (2022), CSR rather than being treated as ad hoc charity, is now a formal part of business strategy. The process is undeniably slower than it is in the developed world, but it is not non-existent. The annual State of Corporate Social Responsibility in Pakistan study highlights these mental labours. The Pakistan Securities and Exchange Commission (SEC) has set legislation to educate firms on corporate social responsibility (CSR). These rules are reviewed on a regular basis, and reports on CSR activities in Pakistan are released. The advancement of CSR in Pakistan

has been greatly aided by these efforts on intellectual fronts, as well as by scholarly writings and research.

Investment and business volume by MNEs are enormous compared to those of domestic firms. It is also commonly accepted that CSR practises are more evident and streamlined in MNEs than in local enterprises (Majeed, Aziz & Saleem 2015). Thus, it is not surprising that multinational corporations account for the largest share of CSR in Pakistan. Nonetheless, CSR in Pakistan is still in its infancy and has a long way to go before it can be considered successful. Majeed et al. (2015) determined that CSR was a poorly developed concept in Pakistan. In the eyes of most corporations and board members, corporate social responsibility (CSR) is synonymous with philanthropy. However, few major domestic and international businesses have a formal CSR policy.

While several businesses have taken unique approaches to CSR research and implementation; they have many common goals and objectives. Even though Pakistan is generally depicted as a country where CSR has not yet grown effectively, there are some organisations that have taken the lead in implementing CSR principles, and these businesses should be commended for their initiatives. CSR in Pakistan, on the other hand, was severely affected when a substantial amount of foreign investment was barred following 9/11 due to terrorism risks. China's significant investment over the last decade has helped Pakistan recover from a fall in foreign investment; in fact, Chinese investment in Pakistan was nearly twice as large as investment from all other countries combined in the most recent fiscal year. (Islam et al. 2022.)

3.3.1 Sources of CSR in Pakistan

Because CSR is still in its infancy in Pakistan, the law is not properly defined and does not specify any rules that MNEs operating in the country must follow. CSR in Pakistan was predominantly carried out through charitable contributions for the majority of the 1980s and 1990s (PCP 2016). CSR policies, on the other hand, have begun to take shape at the turn of the century. The country's fragile economic condition is to blame for the poor pace (Islam et al. 2022). CSR law in Pakistan is based on basic labor laws, corporate laws, environmental law, consumer protection law, SECP recommendations, and codes and regulations contained in contracts and approval.

3.3.2 Constitution of Pakistan

The foundational text from which essential CSR concepts can be built is the country's Constitution. The document's various articles codify slavery's abolitionist principles (The Constitution of Islamic Republic of Pakistan 1973 Art, 8-28). Child labour is severely discouraged, and it is illegal under the Constitution to employ anybody under the age of fourteen in any industry where there is a substantial risk of injury or death (Ikram, Sroufe, Mohsin, Solangi, Shah, & Shahzad 2019). Another Article of the Constitution deals with the promotion of social justice and the elimination of social evils by requiring the State to provide just and humane working conditions, including protections against the employment of minors and women in hazardous occupations, as well as maternity benefits for working mothers (ShuHong & Zia-ud-Din 2017). The Constitution also protects the freedom to organise politically through the means of a union or other type of association. In addition to being considered in a seminal Supreme Court case in Pakistan, these Articles of the Constitution guarantee and encourage the fundamental principles of CSR (Awan, Kamal, Rafique, & Khan 2012).

3.3.3 Employment Regulations

The further aspect of CSR in Pakistan is covered and reinforced by Labour Laws. At the time of the partition of the Indo-Pak subcontinent, British law that had been passed by United India served as a basis for Pakistan's labour laws (Sajjad & Eweje 2012). Workers who had been employed for a year were granted a vacation of fourteen days in a row, as well as other advantages, thanks to the Factories Act that was passed by the government in 1934. Penalties for breaking the law were spelled out as well, with provisions for health and safety, children and adolescents, and limits on adults' work hours all being covered. Besides this law, the Industrial Relations Ordinance of 2002 is crucial since it allows workers to organise themselves into unions, guarantees them certain benefits and protections, and creates a forum for settling issues with corporations. Section 44 of the IRO 2002 states that the government may establish as many Labour Courts as it thinks fit to ensure the enforcement of any right guaranteed or secured by law, as well as any judgment or settlement.

3.3.4 SECP Corporate Standard

In this section we will discuss the two most important rules that the Securities and Exchange Commission of Pakistan has released (SECP). The charter of demands, any agreements with the labour union or collective bargaining agent, and any labour issues are all expected to be considered at such gatherings. The CSR standards approved by SECP as recently as 2013 are another set of recommendations that are vastly more significant elements, although not being legally binding. The purpose of the Guidelines is to encourage businesses to engage in behaviour that is beneficial to society, as well as to discourage activities that are harmful to the public and to promote corporate transparency and accountability. The Guidelines also advocate for a specific amount (about 1%-2%) of the company's profit or resources to be used for the implementation of the CSR Policy the company has created. Finally, the recommendations express a desire for corporations to adopt a policy of transparency and reporting, in which they detail the nature and financial impact of their CSR initiatives each fiscal year. (ShuHong & Zia-ud-Din 2017.)

The CSR standards issued by SECP as recently as 2013 are another set of recommendations that, while not legally obligatory, are far more significant than the aforementioned parts. The Guidelines' goal is to encourage firms to engage in societally helpful behaviour while discouraging acts that are harmful to the public and promoting corporate transparency and accountability. The Guidelines encourage firms to create a CSR Policy that is approved and supported by their Board of Directors, with priority areas such as skill development, poverty alleviation, health, education, infrastructure, anti-corruption, safety, the environment, and climate change. The Guidelines also recommend for a particular sum (between 1% and 2% of the company's profit or resources) to be used for the implementation of the company's CSR Policy. Finally, the proposals reflect a desire for firms to implement a transparency and reporting strategy, detailing the nature and financial impact of their CSR programs each fiscal year. (ShuHong & Zia-ud-Din 2017.)

Another significant law governing the formation and operation of firms in Pakistan should be included here. The Companies Ordinance, 1984 governs companies and corporations primarily. This measure comprises 514 separate parts, making it one of the most comprehensive and complicated pieces of legislation in the country. Unfortunately, no mention of CSR principles such as environmental responsibility, community outreach, or social responsibility has been found. Furthermore, voluntary codes of conduct developed by corporations for a variety of purposes strengthen the country's CSR literature and structure. Companies often adopt CSR policies not just for altruistic reasons, but also to promote

public perception, media attention, employee involvement, and the likelihood of attracting and retaining investors. (ShuHong & Zia-ud-Din 2017.)

However, the number of businesses with such voluntary CSR codes is small and falls well short of what would be considered adequate. In addition, CSR responsibilities are spelled out in the legalese of contracts between businesses and governments. In addition to being legally required, these commitments to the environment and the communities where the corporations operate are spelled out in contracts. Even if it is crucial to a country's economy that its natural and mineral wealth be used for public weal, it is just as important that the local community in the areas where these corporations operate does not suffer as a result of the exploitation. (ShuHong & Zia-ud-Din 2017.)

3.4 Workers Safety in the Textile Industry

Workplace workers are often assessed by tallying up the number of injuries and deaths that occurred to a given workforce over a given work period, most commonly one year. Through these types of evaluations, all industrialised nations have shown remarkable work in worker safety over the previous century. This is due in part to the trend of people leaving risky industries including farming, fishing, logging, mine, and manufacturing for the safer retail trade and work sectors. It is true that some industries are still risky, but even those have improved significantly since 1900. To use just one example, mining is still a relatively dangerous occupation today. About nine out of every one hundred million miners are killed each year. (Hameed 2010.)

Workers in the pre-industrial era had to worry about being attacked by animals and accidentally falling downstairs or being injured by hand tools. Steam engines replaced animals, machinery replaced hand tools, and elevators replaced steps. It is unclear, therefore, whether or not the risks associated with work have increased as a result of this new technology (Shin, Lee, Park, Moon & Han 2014). In addition to their benefits, larger, faster, and more complex machines also brought with them new risks. Incorporating increasingly complicated materials and processes into the workplace has increased the prevalence of possible health dangers. Work stress, generally unacknowledged or ignored, has become an increasingly significant factor in the health and happiness of workers as they adapt to mechanisation and the drive for increased production. Workers migrated from the countryside to the metropolis, bringing with them all the problems associated with urban living. This had a profound impact on community life. (Shin et al. 2014.)

Now, as the textile industry and others relocate to emerging economies, we are witnessing similar results, but at a far faster rate. Whenever a hazard could be completely controlled or precluded by design engineering and suction, they stress the importance of housekeeping and maintenance of machinery and equipment, the setup of effective security personnel and fence posts to prevent interaction with machine components, the use of local exhaust ventilation as a complement to good basic ventilation and temperature regulation, and the provision of appropriate personal protective equipment (PPE) and clothing. Educating and educating workers at all levels repeatedly and providing strong leadership are constants in the workplace (Hatami & Kakavand 2022). To the contrary, some factories may create for a wide variety of non-transparent brands in addition to the up to five brands for which they supply (Ahmad, Hamid, Saif, & Mehmood 2020). Small businesses, defined as those with six employees or fewer, account for 84% of the sector's total workforce. There are brands that choose to work only with sourcing brokers, while others want to keep direct relationships with factories.

Despite Pakistan being a major supplier to the fashion and textile textiles, few international labels have established a local purchasing presence there. Fabric for garments made in Pakistan may originate from other nations or be produced in textile mills within the country, depending on the brand. Home-based employees, mostly women, may be employed on a per-order or seasonal basis by garment factories working for Pakistani brands. In Pakistan, many people make clothes from the comfort of their own homes, but the exact number of people who do this is unknown. It has been reported that some home-based workers may not even know the name of the contracting factory, in contrast to the numerous garment workers in Pakistan who may not know the name of the companies whose items they are creating. (Ahmad et al. 2020.)

3.5 Workers Conditions

Pakistan's low-cost garment industry does not require highly trained professionals or cutting-edge machinery, and thus exports its wares at competitive prices. The majority of the country's textile and garment employees have only a primary or secondary education. Following agriculture as the major employer, this industry is characterised by low skill requirements and minimal technology in production. The majority of Pakistan's textile and garment workers are from lower socioeconomic backgrounds and rural locations. Many employees in Karachi, the country's major industrial hub and cultural hub, are members of migrant groups. These communities include Afghans, Bengalis, Burmese, and Khyber

Pakhtunkhwaans. These neighbourhoods are more at risk of poverty and marginalisation. Most employees are in their twenties. (Ahmad et al. 2022.)

Factories catering to the domestic market can hire children as young as 13 years old. Children in Pakistan can legally only work for an employer for a maximum of five hours each day, yet some businesses nevertheless make them work up to eight to ten hours. Despite a growing trend toward hiring more women, men still make up 59% of the garment sector workforce. This is in stark contrast to the majority of other countries that produce garments legal contracts and is consequently not registered with the provincial security organisation. (Shah, Abbas, Abbas, Haider, Khan, Asghar, Noor, Abbas, Ali, & Ali 2015.)

Over 120 workers have perished in Pakistani factories since September 2012 due to unsafe circumstances, and that number does not include the deaths caused by the Ali Enterprises factory fire. Fifty or more of them worked in the textile, apparel, or footwear factories. There were also many fatalities in the plastics and steel industries. Fires and collapsed buildings were the leading causes of mortality. Most of the fires were caused by electrical malfunctions or exploded boilers. Accidents involving chemical storage tanks and exposure to generator exhaust have also claimed the lives of workers. (Naiwen, Wenju, Mohsin, Rehman, Naseem, & Afzal 2021.)

For instance, in the case of a fire, employees of a multi-storey building need access to escape routes that are physically isolated from the rest of the building using fireproof materials. Among other precautions, this calls for the installation of fire doors and the consistent maintenance of those doors in the closed and unlocked positions. Loss of life is likely to occur if a significant fire were to break out in a multi-story factory without fire doors. Apparently, Pakistan does not have many textile or garment factories with fireproof doors. National and local governments are not equipped to inspect factories and can't hold factory owners appropriately liable when infractions are detected, increasing the dangers posed by high-rise buildings. (Malik 2010.)

4 RESEARCH METHODOLOGY

Research methodology refers to the entire design and plan of research for the thesis. It includes methods of data analysis and data collection as well as the ethical considerations for the thesis. Two research designs are used popularly by scholars and researchers, known as quantitative and qualitative designs. The qualitative design includes subjective and written data while on the other hand, the quantitative design includes objective and numeric data. This thesis employs a quantitative research approach, with a primary survey as the data gathering method. SPSS, a quantitative data analysis tool, is used to analyse this data.

4.1 Data Collection

Data collection is the process of gathering information from various sources to support the thesis' findings. Secondary data collecting and primary data collection are two well-known data collection methodologies. Secondary data collection enables researchers to acquire information from previously published sources such as past publications, firm websites, government papers, books, journals, and so on. On the other hand, the primary method allows researchers to gather data from fresh and new resources. This data is not revealed before and hence it is also known as fresh data. Sources of such data could be interviews and surveys conducted directly by the participants. (Pandey & Pandey 2021.)

This thesis employs a primary data collecting method in which data is gathered through a survey administered directly to thesis participants. A survey questionnaire is created online over Google forms and a link to this survey is sent to the respondents. The sampling technique for the thesis is snowball sampling which is a non-probability sampling method. This technique is selected since the population of the research is from the same industry and references from the workers of textile industries are used to find other workers in the same sector and from different industries. Additionally, a total number of 128 workers have been included in the survey, while out of these only 100 responses are used to support the findings of the thesis. Most of these workers are full-time workers, working as labourers in the textile industries. However, some of the upper-level workers have also been included in the survey. A five-scale Likert chart is used for the responses including strongly agree, agree, neutral, disagree and strongly disagree.

Moreover, it can be stated that conducting a primary survey is better than other methods of data collection since the secondary data could be outdated as well as include opinions and biases of the sources and authors. Also, subjective, and cultural biases as well as opinions of the interview data could not be ignored. On the other hand, objective data does not include such biases as well as it allows the research to flow in a direction. Hence, such data is more reliable than subjective data.

4.2 Data Analysis

The technique for analysing obtained data is known as data analysis. There are several qualitative and quantitative data analysis approaches, including thematic analysis, content analysis, and statistical analysis. For this thesis the method of the statistical analysis is used since the data is objective and quantitative. The survey data is brought into the software of SPSS and the responses of the survey participants are analysed to support the findings of the thesis (Mukherjee 2019). This method is more justified than other methods since the data is not in written format rather it is in objective and numeric format. Additionally, the results of the SPSS are also drawn in numeric format.

Additionally, ethical, and legal guidelines are considered for the thesis while collecting and analysing the data. Names and other confidential data of survey participants are kept private, while their consent is also involved. Survey participants are also asked to participate willingly and voluntarily, and they have responded to the survey at their convenience.

5 RESULTS AND DISCUSSION

The survey results are presented in this chapter, followed by a detailed discussion of the findings. According to statistical data analysis, workers in Pakistan are dissatisfied with their working circumstances, as well as the environmental and social repercussions of the textile sector.

5.1 Results

Results of this thesis are drawn with the help of statistical analysis of survey data as shown in the following table 3.

TABLE 3. Statistics

		Statistics		
		WE	TIS	TIE
N	Valid	100	100	100
	Missing	0	0	0
Mean		2.9600	2.6867	2.4000
Std. Deviation		.46367	.76368	.62136
Skewness		-.643	.630	.399
Std. Error of Skewness		.241	.241	.241

WE = Working Environment in Textile Industry

TIS = Textile Industry and Society

TIE = Textile Industry and Environment

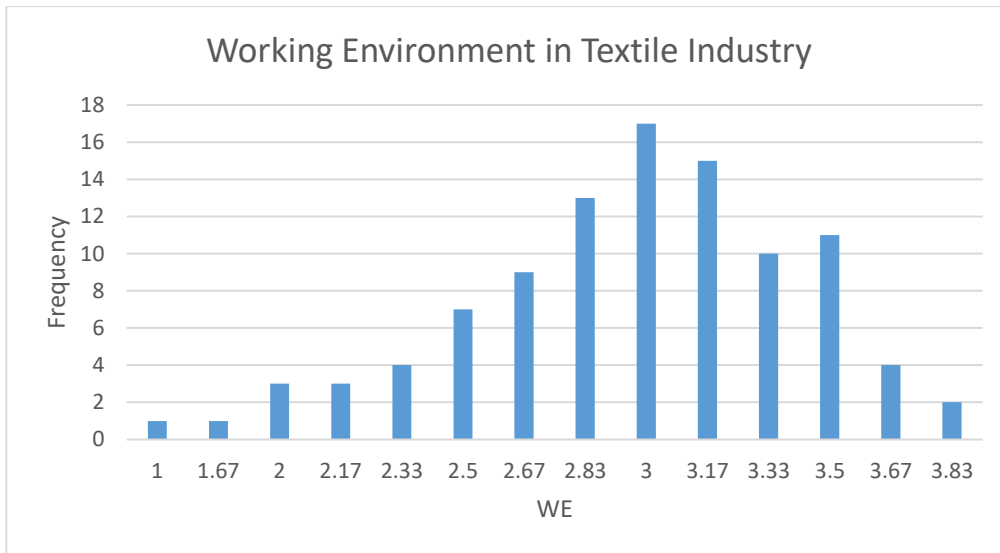


FIGURE 2. Working Environment Chart

A mean score of 2.96 for Work Environment in the Textile Industry, based on the Likert scale with options ranging from 1 to 5, indicates that the average response to the statements regarding questions asked about the working environment in the textile industry of the questionnaire was between "neutral" and "disagree." This suggests that the respondents did not strongly agree that the textile industry in Pakistan provides a good working environment, supports employees and their families, and gives bonuses to its employees at various occasions.

However, the mean score of 2.96 is not too far from the "neutral" rating of 3, which means that the respondents did not express strong disagreement with these statements either. Therefore, further analysis of the standard deviation and frequency distribution for each question in this section may be needed to better understand the range of opinions and attitudes of the respondents towards the work environment in the textile industry.

The standard deviation value indicates the amount of variability or spread in the data. In this situation, a standard deviation of 0.463675 indicates that there is little variation in the replies, implying that most respondents have similar views on the working environment in the textile business. That is, the majority of respondents are dissatisfied with their working conditions in the textile business.

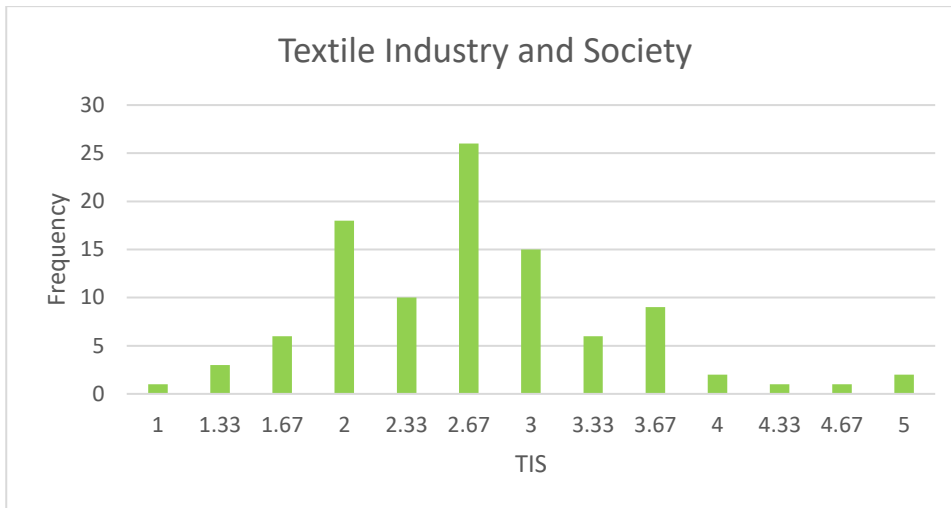


FIGURE 3. Textile Industry and Society

The mean value of 2.6867 for the theme of Textile Industry and Society indicates that the respondents, on average, had a neutral to slightly disagreeing attitude towards the items related to the textile industry's involvement in social practices, child labour practices, and contribution to charities. Respondents by large do not agree that textile industry contributes positively towards society in this manner.

The standard deviation of 0.7636 suggests that respondents had different points of view about the positive steps of textile industry towards society, with some respondents strongly disagreeing, while others agreeing or being neutral. A higher standard deviation generally indicates greater variability in the responses.

The positive skewness value of 0.630 suggests that the distribution of responses to the items related to Textile Industry and Society is slightly skewed to the right, meaning that there were relatively more responses in the lower end of the scale (disagreeing attitudes) than in the higher end of the scale (agreeing attitudes).



FIGURE 4. Textile Industry and Environment

When asked about the impacts of textile industry on environment the mean value of 2.4 for the responses of participants indicates that as indicated in figure 4, on average, the respondents had a slightly disagreeing attitude towards the items related to the textile industry's contribution to green projects, caring for the environment, and having an effective system for waste management and recycling.

The standard deviation of 0.6213 suggests that the responses to the items related to Textile Industry and Environment were somewhat spread out, with some respondents strongly disagreeing, while others being more neutral or slightly agreeing with the point of view that the textile industry makes efforts for the betterment of our environment. The positive skewness value of 0.399 suggests that the distribution of responses is slightly skewed to the right, meaning that there were relatively more responses in the lower end of the scale (disagreeing attitudes) than in the higher end of the scale (agreeing attitudes).

As the mean for Working Environment in Textile Industry was 2.96, and it is close to the neutral response. It means that we need to further analyse the data based on responses to individual questions.

TABLE 4. Statistics

		Statistics						
		WE1	WE2	WE3	WE4	WE5	WE6	WE
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0
Mean		3.81	3.23	2.64	2.86	2.60	2.62	2.9600
Std. Deviation		1.245	1.024	1.150	1.363	.995	1.023	.46367
Skewness		-.528	.041	.868	.112	.314	.709	-.643
Std. Error of Skewness		.241	.241	.241	.241	.241	.241	.241

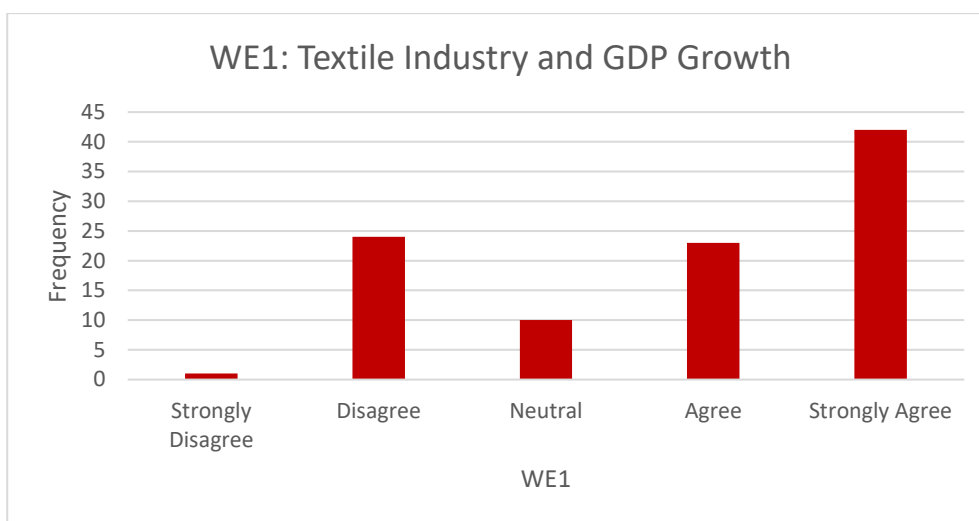


FIGURE 5. Textile Industry and GDP Growth

Surprisingly, for the question regarding impacts of the textile industry on GDP growth to the participants give a positive response to the question about the relationship between GDP growth and contribution to textile industry. The mean is 3.82 for this one. It means these respondents think that the textile industry of Pakistan is very important for the economic growth of the country. As you can also see in figure 5 above, most of the participants agree that the textile industry contributes to the GDP growth of Pakistan.

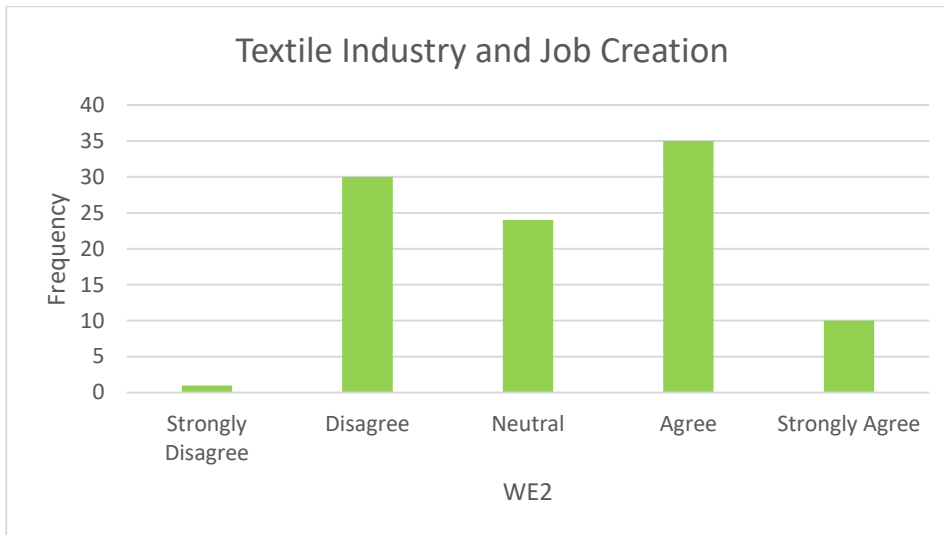


FIGURE 6. Textile Industry and Job Creation

The mean of 3.23 for question number two regarding job creation by the textile sector in the working environment suggests that, despite the country's poor economic situation, respondents feel the textile industry is one of the main employment creators in Pakistan. As we can also see in the figure 6, more people responded with 'agree' and 'strongly agree'. There were many people who answered 'neutral' to this response which indicates that people are confused in these economic conditions about the contribution of textile industry towards job creation in Pakistan. The answers to these first two questions about Textile Industry indicate that the participants of the survey know the importance of the textile industry for the growth of country.

Furthermore, as shown in table 4, the mean values for the next four questions about the Working Environment in Textile Industries are almost consistent, ranging from 3.0 to 2.5. It implies that the participants believe the working conditions in the textile industry are inadequate. It means that the answers to the first two questions did not affect the answers to the next questions and are not as related. As you can see in the pie graphs below, the red and blue sides show the 'disagree' and 'strongly disagree' selected option sorted by frequency of answers.

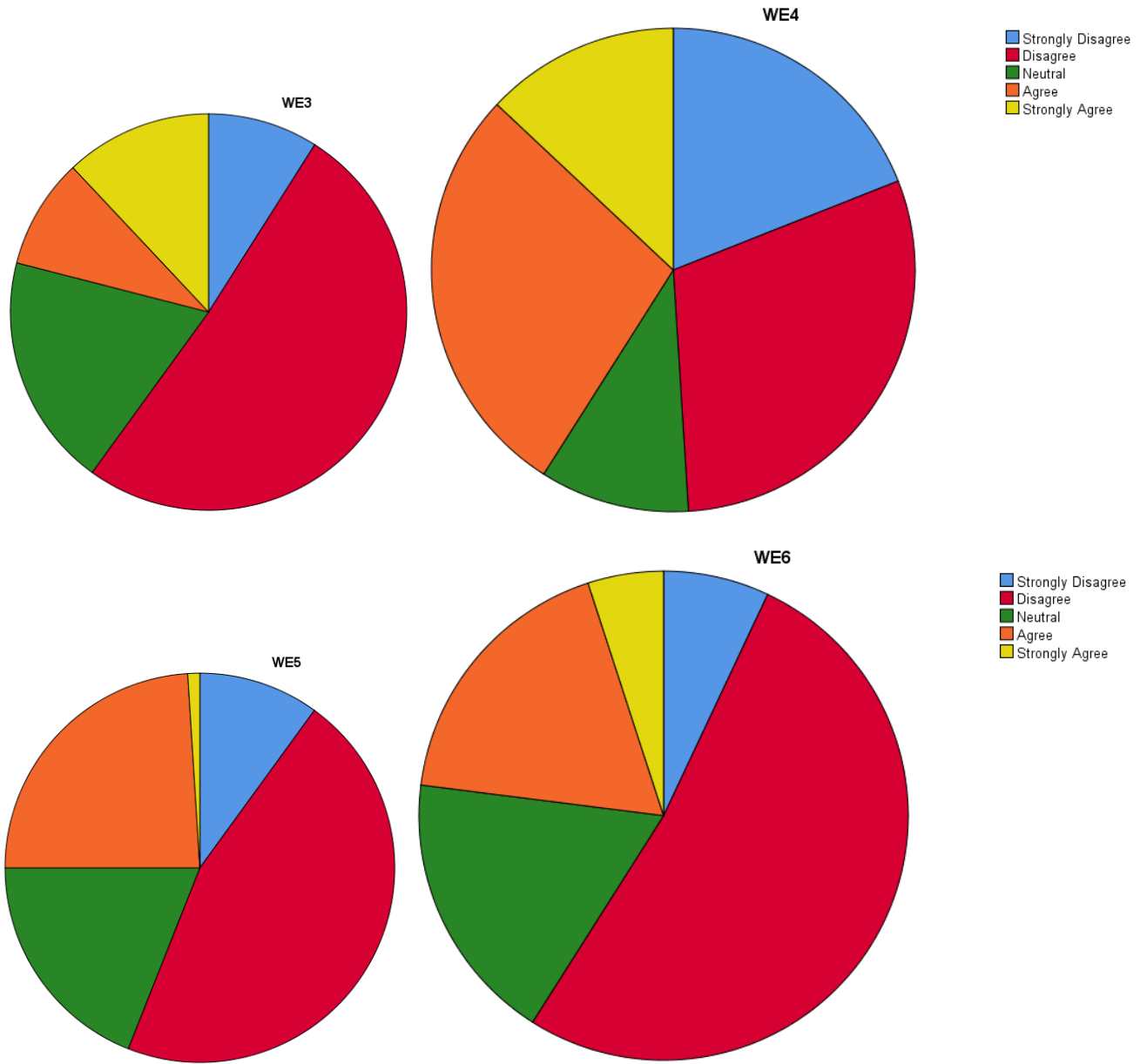


FIGURE 7. Responses Regarding Work Environment

It means that assumptions about the working environment in Pakistan are correct and textile industry's working environment is not according to standard working environment.

TABLE 5. Statistics of Textile Industry and Society

		TIS1	TIS2	TIS3	TIS
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		2.81	2.70	2.55	2.6867
Std. Deviation		1.032	1.185	1.132	.76368
Skewness		.673	.643	.706	.630
Std. Error of Skewness		.241	.241	.241	.241

When participants were asked about the social friendly practices of the textile industry in Pakistan, the mean of 2.68 indicates that the overall response of the respondents is between 'Disagree' and 'Neutral' for the statements related to social friendly practices, child labour practices, and contribution to charities in the textile industry in Pakistan. The standard deviation of 0.76 shows that the responses are somewhat dispersed or varied around the mean and participants had slightly differing opinions. But the values of all three questions are less.

TABLE 6. Socially Friendly Practice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	3.0	3.0	3.0
	Disagree	47	47.0	47.0	50.0
	Neutral	24	24.0	24.0	74.0
	Agree	18	18.0	18.0	92.0
	Strongly Agree	8	8.0	8.0	100.0
	Total	100	100.0	100.0	

TABLE 7. Child Labour

		Frequency	Percent	Valid Percent	Cumulative Per- cent
Valid	Strongly Disagree	11	11.0	11.0	11.0
	Disagree	44	44.0	44.0	55.0
	Neutral	21	21.0	21.0	76.0
	Agree	12	12.0	12.0	88.0
	Strongly Agree	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

TABLE 8. Contribution to Charities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	15	15.0	15.0	15.0
	Disagree	42	42.0	42.0	57.0
	Neutral	25	25.0	25.0	82.0
	Agree	9	9.0	9.0	91.0
	Strongly Agree	9	9.0	9.0	100.0
	Total	100	100.0	100.0	

Above three tables such as table 6 and table 8 shows that most of the people disagree that textile industry contributes to socially friendly practices. Additionally, participants disagree that child labor practices are not common in the textile sector. Also, participants disagree that textile industry contributes to the charities.

TABLE 9. Textile Industry and Environment

		TIE1	TIE2	TIE3	TIE
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		2.22	2.45	2.53	2.4000
Std. Deviation		1.194	.925	1.068	.62136
Skewness		.979	.930	.834	.399
Std. Error of Skewness		.241	.241	.241	.241

When asked about the contribution of the textile industry to building green projects, the mean of 2.4 suggests that, on average, respondents had a neutral to slightly negative view of the textile industry's contribution to green projects, care for the environment, and effectiveness in waste management and recycling. The standard deviation of 0.62 indicates that the responses were somewhat tightly clustered around the mean. This suggests that there was a relatively high degree of agreement among respondents.

5.2 Discussion

As the results of thesis survey found that textile industry of Pakistan is not very worker friendly, and incidents of fire and other bad working conditions prevails in this sector. Existing literature that has been reviewed in the theory section also supports these claims. Larger factories in Pakistan's organised textile industry supply major international fashion labels. Yet, most garment manufacturers in Pakistan only produce for the domestic market, and many are so small and poorly labelled that they evade the attention of labour inspectors. Some business owners will not pay their employees the legally mandated minimum wage and will instead hire them on temporary, verbal contracts. Large Pakistani factories, including some that supply products to international stores and brands, have been identified by Human Rights Watch as engaging in labour rights violations, such as excessively long working hours and protracted temporary employment without job security or benefits. Employees, the most of whom were women, claimed they were verbally abused, refused access to clean water, and pressured to

forego bathroom breaks. Advocates for worker protections may face retaliation if they speak up. (Hameed 2010.)

Additionally, the garment industry in Pakistan is rife with labour abuse, particularly in the factories and smaller shops that produce garments for Pakistani brands and for unregistered textile retailers (Saif-ul-Islam et al. 2019). The majority of Pakistan's textile mills focus on making goods for export. Many of these plants are not in complete compliance with occupational safety and labour rules, but they are often better organised and controlled by more savvy entrepreneurs. In this regard, one need only think of the sad fire that befell a Karachi factory that supplied a German fashion house. Once an Italian company audited the facility, further inspections revealed that the facility was operating without proper fire and safety measures (Saif-ul-Islam et al. 2019). There is no improvement in working conditions at the factories that make clothing for Pakistani labels. In 2017 when a popular Pakistani clothing label was in the news for firing dozens of workers who had protested poor working conditions (Shah et al. 2015). The efforts taken by this and other similar brands to put in place long-term systems to avoid labour exploitation within factories producing garments for them remain unclear, even though the situation has been mitigated for the time being.

Furthermore, results of the statistical data also show that the Textile Industry of Pakistan has global environmental impacts as well. The economy of developing countries like Pakistan and Bangladesh rely heavily on the textile and garment sectors. These industries were among the first to undergo industrialization, and they remain vital to the economies of both Pakistan and Bangladesh today. The continued pursuit of such exports, however, has led to an increase in waste generation and thus, negative effects on the environment. Water pollution, excessive energy use in manufacturing processes, air emissions, problems with packaging and solid waste production, and the creation of unpleasant odours due to bleaching, dying, and printing are among the most important environmental effects of industry in textile (Hameed 2010). In conclusion, industry of textile is a huge consumer of both water and chemicals. It is estimated that 79 billion cubic metres of fresh water are used annually by the global garment industry.

The textile sector in Pakistan is often disregarded when it comes to regulating water use and wastewater treatment. Yet, global textile manufacturers have started focusing on improving water efficiency and creating wastewater treatment and reuse technologies due to an acute water problem for sectors and increasing demand from regulatory authorities and worldwide clientele. Small and Medium-Sized Businesses, however, do not have this problem (SMEs). These SMEs are facing several

challenges that make it difficult for them to fully comply with local environmental laws and regulations. Significant issues include a lack of management commitment, funding, resources, technology, employee involvement, government incentives, certainty regarding changes to environmental policy, and the capacity of industry owners and workers. The current scarcity also necessitates water conservation throughout the entire textile production process, including but not limited to the reuse of wash water, the adoption of concurrent washing processes, and more. Nevertheless, businesses in the industry lack the resources to invest in such technologies, which has a detrimental knock-on effect on environmental outcomes.

6 CONCLUSION

The textile Industry of Pakistan is among the major industrial sectors in the country contributing significantly to the economy and creating employment opportunities. There is a demand of the textile fabric outside the country as well. Although, in the past years viewing the global environmental impacts of companies over society and planet, the textile industry in Pakistan has introduced some worker friendly and environmentally friendly practices as well, yet, in the terms of CSR it lags behind. Working conditions are not good and this sector also does not value the safety of workers.

Employees believe strongly that their employers have a responsibility to ensure their physical and mental health as a result of CSR policies, according to the study's findings. According to current CSR practises, employees are dissatisfied with their pay, working conditions, working hours, benefits, health and safety, opportunities for advancement, treatment of dependents, accessibility of public transportation, and living arrangements. This research proves beyond a reasonable doubt that the researched company is not adhering to CSR principles.

If a company truly wants to strengthen its internal resources, it should invest in professionally led awareness training that will boost employees' sense of responsibility and their knowledge of corporate social responsibility (CSR) initiatives. To ensure competitive compensation and complete benefits for employees, it is critical to build a CSR monitoring and implementation team. Concentration on the project at hand necessitates regard for the workers' families. Employee morale can be enhanced by implementing welfare measures such as subsidized food, a canteen, and a pick-up and drop-off facility, particularly for women. If you want the best from your employees, take care of their developmental needs, improve organizational communications, and provide counselling programs.

Government incentives, including as tax cuts, should be provided to CSR-compliant businesses to demonstrate their appreciation and acknowledgment. Furthermore, the American Public Transportation Management Association and local chambers of commerce should publicly recognize enterprises that comply to CSR guidelines in letter and spirit. If a company truly wants to strengthen its internal resources, it should invest in professionally led awareness training that will boost employees' sense of responsibility and their knowledge of corporate social responsibility (CSR) initiatives. To protect the well-being of workers and provide them with generous pay and benefits, a CSR monitoring and implementation team should be formed. Care for employee growth, enhanced internal communications, and

counselling services are all prerequisites for a high-performing workforce. Government incentives, such as tax breaks, should be given to CSR-adhering firms as a way of showing their appreciation and recognition. Furthermore, the American Public Transportation Management Association and local chambers of commerce should publicly recognize enterprises that comply to CSR guidelines in letter and spirit.

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Survey Questionnaire

<p>Gender</p> <ul style="list-style-type: none"> • Male • Female <p>Age</p> <ul style="list-style-type: none"> • 18-25 years • 26-30 years • 31-35 years • 36-40 years • 41 years-above <p>Occupation:</p>								
Please tick your desired response:								
SA: Strongly Agree, A: Agree, N: Neutral, D: Disagree, SD: Strongly Disagree								
#	Items	SA	A	N	D	SD		
	Working Environment in Textile Industry							
1.	Textile Industry in Pakistan contributes to the GDP growth.							
2.	Textile industry in Pakistan is one of the leading job creation industries.							
3.	Textile industry provides better working environment in Pakistan.							
4.	Textile industry supports employees and their families in Pakistan.							
5.	Incidents of fire happen frequently in the factories.							
6.	Textile Industry in Pakistan gives bonuses to its employees at various occasions.							
	Textile Industry and Society							

7.	Textile industry in Pakistan involves itself in social friendly practices.					
8.	Child labor practices are very common in the textile sector.					
9.	Textile industry contributes to the charities.					
	Textile Industry and Environment					
10.	Textile industry in Pakistan contributes to the green projects.					
11.	Textile industry cares for the environment.					
12.	Textile industry in Pakistan has an effective system if waste management and recycling.					