The Development of a Human Rights Disclosure Index

Salawati Sahari, Noradiva Hamzah, Mohamat Sabri Hassan, Mara Ridhuan Che Abdul Rahman

To Link this Article: http://dx.doi.org/10.6007/IJARBSS/v8-i5/4119
DOI: 10.6007/IJARBSS/v8-i5/4119

Received: 25 April 2018, Revised: 18 May 2018, Accepted: 25 May 2018

Published Online: 28 May 2018

In-Text Citation: (Sahari, Hamzah, Hassan, & Rahman, 2018)

Copyright: © 2018 The Author(s)
Published by Human Resource Management Academic Research Society (www.hrmars.com)
This article is published under the Creative Commons Attribution (CC BY 4.0) license. Anyone may reproduce, distribute, translate and create derivative works of this article (for both commercial and non-commercial purposes), subject to full attribution to the original publication and authors. The full terms of this license may be seen at: http://creativecommons.org/licenses/by/4.0/legalcode
The Development of a Human Rights Disclosure Index

Salawati Sahari¹ Noradiva Hamzah² Mohamat Sabri Hassan² Mara Ridhuan Che Abdul Rahman²

¹Faculty of Economics & Business, Universiti Malaysia Sarawak., ²Faculty of Economics & Management, Universiti Kebangsaan Malaysia

Abstract
Corporations have a considerable impact on human rights. However, the moral force of corporations to treat human beings in ways that respect their rights are implicated in their corporate financial reporting, communication practices, and accounting and accountability. This moral force on human rights particularly that of labour rights, has led this study to focus on the development of the human rights disclosure (HRD) index. This study constructs a list of HRD measurement items from prior literature and related regulations to develop a weighted human rights disclosure index using the Delphi technique. The findings from this study finalise the weighted HRD index from the Delphi technique as perceived from the stakeholders’ point of view. This study helps guide listed companies on which human rights disclosure indicators are considered important by the stakeholders. It also attempts to fill the gap in the literature by developing a stakeholders-based HRD index and how it could be applied to future research in different contexts.

Keywords: Human Rights, Corporate Communications, Human Capital Reporting, Human Rights Disclosure Index, Delphi Techniques.

Introduction
Human rights are a standard applied universally. For this study, human rights will focus solely on employees or labour. The establishment and development of the United Nation’s International Labour Organisation (ILO) (1998) set in motion international standards for labour practices. Since then, labour and human rights have tended to be treated together (Gray and Gray, 2011).

Over the years, there has been increasing dissatisfaction with employers discriminate against their employees because of their religion or sexual orientation. The courts and tribunals were powerless to intervene unless the employer broke other legislation (Aziz, 2008). Human rights in Malaysia are provided in the Federal Constitution which provides equality under the law