

## Abstract

Corporate Social Responsibility (CSR) is characterized as corporations' ethical behavior towards people (working for them), communities (living around the workplaces), and the planet as a whole (earth). Pakistan is ranked 10th largest labor force in the world and human rights in business has been a crucial issue in the country. The United Nations Global Compact's (UNGC) Principle 1 (Human Rights) explains that businesses should support and respect the protection of internationally proclaimed human rights, and Principle 2 states they must keep ensuring that they are not contributing, or part of, and beneficiary of human rights abuses of workers. Businesses have least responsibilities to meet to admire the human rights. They need to be active for putting required attention to keep away from violating others' rights. It represents that they must concentrate on any harmful human rights impacts associated with their business. However, international standards must be followed and must not contribute to rooting or adding to unfavorable human rights impacts via corporate actions and affairs. This research study's aim had been to examine workers' rights' status in the enterprises of SITE Hyderabad and SITE Kotri and analyze basic rights issues under UNGC guidelines. The primary data was collected by using Likert Scale questionnaire within the workers of the targeted enterprises. The SPSS software was utilized to evaluate the key data. The research findings indicate that workers of SITE Hyderabad and SITE Kotri, districts Hyderabad and Jamshoro, do not have awareness over CSR obligations and their basic rights which could be enjoyed at the enterprises where they work. And these enterprises are widely violating ignoring internationally proclaimed human rights. Workers' rights are not fully protected, respected, and promoted by the enterprises. Based on the findings, it is recommended that National and Provincial governments must ensure implementation of UNGC guidelines and compel enterprises to respect their obligations of CSR and take measures for letting labor force to enjoy their rights. The enterprises may jointly work with academia for up-gradation of working environment empirically. Stakeholders, particularly Sindh Government, may work for development of a draft CSR Policy initially at provincial level for the overall development of workers, communities, and the planet as a whole.