

Chapter 8

Role of Legal Frameworks in Promoting Sustainable HR Practices

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ABSTRACT

This chapter explores the role of legal frameworks in promoting sustainable human resource (HR) practices within organizations. As businesses increasingly recognize the importance of sustainability, effective legal regulations serve as critical tools for fostering ethical labor practices, diversity and inclusion, and employee well-being. This study examines global legal trends in HR sustainability, legal requirements for diversity, and the relationship between employment rights and well-being initiatives. Additionally, it highlights the importance of sustainable talent development, labor

DOI: 10.4018/979-8-3693-5390-5.ch008

laws concerning environmental sustainability, and the integration of corporate social responsibility (CSR) into HR policies. Despite existing challenges such as enforcement gaps and resistance to change, the future of legal frameworks will likely evolve to address these issues through technological innovations and multi-stakeholder collaborations.

INTRODUCTION

Sustainability refers to environmental concerns but has since been broadly placed on social and economic dimensions. Within this context, HR activity is increasingly seen as a critical area for promoting sustainability. The above definition indicates that sustainable HR practices include a portfolio of activities that aim at fostering long-term employee wellbeing and diversity, ethical employment, and responsible talent management. These practices contribute toward an organization's resilience and contribute to the betterment of society at large. The effectiveness of these practices, however, is one that is grown by laws prescribing and enforcing standards and guidelines that organizations should follow.

Legal frameworks provide scope for sustainable HR practices to develop based on minimum standards created about rights at work, equality, wellbeing, and ecological responsibility in the workplace. Labor rights, anti-discrimination, occupational safety, and corporate social responsibility are but a few of the main instruments guiding how organizations manage human capital sustainably. If this set of regulations were nonexistent, most of the above-noted dimensions—most notably, employee wellbeing, fair hiring, and long-term development—would probably remain underdeveloped.

As business concerns realize the value of sustainability in their operations, they focus on the need for legal mandates that would ensure even the HR practices are bringing them closer to social equity, economic resilience, and environmental stewardship. Local labor legislation is generally aligned with international instruments such as ILO conventions and UN SDGs, which affect the policies of businesses worldwide to be more sustainable in their operations. This chapter discusses how the legal framework enables and promotes practices of sustainable HR, keeping in view the fact that these frameworks play a critical role to shape the future-oriented and socially responsible workforce.

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