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## **The impact of Corporate Social Responsibility on the Judiciary Sector in UAE**

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## Abstract

The concept of corporate socially responsible deeply emphasis the importance or responsibilities of organisations towards their society and environment. The below study has been developed to discuss the CSR overall and its introduction in UAE and the steps taken by the government in general for the overall success. The study examines how the CSR objectives have been designed by the government and the benefit the organisations will have if effective CSR is being practiced. The positive aspect has been highlighted in the overall study

Furthermore, a survey was designed and was conducted in one of the judicial departments of the country. A total of 10 associates on a random basis was chosen and their feedback was taken and a proposed study was being made.

Finally, the proposed hypothesis was examined and the overall stud suggest that corporate social responsible has a better and influence on the country and helps many firms to create better image towards the society and its customers. Therefore, Corporate Social Responsibility has brought many changes from the perspective of firms, society and the environment overall



## 1. Introduction

The study is carried to know the impact of Corporate Social Responsibility on the Judiciary Department operating in the United Arab Emirates.

In the modern era many organisations taken various measures in improving their brand name and increased their productivity. But in recent times studies have shown from an organisations point of view all caring about the shareholders or stakeholders isn't enough. In recent times corporate social Responsible has played a vital role in creating the image for the industry. It helps in crating ways in which the organisations have some commitments towards the environment and society. It helps in creating competitive advantage that directly helps in increasing the market share and overall profits for the firm and on the side helps in efficient human resource and better decision making. Overall examination suggests that effective corporate social responsible helps in all the key departments. In conclusion the main objective of CSR is to make sure the organisations is sustainable as well as financially secure and eliminate the negative impact of the environment and helps them to reach the full expectations of the customer and society



### 1.1. Background of the Study

In the modern era of 21<sup>st</sup> century where the organisations strive to obtain the maximum market share within and outside the national borders. To achieve the organisations has to look into keep components which can be customer satisfaction, better quality or product and service. In recent decades what made the organisations more to achieve to success is the criteria of corporate social responsibility

### 1.2. Limitations of the Study

The production of any paperwork without any difficulties is kind of an impossible thing, the main limitations of the study were as follows:

- The concept of CSR: being a new concept in the business world particular in the country the organization couldn't provide a clear objective of the CSR.
- Diversified workforce: most of the employees being from different nationalities has their own view about CSR, that made a challenging to reach to a particular result.

### 1.3. Research problem

The researcher has given immense importance to reach to an accurate result as the topic is considered quite new. Therefore, there were certain challenges that needed proper attention.

### 1.4. Objective of the Study

The main objective of the study emphasized on the concept of CSR and its Benefits. Moreover, the gaining of CSR in UAE and the steps taken by the UAE government in the



successful implementation of it. Furthermore, the proper implementation or analyzing the CSR at the Judicial department and the response either positive or negative from the working employees from their experience.

### 1.5. Research Questions

The study was based on certain Questions that are as follows:

Q1 – are the currently employed employees has a better knowledge about CSR?

Q2– is following the legal requirements make a company more responsible?

Q3 – helping the society and environment is one of the most important reasons for company being involved in CSR?

Q4 – is ADU courts are actively engaged in CSR?

Q5 – CSR as an important part in the organizations?



## 2. Corporate Social Responsibility

### 2.1. Corporate Social Responsibility

Corporate social Responsibility is one of the emerging components which has being widely used by the organisations. The component is a business model that make more accountable for the society, stakeholders and public in general. The major benefit of CSR within in the normal circumstance to enhance the society and environment in positive way as well as developing the overall economic of the country and organisations. CSR is composed of many forms varying on the size of company and industry. The implementation of the CSR not only benefits the societies' but helps in creating brand name for the firm. Overall CSR creates bonding among the employee and corporation that a quite stronger which becomes the foundation in better coordination among the employees an employer. (Chen, 2019)

### 2.2. Overview of CSR

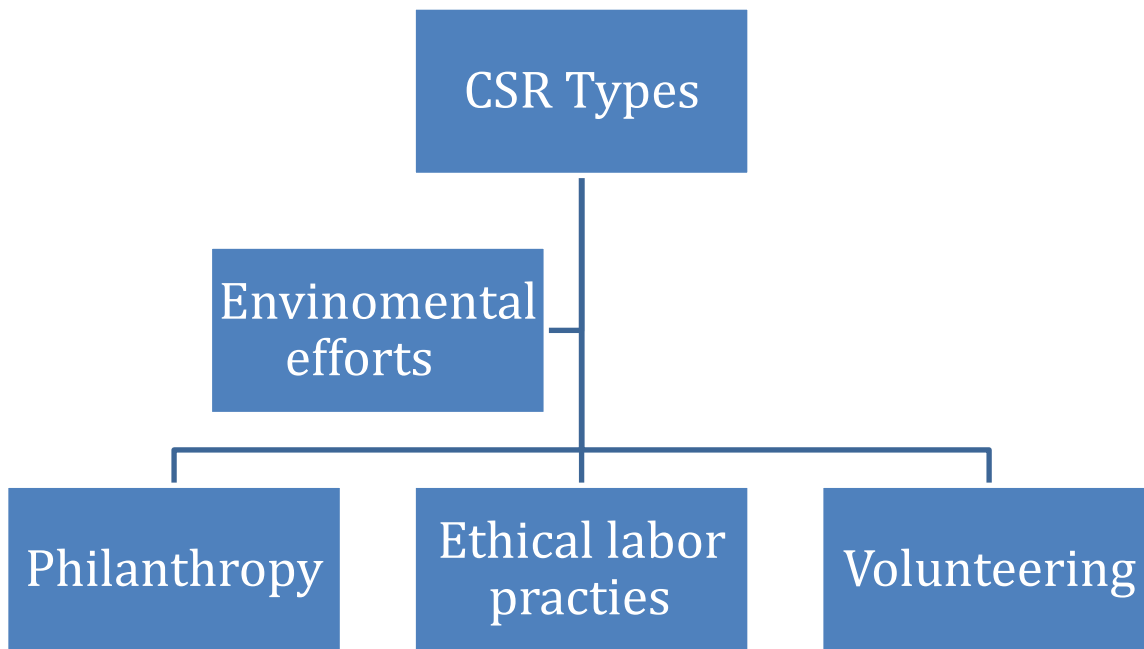
In the mids 1960s and 1970s the concept of CSR was introduced to take in considerations of the society and environment, the idea of CSR came from two major concept from the history of the law for the forest protection and in 1700 BC, from king Hammurabi issuing the code regarding the running of business. (Associates, 2012)

In the late nineteenth and the twenty century with advent of the industrialization the concept of business on the environment and society has achieved new heights, in the year 1920 the concept began to get more attention about CSR and initial the movement started, but the great influence was being made in the year 1929 when the concept was being emphasized by the Dean of Harvard Business School, Mr. Wallace B. Donham and elaborated the concept with key quotes (Associates, 2012):

*“Business started long centuries before the dawn of history, but business as we now know it is new - new in its broadening scope, new in its social significance. Business has not learned how to handle these changes, nor does it recognize the magnitude of its responsibilities for the future of civilization.” (Associates, 2012)*

### 2.3.Types of CSR

In the current period CSR has emerged a key factor that takes in consideration the efforts of the customers, employees and stakeholders. Thus, many companies have updated to new CSR broad categories: (Schooley, 2019)



**Figure 1 types of CSR**

1. Environmental efforts: one of the core foundations of corporate social responsibility is to look into the environment, as any kind of business small or medium, either service or manufacturing they are involved in the leaving behind the carbon footprints. The



value of CSR is increases eventually when the industries takes steps in minizine the carbon emission and therefor benefitting the society and company. (Schooley, 2019)

2. Philanthropy: business can play a key role in the society by either donating money or the products or service for the benefits of the people and ignoring the profits. Many bigger firms having great amount of resources that can be used in the society through organizing the local charity programs. The reason for this would the firm can easily target the specific needs of the society. (Schooley, 2019)
3. Ethical labor practices: the concept of social responsibility is not limited to benefits the society and the environment, but also in proving fair and ethically treatment for your employees. This would be really beneficial for those companies which has diversified numbers of employees. (Schooley, 2019)
4. Volunteering: business in general means taking and giving, but in certain situation many company's get engaged in doing better for the society without expecting any returns. This can be considered on the keys of the corporate social responsibility. (Schooley, 2019)

#### 2.4. Benefits of Corporate Social Responsibility

In the present senior almost huge business firms has updated to social corporate responsibility. But what has really change is rather working theatrical it has started in a practical scenario, in order to reach that points many obstacles came across. Considering the positive side, it helps in building the organisations in both financial and managerial perspective and this becomes a key element in attracting those employees who can work with organisations with the same idea and initiative. Therefore, taking in consideration of



those initiatives' firms are able to achieve their goals and deserve the society in a better way. The organisations can gain better trust among their customers by being more transparent and raising the overall standards of the organisations within the span of the time. Moreover, effective efforts are to be taken which must emphasise the CSR initiatives that could be recognized and rewarded. (Overview Of CSR: What Is CSR, Its Benefits And Critiques?, 2013)

The expected outcome that has been achieved or would be achieved through the concept of CSR when business adopts a certain policy are as follows:

- The efficiency can be improved.
- The two key areas that can be considered would be implementation of strategies and plan that create better financial results with revenues. On the other-hand better reporting that is many key reports such as financial and non-financial ESG can be presented in a single document.
- Reducing and building better relationships and communications.

The use of CSR can help build better relationships and communication from both perspectives that is geographically and socially. The better commitment in the supply chain through practicing CSR can build better and enhance relation among the supplier. Moreover, producing sustainability reports has a positive impact on the public that is it helps the organisations to better show their policies and priorities among the customers. The investment or capital can be better accessed through having better relation with the investment company. (Overview Of CSR: What Is CSR, Its Benefits And Critiques?, 2013)



→ The efficiency to get engaged increases

The better coordination among the stakeholders and leaders can have an impact on the daily operations. The initiatives create a better cycle among the key stakeholders that are the employees, shareholders, clients and partners. (Corporate Social Responsibility, n.d.)

→ Improved reputation

The industry gets better reputation through disclosure can help achieve transparency. The benefit that CSR can bring is that the reputation can be challenged through mitigates risk but organizing better plans and strategies can help in removing the mitigate risk. Moreover, better plans and strategies helps in better analyzing of brand, reputation and media rankings. (Overview Of CSR: What Is CSR, Its Benefits And Critiques?, 2013)

→ Differentiation in Branding

Corporate social responsibility helps in building a better selling point and as well as helps in building better customers loyalty that can be based on ethical and distinctive values. (Overview Of CSR: What Is CSR, Its Benefits And Critiques?, 2013)

→ CSR and the Human Resource

The proper implementation of CSR has provided aiding in recruitment, retention motivation, learning and productivity. Moreover, the staff is able to have a better image about the company's perception. Finally, the customer orientation is also being encouraged by the employees. (Overview Of CSR: What Is CSR, Its Benefits And Critiques?, 2013)

→ CSR and the environment

On view the CSR implementation has greatly influenced the environment in general, that by material is mostly being recycled, other than that the durability and functionality of product has started to get better. The use of sustainable or renewable resources has being



in great use. The current situation has started to integrate the business plans and environmental managemental tools such as life-cycle assessment and costing, eco-labelling and environmental management standards. (Overview Of CSR: What Is CSR, Its Benefits And Critiques?, 2013)

### 3. Concept of CSR in UAE

In this part of the project we would be analyzing the introduction of corporate social responsibility in UAE and the government and other strategies was able implement carefully and successfully. The concept was greatly adopted in the year 2018 which was being considered as the year of Giving. (Corporate Social Responsibility, n.d.)

The idea of implementing the corporate social responsibility was greatly being influenced by year of giving (2018). The Ministry of Economy has taken necessary measures and proposed 11 initiatives that would look into the organisations to be the part of humanity as well as enable the government to have track and databases of company that are committed with the social responsibility. (Corporate Social Responsibility, n.d.)

In order to properly implement the corporate social responsibility within the country has proposed some plans and strategies that needed to be implemented in department of economy and the chamber of commerce, that can modify the policies and laws in a way that make the practice of corporate socially responsible a must in the UAE companies. Moreover, at a national level effort have been made to that can positively contribute in the overall success of the concept of CSR within the limited framework to spread the culture of giving across the country. (Zakaria, 2017)



In conclusion, the main objective to make mandatory of implementing CSR among 400,000 companies with seven emirates and targeting a total that Dh 500 million of cash that can be generated within those companies show the generosity from the companies

The concept of CSR in UAE was established in better sustainability with the project lines moving hand to hand with the country's overall strategies with respect to the economic, social and levels of environment. The CSR was brought on track in relationship with the year of Giving. The success of CSR was possible with developing the partnerships with the government authorities and private sectors, the reason behind this would be to create better and long-term vision that can help in deep understanding of culture developing the social work within the national borders. (Zakaria, 2017).

On further analysis the CSR was based on certain strategies and objectives that are as follows:

- ❖ Creating better awareness about the values of corporate social responsibility.
- ❖ To develop and coordinate in a way to create partnerships among public and private sectors.
- ❖ The better understanding and implementing a sense of community-based responsibility.
- ❖ The better understanding of CSR among the entities in producing better and effective results.
- ❖ The development of community projects and being actively engaged in contributions.



### 3.1.11 Programs within the CSR Track

The ministry of economy along with other sectors and entities to implement the CSR in the national strategy they had developed eleven key programs that work effectively with the overall strategies

#### i. CSR smart Platform

The first program was is based on n national level portal that provides information related to government strategies based on development and other key initiatives. Furthermore, helping the organisations in the initial process, programs and initiatives and create better coordination among the state and making the private sector to contribute in the welfare of country and overall society. (Corporate Social Responsibility, n.d.)

#### ii. CSR National Index

The program is being under the control of the Mystery of Economy. The program was initiated in connection with social responsibility by the Federal Government. The main objective of the program is measuring and evaluation in the contribution in the CSR projects or is the entity adopted by the Smart Platform. The alternative within the program is the score point technique. In this program the corporations are being ranked based on the values of contributions in the social cause and other charity causes. (Corporate Social Responsibility, n.d.)

#### iii. CSR Label

The ministry has launched an exclusive trademark of the CSR program. This CSR label is considered a national label in recognition to awards for the private organisations of all sizes and natures. Moreover, building an internal governance. The overall



programs help to monitor the contributions made by the entities in the welfare of communities and environment. (Corporate Social Responsibility, n.d.)

iv. CSR Passport

To bring the top five private sector that contributed in the CSR are rewarded by a program named CSR passport. In order to qualify for this award, they must succeed in CSR platinum label company. The main requirement of the CSR passport is to look the national priorities of UAE and strong application about CSR. (Corporate Social Responsibility, n.d.)

v. CSR Mandatory Disclosure

This one of the newly introduced programs in the CSR that features for private sector that can provide all information that has been contributed in the social responsibility. Moreover, govern under the department of Economic Development that is helps in private entities to get or renew their trade licenses. The implementation of the program is made mandatory from the Federal La on social responsibilities that is to be drafted in the limited scope of legislations as well as to organize the key objectives of the year of giving. (Corporate Social Responsibility, n.d.)

vi. CSR Forum

This particular program emphasis on creating better communication and partnerships and raise the level of consistent among the private sectors and the governing bodies of the CSR and on the other side provide better assistance to the charity work. This program mostly emphasis on creating joint investments which can be either on short, medium or long term. Furthermore, helps in better exchange of information and agreeing on certain properties. Finally, the particular program is directly linked with CSR Platform. (Corporate Social Responsibility, n.d.)



vii. CSR Committees

The particular objective of the CSR committees is broadly classified the activities of the CSR into three key areas that is among private-sector entities, civil society institutions and non-profit organisations. The key outline in the CSR committee program is based on certain outlines such as employment of charity organisations within private sector that can fulfill the required skills and knowledge which better develop activities of charity and humanitarian. (Corporate Social Responsibility, n.d.)

viii. CSR National Statistics

The program is designed to gather necessary information or identify the data regarding the private sector which is part of the social responsibility at a corporate level. The benefit of this program is at international level that is helps monitor the practice in the country with the that of others. Finally, the generation of reports is on periodic basis. (Corporate Social Responsibility, n.d.)

ix. Financial Privileges [for socially responsible companies]

The program is developed in providing certain benefits for private sector that are involved in CSR and design certain policies, one such incentives is providing partial exemption from fees that is being charged by banks against the workers' pay. The range exemption and other benefits are provided based on certain conditions which are the size of the company's and the contribution they have made towards CSR. The benefits are mostly governed by the Federal Law of CSR and the acts based on the key objectives of the year of giving. (Corporate Social Responsibility, n.d.)

x. Responsible Procurement



As an incentive program, Responsible Procurement aims to allocate percentage of government contracts to private-sector companies and service providers with CSR excellence. To put this to action, the criteria and standards of selecting contractors, providers and suppliers shall be amended. The program comes in implementation of the Mandatory Disclosure Article to be incorporated under the Federal Law on Social Responsibilities to be drafted within the scope of legislations enacted to organize the objectives of the Year of Giving. (Corporate Social Responsibility, n.d.)

xi. Annual Announcement of CSR Results

This is an annual event, held in synchronization with Zayed Humanitarian Action Day, to announce the results of CSR National Index, CSR Label and CSR Passport and honor outstanding social contributors. The Annual Announcement also covers CSR-related workshops and other events and activities. (Corporate Social Responsibility, n.d.)

## 4. Methods and Procedures

### 4.1. Background of the study

#### *Vision*

An efficient and independent judicial system based on excellence that provides world class judicial services. (Judicial System, 2014)

#### *Mission*



Safeguard the rule of law by ensuring justice, freedom and peace in society. (Judicial System, 2014)

The concept of Judiciary system was beginning in the country after the historic restructuring the government program by the Abu Dhabi government in 2006. The main objective was to provide a world class service to all the residents, and business. Moreover, the government had a vision of making the nation as of the top five best governments. (Judicial System, 2014)

The development of the world class independent judicial system was based on the vision of His Highness Sheikh Khalifa Bin Zayed Al Nahyan has issued a law No (23) of 2006 that emphasis on restructuring the program. Moreover, this the first step towards justice and provide better establishment of the Judicial council. The other key aspects include are approval of judge appointments, promotions and secondments. The most important part of the law is it looks into the consultation matter which are part of the judiciary and public prosecution. (Judicial System, 2014)

With establishment the of the law has brought many new concepts and criteria that has made the procedures quite simple. The law has formulated the court of first instance which consists of commercial, civil, criminal, administrative and personal status. From the other perspective the laws appointments that the staff appointed is well qualified and leads in the establishment of public prosecution that is govern by the Attorney General with a limited number of members. (Judicial System, 2014)

The implementation of the law is established with vision of safeguarding the law by better justice, peace and freedom in the society. The objective will also value the independence



of the judiciary system and serve the public in an effective scenario that will be boosting the team work in general. in order to achieve the mission with highest level certain departments was listed in the list that is as follows: (Judicial System, 2014)

- a. **Judicial Council:** this department is responsible of appointing the judge's selections, promotions. The department consists of 10 members who oversight the performance and other judicial matters.
- b. **The department Administration:** the department is design to supervise the overall implemented strategies, and other administrative support services and related matters. The department is governed by the department Undersecretary
- c. **The Public Prosecution:** the particular department is supervising the technical and administrative functions, this are led by the Attorney General

#### 4.2.Data Collection and Method Used

The most important of the research was the collection of data and the method being used to collect the data and draft to the reach to the result. The data collected is mostly from two sources that are the primary and secondary sources. On considering both the most efficient source is the primary as the it is quite accurate and most of the information is generated is obtained from the participant. The examples of the primary course can be either interviews or questionnaire. Moreover, the secondary can be considered less reliable and the information is obtained from the work of others that can be article or from newspapers.



### 4.3. Questionnaire Designed and Administration

The central focus of the survey was based on mostly of close-ended questions. The main idea behind to provide limit option and have to standard answers for the questions. The distribution of the questionnaire was being distributed to limited employees of the particular department. Since the topic of CSR was still new the sure was design taking in consideration to the overall concept of CSR in the country that whether the practice of CSR was being successful implemented.

## 5. Presentation and Analysis of Data

This particular of the project would be analyzing the result that were obtained. The analysis was being on made on certain statistical and is represented on a tabular form.

### 5.1. Identification of the participant

The population was conducted under among the staff of the Abu Dhabi Court. The survey was among 10 employees working in the company. The selection was made on a random basis, with a set of questions including the demographic questions as well.

### 5.2. Analysis of the Data Collected

In this particular section of the project the main concept that CSR, its impact and how will are the employees are aware about would be discussed. Some on the major questions are being elaborated below:

1. The age group that has participated in the survey?

Age Group	Frequency	Percentage
19-23	0	0%
23-35	4	40%
36-45	4	40%
46-55	2	20%
56 – more	0	0%
<b>Total</b>	<b>10</b>	<b>100%</b>

The above table clearly illustrates the highest percentage was among the age group of 23-35 & 36-45 that is 40% respectively.

## 2. What is your gender?

Gender	Frequency	Percentage
Male	5	50%
Female	5	50%
<b>Total</b>	<b>10</b>	<b>100%</b>

The total number of male and female that was being selected was same number to get to an effective result from both genders.

## 3. What is your level of education?

Education	Frequency	Percentage
Elementary	0	0%
Secondary	5	50%
Higher	3	30%
Other	2	20%
<b>Total</b>	<b>10</b>	<b>100%</b>

On analysis of the education level of the employees, the overall resulted suggested that mostly employees at least processed a secondary level of education. Finally, the drafted result was almost 50% percentage has a secondary education while the remaining percentage of the employees had higher and other level of education that is 30% and 20% respectively.

#### 4. What is level of your knowledge regarding Corporate Social Responsibility (CSR)?

Information About CSR	Frequency	Percentage
I don't know what it is	1	10%
I have basic understanding about this concept	3	30%
I am familiar with CSR topic	5	50%
I am well versed in CSR concept	1	10%

<b>Total</b>	<b>10</b>	<b>100%</b>
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The particular question was introduced to in order to reach to particular conclusion as well to create the hypothesis for the study. On getting the feedback from the employees regarding CSR we were able to conclude the employees has better knowledge about topic and it was clearly being displayed in the result that almost 90% employees have a clear knowledge about corporate socially responsible. This can be a considered a positive aspect for our research and most probably the expected result can be generated from the overall analysis.

#### 5. What makes company responsible in your opinion?

Elements that make Company Responsible	Frequency	Percentage
Following legal requirements	5	50%
Offering good quality products	3	30%
Being environmentally friendly	0	0%
Getting involved in social campaigns	0	0%
Treating employees with respect	2	20%
<b>Total</b>	<b>10</b>	<b>100%</b>

On taking the view about the most responsible element that a company must follow from the employee perspective was following legal aspects to run the organisations which

contributed nearly 50% while the remaining 50% was distributed between 30% offering better services while 20% favored in respecting employees with better values.

6. How much attention do you pay to CSR policy of a company as a customer?

CSR policy from customer perspective	Frequenc y	Percentag e
It is not important for me	0	0%
I prefer companies that are responsible	5	50%
I try to choose companies which I recognize as being responsible,	5	50%
It is really important for me and I pay attention on company's CSR policy	0	0%
<b>Total</b>	<b>10</b>	<b>100%</b>

This question taking a general point of view of the working employees from a customer perspective in order to better customize the CSR policies. The results drafted that most favored opinion was companies to be more socially responsible which constituted nearly 50%.

7. How much attention do you pay to CSR policy of a company as an employee?

CSR policy from employee perspective	Frequency	Percentage
It is not important for me	2	20
-It is an asset for me if company undertakes CSR activities	4	40
I would only work for company that adopts CSR behavior	4	20
<b>Total</b>	<b>10</b>	<b>100%</b>

On the other-hand taking the opinion about the CSR policy as an employee perspective. The opinion suggested that the employees prefer the CSR policy is grater asset for any company and they must play active role in taking initiatives against the CSR activities as well as most preferred that would work on organisations that value the CSR and look to serve the society and environment in better and successful perspective

8. What are the most important reasons for companies to get involved in CSR activities in your opinion?

Reasons for being involved in CSR	Frequency	Percentage
To improve image of a company	2	20
To attract employees	2	20
To help society and environment	5	50
To increase income	1	10
<b>Total</b>	<b>10</b>	<b>100%</b>



On taking the view about the reasons why company must be involved in CSR, nearly 50% suggested being socially responsible can play vital role in shaping the society and environment while the 20% favored to attract more employees as well as creating better image for the overall organisations. While the least was opinion suggest that is done to increase the income of the organisations.

9. How CSR practices influence company's image in your opinion?

CSR an influence in company's image	Frequency	Percentage
To improve image of a company	4	40%
To attract employees	4	40%
To help society and environment	1	10%
To increase income	1	10%
To attract customers' attention	0	0%
<b>Total</b>	<b>10</b>	<b>100%</b>

On getting the feedback about how CSR practice can enhance the company's image. The outcome of the question about 80% percentage the factor of CSR is quite crucial and has great impact in making the better image of the organisations.

10. Do you recognize ADU Courts as a responsible company?

ADC courts as responsible company	Frequency	Percentage
YES	8	80%
No	2	20%
<b>Total</b>	<b>10</b>	<b>100%</b>

The question was based on the perspective of Abu Dhabi Courts in general whether they felt is the organisations responsible or no. the resulted suggested nearly 80% felt the organisations is quite responsible.

11. Did you hear of any activities that ADU courts undertake to be socially and environmentally responsible?

Did ADU courts was part of any CSR activities	Frequency	Percentage
Yes	8	80
No	2	20
<b>Total</b>	<b>10</b>	<b>100%</b>

12.If yes, what are these activities?

Different CSR activities	Frequency	Percentage
Fundraising	3	30%
Donating money for charities	5	50%
Using renewable resources	0	0%
Campaigns concerning social problems	0	0%
Other	2	20%
<b>Total</b>	<b>10</b>	<b>100%</b>

The remaining two questions were analyzed together and the results has been concluded with particular information. About 80% favored that the ADU is one of those organisations that actively practices on the CSR and looks after the society and environmentally in general. the most active activities that the courts are actively engaged in donating funds to the established charity funds in the region as part of CSR.

13.What are your feelings about company?

Feelings about the company	Frequency	Percentage
Very positive	5	50%
Positive	3	30%
Neutral	2	20%



Negative	0	0%
Very negative	0	0%
<b>Total</b>	<b>10</b>	<b>100%</b>

The last part was a general opinion about the people regarding the atmosphere of their work environment and how do they feel working. About 80% percent favored working with the organisations and would strongly suggest it a better working place and where they can not only enhance their skills but also be part of an organisations that is actively participating in the concept of CSR.

## 6. Interpretation of results

The drafted results were based on the above questionnaire s. The questionnaire also took in consideration of the demographics characteristics that are age, gender and personal qualifications. On analysis it showed such traits plays a major role to study the overall project.

## 7. Conclusion and Recommendations

In conclusion, the concept of corporate social responsibility has is useful in the success of the firm. It provides to create a better image about the organization in the society. It also emphasis that it is also the responsible of the organization of to take of the society and the environment when doing business. It has many benefits that help the organization to earn more profits and customers.



The corporate social responsibility has gain vital importance after the government has introduced it in the year of giving. Being a new concept, the government has huge challenges but effective planning has made it gain success. The strategy behind implemented of CSR was based on 11 key programs and certain objectives. The company that is engaged in CSR was able to get certain level of benefits that other cannot, in terms of licensing.

The organisations that was selected for the CSR analysis was Al-Ain courts. The analysis was the survey had a positive result about CSR, the employees are well aware about the importance of the CSR and know the overall impact of CSR on individuals.

Finally, the proposed hypothesis that were the main objective of the study has selected showed positive result. This shows that the CSR has better future in the coming years and the countries like UAE will be benefited overall as well as the organizations that are being established in the country can also be part of the global market.

The following recommendations for companies to participate in CSR activities more efficiently:

- Achieve a greater level of cooperation between the various services of the company in achieving CSR-related goals and objectives.
- Participate in the strategic use of the social investment budget.
- Introducing aspects of corporate CSR in the early stages of the project and integrating it into long-term goals and objectives.
- Define stakeholder identification and participation activities as an ongoing process.
- Ensure that CSR skills are available to all employees of the firm.



- Implement a productive audit / review system to enhance the quality of CSR.

The specific recommendation on this issue states that “Governments should promote accountability and transparency in CSR practices so that corporations do not use them as smoke screens to conceal their illegal activities. Governments can do this, for example, by actively encouraging companies to voluntarily disclose their social and environmental policies in their accounts



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