

Business, Society & Ethics

16 April, 2019 | Lecture #33

Prejudice & Quotas



Unit #4 Knowledge Festival

The unit #4 exam is one week from today, on Tuesday, 23 April.

You will have the full 50 minutes to complete the 50 multiple-choice questions on the exam.

The exam is open book and open notes, but closed technology.

It will only cover material from unit #4 of the course.



CORPORATE SOCIAL RESPONSIBILITY
THE TRIPLE BOTTOM LINE



Strategic
CSR



Responsive
CSR



Purpose-Based
CSR

Comparative Percentages of Women Directors by Country

		Percentage of				Percentage of				Percentage of	
	Number of	Companies	Percent		Number of	Companies	Percent		Number of	Companies	Percent
Country	Companies	with Women	of Women	Country	Companies	with Women	of Women	Country	Companies	with Women	of Women
	in Survey	Directors	Directors		in Survey	Directors	Directors		in Survey	Directors	Directors
Norway	370	100.0%	40.5%	Croatia	23	na	15.0%	Cyprus	20	na	7.0%
Finland	119	100.0%	30.0%	Israel	100	88.0%	15.0%	Estonia	20	na	7.0%
France	40	100.0%	30.0%	New Zealand	100	55.0%	14.8%	Mexico	23	56.5%	6.8%
Latvia	31	na	29.0%	Austria	200	35.0%	13.0%	Thailand	30	na	6.7%
Sweden	26	na	26.0%	Switzerland	24	75.0%	13.0%	Chinese Taipei	84	39.3%	6.1%
Netherlands	100	75.0%	25.0%	Poland	167	na	12.2%	Russia	26	38.5%	5.9%
Slovakia	20	na	24.0%	Kenya	49	66.0%	12.0%	India	2,865	40.0%	5.5%
United Kingdom	100	100.0%	22.8%	Turkey	100	na	12.0%	Tunisia	30	37.0%	5.3%
Italy	240	90.0%	22.0%	Indonesia	424	60.0%	11.6%	Pakistan	303	31.0%	4.6%
Germany	160	84.0%	21.0%	Malaysia	50	51.0%	11.10%	Chile	17	29.0%	3.4%
Iceland	100	na	21.0%	Czech Republic	20	na	11.0%	Malta	20	na	2.0%
Denmark	20	na	20.8%	Hungary	20	na	11.0%	Jordan	50	14.0%	1.9%
Slovenia	19	na	19.0%	Luxembourg	20	na	11.0%	South Korea	91	15.4%	1.9%
Australia	200	80.0%	18.3%	Ireland	19	na	11.0%	Oman	128	na	1.8%
Jamaica	53	na	17.4%	Philippines	30	na	10.3%	Bahrain	46	na	1.7%
Belgium	20	50.0%	17.0%	Hong Kong	50	68.0%	9.6%	Kuwait	177	na	1.7%
Bulgaria	20	na	17.0%	Portugal	20	30.0%	9.0%	Japan	100	16.0%	1.4%
United States	500	89.7%	16.9%	Greece	24	66.7%	8.8%	UAE	101	na	1.3%
Spain	35	80.0%	16.6%	China	100	64.0%	8.4%	Qatar	38	na	0.3%
South Africa	335	78.5%	16.4%	Romania	20	na	8.0%	Saudi Arabia	94	na	0.1%
Lithuania	25	na	16.0%	Singapore	774	na	7.9%	COUNTRIES HIGHLIGHTED IN RED HAVE LEGAL REQUIREMENTS FOR QUOTAS			
Canada	500	65.0%	15.9%	Brazil	100	45.0%	7.7%				

Quotas in Qatar?



HEIGHTISM



QUOTAS



Solving Commitment Problems with CSR

The typical concern with CSR is that, at the end of the day, it is simply a luxury that many businesses cannot afford in a highly competitive environment. In response, Robert H. Frank (1996) argues that the advantages of CSR are actually quite sufficient to offset the higher costs CSR may incur.

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Introductory slide photograph by Eisele (2011). My depiction of the triple bottom line is based on Lyngaas (n.d.). My use of “response CSR” and “strategic CSR” is influenced by Porter & Kramer (2006).