



Corporate Social Responsibility: A Legal Perspective

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ABSTRACT

Corporate social responsibility (CSR) refers to practices and policies undertaken by corporations that are intended to have a positive influence on the society. There is no one accepted way companies can practice CSR; many corporations strive to positively contribute to the public, the economy or the environment, employees and customers place a premium on working for or spending their money with business that priorities corporate social responsibility. Companies that implement CSR stand to benefit in multiple ways. What the public thinks of your company is critical to its success, by building a positive image, you can make a name for your company as being socially conscious. The paper examines the urgent for legislative framework to regulate corporate social responsibility in Nigeria. The paper will also carry out a fair critique of infringement of fundamental human rights with regards to employer/employee relationship in the labour market due to lack of unified law on corporate social responsibility. Although the most significant company objective is to reap profits, concentrating solely on profitability is not sufficient in the modern world. By implementing CSR, organizations are conscious about the effect they have on the community besides sale transactions.

Keywords: corporate, social, social responsibility, fundamental human rights, stake holders, philanthropy and environment.

1.0 INTRODUCTION

Corporate social responsibility (CSR) is a broad concept. It usually describes company's commitment to carry out their business in an ethical way. This means managing their business processes while taking account of their social, economic and environmental impact, and considering human rights.¹ Corporate social responsibility can cut across almost everything your business does. It involves a range of CSR activities such as environmental management, improvement of working standards and conditions, contributing to educational and social programmes, employees volunteering, socially responsible

¹ < <https://www.nibusinessinfo.co.uk/what-is-corporate-social-responsibility/> Accessed on 30th May, 2021 at 3.21pm.

investments and development of employee and community relations.² Furthermore, corporate social responsibility is a way of describing how company measure and control their impact in the society. This includes a company's contributions to the economy, environment and greater community.³ Corporate social responsibility can be beneficial to a company in two ways; improving its brand image and it improves the employees morale. This can be portrayed by a company who invest clear effort and resources into ethical and socially responsible behavior.⁴ CSR can be manifested clearly through philanthropy, labour practices and environmental efforts.⁵ CSR refers to strategies that companies put into action as part of corporate governance that are designed to ensure the company's operations are ethical and beneficial to society. The underlying idea of CSR is to operate in an economically, socially and environmental sustainable manner.⁶ CSR is a safe regulating business model that helps a company to be socially accountable to itself, its stakeholders and the public.⁷ CSR activities can help forge stronger bond between employees and corporations, boost morale and help both employee and employers feel more connected within the world around them.⁸ Corporate social responsibility (CSR) is a type of international private business self regulation that aims to contribute to societal goals of a philanthropic activist or charitable nature by engaging in or supporting volunteering or ethically oriented practices.⁹ moreover, CSR is a process that is concerned with treating the stakeholders of a company or institutions ethically or in a responsible manner according to international norms.¹⁰ CSR is a management concept whereby companies integrate social and environmental concerns in their business operations with their stake holders.¹¹

2.0 Types of Corporate social responsibility

Corporate social responsibility is categorized as follows.

2.1 Environmental Responsibility.

One primary focus of CSR is the environment. Businesses regardless of size have large carbon foot prints. Any step a company takes to reduce foot print is considered good for both the company and the society.¹² Environmental responsibility aims at reducing pollution and green house gas emission and sustainable use of naturalresources.¹³ Environmental concerns regularly make the headlines, whether a long term problem like global climate change or a more local issue such as a toxic chemical spill. Companies that align themselves in these efforts help minimize environmental problems by taking steps such as reducing their overall carbon footprint. Major corporations get most of their attentions for their environment commitment. Some companies use alternative energy sources like solar and wind to help power their operations. There are plenty of green cleaning alternatives that can help reduce the use of hard toxic cleaning chemicals. All these steps can make small but significant contributions to improve the environment. You can also ask your suppliers to do the same, letting them know that their environmental

² Ibid.

³ < [https://www.nibusinessnewsdaily.com/corporate social responsibility/](https://www.nibusinessnewsdaily.com/corporate-social-responsibility/)Accessed on 13th May, 2021 at 5.43pm.

⁴ Ibid.

⁵ Ibid.

⁶ < [https://www.corporatefinanceinstitute.com/corporate social responsibility \(CSR\) types and business/](https://www.corporatefinanceinstitute.com/corporate-social-responsibility-types-and-business/)Accessed on 13th May, 2021 at 5.43pm.

⁷<[johnferdinandohttps://www.investopedia.com/terms/corporatesocialresponsibility\(CSR\)definitioninvestopedia/](https://www.investopedia.com/terms/c/corporate-social-responsibility-definition-investopedia/)Accessed on 15th May, 2021 at 6.20am.

⁸ Ibid.

⁹< [https://www.en.m.wikipedia.org>wiki/corporate social responsibility-Wikipedia/](https://www.en.m.wikipedia.org/wiki/corporate-social-responsibility-Wikipedia/)Accessed on 15th May, 2021 at 5.57pm.

¹⁰ <[https://www.researchgatenet.2469\(pdf\)/what is corporate social responsibility all about?-research gate/>](https://www.researchgatenet.2469(pdf)/what-is-corporate-social-responsibility-all-about?-research-gate/)Accessed on 13th May, 2021 at 3.24pm.

¹¹ < [https://www.unido.org>our focus what is CRS?/](https://www.unido.org/our-focus-what-is-crs/)Accessed on 14th May, 2021 at 3.15pm.

¹² Supra (n3)

¹³ Supra (n6)

measures will be a factor in your purchasing decisions. By doing so your environmental commitments are multiplied along the supply chain.¹⁴

2.2 Human Right Responsibility.

Human rights responsibility involves providing fair labour practices, fair trade practices and disavowing child labour.¹⁵ Companies can demonstrate CSR by treating employee fairly and ethically. This is essentially true of businesses that operate in international locations with labour laws. In some companies small children do dangerous jobs that endanger their health and even their lives. Abusive work place practices are considered by many to be one of most serious problems in business and are major challenge to businesses that want to conduct themselves with greater social responsibility.

Section 28 sub 1 and 2¹⁶ advocates that Child labour involves small children doing dangerous jobs that endanger their health and even their lives. Also, Article 7 sub 2 (a) ¹⁷disapproves any form of child abuse and prevents the engagement of children in the worst forms of child labour. Just on the same vein Article 32 sub 1¹⁸ states as follows;

State parties recognize the right of the child to be protected from the economic
Exploitation and from performing any work that is likely to be hazardous or to
Interfere with the child's education or to be harmful to the child's health or physical,
Mental, spiritual, moral and social development.

2.3 Philanthropic Responsibility

Philanthropic responsibility can include things such as funding educational programs, supporting health initiatives, donating to causes and supporting community beatification projects.¹⁹ Businesses can practice social responsibility by donating money, products or services to social causes and nonprofits. Larger companies tend to have plentiful resources that can benefit charities and local community programs; however as a small business, your efforts can make a big different if there is a specific charity or program you have in mind, reach out to the organization and ask them of their specific needs and whether a donation of money, time or perhaps your company's products would best help them.²⁰

2.4 Volunteering

Participating in local causes or volunteering your time and your staff's time in community events says a lot about a company's sincerity. By doing good deeds without expecting anything in return, companies can express their concern and support for specific issues and social causes.²¹ About sixty six percent of mid-size business owners report a desire to create a sustainable environment or promote volunteerism among their employees, according to Fox News small businesses can make immediate impacts on the environment in a number of ways. Beef up your recycling efforts and instill energy saving devices like light bulbs and appliances. Use local suppliers to reduce your carbon footprint and keep resources in your community. Increase your impact by joining other small business owners to plant trees or start a club to

¹⁴ < <https://www.smallbusinessne.chron.com/four-types-of-corporate-social-responsibility/> Accessed on 15th May, 2021 at 5.00am.

¹⁵Supra (n6)

¹⁶ Child's Rights Act 2003.

¹⁷ Worst Forms of Child Labour Convention 1999.

¹⁸ Convention on the Rights of the Child (CRC) 1989

¹⁹ Supra (n6)

²⁰ Supra (n3)

²¹ . Ibid

share ideas for improving environment. Choose those causes that increase the quality of your own or family's life such as supporting education, giving employees a day off to join in a fund raising event or working in a shop kitchen. As a sole proprietor, you can make decisions about which causes to support without going through corporate committees and doing involved market research to find out if your customers support your choices. You know your customers better than anyone and can easily find out which causes they are involved in. You can make the decisions on the spot to sponsor a little league team or give your staff a day off.²² Small business leaders know that being involved in the community in a productive way is good for company too. Give employees the opportunity to help a local school plant trees or walk with the city council on addressing homelessness in the area. Business leaders have the opportunity to choose where to spend volunteer efforts to best help the local area with the company. The important thing for businesses is to choose a cause and contribute to it.²³

2.5 Examples of CSR Companies

These are examples of companies practicing CSR to the world.

1. Lego

The toy company has invested millions of dollars into addressing climate change and reducing waste. Lego environmentally conscious efforts include reduced packaging, using sustainable materials and investing in alternative energy.

2. TOMS TOMS

TOMS TOMS donates one-third of its net profits to various charities that supports physical and mental health as well as educational opportunities. As of 1st day of April, 2020, the brand directed charitable donations to TOMS COVID 19 global giving fund.

3. Johnson and Johnson

The brand focuses on reducing its environmental impact by investing in various alternative energy sources. Globally, Johnson and Johnson also works to provide clean, safe water to communities.²⁴

4. Star Bucks

The global coffee chain has implemented a socially responsible hiring process to diversify their workforce. Their efforts are focused on hiring more veterans, young people looking to start their careers and refugees.

5. Google

Google has demonstrated its commitment to the environment by investing in renewable energy sources and sustainable offices.

6. Pfizer

The pharmaceutical company's focus on corporate citizenship is reflected in its healthcare initiatives. Some of the company's initiative includes spreading awareness noninfectious diseases and providing accessible health services to women and children in need. No matter the size of your company, implementing socially responsible practices can not only benefit your business but it can make a positive impact on the world.²⁵

7. Ben and Jerry

Ben and Jerry are known all over the world for their iconic labeling and wacky but delicious ice cream flavours, since their humble beginning in 1977. Ben and Jerry have always done things their own way. Ben and Jerry corporate social responsibility spans all areas of their business. They are committed to using only fair trade, non – GMO ingredients, support sustainable agricultural practices and ethical treatment of their dairy cows. The development of their employees is given first priority.

²² Supra (n14)

²³ Ibid.

²⁴ Ibid.

²⁵Supra (n14)

Their social missions are where they have been most visible, however having supported a number of causes at a local, national and international level.²⁶

8. IKEA –IKEA

IKEA – IKEA is one of the world’s largest home furniture companies and it has taken up the mantle of helping combat global poverty and living conditions in a number of extra ordinary ways. IKEA has supported refugees across Asia, Africa and Middle East.

9. Bosch

The electronics manufacturer runs several charitable foundations. The best known of these is the Robert Bosch stiftung which is active in the fields of health, science, society, education and international education. Robert Bosch Stiftung concentrates on supporting charitable projects but also develops its own initiatives. They are involved in the fight against poverty and drug abuse.²⁷

2.6 Benefits of CSR.

CSR can be seen as public relations efforts. It goes beyond that. It can also boost a firm’s competitiveness. The business benefits of CSR are numerous.

- a. Stronger brand image, recognition an reputation
- b. Increased customer loyalty and sales.
- c. Operational cost savings.
- d. Retaining key and talented employees.
- e. Easier access to funding and
- f. Reduced regulatory burden.²⁸

3.0 Human Rights Responsibility.

Human rights responsibility initiatives involves providing fair labour practices , fair trade practices and disavowing child labour and sexual scandals. It also involves treating employees fairly and ethically. Companies can demonstrate corporate social responsibility by respecting enforcing fundamental human rights of the citizenry. This is essentially true of businesses that operate in international locations with labour laws. There is need for legislative frame work to regulate corporate social responsibility with regard to employer/employee relationship. There are instances of infringement of fundamental human rights of many employees in the workplace by many corporations.

One feature of legal development is the rapid growth in international instruments designed to make life more endurable for the common man. Many employees are not given fair hearing and fair treatment before terminating their employment which is their only sources of livelihood. Human rights assumed a prominent place as a distinct and important subject of study. Article 1 state as follows: ²⁹ All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood. The fact that the right to dignity is set out in the Declaration shows its importance. The spirit of humanity, equality and brotherhood is basic in all human rights including human dignity. A man must be treated as a human being not as a community. Some instances of dismissal of employees in our different corporations calls for an urgent need for enactment of a unified CSR law in our country. Thus human dignity is the basic factor amongst human rights without which all human rights are without sense. Also in *KIM v State* ³⁰ Nnaemeka Agu JSC noted that the human rights provisions mark a standard of behavior which we share with all civilized countries of the world. Irrespective of all these wonderful provisions, there is still unequal bargaining power and inhuman treatment meted to the workers in the labour market which infringes on the employee’s fundamental rights which results in negative social responsibility in most corporations in Nigeria.

²⁶ < [https://www.ionos.com/start up guide corporate social responsibility/dentition and example-ionos](https://www.ionos.com/start-up-guide/corporate-social-responsibility/dentition-and-example-ionos). Accessed on 13th May, 2021 at 8.14pm.

²⁷Ibid.

²⁸ Supra (n14)

²⁹ Universal Declaration on Human Rights 1948.

³⁰ (1992) 4NWLR (Pt.) 17, 37.

3.1 Need for Corporate social responsibility Law.

There is urgent need for legislative frame work to regulate corporate social responsibility in our country Nigeria. In this our modern age most the contract of employment are out dated, the courts are faced with novel and complicated cases, rather fashion new rules, they still stuck to the time honoured judicial practice of distilling new wine in old wine skins and this has resulted in increased incongruity in the law. It is not wise for companies to exercise this honourable duties in their different whims and caprices, there will be tendency of abuses of all sorts. There is urgent need to protect the powerless. The courts have an abiding duty to protect those whose bargaining power is weak against being forced by those whose bargaining power is stronger to enter into bargains that are unconscionable. With collective agreement left unenforced, the contract of employment in Nigeria is concluded between individual employer and employee, distorted as it is by inequality of bargaining power. As between employee and employer, the former is a weak contracting party and from socio-economic point of view, the law owes him a duty of protection.³¹ the chief reason employees cannot bargain well is the high rate of unemployment. In Nigeria, we tend to treat employment contracts as freely negotiated between individuals of equal standing without considering unequal economic reality behind the bargain. According to Prof. Adeogun;

The presumption of equality between parties ... tends to ignore other social and economic considerations which may make this equality and its underlying freedom fictitious and hollow ... indeed the so called bargaining power of the individual worker is of little importance in practice especially in a country like Nigeria where there are more workmen than the jobs available and where the employer can choose freely whom to employ and under what conditions they are to be employed.³²

Just on the same vein, in *Gilford Motor Co. Ltd v Horne*³³ Denning LJ said a managing director can look after himself. A traveler is not so well placed to do so. The law must protect him. A contract which provides for one party to dictate the manner in which the other performs duties embodies a relationship of domination and subservience. This portrays the ways many employees had been dismissed from their place of employment without considering other intermediate punishment and most importantly the punishment meted to most employees should be commensurate with the offence committed and is only enactment of a unified law for corporate social responsibility that can remedy this ugly situation.

3.2 Different Cases of Dismissal of Employment.

There are many instances of dismissal of employees in our different corporations and establishments which calls for urgent need for enactment of unified CSR law in our country Nigeria. The prevailing practice among employers is to terminate employees who are found guilty of misconduct by paying them salary in lieu of notice. Where the employee sues for wrongful termination most times the employer simply refrains from giving evidence. Many jurisdictions the courts and parliament have laid down rules to protect employees realizing that leaving the employees at the mercy of employer is much like yoking an elephant with an antelope to plow a field. It is hoped that in future, rules would be formulated to ensure that penalty be based on legal grounds and not on whims and caprices of management. Some instances of grounds for termination and dismissal of employees should be a food for a thought and it will bring to light the urgent need for legislative frame work with regards to corporate social responsibility. In *Turner v Mason*³⁴ a domestic servant against her employer's order, absented herself for a night to visit her mother who was sick and in danger of death and it led to her dismissal of employment. In *exparte Kubeinje*³⁵ the applicant, a magistrate was ordered by the State Public Service to proceed on transfer to ministry of justice whereas the authority to discipline magistrate rested with the State Advisory Committee. The applicant turned down the order and commenced certiorari proceedings to quash the process of dismissing

³¹Emeka Chianu, *Employment Law* (Akure: Bemcov Publishers Nigeria Ltd, 2004) 207

³² A. A Adeogun "The Legal Framework of Industrial Relation in Nigeria, (1969) 3 *Nigerian Law Journal* 1. 13, O. O Sholanke *Termination of Contract of Employment: Are University Lecturers Sacred Cows?* (1991) Vol. 2 No. 5, *Justice*, 136, 144.

³³ (1933) Ch 935.

³⁴ (1845) 14 M & W 112, 115, 118.

³⁵ (1974) 11SC 79.

him from service and he succeeded. This particular employee was able to defend himself because of he is knowledgeable and vast in matters of law being a legal practitioner. Moreover, in *Pepper v Webb*³⁶ gardener was urged to complete some task at the tail end of the working day, his master saying in addition: This job will only take you half an hour, gardener walked off saying “ I could not care less about your bloody green house and your saddling garden” He was thereupon summarily dismissed. Whereas in *Edwards v Levy*³⁷ exchange of studied insults between the proprietor and a newspaper writer was held insufficient to justify the dismissal of the later by the former. Just on the same vein Per Lord James in *Clouston v Corry*³⁸ stated that it is clear and sound law that to justify dismissal for act of disobedience or misconduct, it has to be of grave and serious nature and a single act of disobedience should earn an employee written warning, suspension, demotion, transfer or other attenuated discipline but not dismissal. At one time or another, all men are disobedient and momentarily heedless. The common man cannot be on his guard all the time. One act of disobedience is not reason enough to wield the hammer of loss of employment on an employee. Loss of a means of livelihood is a strong measure that should be reserved for exceptional isolated act of disobedience or a course of action.³⁹ Also in *University of Calabar v Essien*⁴⁰ Igu, JSC referred to willful disobedience to a lawful order or command of a superior officer. Again, the requirement of reasonableness is conspicuously missing. In *Ehioghae v Kingsway Stores Nigeria*⁴¹ the plaintiff who had twenty three years meritorious service behind him was late for about an hour after lunch break. His manager invited him a couple of times to explain his lateness but he stubbornly refused to honour the call. His termination was upheld in the circumstances. Adedipe, J took into account the contumacious nature of his conduct and not necessarily his lateness. In *Chamma vs Five Star Industries Ltd.*⁴² provides an instance where the judge displayed an excellent appreciation of the law as it applies to insubordination. The plaintiff, a manager has differences with his managing director over certain entitlements. In the course of discussions, tempers flared and the managing director alleged that he was called a cheat, thief and rouge whereupon he summarily dismissed the plaintiff. Adesanya, J held the dismissal wrongful. Just on the same vein the West Indian case of *Rouse v Mendoza*⁴³ it was held that summary dismissal was unjustifiable following a single incident of insubordination. It is important to point out that the Nigerian courts should not always conclude that a single incident of insubordination would earn an employee summary dismissal. Such other intermediate punishments as demotion, suspension, transfer or written warning should also be considered. One must apply the standards of men and not those of angels. Furthermore, there are some cases of negligence which served as a ground for dismissal without considering the employees years of meritorious service. In *Usen v Bank of West Africa Ltd*⁴⁴ the appellants neglect led to the loss of employer’s two hundred and thirty five dollars, the Supreme Court upheld his dismissal even though he had worked for fourteen years without blemish. In *Union Bank of Nigeria Ltd v Edet*⁴⁵ the respondents who have served meritoriously for over two decades was terminated with no reason given. There are cases of sexual harassment in many corporations and establishments. Abusive workplace practices are considered by many to be one of the most serious categories of social problems militating mostly against the female gender in business and are major challenge in businesses that want to conduct themselves with greater social responsibility. Business leaders realise that diversity in the workplace is beneficial when everyone is getting along and working as a team. However, labour policies must apply to all employees even those at the highest levels of the

³⁶ (1969) 1 WLR 514.

³⁷(1860) 175 ER 974

³⁸ (1906) AC 122, 129.

³⁹Supra (n.31).

⁴⁰ (1996) 10 NWLR (Pt 477) 225, 262.

⁴¹ (1972) 11CCHCJ 58.

⁴² (1974) (1) ALR COMM 138.

⁴³ (1967) 12WLR 1.

⁴⁴ (1965) 68 SC.

⁴⁵(1993) 4 NWLR (Pt 287) 288- 298, (2011) LCN/448 (CA).

company. The scandals in most companies show that no company is impervious to the ramifications of sexual harassment. In *Sogbetun v Sterling Products Ltd*⁴⁶ the plaintiff, a pharmacist, had her appointment terminated in accord with the contract of employment. She claimed damages for wrongful termination on the ground that her immediate boss was subjecting her to constant sexual harassment and her resistance motivated the termination. Even though, Dosunmu, J acknowledged that the treatment meted out to the plaintiff whom he described as a “highly qualified and professionally competent employee” “was a bit rough” he still maintained that the motive which compels an employer to terminate an employee is irrelevant. The treatment meted to this employee militated against section 42 (1) and (2)⁴⁷ which prohibits that nobody should be discriminated against based on sex and that no citizen of Nigeria shall be subjected to any disability or deprivation merely by reason of the circumstances of his birth. This reasoning is so absurd. The judgment also militates against section 36⁴⁸ of the Nigerian constitution which propagates that a person shall be entitled to the right to fair hearing within a reasonable time to a court or the tribunal established by law and constituted in such manner as to secure its independence and impartiality. Section 1(1)⁴⁹ states that the constitution is supreme and its provisions shall have binding force on all authorities and persons throughout the Federal Republic of Nigeria and section 1 (3)⁵⁰ also states that if any law is inconsistent with the provisions of this constitution, the constitution shall prevail and that other law shall to the extent of the inconsistency be void. Nobody is above the law. I strongly advocate that there is urgent need for legislative framework as it regards to corporate social responsibility in Nigeria. In *Asheik v Governor of Borno State*⁵¹ an employee was transferred and demoted without reason and the court upheld it. In *Ezagu v Embechem Ltd*⁵² the appellant terminated the appointment of a lady clerk who worked in his department. She protested to the union, the National Union of Chemical and Non Metallic Workers, on the ground that she was terminated because she would not succumb to appellant’s lecherous advances. The union called out its members on strike in protest. Management responded and set up a panel who concluded through their investigations that the appellant was a sex mania and his appointment was terminated and the lady was reinstated. Had it being the union did not intervene in the matter justice would not have been done and the innocent employee’s employment would have been terminated.

4.0 CONCLUSION AND RECOMMENDATIONS

The paper in its analysis portrayed the urgent need for legislative framework with regard to corporate social responsibility in our country Nigeria. CSR is generally understood as being the way through which a company achieves a balance of economic, environmental and social imperatives (Triple Bottom Line Approach) while at the same time addressing the expectations of shareholders and stakeholders.⁵³ Human beings being what they are, they can easily be influenced by its whims and caprices resulting in infringement of the peoples human rights. Promoting and respecting fundamental rights of the citizen Section 46 Sub (1)⁵⁴ advocates that no form of restraint or fetter should be placed in the enforcement of these rights as stated in chapter four of the constitution. As rightly stated in *Futmina and Ors v Olutayo*⁵⁵ Per *Kekere Ekun JSC* stated that the violation of a citizen’s fundamental rights is viewed so seriously that framers of the constitution sought to ensure that no fetters are placed in the part of a citizen seeking to enforce his rights. In most of these cases only damages was awarded for wrongful termination of

⁴⁶ (1973) (1) ALR COMM 323.

⁴⁷ Constitution of Federal Republic of Nigeria 1999 as amended.

⁴⁸ Ibid.

⁴⁹ Ibid.

⁵⁰ (Constitution of Federal Republic of Nigeria 1999 as amended).

⁵¹ (1994) 2 NWLR (Pt 326) 344.

⁵² (1981) 1-3 CCHC J 119

⁵³ *Supra* (n 11).

⁵⁴ (Constitution of Federal Republic of Nigeria 1999 as amended).

⁵⁵ (2017) LPELR 43827 (SC), (2017) 12 SC (Pt 1) 1, (2018) 7 NWLR (Pt 1617) 176, (2018) ALL FWLR (Pt 935) 1255.

employees contract of employment.⁵⁶ It was advocated that the award of general damages for wrongful dismissal in a contract of employment was strange.⁵⁷ Furthermore in *Daodu v Olarewaju*⁵⁸ Per Adekeye JCA held that in master and servant contract of employment, the master can terminate the contract with his servant at any time and for any reason and for no reason. An officer's appointment can lawfully be terminated without first telling him what is alleged against him. The duties of the courts is to apply the terms, conditions and provisions of the contract as they appear without resorting to provisions of statutes.⁵⁹ In *NEPA v Ango*⁶⁰ it was held that if it was relationship of master and servant the appointment is terminable with or without reason. Without the enactment of laws on CSR there will be a lot of abuse in our different corporations especially as it relates to employer/employee relationship and the purpose of CSR will be defeated and this will affect the economic, social and environmental responsibilities in the society. The judiciary will help to redress the imbalance in bargaining power and to ensure that the terms imposed on weak party are not too far on those which would have been accepted in a competitive market. As between employee and employer, the later is a weak contracting party and from socio-economic point of view the law owes him a duty of protection.⁶¹ The courts and parliament should have lay down rules to protect employees, that leaving the employees at the mercy of employers is much like yoking an elephant with an antelope to plow the field. The corporate social responsibility law is urgently needed so that our different corporations in Nigeria will be socially responsible and active with regards to the environment, worker's welfare, maintain individual fundamental human rights and have philanthropic spirit to the society and this will automatically lead to the development and progress of our country Nigeria.

⁵⁶*New Nigeria Newspapers Ltd v Felix Atoyebi* (2013) NGSC 2, *Adeniran v NEPA* (2002) 14 NWLR (Pt786) 30 at 48, *Nigerian Produce Marketing Board v A. O Adewunmi* (1972) ALL NLR 870.

⁵⁷ *SPDC Ltd v Olarewaju* (2008) 12 SC (Pt 111) 27.

⁵⁸ (2004) 9 NWLR (Pt 878) 276 (279).

⁵⁹ *N. I. I. A v Ayanfalu* (2007) 12 NWLR (Pt 1018) 246.

⁶⁰ (2001) 15 NWLR (737) 627.

⁶¹ *Supra* (n 15).