

Training Programme on

Human Rights for Sustainable Businesses

November 29, 2024 (online mode)



Background

Integrating human rights into business practices is essential for achieving sustainable and ethical operations. A robust human rights policy serves as the cornerstone for this integration, establishing clear guidelines and demonstrating a company's commitment to protecting the rights of all stakeholders. Legal compliance is ensured through adherence to national and international human rights standards, reducing legal risks and enhancing corporate credibility. Human rights due diligence is crucial for identifying and mitigating potential risks, thereby preventing violations and their associated consequences. Regular human rights assessments and audits are vital for measuring effectiveness and ensuring accountability, fostering continuous improvement in business practices. By aligning with the UN Sustainable Development Goals (SDGs), companies promote long-term sustainability and contribute to global well-being. A strong commitment to human rights not only enhances a company's reputation but also builds trust with consumers, investors, and partners, ultimately driving innovation and sustainable growth. The new millennium was marked by renewed efforts by the United Nations to develop global norms and standards for Transnational Corporations with regards to Human Rights, in response to the increased attention to high-profile violations and abuses of human rights by businesses, including transnational corporations and their global supply chains.

Gain insights on Human Rights: Policy, Due Diligence, Supply Chain Management, Disclosure, Reporting and on:



The International Bill of Human Rights, ILO Declaration on Fundamental Principles & Rights at Work



The Three Pillars of the UN Guiding Principles on Business and Human Rights.



Corporate Responsibility as outlined in the National Voluntary Guidelines (NVGs).



Principle 5 of the National Guidelines on Responsible Business Conduct (NGRBCs).

Why is This Important for Businesses?

- To recognise impact on and responsibilities towards all their stakeholders
- To get practical guidance on how to prevent and address the impacts of Human Rights violation
- To understand key tenets of Human Rights - policy, due diligence and disclosure
- To understand significance of Human Rights in the context of Business Responsibility and Sustainability Reporting



Who can attend?

This programme is for businesses

- All functional and business heads responsible for Sustainability and sustainability reporting, HR heads and HR executives, Supply Chain and Procurement heads
- Legal heads, Company Secretaries and Compliance Officers of companies
- Chief Risk Officers, CSR heads, etc.

Expert Faculty



Mr. Viraf Mehta

Adjunct Faculty, Indian Institute of Corporate Affairs & Advisor, Partners in Change

- ◆ Social anthropologist with nearly three decades in corporate responsibility.
- ◆ Held significant roles at Tata Steel (1988-2001) and as Chief of Partners in Change (2002-2010).
- ◆ Served on numerous boards and committees, including:
 - ❖ Bureau of Indian Standards, Global Compact Network-India, and Corporate Responsibility Watch.
- ◆ Actively focused on Business & Human Rights (B&HR) since 2007, supporting initiatives with international organizations such as the Institute of Human Rights & Business.
- ◆ Key contributor to the National Voluntary Guidelines (NVGs) and Business Responsibility Report (BRR) framework for the Ministry of Corporate Affairs (MCA).
- ◆ Member of MCA Advisory Committee on the National Action Plan for Business & Human Rights.
- ◆ Currently serves as:
 - ❖ Independent Advisor on corporate accountability.
 - ❖ Adjunct Faculty at the Indian Institute of Corporate Affairs (IICA).
 - ❖ B&HR Advisor to Partners in Change (PIC).



Mr. Shankar Venkateswaran

Managing Partner, Sustainability Integration and Co-Founder of ECube

- ◆ Former Chief of Tata Sustainability Group until 2017, with extensive experience advising companies on embedding sustainability into their core business.
- ◆ Held senior roles, including Director at PwC and SustainAbility UK.
- ◆ He was part of a two-person committee that drafted the National Guidelines on Responsible Business Conduct (NGRBC), released in 2019 by the Ministry of Corporate Affairs, Government of India.
- ◆ Member of the Business Responsibility and Sustainability Reporting (BRSR) Committee that developed the framework in 2020.
- ◆ Advised the Ministry of Corporate Affairs on India's National Action Plan on Business & Human Rights.
- ◆ Serves on the Core Group on Business and Human Rights established by the National Human Rights Commission.
- ◆ Co-authored the book The Business of Social Responsibility with Harsh Shrivastava.
- ◆ Holds a B.Tech. from IIT Madras and an MBA from IIM Calcutta.
- ◆ Regular writer and speaker on the role of business in society.

Course Structure:

MODULE	DESCRIPTION	DURATION
1: What are Human Rights?	An overview of the conceptual aspects of HR, the key content of the International Bill of Human Rights - the Universal Declaration of Human Rights, its two Covenants and the ILO Declaration on Fundamental Principles and Rights at Work and the Constitution of India	10:00 am - 11:30 am (1.5 hours)
2: Application to Business	An overview of the process of development of the UN Guiding Principles on Business and Human Rights, and an introduction to its key content (overview of each of its Three Pillars - State duty to protect; Corporate Responsibility to Respect and Access to Remedy)	11:45 am - 1:15 pm (1.5 hours)
3: Detailed account of Pillar 2	Corporate Responsibility to Respect Human Rights, and its adoption/adaptation in the NVGs 2011 and NGRBCs in 2019: detailed analysis of Principle 5 of the NGRBCs as a cross-cutting principle; including HR Policies, HR Due-Diligence and HR Disclosure and Reporting (BRSR)	2:30 pm - 4:00 pm (1.5 hours)
Closing 4:00 pm - 4:15 pm		

FOR DETAILS CONTACT

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REGISTRATION FEE:

INR 8000 +GST
per candidate