

# Business & Human Rights

*The Fundamentals*



# Outline

1. What are Human Rights
2. Intersectionality between Business & Human Rights (BHR)
3. Scope & Applicability: Value Chains & Value Chain Partners
4. BHR for Who: Stakeholders & Rightsholders
5. Understanding BHR Impacts
6. Conceptual Clarity: BHR, Corporate Social Responsibility (CSR) & Social Audits

## WHAT IS BUSINESS & HUMAN RIGHTS (BHR)?

BHR is a framework to support enterprises identify, address and minimize adverse human rights impacts of their business operations. The BHR framework anchors the Environmental, Social & Governance (ESG) profile of an enterprise.

Read more: [GuidingPrinciplesBusinessHR\\_EN.pdf \(ohchr.org\)](#)



## WHY IS BUSINESS & HUMAN RIGHTS (BHR) RELEVANT FOR YOU?

Given the interconnectedness of global supply chains, BHR is emerging as an important tool for businesses to identify competitive suppliers with minimum adverse ESG impacts. States and economic blocs (such as the European Union, Australia, Japan) are formulating Laws and Regulations to assess suppliers on their environment and human rights impacts. This will directly impact the manufacturing segment, that is the SMEs.

### How Can Business & Human Rights Add Value To Your Business Operations?



ENSURE RISK MANAGEMENT



ENHANCE COMPETITIVENESS AND VISIBILITY



SUPPORT IN MEETING WITH EMERGING GLOBAL AND DOMESTIC EXPECTATIONS



ENHANCE COST EFFECTIVENESS AND EFFICIENCIES



ENHANCE BRAND VALUE, REPUTATION AND GOOD WILL



IMPROVE MARKET ACCESS AND INVESTMENTS

Welcome - Team

# Welcome!



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Please write questions in the Q&A function, we will answer them at the end.



Please ask your questions in Thai or English.



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Q&A

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# Dr. Garima Dadhich



Dr Garima Dadhich, Associate Professor with Indian Institute of Corporate Affairs (IICA), Ministry of Corporate Affairs. She is heading the School of Business Environment, Centre for Business and Human Rights and Centre for Responsible Business Advisory at IICA. **She has been instrumental in co-creating an enabling environment in the country for promotion of the Environmental-Social-Governance (ESG), Business and Human Rights (BHR), CSR and other such aspects in Corporate Sustainability.**

Various initiatives such as development of industry sector specific guidelines for adaptation of NGRBCs, development of Partnership guidelines etc have recently been initiated by her.

**She is a regular faculty for the programmes on business laws, corporate governance, Corporate Social Responsibility for Ministry Officials and Corporate Executives and has trained various Directors/Independent Directors from various Public Sector Units and Private Companies for improving board effectiveness and governance of CSR. She is also member of various Expert/Advisory committee of Government of India and other national and international bodies.**

**She has authored the book 'Demystifying ESG' and 'Benchmarking ESG and CSR' and has published research papers in referred academic journals and presented papers in several conferences, seminars and academic workshops.**

# United Nations Guiding Principles on Business & Human Rights (UNGPs) and the National Guidelines on Responsible Business Conduct (NGRBC)

# 1. What are Human Rights

Human Rights are inherent, indivisible and interdependent rights enjoyed by all humans  
These are defined in the International Bill of Rights.

In India, Human Rights have been enshrined in the Constitution of India: Fundamental Rights (Part III) and Directive Principles of State Policy (Part IV)

Right to Equality

Right to Life

Non-Discrimination

Freedom of  
Expression

Right to Health

Right to Work

Right to Justice

Right to Clean  
Environment

Right to Education



# Examples of Human Rights in Business

Right to  
Minimum  
Wage

Non -  
Discriminatio  
n

Sexual  
Harassment

Overtime

OHS

Pollution

Justice &  
Grievance  
Redressal

Misinformation/Advertisement

Right to  
Privacy

Adverse  
Community  
Impacts

Right to clean environment is a fundamental human right.

Agree

Disagree

Businesses have a duty to provide clean environment for their employees, workers, local communities and customers/consumers.

Agree

Disagree

X is a IT professional in Bangalore. On the weekends X runs a tea shop, along with his wife. Given the small scale and irregular nature of his business, X need not consider BHR.

Agree

Disagree

X receives an investment from a big tea brand. X undertakes BHR assessments and streamlines processes. Moving forward, X need not undertake BHR assessments again.

Agree

Disagree



### SUPPLY CHAIN VERSUS VALUE CHAIN

Supply chain is a component of a value chain. A supply chain includes physical assets and labour from various tiers of suppliers who contribute to producing a product or service.

The value chain, encompasses elements of the supply chain and the processes that enhance the value of a product or service. This includes establishing business relationships with entities that utilize the company's products or services, engaging in marketing and sales efforts, managing logistics and distribution, ensuring responsible product usage, and addressing the product's end-of-life phase.

### VALUE CHAINS & THEIR HUMAN RIGHTS IMPACTS



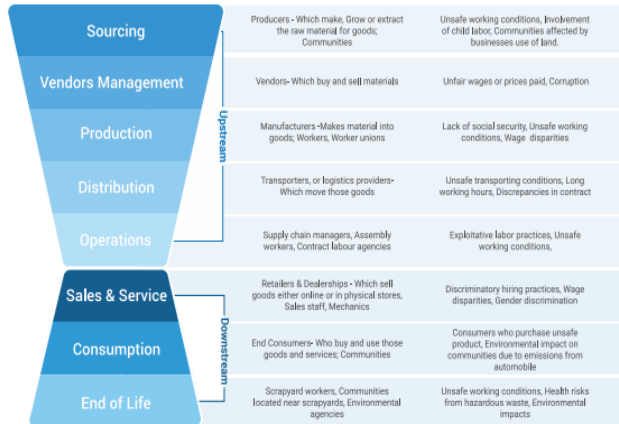
VALUE CHAIN PROCESS



VALUE CHAIN STAKEHOLDERS



POTENTIAL HUMAN RIGHTS IMPACT



\* The listed Human Rights Risks are not exhaustive and are intended to provide a general overview.

# 3. Scope & Applicability: Value Chains & Value Chain Partners

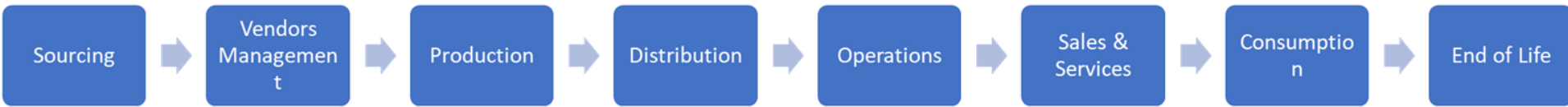
## Value Chains

- Encompass the activities that convert input into output, by adding value

## Value Chain Partners

- Business entities with which a business has direct or indirect business relationship and which either
  - Supplies products/ services
  - Receives products/ services from

# Value Chain: Illustration



# Responsible procurement is part of BHR

True

False

BHR extends only to the domestic value chain of a business enterprise

True

False

O, is an orange juice manufacturing company and has multiple suppliers from Nagpur. O should review, enable, respect BHR practices only of its largest suppliers.

True

False

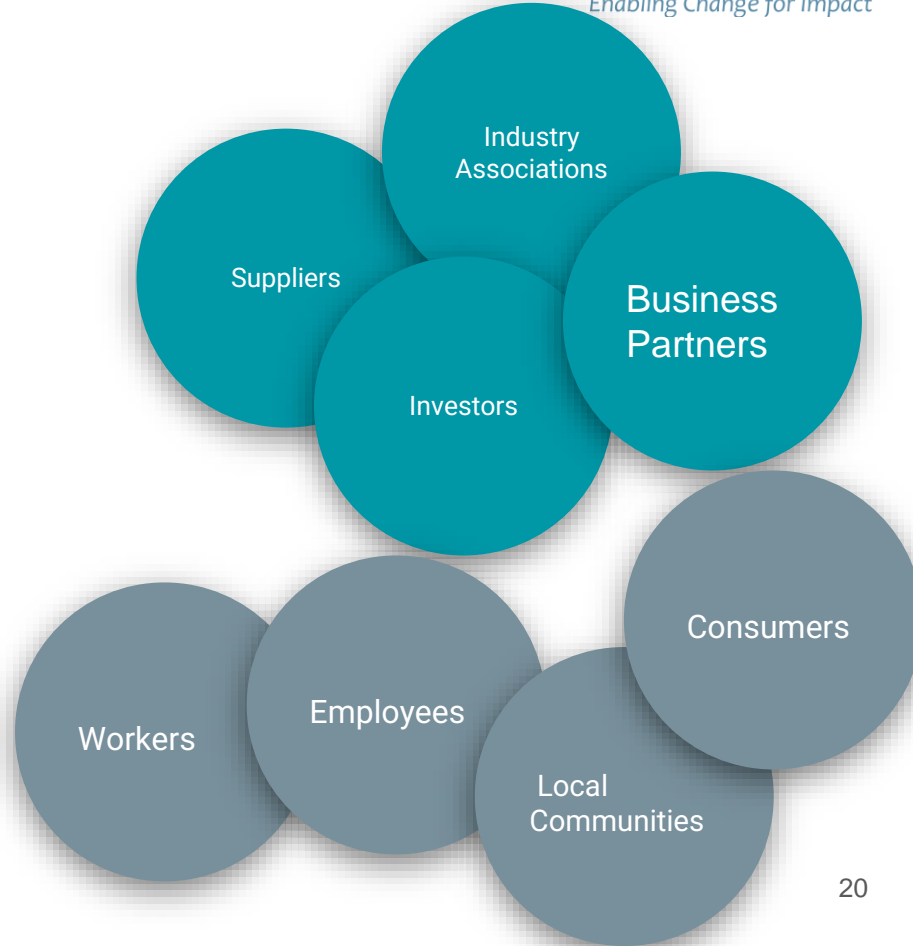
# 4. BHR for Who: Stakeholders & Rightsholders

## Stakeholders

- A Stakeholder is any person, group, organization who may be affected by the organization's activities, and vice versa that has any interest in company's activities and outcomes, and vice versa.

## Rightsholders

- A Stakeholder whose human right(s) have been affected by the business operations.



X, the tea shop owner hires K to manage his investors and his brand. K works remotely for for X. K is not a rightsholder, since he only works remotely.

Yes

No

O, the orange juice manufacturing company engages with a new supplier M. From a BHR perspective, is M is a rightsholder?

Yes

No

# 5. Understanding BHR Impacts

## Impacts of What?

- Business operations
- Actual and/ or potential operations

## Adverse Human Rights Impacts:

- When an action reduced/ removes the ability of an individual to enjoy their human right(s)

## Adverse Human Rights Impacts Through:

- Own activities
- Contribute to - directly/ indirectly

### *Key Feature*

Under BHR, we assess the impact of our business operations on human rights of stakeholders

The core objective of BHR is to identify and understand how human rights impacts the business operations.

True

False

O is an orange juice manufacturing company. O procures its labels from A. At the last minute, O changes its label requirements pushing A to breach labour standards to deliver the the labels. Here, O has contributed to adverse human rights impacts.

True

False

## 6. Conceptual Clarity: BHR, Corporate Social Responsibility (CSR) & Social Audits

### BHR

- BHR is a process to identify, mitigate and remediate adverse human rights impacts of businesses

### CSR

- CSR is mandated by law to share 2% annual net profit (average) towards philanthropic activities schedules in the CSR Act 2013

### Social Audits

- Social audit is a formal review of a business enterprise's policies, processes and codes of conduct

O, the orange juice manufacturing company may use its CSR funds to understand the its adverse human rights impacts on the local communities

Correct

Incorrect

O, undertakes periodic social audits. Therefore, O need not periodically monitor and review its BHR processes

Correct

Incorrect

BHR is part of a business's welfare and philanthropic activities

Correct

Incorrect

## Podcasts & Videos

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### Our Vision

Create an ongoing engagement platform for South Asian businesses to interact with diverse stakeholders to understand and explore opportunities in Business & Human Rights, thereby potentially enhance responsibility, resilience and competitiveness

[Learn More](#)

<https://bhrnetwrk.com/>



**Business & Human Rights Network**  
AN INDUSTRY PERSPECTIVE



## Business & Human Rights Network

An ongoing engagement platform for South Asian biz to interact with stakeholders to understand & explore opp. in B&HR

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**LinkedIn: Business & Human Rights Network**



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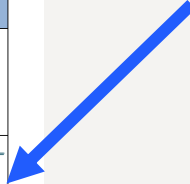
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## Webinar Schedule and Links:

#	Title	Date	Time (India)	Link
0	Onboarding & Baseline	October 2024	2pm IST – 3:30 pm IST	See page 1
1	(Part 1) Human Rights Due Diligence (HRDD) and Business Human Rights (BHR) Overview and Context	25 Oct 2024	2pm IST – 3:30 pm IST	<a href="https://us02web.zoom.us/webinar/register/WN_7n9cu6pdRL6Zp-uWVsUBSA">https://us02web.zoom.us/webinar/register/WN_7n9cu6pdRL6Zp-uWVsUBSA</a>
2	(Part 2) Human Rights Due Diligence (HRDD) and Business Human Rights (BHR) Overview and Context	8 Nov 2024	2pm IST – 3:30 pm IST	<a href="https://us02web.zoom.us/webinar/register/WN_KNSgH0xbQ6-e7bk3hXExDQ">https://us02web.zoom.us/webinar/register/WN_KNSgH0xbQ6-e7bk3hXExDQ</a>
3	HRDD: Identify and Prioritize Risk	17 Jan 2025	2pm IST – 3:30 pm IST	<a href="https://us02web.zoom.us/webinar/register/WN_noPNHrgjR5GwvcUGWzhuXA">https://us02web.zoom.us/webinar/register/WN_noPNHrgjR5GwvcUGWzhuXA</a>
4	HRDD: Prevent & Mitigate Risk	4 Feb 2025	2pm IST – 3:30 pm IST	<a href="https://us02web.zoom.us/webinar/register/WN_MJEeOyxsSYKIOeegq8cPwA">https://us02web.zoom.us/webinar/register/WN_MJEeOyxsSYKIOeegq8cPwA</a>
5	HRDD: Grievance & Remediation Mechanism	21 Feb 2025	2pm IST – 3:30 pm IST	<a href="https://us02web.zoom.us/webinar/register/WN_cHjjPOSbSVOWsAxDoyHujg">https://us02web.zoom.us/webinar/register/WN_cHjjPOSbSVOWsAxDoyHujg</a>
6	HRDD: Tracking Results & Effectiveness	4 Mar 2025	2pm IST – 3:30 pm IST	<a href="https://us02web.zoom.us/webinar/register/WN_nuESUCEwQh-oGyJY9_kvFA">https://us02web.zoom.us/webinar/register/WN_nuESUCEwQh-oGyJY9_kvFA</a>



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