

BUSINESS & HUMAN RIGHTS



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School of Business Environment

Indian Institute of Corporate Affairs

(An autonomous Institute under the Ministry of Corporate Affairs, Govt. of India)

Presents

A Three-Months Online Learning & Certification Programme

IICA Certified BHR Professional

Enabling Business Sustainability by Respecting Human Rights

Last Date of Registration 30th November 2023

Indian Institute of Corporate Affairs

The Indian Institute of Corporate Affairs (IICA) is an autonomous institute under the aegis of the Ministry of Corporate Affairs, Government of India. It conducts induction and training for the central civil servants of the Indian Corporate Law Service Cadre. Being a unique world class institution and a holistic think tank, IICA functions as a premier service delivery institute in the domain of Corporate Affairs by providing policy advocacy, research, and capacity building support to the government, corporate sector, professionals, and related stakeholders to drive corporate growth, reforms, and regulations, through synergized knowledge management, global partnerships, and real time solutions.

School of Business Environment

School of Business Environment (SoBE), IICA works in the areas of Environmental, Social and Governance (ESG), Corporate Social Responsibility (CSR) and Business and Human Rights (BHR). The SoBE intends to create knowledge through applied and conceptual research, relevant to policy makers, business ecosystem and society along with its underlying disciplines, and to disseminate such knowledge through publications and capacity building programmes.

Centre for Business and Human Rights

Centre for Business and Human Rights as a specialized centre nested in SoBE offers advanced expertise in Responsible Business, Business & Human Rights and Stakeholder engagement for aligning business strategy with business responsibility to respect human rights. The centre provides policy advocacy, research and advisory support to multiple stakeholders for strengthening the Business and human Rights framework.

Centre for Business and Human Rights has following vision, mission and mandates:

Vision: To enable a business environment in the country which aligns profits and human rights principles.

Mission: To help corporate professionals build to specific knowledge and capabilities they need to translate human rights requirements into concrete strategies and practical action.

Mandate:

- To undertake research studies in the domain of business and human rights;
- To offer capacity building, certification courses, training programmes on business and human rights;
- To facilitate consortium/coalition of organizations working on business and human rights;
- To review and develop policy and legislations on business and human rights in country;
- To organize events, exhibitions, seminars, panel and international / national / regional conferences on business and human rights.

B+HR ASIA, UNDP

UNDP under its Business and Human Rights in Asia (B+HR Asia) project aims to enable Sustainable Economic Development in the region, through the Protect, Respect and Remedy framework of the UN Guiding Principles (UNGPs) on Business & Human Rights (BHR). The project promotes the agenda on BHR by working with Asian governments, businesses and civil society in the implementation of the UNGPs at the national and regional level. The overall objective of the project is to prevent, mitigate and address human rights conditions in business operations and enable a more level playing field for businesses that demonstrate respect for human rights. As a key regional development partner, India plays a central role in promoting the implementation of the UNGPs in Asia.

THE BUSINESS CASE OF HUMAN RIGHTS

Corporates have a Responsibility to Respect Human Rights.

The United Nations Human Rights Council unanimously endorsed the UN Guiding Principles on Business and Human Rights (UNGPs). The UNGPs are the world's most authoritative, normative framework guiding responsible business conduct and addressing human rights abuses in business operations and global supply chains. India has also endorsed the UNGPs and recognised these under the National Voluntary Guidelines on Social, Environment and Economic Responsibilities of Business in 2011 updated as National Guidelines on Responsible Business Conduct (NGRBC) in 2019. Based on the NGRBCs, SEBI has introduced the Business Responsibility and Sustainability Reporting (BRSR) Framework and has also mandated it on top 1000 listed companies by market capitalization.

States and businesses have distinct but complementary responsibilities under the UNGPs. The UNGPs constitute a global standard against which the conduct of both States and companies can be assessed. Comprising 31 principles, the UNGPs are organized under 3 pillars - Protect, Respect and Remedy. The three pillars define the duties of States and businesses to protect human rights. Each pillar provides a set of actionable steps to ensure the protection of human rights within the context of business operations. UNGP principles apply to all businesses regardless of their size, sector, location, ownership and structure.

Companies have a responsibility to respect human rights and to take necessary steps to mitigate the human rights risks in business operations.

Companies are expected to:

- **Make a policy commitment to meet responsibility to respect human rights**
- **Implement human rights due diligence to identify and address adverse impacts**
- **Engage with access to remedy, including by establishing grievance mechanisms**

Not only under the International Law, but the increasing pressures from different stakeholders of business like shareholders, investors, buyers, consumers, community, government etc. expect businesses to be more responsible towards their influence on environment and society. A lot of focus these days is being given by business on Sustainability or Environmental-Social-Governance (ESG) aspects. Apart from environmental and governance aspects, social aspects of sustainability are also of prime importance to a business. Business and Human Rights (BHR) framework assists companies to assess and mitigate various social risks to a business including human rights related reputational and legal risks.

Within the above context, in order to build capacities of businesses to respect human rights, IICA in collaboration with UNDP India has come up with a three-month online learning and certification programme, IICA Certified Business and Human Rights (BHR) Professional.

IICA Certified BHR Professional

The programme aims to provide an insight into various aspects of Business and Human Rights and the strategies to be adopted to integrate them into business operations.

The programme is first of its kind and has been uniquely designed by IICA in collaboration with the UNDP supported by the European Union.

Objectives

Objectives of the programme are to empower companies:

- to understand to Business and Human Rights interface
- to embed a Human Rights approach in corporate policies and practices
- to assess and mitigate risks and conduct Human Rights Due Diligence

Duration, Mode and Batch Size

- Duration: Three Months
- Number of Hours: 30
- Mode: Online, Technology-enabled learning
- Session Delivery: Live interactive sessions
- Course Fee: INR 40,000/- (Exclusive of applicable Taxes)
- Subsidised fees of the BHR course due to sponsorship under the B+HR programme

Target Participants

The course is designed for a wide range of professionals interested in business and human rights, including:

- Head of Key Functional Teams (E.g.: Human Resources, Sustainability, Procurement, Vigilance and Ethics etc.)
- Plant / Project Managers
- BHR Implementing Agents in Businesses including Value Chains

Key Features

- 30 Hours of online learning spread over 3 Months
- Renowned and well-acclaimed subject matter experts
- Critical reflection on emerging issues of Business and Human Rights
- Focus on cross-cutting issues, and a multidimensional approach to facilitate better understanding of Human Rights Due Diligence
- Technology-enabled learning
- Digitised course content
- Self-assessment tools at the end of each module
- Recorded sessions for easy and convenient access

Pedagogy

Online live interactive sessions, 40% Theory, 30% Case Studies, 30% Practice oriented modules, Assignments, Self-evaluation, Examination

Programme Structure

The IICA Certified BHR Professional Programme is divided into four modules:

| | |
|--|---|
| Interface of Business and Human Rights | <ul style="list-style-type: none">➤ Introduction to Business and Human Rights➤ Embedding Human Rights in Corporate Policies and Practices |
| Compliance and Stakeholder Engagement | <ul style="list-style-type: none">➤ Human Rights Due Diligence➤ Remediation Process➤ BHR Disclosures➤ Engaging Stakeholders |
| Translating Policy to Practice | <ul style="list-style-type: none">➤ Case Studies in Action: Undertaking Human Rights Due Diligence➤ Case Studies in Action: Handling Situation of Violation➤ Best Practices in Human Rights Disclosures |
| Global Issues, Challenges and Way Forward | <ul style="list-style-type: none">➤ Human Rights Due Diligence: Global Perspective➤ Value Chain Challenges➤ Way Forward of BHR in Next Decade |

Message from the DG & CEO, IICA

"Relationship between business and human rights is of centralized importance in today's globalized economy. This course will be a benchmark in enabling the businesses to be more sensitive towards respecting human rights and making positive business impacts."



Shri Praveen Kumar
Former Secretary to Govt. of India
Director General & CEO
Indian Institute of Corporate Affairs

Expert Committee, Other Experts, Core/Guest Faculty



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Joint Secretary, NCSC
Ministry of Social Justice
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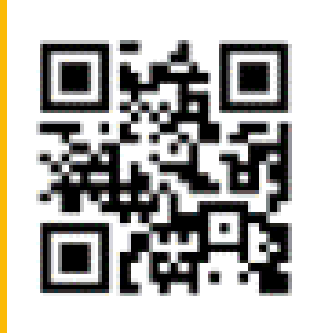


Dr. Ravi Raj Atrey,
Chief Programme Executive
IICA

Registration Process

To register, [CLICK HERE](#)
or visit: <https://iica.nic.in/cpbhr/>
Registration Open

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