

Human Rights- Business Management Prospective (A study about working conditions for employees in Sikar)

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Abstract: Human rights are basic rights and freedoms that protect us all. They are based on dignity, fairness, equality and respect. Businesses have a significant impact on the way we live our life and enjoy these human rights, whether it's as an employee, a customer or simply living alongside companies that share our cities and towns. When people think of human rights abuses associated with business activities they may think of sweatshops in different part of our country where child labour and unsafe working conditions are commonplace especially in Sikar district. Clearly, in Sikar, companies do need to pay close attention to their supply chains but businesses can affect people's human rights in more subtle ways. Companies with an online presence will need to make sure that they respect people's right to privacy and uphold data protection laws, care home providers need to treat the people they look after with dignity and respect and all businesses have an obligation to ensure safe working conditions for their staff.

Keywords- *sweatshops, supply chains, data protection laws, safe working conditions.*

A growing number of companies are becoming aware of the contribution they can make to advancing human rights within their spheres of influence and the benefits such an approach can have for their businesses. While human rights continue to be the primary responsibility of governments, companies can do a lot within the context of their own business to support and respect the observance of human rights. Being proactive on human rights can make good business sense, as well as being the right thing to do. This publication, a joint product of the Business Leaders Initiative on Human Rights (BLIHR), the United Nations Global Compact Office, and the Office of the High Commissioner for Human Rights (OHCHR), offers practical guidance to companies that want to take a proactive approach to human rights within their business operations. It is principally for business leaders and managers in large and medium-sized enterprises, private and state-owned, who would like to develop their understanding of human rights in business practice.

What is the Business Leaders Initiative on Human Rights?

The Business Leaders Initiative on Human Rights (BLIHR) is a business-led program that is developing practical tools and methodologies for applying human rights principles and standards across a range of business sectors, issues, and geographical locations. The ten member companies of BLIHR took the lead in this Guide's development, in which they share some of their experiences and lessons they have learned

. The first two principles of the Global Compact are derived from the Universal Declaration of Human Rights, which is the foundational framework of the international human rights system.

- Business should support and respect the protection of international human rights; and
- Business must not be complicit in abuses of human rights. The Global Compact Office works with participants and other stakeholders to provide support, communications, governance, and programs related to the Global Compact initiative and principles.

Human rights is one of the most challenging areas of corporate responsibility for companies to address; more human rights tools and guidance are needed. This Guide is intended to help meet this need and, in doing so, help companies make human rights a successful part of their business.

Human rights are the basic rights of each human being, independent of race, sex, religion, political opinion, social status, or any other characteristic. Through international human rights conventions, governments commit to respect, protect, promote and fulfill the human rights of their citizens and other individuals within and beyond their borders. A list of the human rights contained in the Universal Declaration, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights – the three fundamental United Nations agreements on human rights – is included in the Appendices to this Guide. Businesses should also be aware of the core conventions of the International Labour, Organisation. In

addition, a specific body of law applies in situations of armed conflicts: international humanitarian law. Its rules have two aims: first, protecting people who are not or no longer taking part in hostilities and, secondly, regulating means and methods of warfare. At this time in history, there are compelling reasons why businesses should involve human rights in their policies and practices. Businesses increasingly need a stable international environment in which to operate, with sustainable markets and a “level playing field” of opportunities. Human rights offer a common framework for businesses to understand societies’ expectations and deliver value to stakeholders in a more sustainable way. This Guide demonstrates that, in a business context, advancing human rights is as much about realizing new opportunities and managing risk as it is about meeting essential global standards. For business, human rights provide a universal benchmark for minimum standards of behavior. Many national laws and regulations have evolved as a result of a State’s obligation to implement human rights standards. Business must, of course, observe such laws in all countries and jurisdictions in which they operate. The debate about the nature and scope of companies’ human rights responsibilities is a relatively recent one, as is the idea of applying human rights to business decisions and operations. A number of international efforts have been undertaken to elaborate on the content of human rights relevant to business. One of the most comprehensive efforts resulted in the “Draft Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights” (Draft Norms), developed by a United Nations expert group, the UN Sub-Commission on the Promotion and Protection of Human Rights. While the Draft Norms have no formal legal status, the inter-governmental UN Commission on Human Rights has observed that they have useful elements. Many of the companies that have contributed to this Guide, especially the companies involved in BLIHR, agree that the content of the Draft Norms provides a helpful framework for human rights in business

Human rights in your business: getting started

- 1 Develop the business case for human rights
- 2 Familiarize yourself with the broad content of human rights and the available resources
- 3 Understand the implications of the first two principles of the Global Compact
- 4 Develop and encourage a rights-aware approach to your business

Human rights in strategy: key steps for your business

- 1 Find out what you are already doing
- 2 Identify risks and opportunities and then the priorities for action
- 3 Develop a human rights strategy for your business

- 4 Define and embed appropriate management responsibilities
- 5 Integrate human rights into your company’s activities
- 6 Develop your strategy through a circle of continuous improvement

Conclusion

The rapid development of ‘business and human rights’ as an area of concern and interest over the last decade seems likely to continue. As it does, an increasing number of businesses around the world will identify practical ways to integrate human rights into their business practices. However, there is much work to be done to develop and refine the tools and systems needed for businesses to manage human rights effectively. This Guide is very much a ‘first attempt’ at exploring the practical integration of human rights into business management, and it is hoped that businesses might be inspired by its advice and examples to develop their own applications of human rights which, in turn, might be shared more widely.

References

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