



Assessing Human Rights Impacts in the Food Industry

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Highlands and Islands Enterprise (HIE), the Scottish Government's economic and community development agency for the Highlands and the Islands, facilitated the placement with a fish-processing company in the North of Scotland. The company experienced significant growth during the last few years and was seeking feedback on its human rights compliance and potential avenues for future Corporate Social Responsibility (CSR) activities.

The company facilitated interviews with workers of the processing units as well as middle and senior management. In addition, the student gained insight in current human resource and supply chain management challenges and processes.

The placement enabled Bastian to form the basis of his Master's dissertation project on the human rights compliance of Scottish companies and how it can be improved. Bastian undertook a study on how human rights are embedded in food supply chain management processes, especially through social auditing.

MMM EMPLOYER EXPERIENCE

"We engaged with Bastian to allow the business to gain a greater and wider understanding of corporate social responsibility. As a business we have a collaborative approach to working in partnership with our customer and suppliers, however we were seeking to gain some feedback and recommendations on the wider context of corporate social responsibility in terms of human right principles outwith the UK.

Through Bastian's positive consultative approach we have gained a more insightful knowledge of ourselves as well as a greater understanding of the wider context of corporate social responsibility."

PROGRAMME DIRECTOR

DR IOANA CISMAS, LECTURER IN LAW & DIRECTOR OF THE LL.M CORPORATE SOCIAL RESPONSIBILITY, UNIVERSITY OF STIRLING

"The MMM programme offers a framework for graduate students to test theories and apply concepts acquired in classroom contexts to real-case scenarios. Students are encouraged to work independently, while being provided with unique access to employers' networks, and academic guidance. MMM is a perfect illustration of the benefits of active learning: students strengthen their knowledge, acquire new skills, and increase their employability prospects. This particular project has been a great success thanks to the student's exceptional analytical skills, dedication to his research and passion for the topic, the employers interest in and commitment to the programme, and outstanding support throughout, as well as the academic and administrative assistance provided by the University of Stirling. As a result, Bastian has developed new research in the under-studied area of small businesses and human rights—his dissertation, and the other activities undertaken alongside it, have the potential to achieve a real impact outside academia."

STUDENT FEEDBACK

BASTIAN ROOS - LL.M IN CORPORATE SOCIAL RESPONSIBILITY, UNIVERSITY OF STIRLING

"It was very insightful to see how companies manage human rights in their daily operations and supply chains after so much theoretical input through the modules and lectures of my master programme. The opportunity to witness the attempts of a company to establish additional processes to tackle their human rights was a privilege and I am thankful for this unique opportunity. In addition, I had first-hand experience of observing the need for effective communication so that the language of academia and business can work together to progress this important area. Indeed, I feel that this work related project will help me in the articulation of my skills as I progress my future career."