

# Bhoomika Choudhury

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## EDUCATION

### **GEORGETOWN UNIVERSITY LAW CENTER (GULC)**

*Masters of Law with Certificate in Human Rights Law*

Washington, DC

May 2019

GPA: 3.59/4.0 ; *Cleared the New York Bar exam in October, 2019*

Honors and Awards: Distinction, Featured in Dean's list; Selected as one of GULC's five 2019 Salzburg Global Cutler Fellows

Relevant Courses: International Human Rights Law, Business and Human Rights Practicum, Refugee Law(A-)

### **SYMBIOSIS LAW SCHOOL**

*Bachelor of Laws, Bachelor of Business Administration*

Pune, India

March 2012

GPA: 3.4/ 4.0 (Class Rank: Top 1%)

### **INSTITUTE OF HUMAN RIGHTS AND BUSINESS, BERGEN UNIVERSITY AND RAFTO FOUNDATION**

*Masters in Business and Human Rights*

Hybrid- Bergen, Norway and Remote

## EXPERIENCE

### **INDEPENDENT CONSULTANT**

*Synarchy Management Consultancies Co LLC*

Dubai, UAE

November 2025- Present

- Contributing as an Independent Consultant for a study commissioned by the Ministry of Human Resources and Emiratisation (UAE) on Forced Labor and Human Trafficking Study in the UAE, conducting comparative legislative mapping, stakeholder engagement, and drafting final policy recommendations.

*Researcher and International Accountability for Anti-Jindal People's Movement*

February 2025- Present

- Coordinating advocacy efforts around the Jindal steel project in Odisha, including submissions to UN Special Procedures such as the UN Working Group on BHR and the Special Rapporteur on the Right to a Healthy Environment. Supporting cross-border complaints with partners, targeting international financial institutions and OECD National Contact Points to challenge violations linked to land acquisition, environmental harm, and lack of community consent.

*Asian Forum for Human Rights and Development*

April 2025- August 2025

- Drafted the first edition of Forum Asia's Annual Report on Business and Human Rights in Asia for the year 2024.

*Kazakhstan Int'l Bureau for Human Rights and Rule of Law Public Assn.*

February 2025- August 2025

- Wrote a report analysing human rights and CSO engagement mechanisms at the World Bank, ADB, and EBRD for a Central Asia regional initiative. Inducted as an Expert for the Working Group for CSOs for Sustainable Development in Central Asia.

### **BUSINESS AND HUMAN RIGHTS RESOURCE CENTRE**

*Senior Labour Rights Researcher*

Remote

February 2024- January 2025

- Led research on supply chain labour conditions and contributed to BHRRC's Just Transition strategy to protect workers' rights in renewable energy.

### **INDEPENDENT CONSULTANT**

*American Bar Association Center for Human Rights*

Bengaluru, India

October, 2022- January 2024

- Conducted primary research in courts and on the ground and authored the report titled '*Punished for Protest: Indian Human Rights Defenders Persecuted in Struggle Against Dinkia's Steel mill Project*'.

*Advocating Rights in South Asia (ARISA)*

January 2022- January 2024

- Conducted research and stakeholder consultations to design a grievance redressal mechanism for sandstone workers, explored employer liability in silicosis cases, and helped establish legal aid clinics to support affected workers.

*Independent Assessor, Dindigul Agreement to End GBV in Garment Industry*

January 2023- January 2024

- Joined as Independent Assessor and Internal Complaints Committee member in agreement signed between the garment brand H&M, textile manufacturer M/s Eastman Exports, trade union TTCU and NGOs AFWA and GLJ-ILRF

*Cividep India*

February, 2022- January 2023

- Project planning, development and implementation of consultation and study for the Partnership for Sustainable Textiles (Germany), aimed at improving its grievance redressal mechanism by consulting CSOs, trade unions and MSIs in South India

*Traidcraft Services India Pvt. Ltd*

Apr, 2022- Sept 2022

- Contributed in a study on success of Ethical Trade Initiatives' social dialogue programme in Bangladesh, Turkey and India.

#### **CIVIDEP INDIA**

Bengaluru, India

*Legal Research and Advocacy Lead*

May, 2020- February, 2022

- Led strategic research and advocacy on labour rights in the garment sector
- Designed and delivered multi-stakeholder engagements and corporate accountability campaigns

#### **AMERICAN BAR ASSOCIATION CENTER FOR HUMAN RIGHTS**

Washington, DC

*Consultant, Justice Defenders Team*

August, 2019- May 2020

- Authored & led the research for investigating violation of decent work conditions in India-U.S sandstone mining supply chain.
- Report resulted in the inclusion of sandstone in the *List of Goods Produced by Child Labor or Forced Labor* published by the U.S Department of Labor.

#### **INTERNATIONAL BAR ASSOCIATION**

Washington, DC

*Legal Extern*

January 2019 – April 2019

- Shaped IBA's key conference on Business and Human Rights by researching, preparing memorandums and briefing notes on rights of migrant workers, technology and human rights and human rights in mega sporting events.

#### **AMERICAN BAR ASSOCIATION CENTER FOR HUMAN RIGHTS**

Washington, DC

*Legal Extern, Justice Defenders Team*

September 2018 – December 2018

- Drafted a report on the internationally followed case involving protection of justice defenders, by analyzing different human rights laws, on breach of due process, fair trial and violation of fundamental and human rights.

#### **SVADHA LEGAL**

New Delhi, India

*Partner*

February 2016 - June 2018

- Appeared in cases of child sexual abuse and fair trial. Assisted Ministry of Labor & Employment of the Government of India, with drafting the policy of a major central sector scheme project for the rehabilitation of child labor and on implementation of the Child Labour Project. Drafted and provided recommendations to Planning Commission (NITI Aayog) on the 'Anti Human Trafficking Bill'.

#### **NATIONAL COMMISSION FOR WOMEN**

New Delhi, India

*Consultant*

May 2017

- Led a committee for the investigation, assessment, and reporting on the allegations of forcible drug injection and trafficking at one of India's largest juvenile detention center.

#### **KAILASH SATYARTHI CHILDREN'S FOUNDATION (LED BY NOBEL LAUREATE)**

New Delhi, India

*Legal and Policy Consultant*

June 2017- May 2018

- Researched and drafted the Standard Operating Procedure (SOP) for effective enforcement of the Child & Adolescent Labor Act for the Ministry of Labor, Government of India. Trained 100+ Government attorneys and Court staff on handling sexual abuse and child labor matters. Researched and drafted the SOP for Combatting Trafficking of Persons in India for National Human Rights Commission.

#### **CHAMBER OF DR. RAJEEV DHAVAN, SENIOR ADVOCATE, SUPREME COURT OF INDIA**

August 2015- January 2016

**CYRIL AMARCHAND MANGALDAS**

September 2014- August 2015

**VAISH ASSOCIATES ADVOCATES**

July 2013- September 2014

**CHAMBER OF HONORABLE MR. JUSTICE RAJIV SHAKDHER**

August 2012- June 2013

#### **OTHER INFORMATION**

Bar Admissions: Bar Council of India (June 2013); Cleared the New York Bar exam in October, 2019

Language Skills: English (native), Hindi (native), Oriya (native), Bengali (intermediate)

Professional Affiliations: Supreme Court Bar Association; Delhi High Court Bar Association

Publications: *Tainted Stones: Bonded Labour and Child Labour in the India-U.S. Sandstone Supply Chain (2020)*. American Bar Association Center for Human Rights; *Punished for Protest: Indian Human Rights Defenders Persecuted in Struggle Against Dinkia's Steel Mill Project (2024)*, American Bar Association Center for Human Rights.