

Business & Human Rights Trends 2019

WBCSD Webinar – 7 March 2019



Webinar agenda

Introduction

Davide Fiedler, Manager, Social Impact, WBCSD

Business & Human Rights Trends 2019

Steve Gibbons, Director, Ergon Associates

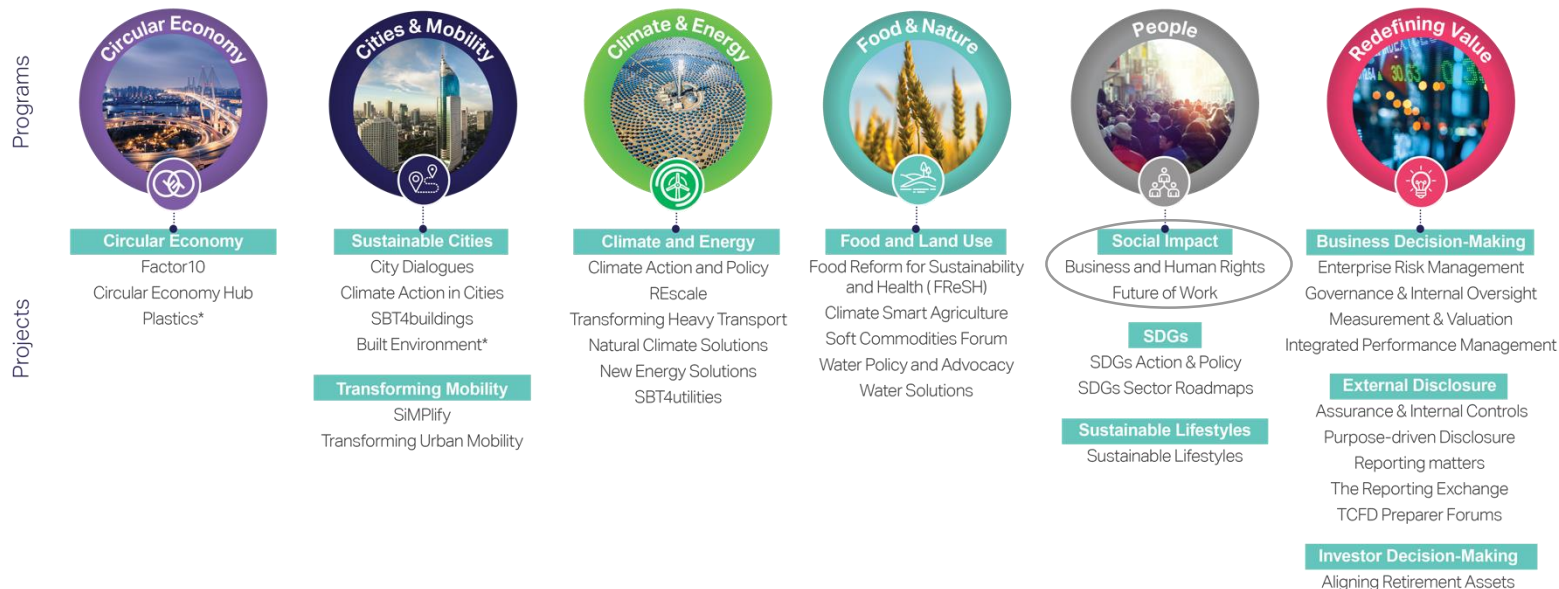
Q&A, discussion





200 global companies united around a common vision
9 billion people living well, and
within the boundaries of our planet

WBCSD's Targeted Solutions



*Scoping





Business & Human Rights project

Value

Connect companies with the dynamic human rights landscape.

Facilitate peer-to-peer learning to capture, highlight and disseminate solutions.

Impact

Inspire, inform and advocate business action

Promote partnerships for impact

Voice

Inject a forward-thinking business voice into intergovernmental processes, governance and regulation.

Highlights: 2018

WBCSD's Business and Human Rights Gateway:
Connecting companies with the dynamic human rights landscape

WBCSD and Human Rights

WBCSD's human rights project
Find out more about our work around business and human rights

Mapping the Business and Human Rights Landscape
Explore key developments across this space with our interactive tool

Putting People First
The 2018 edition of our analysis of progress and priorities in corporate respect for human rights

The Human Rights Opportunity
15 real-life cases of business contributing to the SDGs by putting people first

Human Rights Reporting
Insights from WBCSD's Reporting matters 2018 analysis of human rights reporting

Latest News and Insight
Latest updates on business and human rights developments

Why food companies need to step up on human rights in global supply chains
Jan 4, 2019
GreenBiz

Netherlands: Over 70 pension funds sign covenant on sustainable investment
Jan 3, 2019
IPS

Women in palm oil: invisible no more?
Jan 3, 2019
EcoBusiness

Putting people first: progress & priorities in corporate respect for human rights

Issue Brief | 2018 update

The Human Rights Opportunity
15 real-life cases of how business is contributing to the Sustainable Development Goals by putting people first



<https://humanrights.wbcd.org/>

Addressing human rights as an opportunity for impact

By addressing:

Gender discrimination & workplace harassment you are..

ensuring dignity and security for women.

Forced labor in supply chains you are..

lifting people out of mandate to a life of new freedom and hope.

Community engagement you are..

empowering people and communities to influence decisions that affect their lives.

“Companies that view business respect for human rights as simply a compliance or ‘do no harm’ proposition will miss its power to bring transformative, positive change to people’s lives and make a major contribution to the ‘people part’ of the SDGs.”

The Human Rights Opportunity

Highlights: 2019



Workshops & Events

20-21 March, Singapore
20 June, Paris
Sep/Oct, Brazil



CEO Guide to Human Rights

To be launched in
March and translated
to French and
Portuguese by June



Collaborations

Across WBCSD programs

Tech Against Trafficking
initiative

UN Working Group on
Business and Human Rights

Engagement opportunities

CEO Guide to Human Rights

A top-level overview for CEOs on the significance of the human rights agenda for business.

Aligns forward-thinking business around a compelling business case for engagement.

Issues an urgent call for action from WBCSD CEOs to their peers.



Human Rights Event Series

In partnership with:



Objectives

- **Engage local leadership** to strengthen commitment from the top
- **Raise awareness** and encourage adoption of best practice by diverse business units
- **Facilitate an open exchange** between business practitioners on the challenges and opportunities related to business and human rights in the local context
- **Provide a platform for informal dialogue** between business and stakeholders – with a view to sparking awareness, engagement and collaboration on business and human rights in the local context

3 events in each location:

Leadership Roundtable: CEO Action for Business & Human Rights

GBI-WBCSD Member Workshop: Bringing Human Rights to Life for Business

Multi-stakeholder Roundtable: Building Dialogue and Collaboration for Business and Human Rights

Singapore, 20-21 March 2019

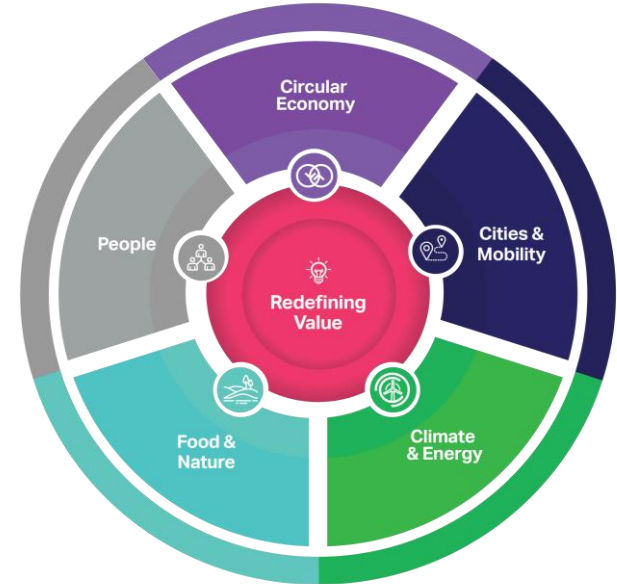
Contact Davide Fiedler for more information and additional dates.

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Human Rights System and Sector Leadership

Building human rights leadership into programs and projects across WBCSD

- **Human rights priorities:** Which topics are most relevant/salient in the specific context of the program/project's member companies and activities related to the project?
- **Human rights narrative:** What is the scope of the subject's impact on people, how people are affected and which groups are most affected, where is the industry concentrated geographically?
- **Collaborative opportunities:** based on maturity of the discussion and feasibility within project. Could include mapping of salient issues; exchanges of best practice; position pieces (articles/publications/blogs); development of guidelines or standards.



Some issues in business and human rights for 2019

wbcasd webinar 7 March 2019

Steve Gibbons, Director, Ergon Associates

27 March 2019

Legislative advances

There have been a number of important legislative developments with regard to human rights due diligence (HRDD) over the last few years, just to look at a few...

Outcome of lengthy political process. Very focussed on French companies of some size. Requires plan, rather than reporting. Broader than human rights.

French Devoir de Vigilance

Proposal for a law, is probably not a proposal for a law. However, something may come if voluntary approach 'fails'

German law?

UK MSA

Placed HRDD at the centre of business approaches to Modern Slavery. Forced reporting and transparency higher up the business agenda. Has had some significant outcomes, but has limitations.

Aus MSA

Builds on the UK approach. More proactive Government engagement.

Gender-sensitive due diligence

Ergon

Taking true stock of the level of gender-based violence and doing something about it!

- In some surveys 70% of women garment workers report sexual harassment
- In Dhaka, female garment workers constitute 2% of the total population, but account for 11% of rape cases.
- The level of gender-based violence is well known, but under reported in forms of HRDD like social audits.
- Taking a specific gender-lens to HRDD will more likely lead companies to more thoughtful and engaging solutions
- We can't and shouldn't hide from well-known and clear information.

Bloomberg Opinion

Finance

#MeToo Is a Due Diligence Issue Now

Also index funds, FX trades and Guy Gentile.

By [Matt Levine](#)

2 August 2018, 16:05 BST

The Weinstein clause.

This is fascinating:

Advisers are adding guarantees to certain merger agreements in light of the sexual misconduct scandals that have enveloped the producer Harvey Weinstein and other high-profile businessmen — ones that legally vouch for the behavior of a company's leadership.

The development is a concrete example of how business is trying to adapt to the #MeToo era, at least in terms of legal liability. ... In some cases, buyers have even negotiated the right to claw back some of the money they paid if subsequent revelations of inappropriate behavior damage the business.

The drawbacks are in some private-company acquisitions, but the representation appears even in big public-company deals. "At least seven deals announced this year involving public companies include such representations," with Brookfield Asset Management's deal to buy Forest

Matt Levine is a Bloomberg Opinion columnist covering finance. He was an editor of Dealbreaker, an investment banker at Goldman Sachs, a mergers and acquisitions lawyer at Wachtell, Lipton, Rosen & Katz, and a clerk for the U.S. Court of Appeals for the 3rd Circuit.

[Read more opinion](#)
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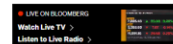
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Recruitment – migration and more

A range of specific business and human rights issues can linked to the fact and consequences of migration.

- Core challenges on modern slavery and worker rights can stem from migration – recruitment fees, passport retention, control of accommodation, vulnerability, lack of collective representation
- The key challenges often arise in sending rather than receiving countries.
- Mapping migration corridors and at risk communities can be a strong approach and lead to a broader understanding of challenges and potential solutions
- Collaboration with organisations like IOM are proving of significant value – linking business, governments and international organisations
- Collaboration on responsible recruitment is an important development



Movements and lessons in sport and human rights

There are significant moves afoot in a number of sports areas to promote or implement human rights

FIFA

From most-critiqued to leaders?

FIFA have implemented or supported a number of important initiatives – human rights governance – Bidding requirements for 2026 –

Broader application

It is increasingly difficult for any sports actor to avoid human rights questions – IOC – UEFA – Commonwealth Games.

Impacts go much wider – sponsors – suppliers – broader business partners
Widens scope of consideration – much more than workers. Child rights. Communities. Freedom of expression. Concepts of public space

Positive dimension

Sport can be incredibly inspirational and a laboratory / microcosm for various social scenarios.

Getting things right in sport can be used to leverage broader positive impacts



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Upcoming **webinars**

25 April – Corporate Benchmarks

Corporate Human Rights Benchmark

[Register here](#)

May – Human Trafficking and the role of technology

Tech Against Trafficking initiative, RespectInitiative



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Visit WBCSD's Business & Human Rights Gateway

<https://humanrights.wbcsd.org/>





Thank **You**



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Transform.
Succeed.