



Training and capability building: talking to your colleagues about human rights

Business & Human Rights in Southeast Asia –online workshop series

06 October 2020

Webinar **logistics**

Chatham House rule

Use the information you receive today, but do not affiliate the information with the identity of the speaker(s) or other participants.

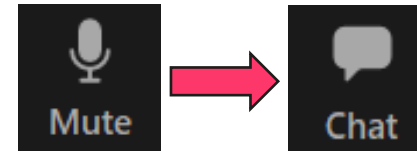
Recording & materials

The meeting is being recorded.

Slides and recording will be made available following the call.

Questions & Comments

Use the chat feature to ask a question or comment.



Mentimeter

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Welcome



Catie Shavin
Director

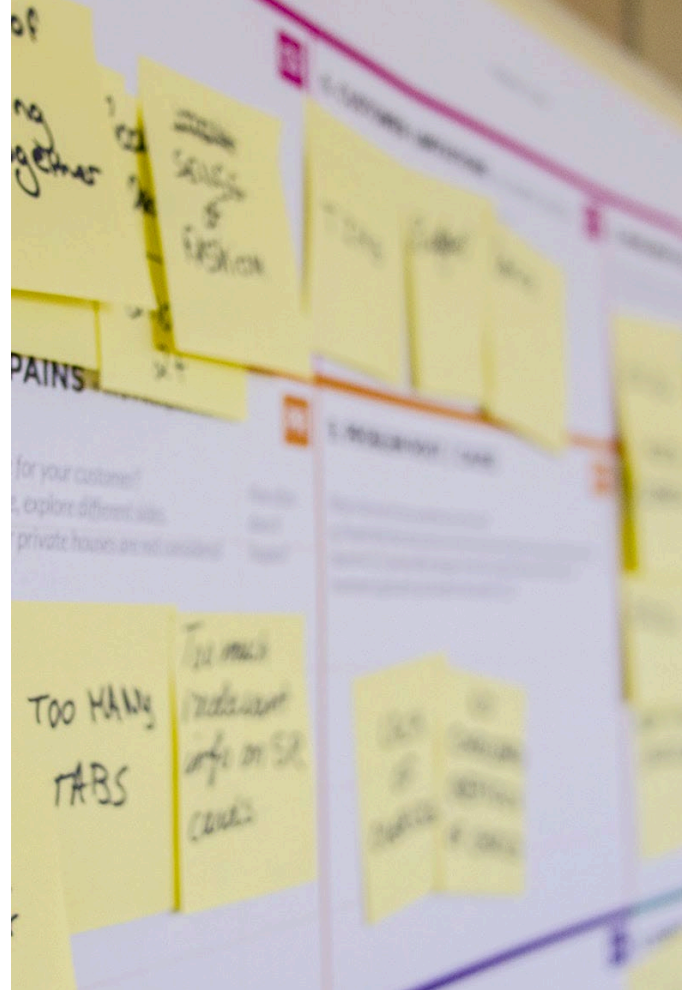


Davide Fiedler
Manager - Social Impact, WBCSD



Agenda

- 1) Welcome & orientation
- 2) Talking to colleagues about human rights
 - Conversation with CP Group
- 3) Breakout group discussions
- 4) Training and capability building
 - Presentation by ABB, followed by Q&A and discussion
- 5) Practical resources



Today's guest speakers



Netithorn Praditsarn

Vice President, Group
Communication, CP Group

Francesca Federigi

Global Corporate Responsibility
Specialist, ABB



Workshop series overview and introductions



Business & Human Rights in Southeast Asia workshop series



Monday 5 October

What business needs to know about the UN Guiding Principles on Business and Human Rights (UNGPs)



Tuesday 6 October

Training and capability building - Talking to colleagues about human rights



Wednesday 7 October

Engaging with suppliers to address risks relating to migrant workers



Thursday 8 October

Looking ahead – the next decade of business respect for human rights



Participating companies



Talking to colleagues about human rights



Q&A



Breakout group discussion



Training and capability building



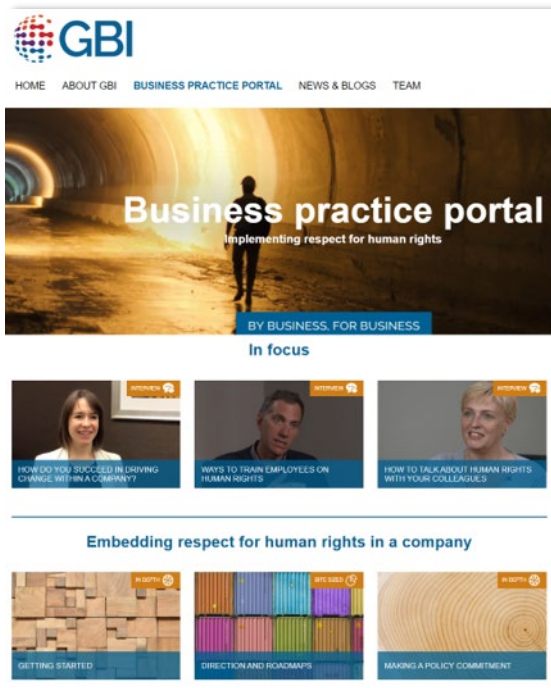
Q&A



Resources



Training resources



[Business Practice Portal](#) GBI



[Raising Awareness, Training and Capacity Building](#)

GBI

Designing and delivering your training



Human Rights Training & Engagement

Employee training and engagement on human rights is a critical component of a company's overall approach to human rights. This guide helps companies design and deliver effective human rights trainings by segmenting their audiences, selecting the right content, and choosing the best methods to conduct their trainings and engage their employees.

BSR
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Effective human rights training and engagement helps companies:

- » Integrate an understanding of human rights throughout business operations.
- » Proactively identify regions or departments with high exposure to human rights risks or opportunities.
- » Ensure that all relevant staff and partners are aware of and complying with human rights policies and commitments.

Getting Started

To get started, companies should:

- » **Prioritize:** Identify regions or departments where impacts on human rights could be severe, and train those groups first.
- » **Know what's working:** Identify whether established training programs in your company could include human

Who Should Be Trained?

Segmentation Criteria

Trainings tailored for specific audiences can be more effective. Possible segmentation criteria include:

- » Country level
- » Site level
- » Job function/department
- » Risk level of function/department
- » Timing—train when hired or promoted

Sample Target Groups

- » Legal, Security, Government Affairs
- » Senior Management, Human Resources, Communications, Finance
- » Line Managers, Country Managers, Customer Support, Product Engineers
- » Supply Chain, Vendors, Buyers
- » Community Relations; Health, Environment, and Safety

About BSR

BSR is a global nonprofit organization that works with its network of more than 250 member companies to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration. Visit www.bsr.org for more information about BSR's more than 20 years of leadership in sustainability.


Learn More About Human Rights at BSR

Human Rights Services

Faris Natour
 Director, Human Rights
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Human Rights Working Group

Peter Nestor
 Manager, Advisory Services
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United Nations
Global Compact

Designing Effective Human Rights Training Aligned with the Corporate Responsibility to Respect in the UN Guiding Principles on Business and Human Rights

Prepared by: Peter Nestor, Associate Director, Human Rights, BSR

A Good Practice Note endorsed by the United Nations Global Compact Human Rights and Labour Working Group on 24 October 2016



Human Rights Training & Engagement

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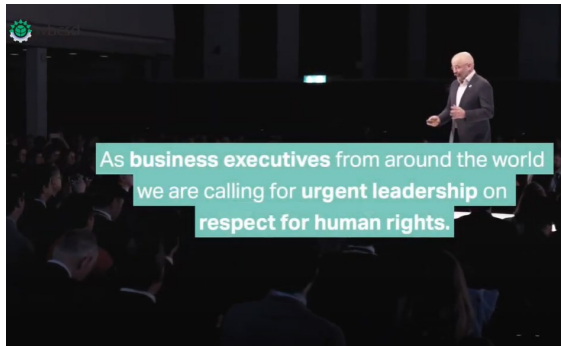
Designing effective human rights training aligned

with the **UNGPs** UN Global Compact, BSR

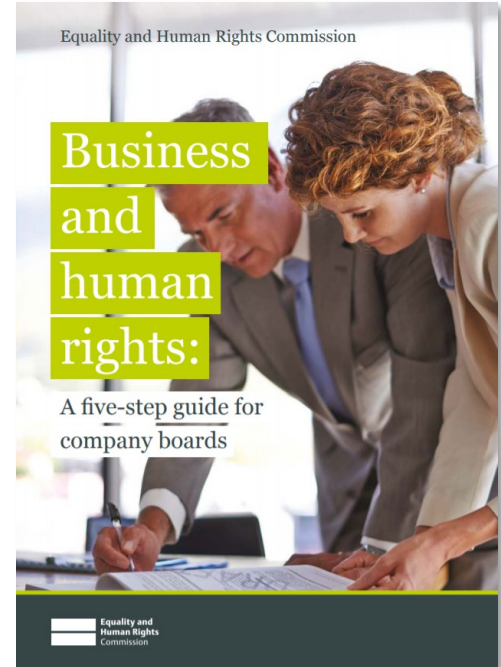
Resource to engage your C-suite



CEO Guide to Human Rights WBCSD



Video series - Call to Action for Business Leadership on Human Rights WBCSD



Business & human rights: A 5-step guide for boards Equality and Human Rights Commission

Training resources **examples**



Human Rights Training Tool –
3rd Edition IPIECA



Human Rights and Business
(e-learning) Nestlé

Next dates in this series



Wednesday 7 October
Engaging with suppliers to
address risks relating to
migrant workers



Thursday 8 October
Looking ahead – the next
decade of business
respect for human rights



Contact us



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Catie Shavin

Director

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Thank you.
Stay safe.