



Training and capability building – Talking to your colleagues about human rights

Business & Human Rights in Brazil – online workshop series

26 May 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.

Webinar materials

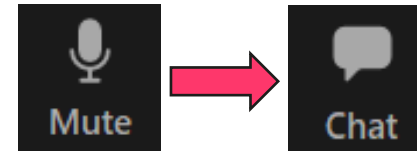
Following the webinar, we will share the slides and a summary of the webinar.

Questions & Comments

Use the chat feature to ask a question or comment.

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Welcome



Catie Shavin
Director



Henrique Luz
Technical Advisor, CEBDS

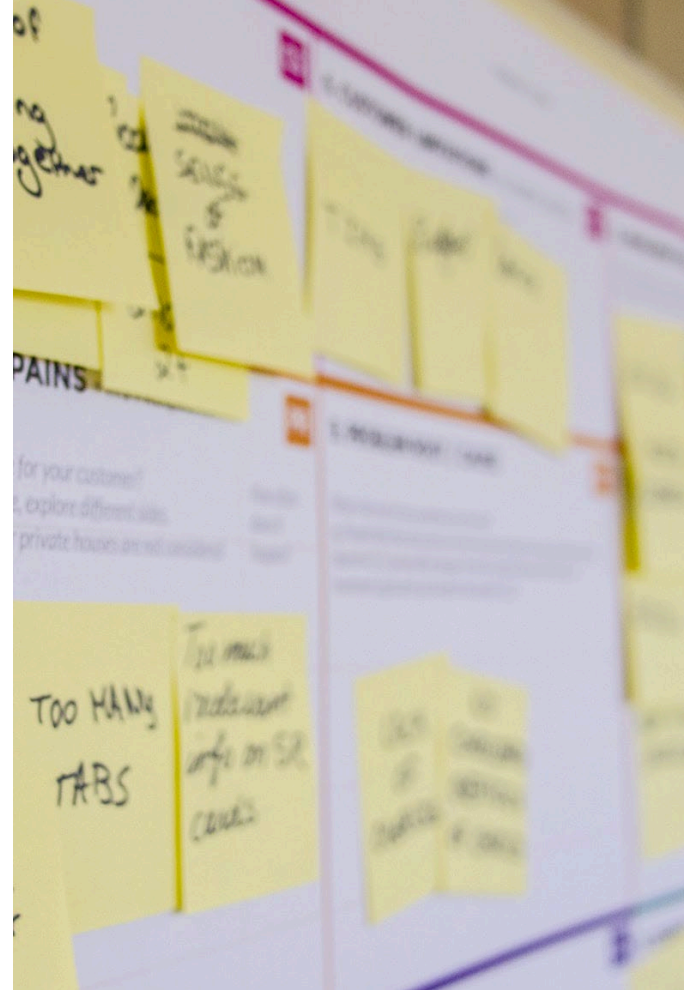


Davide Fiedler
Manager - Social Impact, WBCSD



Agenda

- 1) Welcome, orientation and introductions
- 2) Talking to colleagues about human rights
 - Presentations of business experiences
 - Breakout group discussions
- 3) Engaging senior leadership
- 4) Practical resources



Today's speakers



Francesca Federigi
Global Corporate
Responsibility Specialist



Fabio Abdala
Sustainability Regional
Manager



Fernanda Lavarello
Principal Corporate
Affairs

Welcome, orientation and introductions

Davide Fiedler, WBCSD

Business & Human Rights in Brazil online workshop series



12 May

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



26 May

Training and capability building - Talking to colleagues about human rights



9 June

Engaging stakeholders - indigenous communities, FPIC and grievance mechanisms



23 June

Managing human rights risks in the supply chain

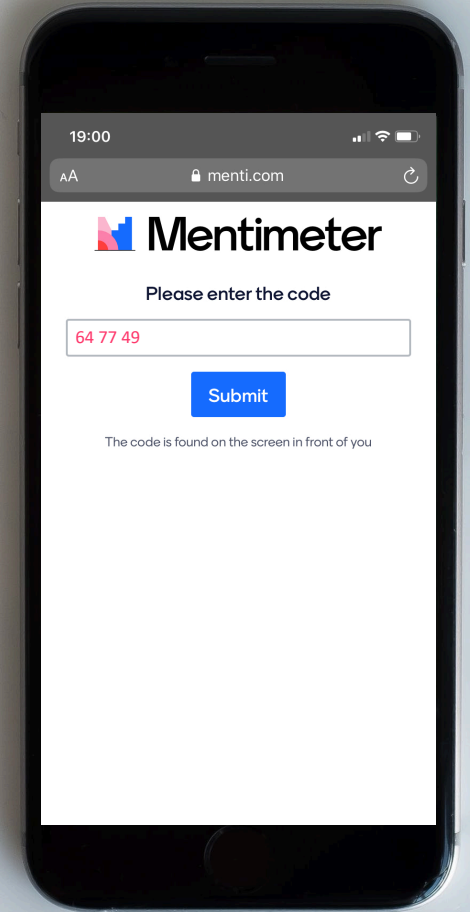


Today's participants



Mentimeter

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Talking to colleagues about human rights

Catie Shavin, GBI



BHP training video

BHP

Follow [this link](#) to watch the BHP's training video and explore the company's approach to human rights.

Breakout groups

Discussion questions

- How familiar are your colleagues with human rights issues?
- How comfortable are you talking about human rights with your colleagues – and why?
- What formal or informal training do you provide on human rights?

How to use the next 15 minutes

- Decide who will report back to the group
- Explore the discussion questions (each of them, or pick one)

After the break out group discussion, one member of each group shares in 30 seconds one insight, challenge or practice that will be of most interest to other participants.

Engaging senior executives

Davide Fiedler, WBSD



CEO Guide to Human Rights



- Demonstrates why and how human rights are important for business
- Highlights drivers for business action beyond compliance
- Provides key **action points for CEOs**
- Features **CEO voices** and the actions they are taking
- Launches a **call to action for business leaders**

Four forces are driving business action beyond compliance

Regulation
is making
expectations
enforceable

Public interest
is high



**Investor
expectations**
are rising

**Business
relationships**
are in the
spotlight

Pontos de ação para CEOs para promover o respeito pelos direitos humanos



CONHEÇA
os direitos humanos mais
importantes para a sua
empresa



LIDERE
a partir do top



ENVOLVA-SE
de forma
transparente com as
partes interessadas



COLABORE
além da sua zona de
conforto

WBCSD Call to Action for Business Leadership on Human Rights

“This CEO Guide is a call to action to our peers. It provides insight into how companies are meeting the corporate responsibility to respect human rights, and shares actions business leaders are taking to get ahead, and stay ahead, in this crucial space. We invite you to join us in mobilizing business leadership for human rights.”



Guia do CEO sobre Direitos Humanos



Developed in cooperation with

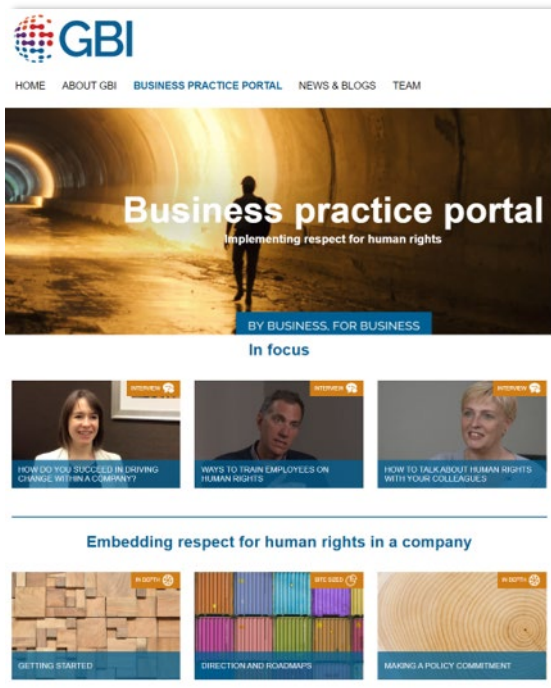


Resources

Henrique Luz, CEBDS



Training resources



[Business Practice Portal](#) GBI



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

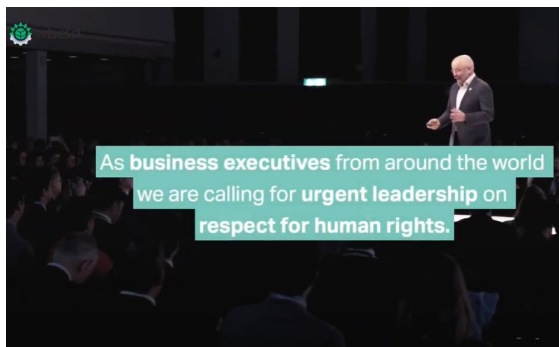
GBI

Resource to engage your C-suite

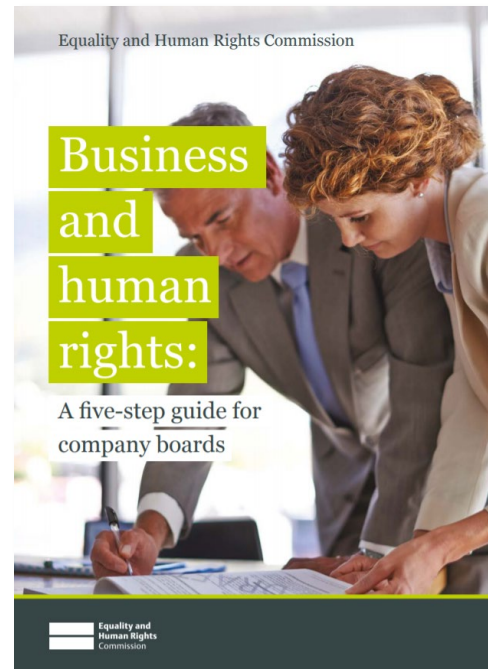


CEO Guide to Human Rights
WBCSD

Guia do CEO sobre Direitos Humanos 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

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.

www.bsr.org

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

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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
BSR

Designing effective human rights training aligned with the UNGPs UN Global Compact, BSR

Training resources **examples**



Human Rights Training Tool –
3rd Edition IPIECA



Direitos humanos no trabalho
(video) Copel - Companhia
Paranaense de Energia



Human Rights and Business
(e-learning) Nestlé

Next dates in this series

For more information and to register, please follow the links under the respective dates.



9 June

**Engaging stakeholders -
indigenous communities, FPIC
and grievance mechanisms**



23 June

**Managing human rights
risks in the supply chain**



Thank you



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Contact us



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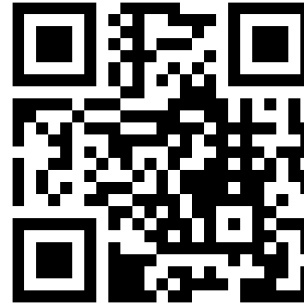
henrique.luz@cebds.org



Your feedback

Your feedback is highly appreciated. To participate in this 3-minute feedback survey,

- visit [menti.com](https://www.menti.com) and enter the code **64 77 49**
- Or follow [this link](#),
- or scan this QR code



The survey will take 3-5 minutes only.

The survey **links expire on 9 June.**



obrigado.
fique seguro.

