



BUSINESS & HUMAN RIGHTS ACCELERATOR

**Information Session
3 November 2022**

TODAY'S PRESENTERS



**NICHOLE
SOLOMONS**

Business and
Human Rights,
UN Global
Compact



**MAIREAD
KEIGHER**

Business and
Human Rights
Advisor, Shift



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION

AGENDA

1. Business & Human Rights Accelerator Overview
2. Open Q&A

HUMAN RIGHTS AT RISK GLOBALLY

- Almost **one in ten children** are subject to child labour (160 million children globally)
- **24.9 million people** are trapped in forced labour
- It will take over **267 years** to achieve equality in terms of women's economic empowerment and participation
- Though they make up **5%** of the world's population, **18% of attacks against human rights defenders in 2021 were against Indigenous people**
- More than **630 million workers** worldwide did not earn enough to lift themselves and their families out of extreme or moderate poverty
- Each day **7,500 people** die from unsafe and unhealthy working conditions
- Women on average continue to be paid about 20% less than men
- 74% of countries exclude workers from the right to establish and join a trade union, while 79% of countries violate the right to collective bargaining
- **Hundreds of millions of people suffer from discrimination in the world of work**
- Nearly 480 million people work at least 55 hours/week leading to increased risks of workplace accidents and poor health outcomes



THE BHR LANDSCAPE: AT A GLANCE

+90%

of UN Global Compact business participants report having human rights policies in place¹

72%

of respondents said their company is committed to implementing the UN Guiding Principles on Business and Human Rights¹

36%

of the respondents said that extending the strategy throughout the supply chain was a challenge they've faced in advancing human rights¹

67%

of respondents said they believe human rights will become a mainstream consideration for investors²

46%

of all companies assessed failed to score any points under the Corporate Human Rights Benchmark's due diligence indicators³

99%

of all companies assessed fail to demonstrate the basics of socially responsible business conduct⁴

18%

of UN Global Compact business participants report conducting human rights impact assessments¹

55%

of companies surveyed by WBA are publicly 'committed to respecting human rights', less than half of these demonstrate that respect through tangible actions like HRDD⁴

1. UN Global Compact Annual Implementation Survey 2021

2. UN Global Compact-Accenture CEO Survey 2021

3. 2020 Corporate Human Rights Benchmark

4. WBA 2022 Social Transformation Baseline Assessment





“No company that I know of has ever said, *we don’t respect human rights*. My question was: How do you know that you respect human rights? And can you show that you do? Do you have systems in place that would allow you to back that claim?”

John Ruggie, Special Representative for Business and Human Rights to former Secretary-General Kofi Annan

BUSINESS & HUMAN RIGHTS ACCELERATOR

HIGH-LEVEL OBJECTIVES:

- **Set the baseline:** support businesses to **know** and **show** they **respect human rights** in alignment with the **UNGPs** and the **new CoP questions**
- **Set the bar high:** challenge businesses to evolve from a risks to business to a **risks to people** approach
- **Close coherence gaps** and **create greater impact** by mobilizing business to move from **policy to action**
- Facilitate opportunities for businesses to **connect and learn** from each other and share best practices through **peer learning experiences**

The **Business & Human Rights (BHR) Accelerator** is a **6-month programme** to support our overall objective of moving the global business community from **policy to action** to respect and support human rights by enacting an **ongoing human rights due diligence process** and setting **concrete targets** to address their **salient human rights risks**.



WHAT YOU WILL LEARN

- How to identify your responsibilities in respecting human rights and labour rights, expressed in the universal declaration of human rights and the international labour organization's declaration on fundamental principles and rights at work
- How to establish an ongoing human rights due diligence process in line with international standards
- How to report and communicate on your human rights due diligence journey, including through the communication on progress, the annual public disclosure requirement for all UN global compact participants

OUTCOME

- Clarity over where your company is on its human rights journey
- Understanding of what it takes to meet the expectations of the UNGPs: policy commitment, human rights due diligence (HRDD), remedy and grievance mechanisms
- Tools to assess your salient (most severe) human rights impacts
- Clear understanding of 'stakeholder engagement' and how to go about it
- Guidance on developing an action plan to address your salient issues
- A network of peers, UN partners and experts to support your human rights journey
- A certificate demonstrating completion of programme

LEARNING EXPERIENCES

ON-DEMANDS

- Participants independently watch pre-recorded On-Demand content

DEEP DIVES & FACILITATED SESSIONS

- Participants attend global deep dive technical sessions
- Participants attend interactive facilitated sessions to discuss activities, collaborate with peer companies, and receive feedback on their progress
- LNs may do additional localization sessions where required

WORKING SESSIONS

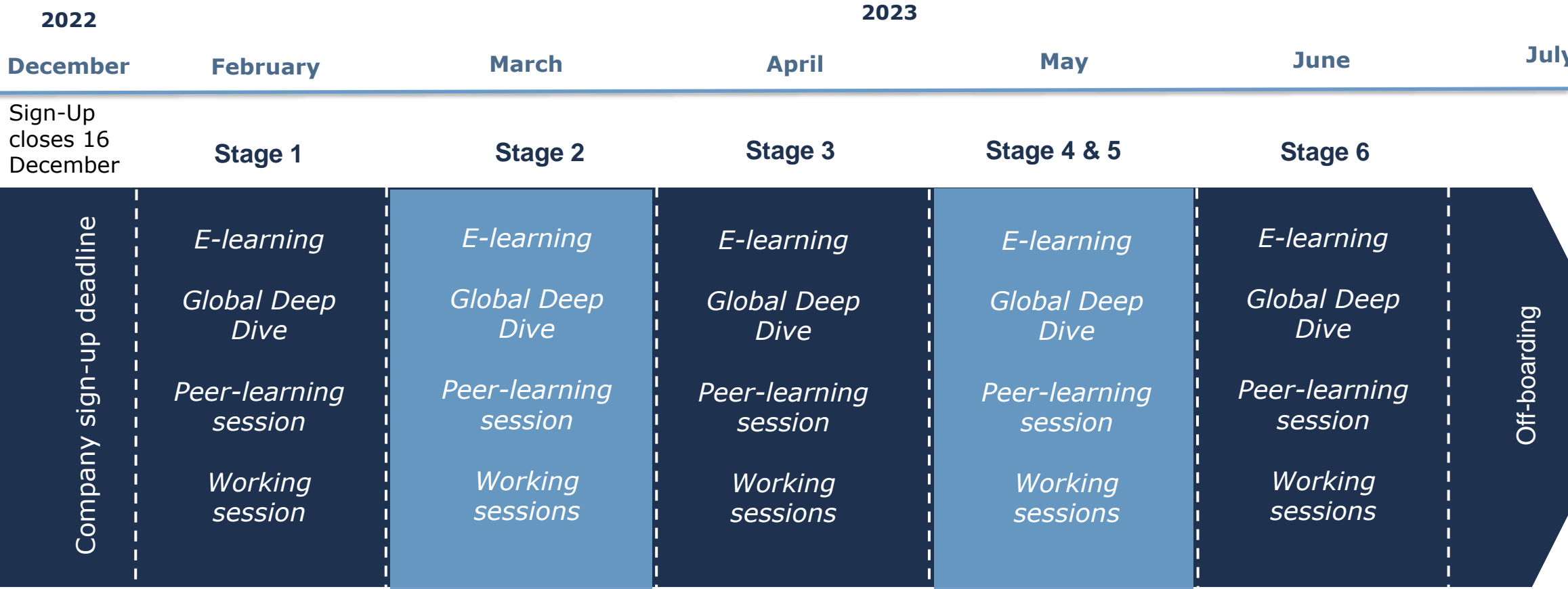
- Participants work independently on activities based on specific post-facilitated session tasks

Participants will also attend regional Deep Dive sessions hosted by global experts

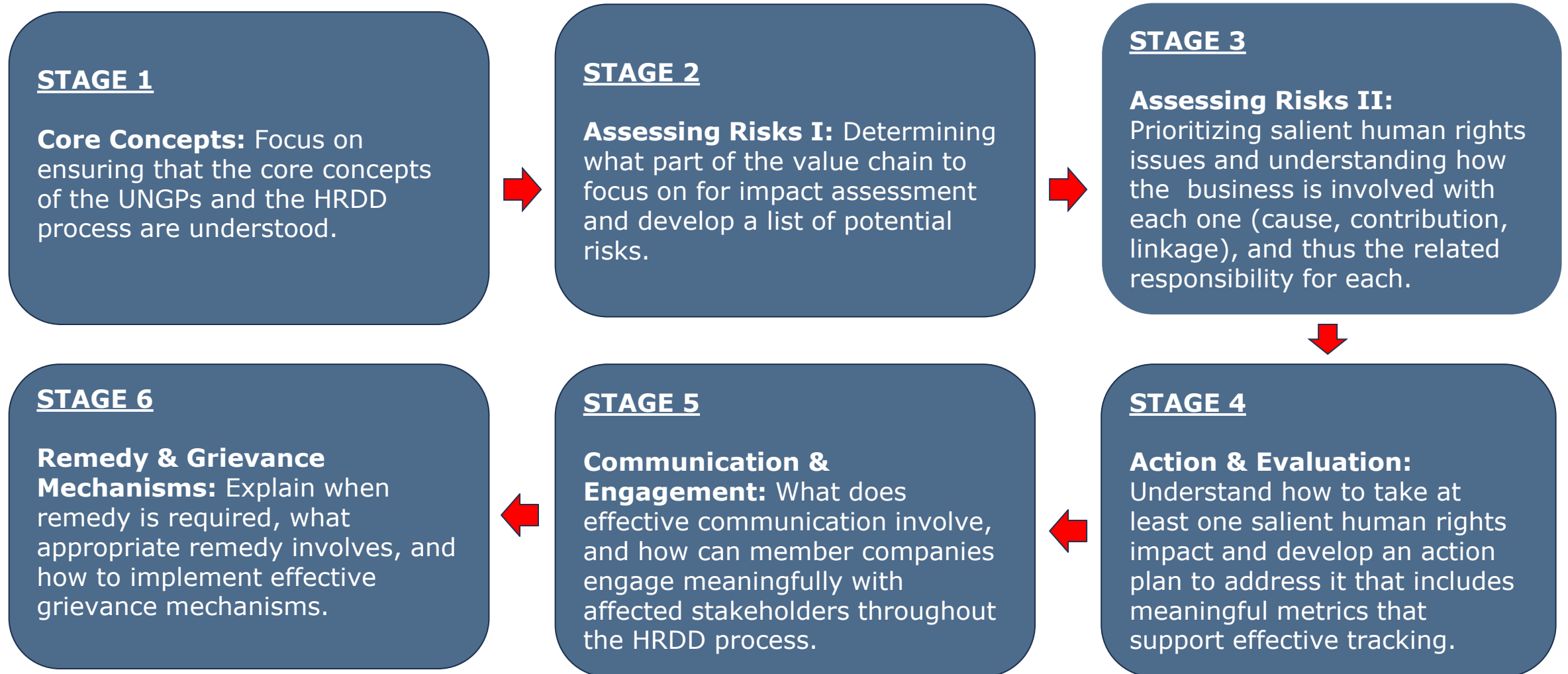
WHAT IS THE PROGRAMME TIMELINE?

ACCELERATOR TIMELINE

This 6-month process-focused accelerator aims to support the global business community to move from policy to action to respect and support human rights by enacting an ongoing human rights due diligence process as per the below timeline.



LEARNING STAGES



**OUR COMPANY ALREADY HAS A HUMAN
RIGHTS DUE DILIGENCE PROCESS.**

**SHOULD WE STILL JOIN THE BHR
ACCELERATOR?**

Yes! Human Rights Due Diligence is an ongoing, ever-evolving process. Companies that already have a human rights due diligence process in place will benefit from engaging with experts and in peer-to-peer learning and discussions.

Further, companies with good practice examples may be invited to share their case studies on global platforms and at relevant events.

**WHICH LOCAL NETWORKS ARE
RUNNING THE BHR ACCELERATOR IN
2023?**

LOCAL NETWORKS

Argentina	Brazil	France	Korea	Paraguay	Spain
Austria	Central America & DR	Georgia	Malaysia & Brunei	Peru	Sri Lanka
Australia	Colombia	Germany	Mexico	Portugal	Sweden
Belarus	Denmark	Guatemala	Netherlands	Poland	Switzerland & Liechtenstein
Bangladesh	Ecuador	Indonesia	Nigeria	Serbia	Türkiye
Bolivia	Finland	Kenya	Norway	South Africa	Uruguay

As well as: **GLOBAL TRACK**, **LATIN AMERICA TRACK** and **AFRICA TRACK**



**WHAT IS THE DIFFERENCE BETWEEN
THE TRACKS?**



IN-COUNTRY TRACK

Available in 27 Local Networks,
Companies in the in-country
track attend global Deep Dive
sessions.

Participants will then attend
peer-learning sessions in local
time zones and foster a local
learning community of learning
and networking.



GLOBAL, LATIN AMERICA & AFRICA TRACKS

Companies that join the Global,
Latin America and Africa tracks
will also attend the global Deep
Dive sessions.

The Global track will be available
in countries where an in-country
programme is not available.

The Africa track will include
countries from the continent of
Africa and the Latin America
track will include companies
from the region.

WHO SHOULD PARTICIPATE?

WHAT IS THE TIME COMMITMENT?

RECOMMENDED TEAM STRUCTURE

Ambassador

Expectation: To be the internal sponsor for the BHR Accelerator program and support the work of the participants. Executive or senior level manager in a position to impact the company's human rights due diligence journey.

Time Commitment: On average 10 hours across 6-month programme.

Participant 1 & 2

Expectation: Responsible for relevant frameworks and action plan development. Will complete e-learning modules, attend Deep Dives and peer-learning sessions. Employee working within the respective areas of the business that influence human rights due diligence.

Time Commitment: On average 50 hours across the 6-month programme including on- and off-boarding, e-learning, Deep Dives and Peer-to-Peer sessions.

- Sustainability
- Supply Chain
- Human Resource
- Governance and Risk
- Corporate Social Responsibility
- Corporate Affairs

**DOES THE ACCELERATOR COVER
VARIOUS REGIONAL / COUNTRY-
LEVEL LEGISLATIONS?**

The first Global Deep Dive session will provide an overview of regulatory BHR trends around the world.

**WHAT IS THE BENEFIT OF COMBINING
COMPANIES FROM DIFFERENT SIZES
AND SECTORS?**

In complex global supply chains, many human rights issues are systemic and often require cross-industry collaborative approaches to address them.

Companies of all sizes and sectors can learn about good practices from each other as they take steps to tackle a range of similar issues.

WHAT'S NEXT?

SIGN UP TODAY!

<http://unglobalcompact.org/bhr-accelerator>

CONTACT: bhraccelerator@unglobalcompact.org



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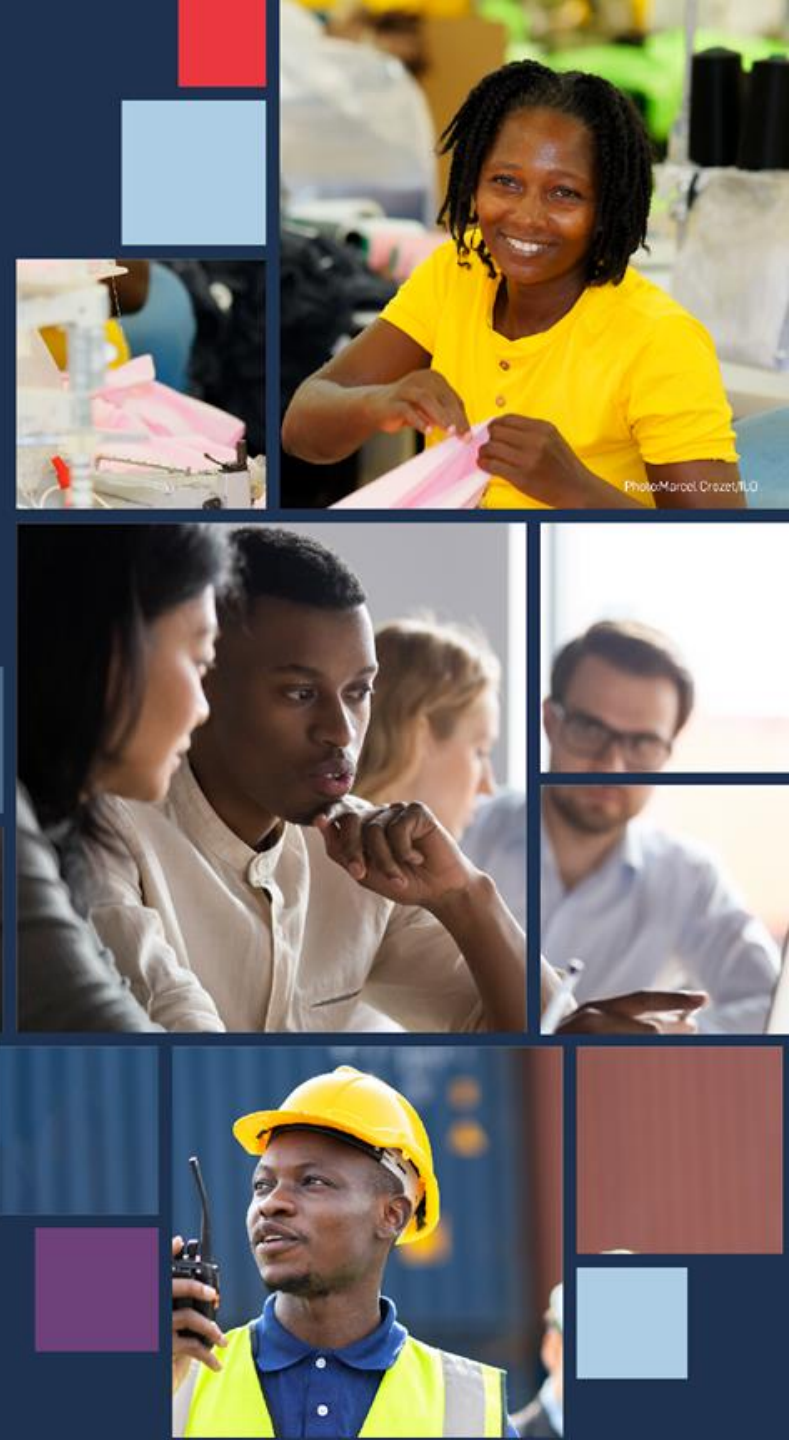


TAKE ACTION TO ADDRESS THE HUMAN RIGHTS IMPACTS OF YOUR BUSINESS

JOIN TODAY ►

In collaboration with

Shift



Q&A



Academy

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