



# Business & Human Rights Accelerator

Global Information session  
18 October 2023

In collaboration with

***Shift***

# 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. Round 1 results (2022/23)
3. Frequently asked Questions
4. Open Q&A



“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

# 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 **169 years** to achieve economic parity and 131 years to close the overall gender gap
- 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



# 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**
- **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 or update an ongoing human rights due diligence process in line with international standards
- How to report and communicate on how you manage human rights impacts of your business, 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
- Local Networks may do additional localization sessions where required

## WORKING SESSIONS

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

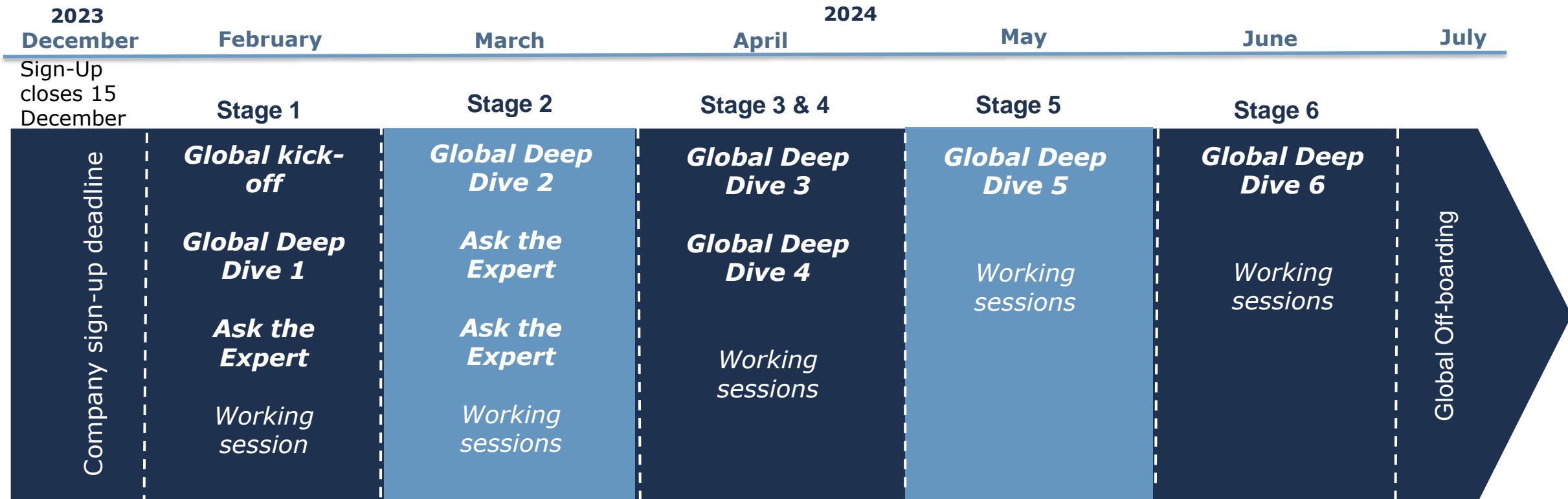
Participants will also attend 'Ask the Expert' sessions on specific topics



**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.

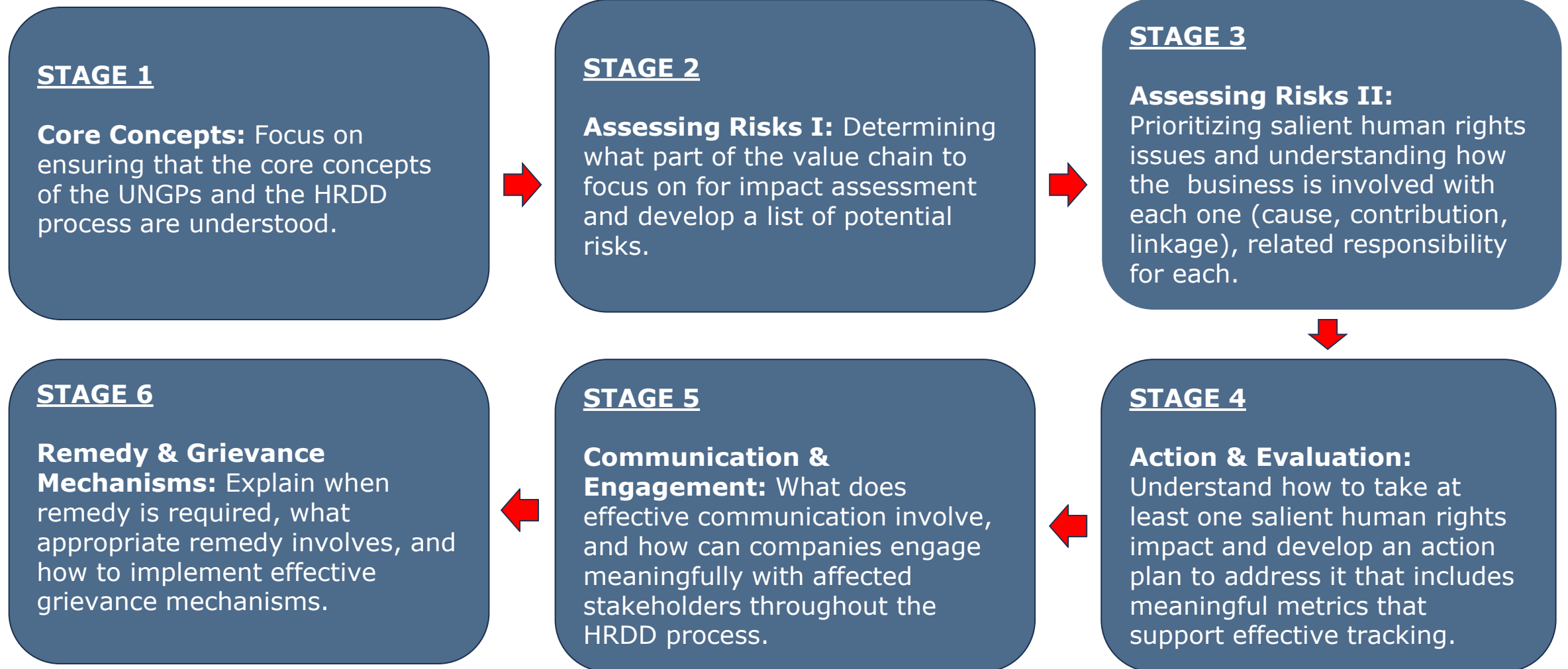


**E- LEARNING : HOW TO OPERATIONALIZE THE UN GUIDING PRINCIPLES**

**PEER-LEARNING SESSION (Dates confirmed by Local Network Tracks)**

**WHAT DO THE DEEP DIVES ENTAIL?**

# TECHNICAL DEEP DIVES



**WHAT ARE 'ASK THE EXPERT' SESSIONS?**

# ASK THE EXPERT SESSIONS

## THE EVOLVING HUMAN RIGHTS LEGISLATIVE LANDSCAPE

Human Rights legislation has been rapidly evolving over the last 10 years with initial focus on disclosure. More recently, legislation has evolved to focus on transparency and company human rights due diligence processes.

This session aims to assist companies in understanding the evolution of HRDD legislation across the world and how to navigate this complex space.

## THE ROLE OF HUMAN RIGHTS DUE DILIGENCE IN FINANCIAL INSTITUTIONS (FIs)

FIs play a pivotal role within the business community as businesses in their own right, and also provide the financial lifeblood to millions of other businesses. FIs have important leverage that can help incentivize and lead to better behavior by the business community they serve. Given the size of their portfolios, this session will address more complex considerations – specific to the FI sector - when it comes to implementing HRDD (in particular identifying human rights risks and using leverage to address issues).

## DEEP DIVE INTO TECHNICAL LABOUR RIGHTS ISSUES

(Hosted in Round 1)

This session facilitated by the International Labour Organization, gives participants an opportunity to ask a range of technical questions they may be grappling with at organisational level and receive real time answers from an International Labour Organisation expert.

**ROUND 1**

# BUSINESS & HUMAN RIGHTS ACCELERATOR

The first Business & Human Rights Accelerator launched for Company recruitment in September 2022 and concluded in July 2023



Overview of the BHR Accelerator Round 1 (2022/2023)		
57 Countries	665 Companies	+1300 Participants

Programmatic Outcomes				
<b>95%</b> of Participants would recommend the BHR Accelerator to others	<b>92%</b> are in process of building out their action plans since starting the BHR Accelerator	<b>627</b> Participants submitted their human rights due diligence Action Plans and received 'Certificates of Completion'	<b>86%</b> of Participants strongly or somewhat agree that the Accelerator has helped their company progress their human rights journey	<b>82%</b> of Participants strongly or somewhat agree that the Accelerator has helped their company understand its responsibility to respect human rights



# ROUND 1 TESTIMONIALS

“We knew that protecting human rights is a responsibility we have as a company, but was missing a formal structure to our due diligence process. The Accelerator program was an immense help in providing practical input and making the Human Rights Due Diligence process approachable. Taking it step-by-step, the humane aspect was always taken into consideration and the focus was on continuous improvement and finding a starting point for taking action”

“BHR provided me a safe place for open dialogue with peers and learn together. This reminded me more of why it matters to respect human rights and how to do it”

“We joined the accelerator course because we want to learn more how we can improve our current system and processes in place in relation to human rights due diligence. We seek to learn through peer interaction and we find it useful to share and learn experiences from other companies”

“The Business & Human Rights Accelerator program took a complex subject and broke it down into a manageable and understandable process. As a result of this learning, I feel more confident to implement a HR due diligence framework that is pragmatic, considered and effective”

“Human rights and risk to people is a focus area for MilDef. The accelerator program quickly introduced me to the subjects and has supported development of internal processes. I have gained several important insights such as a deeper understanding of human rights and the wide spread of harm.”

**WHICH LOCAL NETWORKS ARE  
RUNNING THE BHR ACCELERATOR IN  
2024?**

# Countries offering the Accelerator



<b>Argentina</b>	<b>Central America and DR</b>	<b>Georgia</b>	<b>Korea</b>	<b>Pakistan</b>	<b>Spain</b>	<b>United Kingdom</b>
<b>Austria</b>	<b>Colombia</b>	<b>Germany</b>	<b>Malaysia &amp; Brunei</b>	<b>Peru</b>	<b>Sri Lanka</b>	<b>Ukraine</b>
<b>Bangladesh</b>	<b>Denmark</b>	<b>Indonesia</b>	<b>Morocco</b>	<b>Portugal</b>	<b>Sweden</b>	<b>Uruguay</b>
<b>Bolivia</b>	<b>Ecuador</b>	<b>Italy</b>	<b>Mexico</b>	<b>Serbia</b>	<b>Switzerland &amp; Liechtenstein</b>	<b>United States of America</b>
<b>Brazil</b>	<b>Finland</b>	<b>Japan</b>	<b>Netherlands</b>	<b>Singapore</b>	<b>Tanzania</b>	<b>Uzbekistan</b>
<b>Canada</b>	<b>France</b>	<b>Kenya</b>	<b>Nigeria</b>	<b>South Africa</b>	<b>Türkiye</b>	



**THE LOCAL NETWORK IN THE  
COUNTRY WHERE I AM BASED IS NOT  
RUNNING THE ACCELERATOR IN 2024.  
WHAT ARE MY OPTIONS?**

**Sign up for the global track available  
in the sign-up sheet**

**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.**

**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:** 50-60 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?**

**We will facilitate an 'Ask the expert'  
session on Evolving legislative  
landscape in February 2024.**

**WILL JOINING THE ACCELERATOR  
PREPARE OUR COMPANY FOR THE EU  
DIRECTIVES?**

**Yes, since 2011, most legislative developments have been based on the UN Guiding Principles and OECD guidelines. Aligning your company with the expectations of the UNGPs will help to future-proof your business.**

**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.**

**I PARTICIPATED IN ROUND 1 OF THE  
ACCELERATOR, BUT WOULD LIKE TO  
GO THROUGH THE CONTENT AGAIN TO  
FURTHER OUR BHR JOURNEY. CAN I  
JOIN AGAIN?**



**All BHR Accelerator Alumni have access to an alumni page with all previous recordings, documents and resources.**

**If this is not sufficient and you would like to engage in Round 2, please chat to your LN or contact [bhraccelerator@unglobalcompact.org](mailto:bhraccelerator@unglobalcompact.org)**

**WHAT'S NEXT?**

**SIGN UP TODAY!**

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

**CONTACT: [bhraccelerator@unglobalcompact.org](mailto:bhraccelerator@unglobalcompact.org)**



# BUSINESS & HUMAN RIGHTS ACCELERATOR



# TAKE ACTION TO ADDRESS THE HUMAN RIGHTS IMPACTS OF YOUR BUSINESS

**JOIN TODAY** ▶

In collaboration with

***Shift***



**Q&A**



# Academy

[www.unglobalcompact.org](http://www.unglobalcompact.org)  
Find us on social media @globalcompact