



TWO-DAY TRAINING ON BUSINESS AND HUMAN RIGHTS



Businesses confront many issues based on interface with workforce, communities, and consumers. Some of these issues such as child labour, minimum wages, sexual harassment, consumer data privacy, product use safety, are known and legislated. Then there are issues that are known but not legislated. All these are human rights issues, whether legislated or not.

Businesses directly or indirectly impact rights of humans that they interact with in the entire value chain. Infringing upon these rights poses risks to business, each with compelling business case, threatening the license to operate, and affecting valuations.

Regulators, buyers, and financiers are demanding respect for human rights from businesses; each one preserving their specific interests but collectively attempting to improve business conduct.

Human rights therefore isn't just following regulatory compliance requirements, but ensuring that organizational culture and governance practices encourage a culture of

recognition and respect for human rights. In practical terms, create a culture in which women feel safe and respected, or workers know that their lives are valued more than terms of financial compensation in the event of an accident.

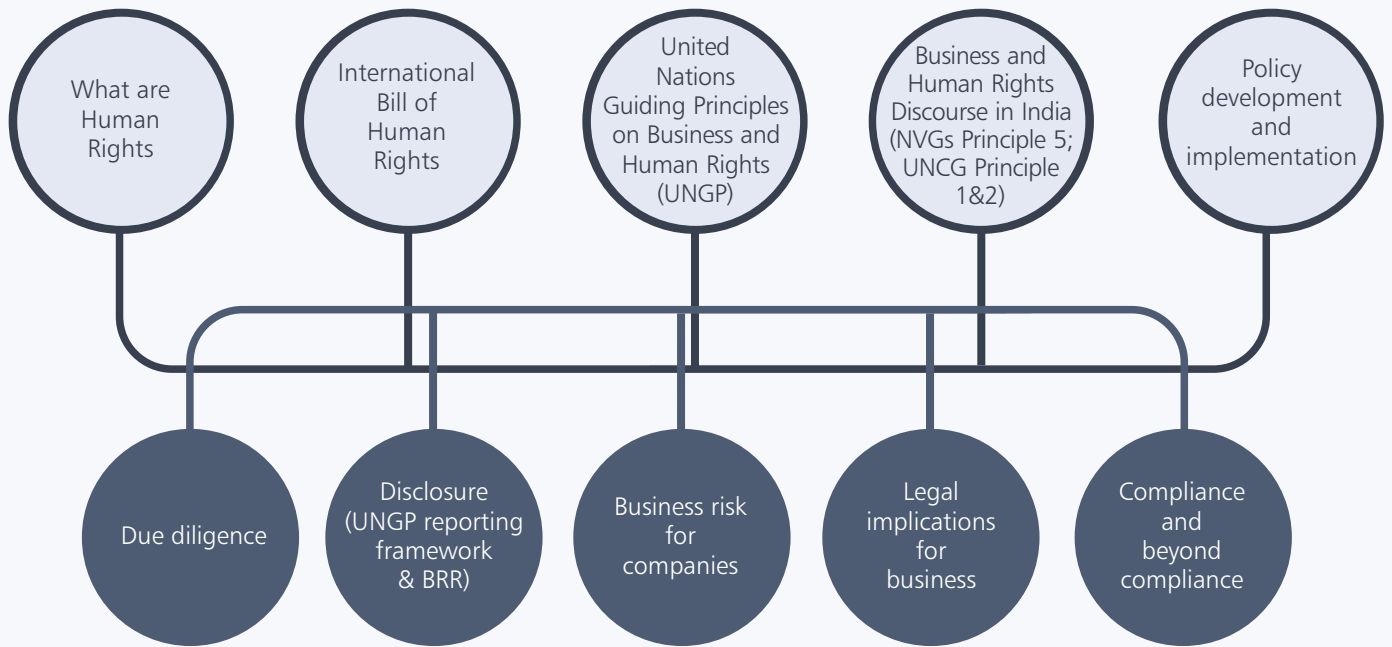
For at least two decades, CII has been working on human rights with its members. More recently, it launched a co-learning initiative called 'Business for Human Rights' on the International Human Rights Day in December 2016. This initiative is designed to scale up the standards of human rights recognition, practices, and performances of Indian companies.

The two-day training programme will cover what are human rights; what does 'responsibility to respect human rights' mean for business; what are the risks to business and legal implications; how to conduct risk-based due-diligence; and what all to disclose on human rights. As part of the training, participants will also conduct human rights rapid assessment of their companies.

TRAINING OBJECTIVES



TRAINING CONTENT



RAPID ASSESSMENT

On completion of training, participants shall conduct human rights rapid assessment of their companies. Rapid assessment will consist of questions related to systems, processes and key resources put in place related to human rights such as policy, training, stakeholder engagement and due diligence and also questions related to performance, results, learning and improvement. The assessment will enable participants to identify opportunities for improvement in the existing systems.

Post training, CII will provide brief analytical report to the participants.

For queries, please contact us at:

@ japjeet.khroud@cii.in

0124-4346356

www.sustainabledevelopment.in

www.cii.in



WHO SHOULD ATTEND

Senior/middle management executives from sustainability, human resource, CSR, legal, procurement, supply chain, environment, health and safety departments.

MEMBERS OF BUSINESS FOR HUMAN RIGHTS (Biz4HR) INITIATIVE

