Training course on Corporate Social Responsibility (CSR) and Human Rights Law

Professional Development Training Course Outline

Category	Legal Institute	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In an increasingly interconnected and globally conscious marketplace, corporate social responsibility (CSR) and adherence to human rights law have transcended mere ethical considerations to become fundamental pillars of sustainable business practice and long-term value creation. Companies worldwide are facing unprecedented scrutiny from consumers, investors, regulators, and civil society regarding their impact on people and the planet. Beyond traditional financial metrics, stakeholders now demand demonstrable commitment to ethical supply chains, fair labor practices, environmental protection, and community engagement. This necessitates a robust understanding of international human rights frameworks and the integration of these principles into core business operations, moving beyond philanthropy to embed responsible business conduct at every level. Training Course on Corporate Social Responsibility (CSR) and Human Rights Law is meticulously designed to equip professionals with the strategic insights and practical tools required to navigate this complex landscape, ensuring regulatory compliance and fostering a culture of profound social impact. This course will delve deeply into the evolving legal and normative expectations placed upon businesses, from the UN Guiding Principles on Business and Human Rights to emerging due diligence requirements across global value chains. Participants will gain a nuanced understanding of critical issues such as modern slavery, child labor, discrimination, and indigenous rights, learning how to identify, assess, and mitigate human rights risks within their operations and extended supply networks. Emphasis will be placed on developing effective CSR strategies, implementing robust human rights policies, conducting thorough impact assessments, and ensuring transparent reporting. By embracing these principles, organizations can not only enhance their reputation, attract and retain talent, and improve their ESG performance, but also contribute meaningfully to a more just and equitable global economy, solidifying their position as leaders in sustainable development.

Programme Curriculum

Training Course on Corporate Social Responsibility (CSR) and Human Rights Law

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Course Objectives

Upon completion of this course, participants will be able to:

1. Define **Corporate Social Responsibility (CSR)** and its evolving scope in the global economy.
2. Understand the foundational principles and key instruments of **international human rights law**.
3. Analyze the **UN Guiding Principles on Business and Human Rights (UNGPs)** and their three pillars.
4. Identify and assess **human rights risks** within corporate operations and **supply chains**.
5. Develop and implement effective **human rights due diligence** processes.
6. Formulate robust **CSR strategies** that align with human rights principles.
7. Address critical **labor rights** issues such as modern slavery, child labor, and fair wages.
8. Understand the legal and ethical implications of **data privacy** and human rights in the digital age.
9. Navigate challenges related to **community engagement** and **indigenous rights** in business projects.
10. Develop transparent **human rights reporting** and disclosure mechanisms.
11. Examine the role of **grievance mechanisms** and access to remedy for human rights impacts.
12. Discuss the interplay between **CSR**, **human rights**, and **ESG performance**.
13. Explore emerging trends and future challenges in **business and human rights**.**Top Keywords SEO Friendly Course Content**

Target Audience

This course is ideal for a wide range of professionals across various sectors who are involved in or responsible for corporate social responsibility, human rights, and ethical business practices:

1. **CSR and Sustainability Professionals:** Managers and specialists responsible for developing and implementing CSR strategies and reporting.
2. **Legal and Compliance Professionals:** Lawyers, compliance officers, and legal advisors dealing with human rights, labor law, and international business law.
3. **Human Resources Professionals:** HR managers involved in labor practices, worker welfare, and workplace policies.
4. **Supply Chain and Procurement Managers:** Professionals responsible for ethical sourcing, supplier due diligence, and supply chain transparency.
5. **Risk Management Professionals:** Individuals assessing and mitigating reputational, operational, and legal risks related to social and human rights issues.
6. **Corporate Governance Professionals:** Board members, company secretaries, and governance officers overseeing ethical conduct and stakeholder relations.
7. **Public Relations and Communications Specialists:** Professionals managing corporate reputation and communicating social impact initiatives.
8. **NGO and Advocacy Group Staff:** Individuals working to promote human rights and corporate accountability.

Course Duration: 5 Days

Course Modules

Module 1: Introduction to Corporate Social Responsibility (CSR)

- Defining CSR: Evolution, Concepts, and Drivers
- The Business Case for CSR: Benefits and Competitive Advantages
- CSR and Stakeholder Theory: Engaging with Diverse Stakeholders
- Integrating CSR into Core Business Strategy
- Global CSR Trends and Best Practices

Module 2: Foundations of International Human Rights Law

- Universal Declaration of Human Rights (UDHR) and International Covenants
- Key Human Rights Instruments Relevant to Business Operations
- State Duty to Protect Human Rights
- Corporate Responsibility to Respect Human Rights
- Remedial Rights for Victims of Human Rights Abuses

Module 3: The UN Guiding Principles on Business and Human Rights (UNGPs)

- Overview of the UNGPs: Protect, Respect, and Remedy Framework
- Pillar I: The State Duty to Protect Human Rights
- Pillar II: The Corporate Responsibility to Respect Human Rights
- Pillar III: Access to Remedy for Victims of Business-Related Human Rights Abuses
- Implementing the UNGPs in Practice: A Framework for Action

Module 4: Human Rights Due Diligence in Practice

- Defining Human Rights Due Diligence: Identification, Prevention, Mitigation
- Stages of Due Diligence: Policy Commitment, Impact Assessment, Integration, Tracking, Communication
- Conducting Human Rights Impact Assessments (HRIAs)
- Engaging with Affected Stakeholders in Due Diligence Processes

- Challenges and Best Practices in Supply Chain Due Diligence

Module 5: Addressing Key Human Rights Issues in Business

- Labor Rights: Forced Labor, Child Labor, Freedom of Association, Fair Wages
- Discrimination and Equality in the Workplace
- Health and Safety in Operations and Supply Chains
- Indigenous Peoples' Rights and Free, Prior, and Informed Consent (FPIC)
- Privacy Rights in a Digital World: Data Protection and Surveillance

Module 6: Developing and Implementing Human Rights Policies

- Crafting a Robust Human Rights Policy Statement
- Integrating Human Rights into Existing Company Policies and Procedures
- Roles and Responsibilities for Human Rights Management within the Organization
- Training and Capacity Building for Employees and Suppliers
- Monitoring and Evaluating Policy Effectiveness

Module 7: Reporting, Transparency, and Accountability

- External Human Rights Reporting Frameworks (e.g., GRI, SASB, Modern Slavery Act)
- Non-Financial Reporting Directives and Regulations
- Transparency in Supply Chains and Public Disclosure
- Establishing Effective Operational-Level Grievance Mechanisms
- Corporate Accountability for Human Rights Violations

Module 8: Emerging Issues and the Future of Business & Human Rights

- Human Rights in the Context of Climate Change and Environmental Degradation
- Technology and Human Rights: AI, Surveillance, and Digital Rights
- The Role of Investors and ESG Ratings in Driving Human Rights Performance
- Mandatory Human Rights Due Diligence Legislation (e.g., in Europe)
- Future Trends in Business and Human Rights Advocacy and Enforcement

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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