Training Course on Human Rights and Business

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Training Course on Human Rights and Business provides participants with the **strategic frameworks** and **practical tools** essential for implementing robust **Human Rights Due Diligence (HRDD)** within their organizations. In today's interconnected global economy, businesses face escalating **regulatory pressures**, increasing **stakeholder expectations**, and critical **reputational risks** related to their human rights impacts across global **supply chains** and operations. Mastering advanced HRDD is no longer just good practice; it's a **business imperative** for fostering **sustainable growth**, ensuring **ethical sourcing**, and building **long-term resilience**.

Participants will gain an in-depth understanding of **international human rights standards** and **emerging legislation**, including the **UN Guiding Principles on Business and Human Rights (UNGPs)** and evolving **EU directives**. Through **experiential learning**, **real-world case studies**, and interactive exercises, this program equips professionals to proactively **identify, prevent, mitigate**, and **account** for adverse human rights impacts. The emphasis will be on developing **actionable strategies** for integrating human rights considerations into core business functions, from **procurement** and **investment** to **risk management** and **corporate governance**, ultimately driving **responsible business conduct** and enhancing **brand reputation**.

Programme Curriculum

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Course Objectives

1. Master the UN Guiding Principles (UNGPs) and other international human rights frameworks for business.
2. Conduct advanced human rights impact assessments (HRIAs) and salient risk analysis.
3. Develop and implement robust HRDD policies and management systems across operations and value chains.
4. Integrate human rights considerations into ESG strategies and sustainability reporting.
5. Navigate evolving mandatory human rights due diligence (mHRDD) legislation and regulatory compliance.
6. Enhance stakeholder engagement and meaningful consultation with affected communities and rightsholders.
7. Establish effective operational grievance mechanisms (OGMs) and remediation processes.
8. Address complex human rights issues in high-risk sectors, including forced labor and child labor.
9. Implement responsible purchasing practices and ethical supply chain management.
10. Assess human rights risks in new technologies and digitalization.
11. Identify linkages between climate change and human rights impacts in business.
12. Build internal capacity and foster a human rights culture within the organization.
13. Measure and communicate HRDD performance with transparency and accountability.

Organizational Benefits

- Demonstrates commitment to ethical conduct, fostering consumer trust and investor confidence.
- Proactive compliance with evolving national and international HRDD laws, avoiding penalties and litigation.
- Identifies and mitigates human rights risks, leading to more stable and responsible supply networks.
- Employees are increasingly drawn to socially responsible companies, boosting morale and productivity.
- Meets growing ESG investment criteria, unlocking new funding opportunities.
- Builds trust and collaboration with civil society, communities, and workers.
- Integrated HRDD processes lead to better risk management and more efficient decision-making.
- Differentiates the company in the marketplace and drives sustainable innovation.

Target Audience

1. Managers and directors responsible for ethical and responsible business practices.

2. In-house counsel and compliance specialists navigating human rights legislation.
3. Professionals overseeing supplier relationships and sourcing.
4. Individuals responsible for identifying, assessing, and mitigating operational and reputational risks.
5. Leaders managing labor practices, worker rights, and organizational culture.
6. Decision-makers shaping corporate strategy and governance.
7. Those integrating ESG factors into investment decisions.
8. Professionals providing expertise in responsible business and human rights.

Course Outline

Module 1: Foundations of Business and Human Rights (BHR)

- Understanding the global human rights landscape and its relevance to business.
- Deep dive into the UN Guiding Principles on Business and Human Rights
- Evolution of corporate responsibility and the shift from voluntary to mandatory due diligence.
- Key international human rights instruments
- Case Study: The Rana Plaza factory collapse – Examining the catalysts for increased HRDD focus.

Module 2: Advanced Human Rights Due Diligence (HRDD) Frameworks

- Comprehensive overview of the HRDD process: Identify, Prevent, Mitigate, Account, Remedy.
- Differentiating HRDD from traditional risk management and compliance.
- Integrating HRDD into existing management systems
- Sector-specific HRDD challenges and considerations.
- Case Study: OECD Due Diligence Guidance for Responsible Business Conduct in the mineral supply chain.

Module 3: Identifying and Assessing Salient Human Rights Issues

- Methodologies for conducting robust Human Rights Impact Assessments (HRIAs).
- Saliency analysis: Prioritizing the most severe human rights risks to people.
- Data collection and analysis techniques for effective HRIA
- Mapping value chains and identifying direct, indirect, and linked impacts.
- Case Study: Nestlé's human rights assessment in its cocoa supply chain, focusing on child labor risks.

Module 4: Stakeholder Engagement and Meaningful Consultation

- Principles of effective stakeholder engagement in HRDD, including affected rightsholders.
- Strategies for building trust and ensuring inclusive participation.
- Engaging with vulnerable groups and addressing power imbalances.
- Best practices for documenting and incorporating stakeholder feedback.
- Case Study: Rio Tinto's Juukan Gorge incident – Lessons on inadequate indigenous stakeholder consultation.

Module 5: Integrating HRDD into Policies and Management Systems

- Developing and reviewing human rights policy commitments and codes of conduct.
- Embedding human rights clauses in contracts with suppliers and business partners.
- Aligning internal functions: HR, procurement, legal, risk, sustainability.
- Building internal capacity and fostering a human rights culture within the organization.

- Case Study: Unilever's Sustainable Living Plan and its integration of human rights across operations.

Module 6: Preventing and Mitigating Adverse Human Rights Impacts

- Developing action plans and control measures based on HRIA findings.
- Implementing preventative strategies and corrective actions.
- Leveraging purchasing power and contractual leverage to drive change.
- Capacity building and training for suppliers and business partners.
- Case Study: H&M's efforts to improve working conditions and wages in its garment supply chain.

Module 7: Addressing Specific High-Risk Human Rights Issues

- Modern slavery, forced labor, and child labor: Identification, prevention, and remediation.
- Land rights and indigenous peoples' rights: Respecting Free, Prior, and Informed Consent (FPIC).
- Worker rights: Freedom of association, collective bargaining, and fair wages.
- Environmental human rights: Impacts of climate change and pollution on communities.
- Case Study: The Uyghur forced labor allegations in global supply chains and corporate responses.

Module 8: Operational Grievance Mechanisms (OGMs) and Remediation

- Principles of effective OGM design: Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, Source of continuous learning.
- Establishing and managing internal and external grievance channels.
- Facilitating access to remediation for affected individuals and communities.
- Collaborative approaches to systemic remediation.
- Case Study: Coca-Cola's efforts to address land rights grievances in its sugar supply chain in Cambodia.

Module 9: Tracking Performance and Transparent Communication

- Developing Key Performance Indicators (KPIs) for HRDD effectiveness.
- Monitoring and evaluating the impact of HRDD measures.
- Principles of transparent reporting and communication on human rights performance.
- Leveraging frameworks like the Global Reporting Initiative (GRI) and CSRD.
- Case Study: Patagonia's environmental and social transparency reporting and its impact on consumer trust.

Module 10: The Evolving Regulatory Landscape for HRDD

- Mandatory Human Rights Due Diligence (mHRDD) laws: France's Duty of Vigilance Law, German Supply Chain Due Diligence Act, Norway's Transparency Act.
- EU Corporate Sustainability Due Diligence Directive
- Emerging trends in human rights litigation against corporations.
- Navigating national action plans on business and human rights.
- Case Study: Impact of the German Supply Chain Due Diligence Act on German companies and their global suppliers.

Module 11: HRDD in Investment and Finance

- The role of investors in driving responsible business conduct.
- Integrating human rights into ESG investing and financial decision-making.

- Due diligence for project finance and responsible lending.
- Addressing human rights risks in portfolio companies.
- Case Study: Norges Bank Investment Management (NBIM) and its approach to human rights in its global investments.

Module 12: Digitalization, Technology, and Human Rights

- Human rights impacts of emerging technologies (AI, surveillance, data privacy).
- Due diligence in the tech sector and the digital supply chain.
- Addressing issues of freedom of expression and privacy in the digital space.
- Developing responsible AI principles and ethical guidelines.
- Case Study: The human rights implications of social media platforms and content moderation.

Module 13: Climate Change and Human Rights

- Understanding the **nexus between climate change and human rights**.
- Assessing climate-related human rights risks in business operations and value chains.
- Integrating human rights into **climate action plans** and decarbonization strategies.
- The concept of **just transition** and its human rights dimensions.
- Case Study: **Shell's climate change litigation** and its human rights implications.

Module 14: Integrating HRDD into Corporate Governance and Board Oversight

- The role of the **board of directors** and senior leadership in HRDD.
- Establishing governance structures for human rights oversight.
- Linking executive compensation to human rights performance.
- Embedding human rights in **risk committees** and audit functions.
- Case Study: **Boards of directors facing shareholder resolutions** on human rights performance.

Module 15: Future Trends and Advanced HRDD Challenges

- The future of supply chain transparency and traceability technologies.
- The evolving role of human rights defenders and civil society in corporate accountability.
- Addressing complex systemic issues and multi-stakeholder initiatives.
- Measuring and reporting on positive human rights impacts.
- Case Study: The drafting of a binding international treaty on business and human rights and its potential implications.

Training Methodology

This course employs a highly interactive and practical training methodology designed for **adult learning**.

- **Expert-Led Presentations:** Concise theoretical foundations and best practices.
- **Interactive Workshops & Group Exercises:** Practical application of concepts and collaborative problem-solving.
- **Real-World Case Studies:** In-depth analysis of diverse corporate human rights challenges and successes.
- **Role-Playing & Simulations:** Experiential learning to practice stakeholder engagement and grievance handling.
- **Peer-to-Peer Learning & Discussions:** Sharing experiences and insights among participants.

- **Tools & Templates:** Provision of practical HRDD tools, checklists, and frameworks for immediate application.
- **Q&A Sessions:** Dedicated time for addressing specific participant queries and challenges.
- **Pre-Course Reading Materials:** To ensure a baseline understanding and maximize in-class engagement.
- **Post-Course Resources:** Access to further readings, online platforms, and a community of practice.

Register as a group from 3 participants for a Discount

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

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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