



Business & Human Rights: Principles and Practices

Overview

Increasingly, there is an international focus on organisations to ensure that they mitigate / avoid human rights abuses as they execute and implement business strategies and grow and scale their operations. This is a significant challenge as globalisation has meant increased interdependency between economies and the internationalisation of supply chains.

As a result, organisations from across a wide range of industries are under significant pressure to show that their global supply chains and operations do not infringe human rights. Once largely a concern for large multi-nationals alone, this issue is now also relevant for leaders of SMEs as they look to comply with stakeholder-led protocols and standards necessary for participation within an increasing number of value chains and to qualify under sustainable procurement protocols. The focus on Business and Human Rights in Europe will deepen as the European Commission introduces regulation and directives within this area over the next 24 months. Companies operating within the common market will be required to demonstrate compliance with these directives. This trend is set to be replicated in North America, the U.K. and other jurisdictions. This programme will equip participants and their organisations to compete with purpose and be aligned with this emerging governance framework.

Benefits

- ✓ **Understanding the globally accepted guiding principles of human rights as they relate to business decision-making.**
- ✓ **Learning to assess the level of a firm's compliance with the UN Guiding Principles on Business & Human Rights and relevant EU/Irish regulation.**
- ✓ **Designing and communicating a plan for improving your firm's compliance with the UN Guiding Principles on Business & Human Rights.**
- ✓ **Increasing your capacity to undertake independent research on organisational sustainability with respect to human rights and more generally.**

Programme Partnership

The Business & Human Rights: Principles & Practice programme is designed and delivered in collaboration between Trinity Executive Education, the Trinity Centre for Social Innovation (CSI), the Trinity College Dublin research centre and think tank focused on progressing human rights and climate action within business and industry and the Global Business Initiative on Human Rights (GBI), an international organisation dedicated to advancing corporate respect for human rights and well-known for its high quality peer learning and disseminating practice-based insights to strengthen business implementation and action.

Together with our programme participants, Trinity Business School and GBI look to shape leadership, build capacity and facilitate the know-how for implementing respect for human rights across business and industry in line with the UN Guiding Principles on Business and Human Rights.

What the programme covers

This programme will introduce participants to the background and principles of human rights and its relevance to business practice and provide students with the knowledge and skills to engage with stakeholders to embed business & human rights (BHR) principles and practices in their firm's strategy, communications and operations.

Participants will explore:

- ✓ An overview of the UN Guiding Principles, their history and context
- ✓ The increasingly important regulatory framework of the European Union and its implications for European and international businesses and their supply chains
- ✓ The case for embedding human rights in firm strategy, governance and operations (including case studies);
- ✓ Due Diligence as the cornerstone for BHR practice.
- ✓ Examining the firm and its practices (including the CHRB approach)
- ✓ Assessing risks in relation to Human Rights, including potential remedies
- ✓ The global context for human rights (including case studies and testimony on corporate malfeasance, human rights defenders and evolving BHR regulation)
- ✓ Ireland's developing National Action Plan.
- ✓ Core elements of purpose-driven systemic change and how these may be understood and deployed for BHR-related organisational initiatives.

Why you should take this programme

Over the next 24 months the European Commission will introduce regulations and directives to deepen the responsibility of all companies including SMEs to ensure their global supply chains and operations do not infringe human rights.

The course takes a tool box approach to preparing and equipping participants to meet the expectations and responsibilities of the evolving European and national governance frameworks. By completing this programme participants will gain the knowledge to facilitate and accelerate the ESG performance of their individual business organisations and enhance their professional competencies through an in-depth focus on the evolving Business & Human Rights standards and protocols and how these may be embedded into the strategy and operations of firms and industries.

Who should do this programme

This programme is aimed at middle, senior managers and board members of corporations and SMEs operating in Ireland, including firms in professional services, manufacturing, finance, ICT and related supplier industries who wish to accelerate their ESG performance and be better able to demonstrate compliance that their global supply chains and operations do not infringe human rights.

Applications Welcome from:

- ✓ Sustainability Managers & CSR Managers
- ✓ Community Affairs Directors & Corporate Affairs Directors
- ✓ VP, SVP, Director and Executive level Managers
- ✓ SME Executives, Board Members, NED's

Faculty



Benn Hogan

Adjunct Professor, Trinity Business School

Benn is the Director of the GBI (The Global Business Initiative on Human Rights). His research on benchmarking business and human rights in Ireland has been published by the Trinity Centre for Social Innovation. He has previously worked with the World Bank, the World Business Council for Sustainable Development, and the Institute for Security Studies (South Africa).

An Irish citizen, Benn holds a joint Master of Science in Development Practice from the University of Dublin (Trinity College Dublin) and the National University of Ireland (University College Dublin). He also holds a Bachelor in Laws and Business from Trinity College Dublin, where he was elected a Foundation Scholar in 2015.



Ron Popper

Adjunct Professor, Trinity Business School

Ron is Chief Executive Officer at GBI. He leads the GBI team to maximise value for members, strengthen engagement with a wide range of stakeholders in different parts of the world, and ensure that the voice of business practitioners is heard at key events on the corporate responsibility to respect human rights.

Ron comes from a business background, having been Head of Corporate Responsibility at ABB Group from 2006-2016 focusing on human rights policies, processes, due diligence and training. He was involved in the Business Leaders Initiative on Human Rights from 2004-2009. In addition to his role at GBI, Ron is a Trustee of the Institute for Human Rights and Business and a Director of the Centre for Sport and Human Rights. He is a regular lecturer teaching business and human rights courses at universities in Switzerland, Norway, Italy and the United Kingdom. He also does some consultancy work on business and human rights, communications and crisis management.

As a former journalist (26 years in newspapers and radio), Ron closely follows current affairs and diplomatic relations, particularly in the Middle East and parts of Asia. He has travelled widely, professionally and privately, to many parts of the world including conflict zones.



Anita Ramasastry

Visiting Research Fellow, Trinity Business School

Anita serves as a Senior Advisor to the Global Business Initiative on Human Rights. She is Henry M. Jackson Professor of Law and the Director of the Sustainable International Development Graduate Program at the University of Washington School of Law and a visiting Research Fellow at Trinity Business School, Dublin. She is an expert in the fields of anti-corruption, commercial law, sustainable development and is one of the leading academics and a pioneer in the field of business and human rights.

Anita was a member of the United Nations Working Group on Business and Human Rights, having been appointed as a rapporteur by the United Nations Human Rights Council in 2016 and she previously served as its chair in 2020. In 2021, she was appointed as the Special Representative on Combatting Corruption at the Organization for Security and Cooperation in Europe (OSCE).

She is a founding co-editor in chief of the Business and Human Rights Journal, published by Cambridge University Press, and the Co-President of the Global Business and Human Rights Scholars Association and launched its annual research scholars forum. From 2017-2019, Anita served as president of the Uniform Law Commission, the 127-year-old organization comprised of lawyers from the 50 States that work to harmonize the laws where uniform is desirable. She was previously Chair of its Executive Committee and is an appointed Commissioner from Washington State. As of 2019, Ramasastry is a member of the World Economic Forum's Global Future Council on Transparency and Anti-Corruption. She served as a member of the WEF's Global Agenda Council on Human Rights from 2012–2016. Ramasastry sits on the advisory boards of Transparency International, the Institute of Human Rights and Business, and Global Witness.



About Trinity Business School

Trinity College Dublin has a robust reputation as a leading international university which extends over four centuries. Trinity Business School was founded in 1925 and has had an innovative role in management education and research which both serve and influence industry.

Over the years, our School has played a pioneering role in bringing the MBA to Europe and has created one of Europe's most sought after undergraduate business degree programmes as well as having a series of top ranked MSc programmes. Our Executive Education programmes are designed to deliver impactful learning experiences to business executives so that they can better understand, manage and shape rapidly changing business environments.

How to Apply

Please Visit:
www.tcd.ie/business/programmes/executiveeducation/
for more information and to apply for this programme.

Executive Education Open Programmes

Our open programmes are specifically designed for senior executives, business leaders and professionals who want to expand their strategic thinking and knowledge-base to address significant business challenges, gain a competitive edge in their career, feel confident in new roles, or embark on new professional paths. All our courses are practical and involve action-based learning, which participants apply for a long term impact.

Over the years, Trinity Executive Education has enabled thousands of business executives to make long-term impact in their organisations. Our courses have helped them hone their leadership, negotiation, and people management skills, as well as strengthen their knowledge in finance, strategy, marketing, communication, and big data. Opportunities for collaboration with international groups of peers have also enriched their learning experience, giving them the additional benefit of expanding their professional network.

Participants leave our courses refreshed and energised, with new skills, tools and thought processes to better understand, manage and shape rapidly changing environments.

CONTACT US

PHONE +353 1 896 4665

EMAIL jane.flanagan@tcd.ie