CAPACITY BUILDING AND STAKEHOLDER ENGAGEMENT

A look at Human Rights Impact Assessments

Moderator: Sarah Zoen, Oxfam
Presenters: Caroline Brodeur, Catherine Block Veiberg, & Michelle Naggar

July 28, 2017

THE DANISH INSTITUTE FOR HUMAN RIGHTS

OXFAM

Quick overview of the session

Time	Topic	Leading
10:00-05	Welcome, introduction of presenters, and quick overview of the agenda	Sarah
10:05-20	Phase 1 How to start an HRIA process and what is the right enabling environment?	Catherine – 5min Michelle – 5min Caroline – 5min
10:20-35	Phase 2 Now that you have started your HRIA, what do you do to keep stakeholders engaged?	Caroline – 5min Michelle – 5min Catherine – 5min
10:35-55	Phase 3 The HRIA is completed but the journey continues – how do you plan on follow-up activities and getting necessary buy-in once the report is out? What are the top three things you would highlight?	Catherine – 5min Caroline – 5min Michelle – 5min
10:55-11:15	Quick Q&A	All

PHASE 1

THE DANISH INSTITUTE FOR HUMAN RIGHTS

HOW TO START?

Key points:
- Build on business drivers – moral, ethical, financial, operational
- Management support is key
- Identify and involve stakeholders from the start

MANAGING RISKS

ENGAGING WITH EXPERTS TO ENSURE ALIGNMENT WITH UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

Step	Process	Outcome
1	**Conduct a Corporate Human Rights Impact Assessment** to identify and better understand most relevant human rights issues	**Prioritized list** of global risks and opportunities
2	**Conduct a Gap Analysis** of current management system against the UN Guiding Principles on Business and Human Rights	List of human rights risks **not currently managed**
3	**Develop a ranking of high, medium and low risk properties** based on industry and geographic risk	List of areas to conduct **local due diligence**
4	**Conduct localized human rights assessments** to confirm local risks and develop localized management plans	Recs to **mitigate and address** local human rights risks

RIGHT ENABLING ENVIRONMENT

Community in favor: Strong buy-in from a significant part of the community is crucial

Community-based HRIA requires a lot of **capacity-building**, therefore having enough <u>time</u> to do the study is essential

No long term conflict: Division within the community increases the difficulties of the HRIA

Security context needs to be carefully assessed prior to start an HRIA

Stakeholder involvement: Capacity to meet with the different stakeholders will improve quality

Support from external organization (help for data collection, security of the team, access to stakeholders, etc.)

HOW TO START?

- Build a team: diversity of skills + strategies to overcome the weaknesses

- Strong connection within the community

- Spend time in the field

- Review the existing material to understand the case

- Meet the different stakeholders to explain the process.

- Develop a plan to reach-out to everyone.

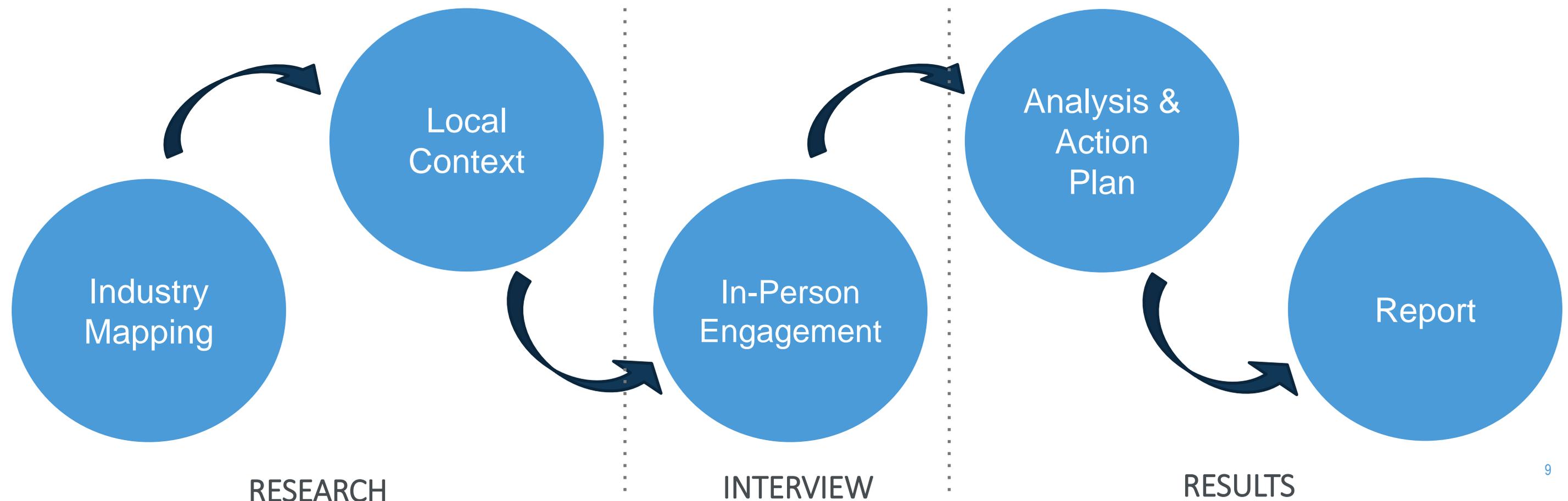- Workshops with different groups from the community

PHASE 2

How to keep stakeholders engaged?

- Conduct ongoing trainings to ensure meaningful participation (in their own language + format culturally appropriate).

- Meet with people holding different views until the different perspectives have been covered.

- Use various techniques appropriate to the different stakeholders.

- Allocate enough time to the consultation process.

- Validate data during the process.

- Circulate the report for comments.

- Engage with the relevant stakeholders to discuss the conclusions, recommendations and their possible implementation.

HRIA METHODOLOGY

BASED ON GUIDANCE ESTABLISHED IN THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS AND INCLUDES FIVE STAGES:

Industry Mapping

Local Context

In-Person Engagement

Analysis & Action Plan

Report

RESEARCH

INTERVIEW

RESULTS

THE DANISH INSTITUTE FOR HUMAN RIGHTS

KEEPING STAKEHOLDER ENGAGED

ENI MYANMAR : HUMAN RIGHTS REPORT

BLOCK RSF-5 OBSERVATIONS & OPTIONS PAPER

Our experience:
- Within companies:
    - Build internal capacity – training, joint assessment tool development etc.
- Communities
    - Provide understandable information about the project – visuals, flyers, presentations and demonstrations

PHASE 3

Key elements for follow-up work

- Action planning / road map
- Cross-functional advisory committee to monitor (Human Rights Council/Committee) [ongoing engagement]
- Internal education across internal depts. and with partners/vendors [training]
- Senior level engagement to support long-term follow-up
- Follow-up needs to be considered from the beginning and budgeted for!
- Presentation of the results to the different stakeholders
- Follow-up strategies in line with the conclusions of the report and targeted to the different actors
- Develop alliances: Involving other organizations working on the same case.

THANKS FOR PARTICIPATING! THANKS TO OUR PRESENTERS!

Questions/Comments?

For more information on Oxfam's HRIA work: www.oxfamamerica.org/hria

For more information on DIHRs HRIA work:
https://www.humanrights.dk/projects/human-rights-impact-assessment

OXFAM

THE DANISH INSTITUTE FOR HUMAN RIGHTS