

ILO & UNDP B+HR Academy Joint Training for Enterprises on Responsible Business and Decent Work

Supported by the Government of Japan

Bali, 20 - 22 September 2023

Training Programme

Day One: Principles of Responsible Business

Wednesday, 20 September 2023

Time	Session	PIC/Speaker(s)	Expected outcomes
08.30 – 09.00 30 min	Registration	ILO/UNDP	Registered participants
09.00 – 09.21 21 min	Opening remarks	ILO CO Jakarta Country Director UNDP Indonesia Resident Representative Representative from the Embassy of Japan	Information about overall objective of the ILO and UNDP joint training
09.21 – 09.30 9 min	Group photo	All	Training documentation
09.30 – 10.30 60 min	Session 1: Horseshoes Participants introduction and expectations/ice breaking/pre-test	Facilitator/ILO/UNDP	
10.30 – 10.45 15 min	Coffee break	All	
10.45 – 11.45 60 min	Session 2: Brain writing		
	Introduction to Responsible Business Conduct (15 min)	Facilitator/ILO/UNDP	Introduction on the concept of responsible business conduct - UNGPs and Decent Work (ILO's MNE Declaration on Social Policy) and OECD Guideline
	Presentation on Overview of Business and Human Rights, and Responsible Business Conduct: Business case for human rights and introduction to the UN Guiding Principles on Business and Human Rights (UNGPs) (15 min)	UNDP	
	Presentation on Decent Work and Multi-national Enterprise (MNE) and Social Policy Guideline (15 min)	ILO	

	Puzzle game Overview on UNGPs and Decent Work and International Labour Standards (MNE Declaration on Social Policy) (15 min)	Facilitator	
11.45 – 12.30 45 min	Session 3: Drawing game/brain writing (questions)		
	Inclusive responsible business (15 min)	Facilitator/ILO	Improved understanding on the needs of inclusivity at the enterprises level.
	Presentation on Inclusivity and Gender Equality at Work (15 min)	ILO	
	Q&A (10 min)		
12.30 – 13.30 60 min	Lunch		
13.30 – 14.30 60 min	Session 4 Method: Brain writing Introduction: Negative Impact (Challenges) and Positive Impact (Benefit) of Businesses/Presentation		
	How do these issues affect business in Indonesia? (30 min)	Facilitator, ILO, UNDP	Identification of the impact of business operation to human rights
	Presentation on the impact of key frameworks on Responsible Business to enterprises (20 min)	UNDP	
	Q&A (10 min)		
14.30 – 15.45 (75 min)	Session 5 (Continued from Session 4) Group work (four groups):		
	What responsible business conduct and decent work issues (challenges and benefits) are companies aware of? (Enterprise' perspective) (30 min)	Facilitator/ ILO/UNDP	Improved understanding of the participants through the group work on Responsible Business and Decent Work
	Group presentations (25 min)	Participants	
	Review (20 min)	ILO, UNDP	
15.45 – 16.00 (15 min)	Coffee break		
16.00 – 16.30 (30 min)	Session 6: Panel Discussions and Presentation		
	Challenges and Opportunities for Responsible Business Conduct (Global Experience) (20 min)	UNDP	Introduction on challenges and opportunities in implementing responsible business

	Q&A (10 min)		conduct (other countries experiences)
16.30 – 17.00 (30 min)	Session 7: Presentation Regulatory framework and self-assessment on human rights risks for companies (20 min) Q&A	Ministry of Law and Human Rights	Increased understanding on regulatory framework and web-based self-assessment on human rights risks for companies
17.00	Wrap up, closing		

Day-Two: Putting principles into practice

Thursday, 20 September 2023

Time	Session	PIC/Speaker(s)	Expected outcomes
08.30 – 09.00 30 min	Registration	ILO/UNDP	Registered participants
09.00 – 09.30 30 min	Memory ball Reflections on Day 1	Participants and facilitator	Reflections on day 1
09.30 – 10.30 60 min	Session 8 Mentimeter/questionnaire (15 min) Presentation Japan's Guideline on Respecting Human Rights in Responsible Supply Chains (30 min) Q&A (15 min)	ILO Japan/UNDP Asia Pacific	Increased understanding on Japan's Guideline on Respecting Human Rights in Responsible Supply Chains
10.30 – 10.45 15 min	Coffee break	All	
10.45 – 11.45 60 min	Session 9: Presentation A changing business landscape: Introducing the Human Rights Due Diligence (HRDD) Process	Business and Human Rights Expert	Increased knowledge on HRDD process
11.45 – 12.30 45 min	Session 10: Human Rights and Responsible Business Identifying and managing risks in the supply chain	Business and Human Rights Expert	Increased knowledge and skill in identifying risks and managing risk in the supply chain
12.30 – 13.30 60 min	Lunch		
13.30 – 14.30 60 min	Session 11: Global discourse on business and human rights OECD Guidelines for Multinational Enterprises on Responsible Business Conduct	Business and Human Rights Expert	Increased understanding on international framework for

			responsible business conduct
14.30 – 15.45 75 min	Session 12: Group Work		
	Implementation of Human Rights Due Diligence Process Integrating, tracking, and communicating actions (55 min)	Participants	Increased understanding and skills on how to implements of HRDD Process (Integrating, tracking and Communication Action) for company
	Presentations (20 min)	Business and Human Rights Expert	
15.45 – 16.00 15 min	Coffee break		
16.00 – 17.00 60 min	Session 13: Group Work		
	Case study and group discussion on responsible business practice	All	Improved understanding on the needs of inclusivity at the enterprises level.
17.00	Wrap up, closing		

Day Three: Committing to Responsible Business Friday, 21 September 2023

Time	Session	PIC/Speaker(s)	Expected outcomes
08.30 – 09.00 30 min	Registration	ILO/UNDP	Registered participants
09.00 – 09.15 15 min	Memory ball Reflections on Day 2	Participants and facilitator	Reflections on day 2
09.15 – 10.30 75 min	Session 14: Presentation		
	The Importance of Responsible Business Conduct (30 min)	APINDO	To identify challenges and benefits on the implementation of the Responsible Business for enterprises- from Business/ Employers perspective, as well as identified strategy, follow up action including capacity building
	Q&A (15 min)		
	Group Work Developing Strategies for Responsible Business and Decent Work (30 min)		

			needs.
10.30 – 10.45 15 min	Coffee break	All	
10.45 – 11.45 60 min	Session 15: Group Presentation	Facilitator/ILO/ Participants	Increased knowledge and skills in identifying Decent work Deficits and how to address them. Well informed about the progress of knowledge, understanding and skills of participants on the RBC and HRDD as well as the further follow up action from the training.
	Strategies, Action Plan and Capacity Building (20 min)		
	Presentation review (10 min)		
	Post-Test (10 min)		
	Feedback (Selected participants) (10 min)		
	Information regarding online guidance sessions (5 min)		
	Wrap-up/closing (5 min)		

Online guidance session for three selected companies

Content	Time	Advisors
Individual guidance session – Company #1	Schedule TBA 90 min	Business and Human Rights Expert/CSO & UNDP
Individual guidance session – Company #2	Schedule TBA 90 min	
Individual guidance session – Company #3	Schedule TBA 90 min	

**: Pending confirmation*