

Conference Report (by grant applicant and organizer, Karin Buhmann, Professor of Business & Human Rights, CBS)

International conference at Copenhagen Business School (CBS) 18-19 May 2016

Business & Human Rights: Implications for Management, Knowledge Needs and Teaching

The conference was generously co-sponsored by DSEB, the Velux Chair in Corporate Sustainability and the PRME Office at Copenhagen Business School, and co-organized with The BHRight Initiative for Interdisciplinary Research and Teaching on Business and Human Rights. It was followed by a one-day research workshop sponsored by the Governing Responsible Business (GRB) World-Class research environment at CBS.

This *international conference* took place at Copenhagen Business School (CBS) 18-19 May 2016, and with a world-wide audience brought together around 70 academics and business practitioners. Thanks to grants from Velux and DSEB it was possible to invite high-level key notes, speakers and discussants from US and European institutions, including the UC Berkeley Haas School of Business and the two co-chairs of the PRME Working Group on Business and Human Rights, that was launched in 2015, and from EDHEC Business School, which in a European context along with CBS is a front-runner in the issue of Business & Human Rights (BHR). A number of CBS academics were invited to participate thanks to a grant from the PRME office at CBS. Several participants including the speaker from the French business network Entreprises pour les Droits de l'Homme (EDH) and the key note speaker for Day Two were identified through collaboration within The BHRight Initiative for Interdisciplinary Research and Teaching on Business and Human Rights (<http://www.cbs.dk/en/research/departments-and-centres/departement-of-intercultural-communication-and-management/the-bhrigh-initiative>). Please see Annex 1 (conference programme) below for a detailed list of businesses, organisations and speakers who shared their views and experience.

The conference addressed the significance of Human Rights for responsible business. Human Rights issues are increasingly significant in relation to business communication, due diligence and risk management, human resources and labour, supply chain management, finance, public procurement, non-financial reporting and beyond. The conference addressed this from two perspectives: Management and teaching. Both turn around knowledge needs for responsible business practices. Focusing on the management perspectives, Day One offered two key note presentations and presentations from Danish, French and Dutch transnational businesses and financial institutions. The presentations focused on the human rights knowledge needed to how to transform the issues of human rights into business practices and back into meaningful communication to stakeholders with human rights knowledge in terms of transparency, accountability, and showing how action contributes to prevent harm and enhance positive contributions.

Introduced by a key note on teaching Business & Human Rights at business schools, Day Two addressed the challenge of turning knowledge needs into teaching with a particular focus on the types of courses taught at business school. Whereas several business schools are advanced in teaching and research in general Corporate Social Responsibility (CSR) and sustainability issues, they are relative new-comers to the specific issue of Business & Human Rights. Law schools have a longer record in that field and tend to take a re-active accountability and remedy approach. Business schools have important potential of contributing to management practices that pro-actively take account of potential human rights risks so as to prevent them from occurring and minimizing adverse impact, while also addressing adverse impacts through remedy and turning such instances into change in management practices to prevent future harm.

The conference was organized as an interactive event allowing for sharing experience and discussing knowledge needs and opportunities with both businesses and academics following from the increased institutionalization of BHR in a management context. The two days generated vibrant discussions and interaction between scholars and practitioners. Feedback from participants has been very positive and several academic participants have noted that the insight that they got from this conference and its format has exceeded what they take from conventional academic conferences.

The conference was followed by a *one-day research workshop*, sponsored by the Governing Responsible Business (GRB) World-Class research environment at CBS, to discuss research implications following from the conference presentations and debates and present academic papers in the BHR field. With around 15 participants from diverse social science backgrounds, the research workshop provided excellent opportunities to take stock of developments in the BHR field. A Special Issue of a Business Ethics journal is being planned based on papers presented at the research workshop.

Annex:

CONFERENCE PROGRAMME

Day 1, 18 May 2016 - The business perspective: Exploring issues and sharing current knowledge

- 08:30-09:00 **Registration and coffee (Room: SPs16)**
- 09:00-09:15 **Welcome**
Sven Bislev, Vice-Dean for Education, Copenhagen Business School
- 09:15-09:30 **Setting the context and practical information:
Human Rights and Business: From contradiction in terms to business (school) opportunity**
Karin Buhmann, Professor, Copenhagen Business School
- 09:30-10:15 **Keynote presentation:**
Why human rights matter to business – and therefore to business schools
Ambassador David Scheffer, Co-chair, PRME Working Group on Business and Human Rights and Director, Center for International Human Rights, Northwestern Pritzker School of Law, Chicago
- 10:15-10:45 **Coffee break**
- 10:45-12:45** **SESSION 1: Business and Human Rights in complex environments: a question of translation**
Chair: Dorte Salskov-Iversen, CBS Vice-President for International Affairs
- 10:45-11:10 **Explaining human rights within the organization: How to make managers understand human rights in business terms**
Virginia Dundas, CSR Manager, Group Sustainability, Maersk Group
- 11:10-11:35 **Business & Human Rights and responsible supply chain management: A double translation**
France Bourgouin, Head of Responsible Sourcing, DONG Energy
- 11:35-12:00 **Human Rights and mega-sport events: Towards responsible construction practices**
Julian Weyer, Partner, C.F. Møller Architects and member of the Board of the Danish Association for Social Responsibility in the Construction Sector
- 12:00-12:25 **The evolution of the (2015) Chinese Due Diligence Guidelines for Responsible Minerals Supply Chains**
Liang Xiaohui, Director, Social Responsibility Office, China National Council of Textiles and Apparel (CNTAC) and collaborating with various Chinese CSR initiatives and the OECD
- 12:25-12:45 **Discussion**

- 12:45-13:30 **Lunch**
- 13:30-14:15 **Key note presentation:**
The role of financial institutions in preventing the violation of human rights and promoting positive impact: the experience of ABN Amro – Sustainable Banking
Maria Anne van Dijk, Head of Environmental, Social and Ethical Risk Policy at ABN Amro – Sustainable Banking
- 14:15-14:30 **Coffee break**
- 14:30-16:10 *SESSION 2: Human Rights Due Diligence: what do employees need to know about human rights?***
Chair: Professor Jeremy Moon, Velux Chair of Corporate Sustainability, CBS
- 14:30-14:55 **Towards a robust due diligence process: understanding ARLA's human rights impact in Western Africa – a learning experience**
Irene Quist Mortensen, CSR Senior Manager – Consumer International, ARLA Foods
- 14:55-15:20 **Human Rights Due Diligence: The ideal knowledge background for staff involved in an on-going due diligence process to assess actual and potential human rights impacts**
Pierre Mazeau, Head of CSR, EDF, and member of Association Entreprises pour les Droits de l'Homme (E-DH)
- 15:20-15:45 **Responsible supply chains for precious metals and rare earth minerals: Knowledge needs on human rights issues for high-quality design products**
Erik Olsen, VP Quality and CSR, Georg Jensen A/S
- 15:45-16:10 **Discussion**
- 16:10-16:25 **Coffee break**
- 16:25-18:00 *SESSION 3: Working with business to address human rights: the advisor's perspective on opportunities, challenges and knowledge needs***
Chair: Professor Andreas Rasche, Professor of Business in Society, CBS
- 16:25-16:50 ***Human Rights and Responsible Investment: The ESG perspective – natural capital investments (investment in land, bio-fuels, etc)***
Flavia Micilotti, Executive Director, Eurosif
- 16:50-17:15 **Human Rights and public procurement: Risks for suppliers and buyers arising from insufficient human rights knowledge**
Claire Methven O'Brien, Chief advisor, Danish Institute of Human Rights
- 17:15-17:40 **Human Right, management systems and evolution of knowledge: Reflections from two decades of advising businesses on human rights**
Sune Skadegaard Thorsen, CEO, GLOBAL CSR
- 17:40-18:00 **Discussion**

- 18:00-18:10 **Summing up on Day 1**
Karin Buhmann, Professor, Copenhagen Business School
- 19:00 **Conference Dinner**
At Hotel Josty, Pile Alle 14A, DK-2000 Frederiksberg

**Day 2, 19 May 2016 - The teaching perspective:
 From exploration to promoting teaching of Business & Human Rights**

- 08:30-09:00 **Registration and coffee (Room: SPs16)**
- 09:00-09:15 **Setting the context:**
Connecting the insights of Day 1 to the topics and outcome of Day 2
Karin Buhmann, Professor, Copenhagen Business School
- 09:15-10:00 **Keynote presentation:**
'Uphill' challenges for teaching Business & Human Rights
Björn Fasterling, Professor, EDHEC Business School, Lille
- 10:15-10:30 **Coffee**
- 10.30-12:00 Interactive presentations and debate I:**
Teaching BHR issues and pedagogics in a Business School context
- Session format:** Introductory speech followed by short paper presentations by business school/university instructors and responses and discussions among participants*
- Facilitator:** Rajiv Maher, External lecturer on Business & Human Rights, CBS, and Post-Doc fellow, Universidad Católica de Chile's Urban Sustainability Centre (Cedeus)*
- 10:30-10:50 **Engaging students in appreciating responsible supply chain management and challenges**
***Introductory speaker:** Nathan Fleisig, supply chain manager at Outer Stuff; Adjunct Professor teaching responsible supply chain mgmt. at Baruch College, NYC*
 [12-15 minute presentation; 5-8 minute debate]
- 10:50-12:00 **Presentations and debate**
 [Presentations: 8-10 minutes each followed by short Q&A 2-5 minutes; final 15-20 minutes: general debate]
- Teaching Business and Human Rights (BHR) at Business Schools – Supply Chain Management as the Emblematic Example of BHR Challenges**
Dorothee Baumann, NYU Stern School of Business (also on behalf of Justine Nolan, University of New South Wales Law School)

Does violation of human rights make Wal-Mart an Unethical investment?

Caroline Dale Ditlev-Simonsen, BI, Oslo

Talking the language of business in the BHR class? Reflections on teaching from the perspective of systems logics to create awareness of the relevance of human rights to business

Karin Buhmann, Professor, Copenhagen Business School

12:00-12:45 **Lunch**

12:45-14:30 Teaching BHR issues through serious games

Inclusive leadership and human rights: Presentation of Mosaic®, a new game to train managers and discussion of serious games as pedagogical tools to train human rights awareness

Lynn Roseberry, Ph.D., Associate Professor at CBS and managing partner of On the Agenda I/S, a gender and diversity consultancy

Mosaic® is a Serious Game about inclusive leadership. It uses gender as a natural starting point to encourage leaders at any level to discuss and reflect on the meaning and practice of inclusive leadership. Players grapple with dilemmas drawn from the experiences of real leaders and practice identifying and responding to inclusion issues. In the context of a competitive yet entertaining game, Mosaic® creates a safe environment for imagining and practicing what can and should be done to constructively resolve inclusion dilemmas.

14:30-15:00 **Coffee**

15:00-16:30 Interactive presentations and debate II:

Teaching BHR issues and pedagogics: When Human Rights are implicitly or explicitly 'wrapped' as other management issues

***Facilitator:** Faris Natour, Director, Human Rights and Business Initiative, UC Berkeley Haas School of Business; Principal, Article One Advisors.*

15:00-15:20 Teaching Business & Human Rights as Corporate Governance

***Introductory speaker:** Erika George, Professor, University of Utah
[12-15 minute presentation; 5-8 minute debate]*

15:20-16:30 Presentations and debate

[Presentations: each 8-10 minutes; final 20-25 minutes: Q&A and general debate]

Teaching Reflections: Gender, Human Rights & Corporate Social Responsibility

Lauren McCarthy, CBS

Discovering BHR in unexpected contexts: Reflections on the teaching case 'Vestas and the Indigenous Communities in Oaxaca, Mexico: Clean Energy gets Messy'

Jacobo Ramirez, CBS

The world of finance and human rights: the need to re-learn and re-teach human rights

Alexandra Horvathova, University of Copenhagen, Faculty of Law/Centre for Enterprise Liability

Teaching awareness of the downside of top-down human rights due diligence approaches

Rajiv Maher, CBS and Universidad Católica de Chile's Urban Sustainability Centre (Cedeus)

16:30-17:10 Bouncing ideas: Two interactive panels

Keynotes, session chairs and facilitators in interactive debate with audience

Facilitators: *David Scheffer and Caroline Kaeb, Chairs of the PRME Working Group on Business and Human Rights*

16:30-16:50 Bouncing ideas I:

Turning knowledge needs into student knowledge: maximizing new insights on opportunities for BHR to support other Business School disciplines

16:50-17:10 Bouncing ideas II:

Generating ideas to stimulate teaching BHR and teaching at Business schools: maximizing new insights to promote the integration of BHR at Business Schools

17:10-17:20 Summing up and looking ahead

Karin Buhmann, Professor, Copenhagen Business School

17:20-17:30 Conference closure

Dorte Salskov-Iversen, CBS Vice-President for International Affairs

17:30-21:00 Dinner reception

At CBS, Solbjerg Plads