



Applying the Gender Lens to the UN Guiding Principles on Business and Human Rights

Australian Consultation 14 – 15 November 2018

Workshop Agenda

Gender, business and human rights: the impact of business with respect to workplaces, supply chains, communities, the environment & gender policy.

The primary focus of the consultation will be on processes of corporate human rights due diligence to address gender harms and women’s human rights. Due diligence is taken to include how businesses in Australia (i) assess their actual and potential gender human rights impacts, (ii) integrate and act upon these findings, (iii) track their responses, and (iv) communicate how impacts are addressed. Access to effective remedy will be taken as a cross-cutting issue relevant to different gender-related themes.

Day 1 – 14 November

WORKSHOP

Location & facilitation: Australian Human Rights Commission, level 3, 175 Pitt Street, Sydney

WELCOME AND INTRODUCTION

08:30 – 09:00	Arrival and registration
09:00 – 09:15	Welcome to country Metropolitan Land Council
09:15 – 09:20	Welcome to the workshop Louise Chappell, Director, Australian Human Rights Institute

PART I: SETTING THE SCENE

09:20 – 10:30	<p>Session 1: purpose and focus of the consultation</p> <p>a. <i>Welcoming remarks</i> Rosalind Croucher AM, President, Australian Human Rights Commission</p> <p>b. <i>Introducing the UN Working Group’s gender project</i> Surya Deva, Vice Chair, UN Working Group on Business and Human Rights</p> <p>c. <i>Women’s rights in the changing world of work</i> Elizabeth Broderick AO, independent expert of the Working Group on the Issue of Discrimination against Women in Law and in Practice of the United Nations Human Rights Council</p> <p>d. <i>UN Guiding Principles, due diligence, the three pillars and the gender lens</i></p>
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	Kate Grosser, Senior Lecturer, School of Management, RMIT University, and Vanessa Zimmerman, Chair, Global Compact Network Australia Human Rights Leadership Group
10:30 – 10:50	Break
10:50 – 11:50	<p>Session 2: Situating gender, business and human rights in the international and national context</p> <p><u>Panel discussion [60 min]: <i>Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the business and human rights agenda, and the State Duty to Protect</i></u></p> <p>Alison Aggarwal, expert participant</p> <p>Anna Cody, Director, Kingsford Legal Centre, UNSW, Australian NGO Coalition on the CEDAW review</p> <p>Cristina Tebar-Less, Head of Responsible Business Conduct, OECD</p> <p>Discussion</p>

PART II: HUMAN RIGHTS DUE DILIGENCE FROM A GENDER PERSPECTIVE

11:50 – 13:00	<p>Session 3: Addressing workplace inequalities</p> <p>a. <u>Presentation and panel discussion [70 min]: <i>Sexual harassment National sexual harassment in the workplace prevalence survey – findings, implications and the new national inquiry</i></u></p> <p>Natasha de Silva, Senior Executive, Australian Human Rights Commission</p> <p>Nicola Street, National Manager Workplace Relations Policy, The Australian Industry Group</p> <p>Allison Pullen, Professor of Management and Organisation Studies, Department of Management, Macquarie University</p> <p>Discussion</p>
13:00 – 14:00	Lunch
14:00 – 15:10	<p>Continued – Session 3: Addressing workplace inequalities</p> <p>b. <u>Panel discussion [70 min]: <i>Equal pay</i></u></p> <p>Miriam Thompson, Researcher, United Voice</p> <p>Janin Bredehoeft, Research and Analytics Executive Manager, Workplace Gender Equality Agency</p> <p>Gillian Whitehouse, Professor, School of Political Science and International Studies, University of Queensland</p> <p>Discussion</p>
15:10 – 15:30	Break
15:30 – 17:00	<p>Session 4: Gender and supply chains</p> <p><u>Panel discussion [90 min]: <i>Supply chains – garments & agriculture sectors, migrant women and trafficking</i></u></p> <p>Shelley Marshall, Vice Chancellor’s Senior Research Fellow, RMIT University</p>

	<p>Sally Moyle, Chief Executive, CARE Australia</p> <p>Laura McManus, Responsible Sourcing Manager, Woolworths</p> <p>Makiko Nishitani, Postdoctoral Research Associate, School of Humanities and Social Sciences, La Trobe University</p> <p>Discussion</p>
1700	Day 1 close

RECEPTION AND KEYNOTE ADDRESS

Location: Corrs Chambers Wessgarth, L17, 8 Chifley Bldg

17.30 – 18.00	Drinks, canapes and networking
18.00 – 19.00	<p>Keynote address: <i>Modern Slavery: Are the Current Regulatory Responses Modern and Gender Sensitive?</i> [1 hr]</p> <p><u>Q&A</u></p> <p>Professor Surya Deva, Vice Chair, United Nations Working Group on Business and Human Rights</p>

Day 2 – 15 November

WORKSHOP cont.

Location: Australian Human Rights Commission, level 3, 175 Pitt Street, Sydney

09:00 – 11:00	<p>Session 5: Protecting human rights in gendered workplaces</p> <p>a. <u>Panel discussion [60 min]: <i>The care sector</i></u></p> <p>Sara Charlesworth, RMIT University</p> <p>Elizabeth Hill, University of Sydney</p> <p>Melissa Coad, Executive Projects Coordinator, United Voice</p> <p>Discussion</p> <p>b. <u>Panel discussion [60 min]: <i>The sex industry</i></u></p> <p>Meagan Tyler, Senior Lecturer, School of Management, RMIT University</p> <p>Rachel Reilly, Executive Director, Project Respect</p> <p>Zahra Stardust, Spokesperson, Scarlet Alliance, Australian Sex Workers Association</p> <p>Discussion</p>
11:00 – 11:15	Break
11:15 – 12:30	<p>Session 6: The gender impact of mining and construction in and outside Australia</p> <p><u>Panel discussion [75 min]:</u></p> <ul style="list-style-type: none"> – <i>Male dominated workplaces</i> – <i>Community impacts and gender (nationally, regionally, globally)</i> – <i>Climate impacts and gender (nationally, regionally, globally)</i> – <i>Good practice: leading by example</i> <p>Louise Chappell, Director, Australian Human Rights Institute</p>

	<p>Lisa Interligi, Chief Human Resources and Corporate Services Officer, CIMIC</p> <p>Lucy Manne, Head of Policy and Campaigns, Action Aid</p> <p>Nick Bainton, Principal Research Fellow, Sustainable Minerals Institute, University of Queensland</p> <p>Jillian D’Urso, Adviser - Communities, Minerals Council of Australia</p> <p>Sharon Flynn, Head of External Affairs and Social Performance, Oceana Gold</p>
12:30 – 13:30	Lunch
13:30 – 14:45	<p>Session 7: Gender, investment and finance: impacts and responses</p> <p><u>Panel discussion [75 min]:</u></p> <p><i>A: impact of commercial investment: projects, project finance and investments</i></p> <p>Kate Grosser, RMIT University</p> <p>Brynn O’Brien, Executive Director, Australasian Centre for Corporate Responsibility, researcher, UTS</p> <p>Daisy Gardner, Labour Rights Coordinator, Oxfam</p> <p>Nina Haysler, Research Project Manager, CAER</p> <p>April Klineberg, Masters in Law student, University of Sydney</p> <p>Pablo Berrutti, Head of Responsible Investment Asia Pacific, Colonial First State</p> <p><i>B: impact of retail banking: domestic violence, issues of financial abuse</i></p> <p>Jan Breckenridge, Co-Convener Gender Violence Research Network, UNSW</p> <p>Melissa Clare, Senior Manager, Customer and Community Liaison, Group Customer Advocacy, Commonwealth Bank</p>

DISCUSSION AND NEXT STEPS

14:45 – 15:15	<p>Session 8: Next steps and closing remarks</p> <p>a. <i>Next steps for the consultation and closing remarks</i></p> <p>Surya Deva (5 min)</p> <p>b. <i>Closing remarks</i></p> <p>Kate Jenkins, Sex Discrimination Commissioner, Australian Human Rights Commission (5 min)</p> <p>c. <i>Closing remarks</i></p> <p>Louise Chappell and Kate Grosser (5 min)</p>
	Workshop event close

ACADEMIC CONSULTATION

Location: Australian Human Rights Commission, level 3, 175 Pitt Street, Sydney

15:30 – 16:00	<p>Facilitated discussion of UNSW/RMIT University report content</p> <p>Louise Chappell and Kate Grosser (30 min)</p>
16:00 – 17:30	<p>Roundtable discussion of current and future work</p> <p>What people are working on and what opportunities are there for collaboration – towards a network of academics working on gender, business and human rights</p>

	(90 min)
	Academic consultation event close