

BSR Member Webinar



UPCOMING EVENTS

COVID-19: Protecting Vulnerable Workers in Asia

WEBINAR

May 2020



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OUR SPEAKERS TODAY



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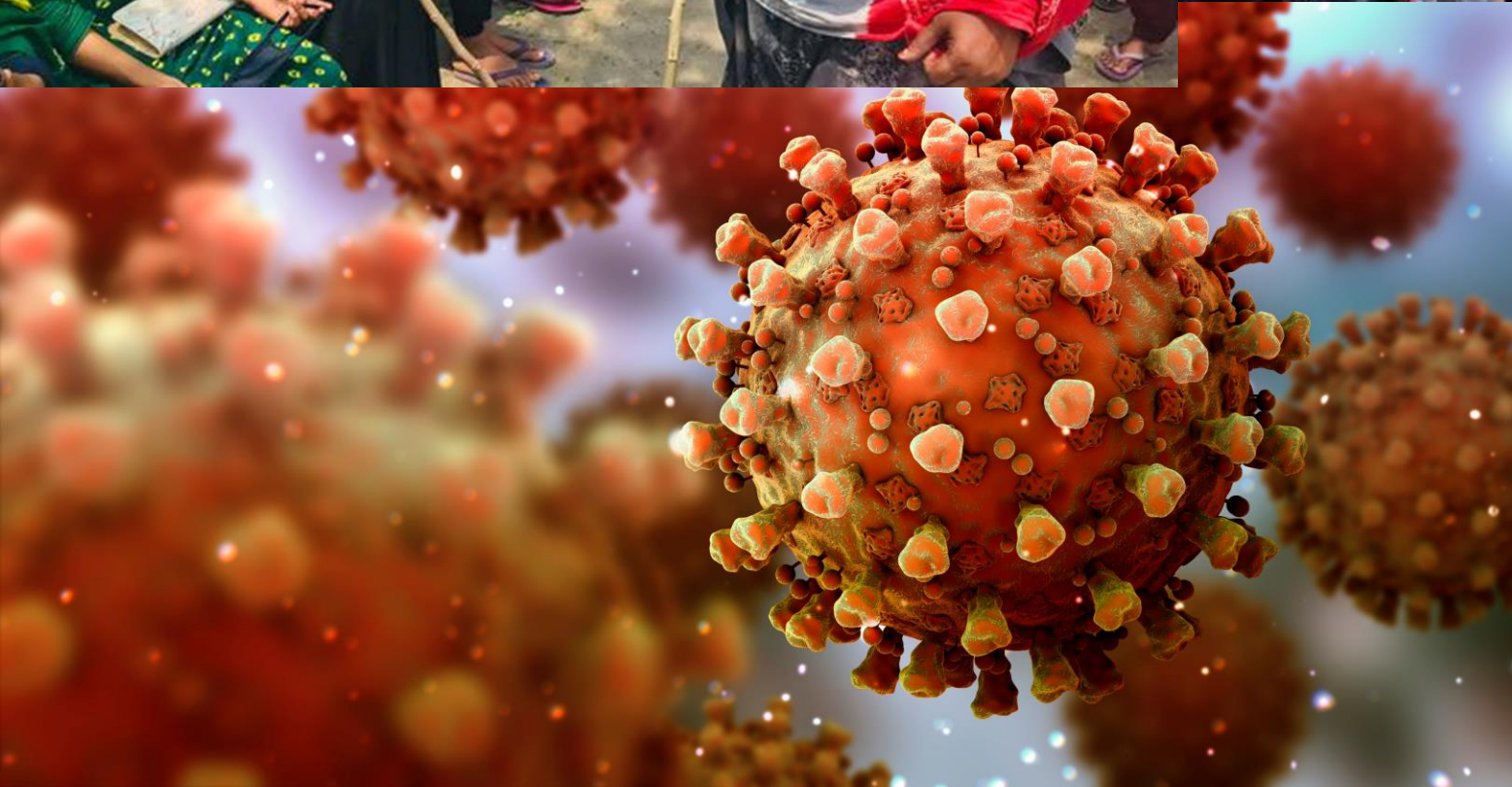
Kelly Scott
Manager
Hong Kong

Q&A

Please add your question at any time and we will integrate it into our discussion.

Please use the Q&A function or the chat function.

We also welcome your comments and additional via chat as well.



Vulnerable Groups Identification | BSR's approach

In accordance with a human rights-based approach and the UNGPs, BSR uses a “vulnerable group” lens to ensure that the voices of vulnerable groups and marginalized populations are heard during a human rights assessment. Vulnerable groups are identified through four dimensions: formal discrimination, societal discrimination, hidden groups, and practical discrimination.

Practical Discrimination

Those who face discrimination due to their life circumstances.

(For example: illiterate, speaking ethnic dialects, rural, impoverished, homeless, living in remote areas, disabled)

Formal Discrimination

Those who experience discrimination due to laws or policies that prioritize one group over another.

(For example: gender, political minorities.)



Hidden Groups

Those who have to hide their identity and consequently cannot be vocal about their rights. (For example: rape and sexual abuse victims, LGBTQ, HIV/AIDS, illegal immigrants, undocumented workers.)

Societal Discrimination

Those who face discrimination due to cultural or societal practices or minority group identity (For example: women and girls, caste system, racial or religious minorities, indigenous peoples, single mothers.)

Vulnerable Groups Impacted by COVID-19

The following groups are particularly vulnerable to human rights impacts during the COVID-19 pandemic, as they may be subject to heightened discrimination and exploitation, poor living conditions, or social exclusion, or may be more acutely impacted by the pandemic than most for other reasons.

**Elderly workers and people with
underlying medical conditions**

Migrant Workers

Poor Communities

Indigenous Peoples

Children

Women

LGBTI People

World Health Organization, [Coronavirus disease 2019 \(COVID-19\), Situation Report – 51](#), Data as reported by national authorities by 10 AM CET 11 March 2020

IOM/ International Recruitment Integrity System (IRIS), [COVID-19 Guidance for Employers and Business to Enhance Migrant Worker Protection During the Current Health Crisis](#), 2020
[It's a Racial Justice Issue: Black Americans are dying in greater numbers from COVID-19](#), The Guardian UK, 8 April 2020

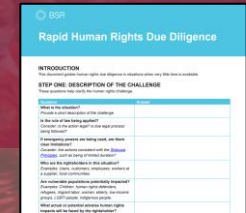
The Food and Agriculture Organization (FAO), [Indigenous peoples' health and safety during Coronavirus \(COVID-19\)](#) and Office of the High Commissioner for Human Rights (OHCHR), [Covid-19 Guidance for Indigenous Peoples](#)

UNICEF, ['Family Friendly Policies and Other Good Workplace Practices in the Context of Covid-19: Key Steps Employers Can Take'](#), 2020

Human Rights Campaign, [The Lives and Livelihoods of Many in the LGBTQ Community Are At Risk Amidst the Covid-19 Crisis.](#), 2020 and Office of the High Commissioner for Human Rights (OHCHR), [Covid-19 and the Human Rights of LGBTI People](#), 2020

Identify potentially affected groups and understand their specific areas of vulnerability.

Take a human rights approach to guide internal decision making.



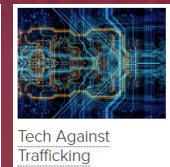
Seek to understand ways in which each vulnerable group is impacted differently by the COVID-19 pandemic

Adapt corporate responses to each category of vulnerable group.

COVID-19 Response and Resources

Our team is working hard to support brand partners, factories, workers, and local implementing partners through the COVID-19 crisis.

Take appropriate actions to minimize adverse impacts on vulnerable groups



Work collaboratively to design responses to specific areas of impacts on human rights.

A banner image featuring two women in the foreground. The woman on the left is wearing a light blue surgical mask and a green vest over a patterned top. The woman on the right is smiling, wearing a colorful red, blue, and green patterned headscarf. In the background, other people are visible, some wearing masks, suggesting a public or industrial setting.

HERproject™

Empowered Women,
Dignified Work,
Better Business

COVID-19 Response and Resources

HERproject is working hard to support brand partners, factories, workers, and local implementing partners through the COVID-19 crisis.

[LEARN MORE](#)

HERhealth[®] HERrespect[®]

COVID-19 Information, Education, and Communication (IEC) Materials

We have repurposed HERhealth-specific resources (e.g. handwashing) and compiled **locally relevant hygiene resources**. We are sharing with brands and partners at the global and local levels, our implementing partners, and suppliers. Workers are already picking up and mobilizing these resources—for example, through Facebook groups of peer educators in Vietnam and through WhatsApp worker groups in India.

[Please contact us](#) for access to HERhealth and COVID-19 IEC materials for all HERproject countries and in local languages.

HERproject Empower@Work and Labor Solutions App Collaboration

We are leveraging HERproject and [Empower@Work](#) resources to develop curriculum with Labor Solutions for their new free e-learning app ATUN.

This app provides e-learning in local languages for handwashing and hygiene during COVID-19, financial tools during a crisis, managing conflicts at home, etcetera. The app is [available for Android in Vietnam and Indonesia](#) and is currently in development for launch in **Cambodia** and **India** as well.

SEE MORE HERHEALTH RESOURCES

Access to training materials like this requires an account for funder-reporting purposes. Please [create an account](#) or, if you have one already, please [login](#).

LEARN MORE ABOUT HERRESPECT

HERfinance[®]

Digital Wages Toolkit for Managers

Based on learnings from HERfinance Digital Wages Program in Bangladesh, [HERfinance Digital Wages Toolkit](#) is a technology tool to support managers to transition from cash to digital wages in a responsible way that considers the needs of workers, particularly female workers.

An online version is available in [English](#) and [Bangla](#). **Khmer** and **Simplified Chinese** will be available soon.

An offline, mobile app format can be downloaded from the Google Play store and is optimized for Android smart phones and tablets.



Digital Wages Tech Learning Tool for Workers

HERfinance [Digital Wages Tech Learning Tool](#) uses engaging films, quizzes, and animations to support workers to increase their financial health and benefit from digital wages.

HERfinance Digital Wages Tech Learning Tool, developed with [QuizRR](#), includes six training modules, each 15-20 minutes long, based on HERfinance Digital Wages training curriculum.

HERfinance Digital Wages Tech Learning Tool is available in **Bangla** and **Khmer**.

The videos and animations in the Tool have been added to [HERproject youtube channel](#) for easy access and use.

SEE MORE HERFINANCE RESOURCES

Access to training materials like this requires an account for funder-reporting purposes. Please [create an account](#) or, if you have one already, please [login](#).



COVID-19 Content Hub

Perspectives and Guidance for Sustainable Business on the Coronavirus

Photo credit: Clay Banks at [unsplash](#).

As the health and economic impacts of the COVID-19 pandemic continue to spread, we at BSR are working hard supporting our member companies around the world, along with our many partners, as you navigate this extraordinary and unprecedented time.

Our teams are ready to work with you immediately on adapting sustainability and CSR activities to address the profound short-term needs faced by companies, employees, and communities. However, we also remain committed to harnessing the power of business to build a fundamentally different long-term future, involving the development of a new social contract fit for the 21st century and the creation of truly resilient business strategies.

To find out how BSR's experts can help you meet the moment and build the future, please contact us.

TALK TO US 

COVID-19: External Resources for Business

TUESDAY MAY 12, 2020



By

BSR STAFF

As part of our efforts to support businesses and stakeholders during the COVID-19 crisis, we at BSR are compiling and sharing a list of relevant external resources in addition to the thought leadership from BSR experts, members, and partners provided on our [COVID-19 Content Hub](#). Below is a selection of external blogs, articles, and other materials providing useful perspectives for companies looking to meet the moment and build the future. We will update this selection on an ongoing basis.

Climate Change

- Video: [Business Disruption and a Just Transition](#) (Ceres)

Human Rights

- Primer: [COVID-19 and the World of Work: Global Impact and Policy Recommendations](#) (ILO)
- Brief: [Impact of COVID-19 on Migrant Workers in South East Asia](#) (IHRB)
- Article: [COVID-19 Puts Millions of Global Supply Chain Workers at Risk](#) (Human Rights Watch)
- Guide: [Business and COVID-19: Supporting the Most Vulnerable](#) (Business Fights Poverty)
- Tool: [Human Rights Due Diligence and COVID-19: Rapid Self-Assessment for Business](#) (UNDP)

Moving Forward: "Stronger Together"

Now more than ever, we are seeing the value of information sharing and collaboration as companies across our different industry sectors and geographies wrestle with shared challenges – and opportunities – at the same time that hiring and project budgets are severely constrained. Talk to us!

Stay Engaged

- [BSR Events](#) – an evolving list that can and will be influenced by your interest and input.
- [BSR COVID-19 Content Hub](#) – we are taking submissions from members as well as collecting BSR resources.
- Please let us know if your organization is undergoing changes that will impact how and when we can be most helpful to you!

Leverage BSR

- Leverage your BSR primary contacts to connect with our subject matter experts:
 - Human Rights, Inclusive Economy, Women's Empowerment, Climate, Supply Chain, Sustainability Management
- Continue to alert us to opportunities for information sharing and collaboration with other members to speed learning and share costs as we manage through this challenging time.
- Schedule and participate in your Quarterly Member Meeting (call) - and consider inviting colleagues from other functions facing new challenges relevant to our agenda!

Thank You

BSR™ is a global nonprofit organization that works with its network of more than 250 member companies and other partners to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR™ develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.

www.bsr.org



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