

Lesson Plan 1: Rights-based CSR and Equality

Target Audience: VET Students (adaptable to specific programs)

Learning Objectives:

- Define Rights-based CSR and its connection to equality.
- Identify international human rights principles relevant to the workplace.
- Explore how technology can promote equality and diversity in the workplace.
- Analyse case studies of companies integrating rights-based CSR practices.
- Develop strategies to advocate for fair and equitable treatment within their chosen VET field.

Materials:

- Whiteboard or projector
- Markers or pens
- Laptops/Tablets with internet access
- Presentation software (optional)
- Case studies on companies with strong rights-based CSR practices (relevant to student's VET field) (<https://www.globalreporting.org/>)
- Online collaboration tools (e.g., Padlet, MURAL) (optional)
- Access to online human rights resources (e.g., The UN Office of the High Commissioner for Human Rights https://www.ohchr.org/en/ohchr_homepage)

Lesson Duration: 90 minutes (adaptable)

Technology Integration:

- Utilize online resources for case studies, research, and exploring human rights principles. Use the project online platform <https://csv4vet.eu/wp/courses/csv/rights-based-csr/>
- Use presentation software to display key points, statistics, and visuals.
- Consider online collaboration tools for group activities.
- Explore virtual tours of companies promoting workplace equality through technology (e.g., diversity training programs, accessible work environments).

Lesson Activities:

Introduction (15 minutes):

1. **Brainstorming:** Ask students, "What does equality in the workplace mean?" Briefly discuss the concept and its importance for a healthy work environment.
2. **Introduction to Rights-based CSR:** Define Rights-based CSR as a company's commitment to respect human rights throughout its operations and supply chain. Discuss the connection between equality and human rights.

3. **Interactive Activity:** Use an online tool like Padlet to create a collaborative word cloud where students contribute keywords related to human rights in the workplace (e.g., fair wages, non-discrimination, safe working conditions).

Activity 1: Technology for Equality & Diversity (25 minutes):

1. **Tech Showcase:** Briefly present a few examples of how technology can be used to promote equality and diversity in the workplace (e.g., accessible recruitment platforms, unconscious bias training software, flexible work arrangements). Utilize visuals and online resources.
2. **Group Discussion:** Divide students into groups. Each group researches a specific technology promoting equality/diversity and analyses its impact on a chosen aspect of their VET field (e.g., recruitment process, training delivery, career advancement).
3. **Group Presentations:** Each group presents their findings to the class, highlighting how the technology can contribute to creating a more equitable workplace in their field.

Activity 2: Case Study Analysis & Advocacy (35 minutes):

1. **Case Study Introduction:** Briefly introduce how case studies can showcase real-world examples of rights-based CSR practices.
2. **Distribute Case Studies:** Provide students with case studies of companies within their VET field known for their strong rights-based CSR practices. Ensure the case studies showcase innovative approaches to promoting equality.
3. **Analysis & Advocacy Planning:** Students analyse the case studies, focusing on how the company uses technology and innovation to ensure fair and equal treatment for all employees. Encourage them to identify specific practices and policies that can be adapted to their VET field. Students then plan a short advocacy campaign (e.g., social media post, short video) raising awareness on the importance of rights-based CSR in their chosen field. They can utilize online tools to collaborate on their campaigns.
4. **Campaign Sharing:** Students present their advocacy campaign ideas to the class, receiving feedback and suggestions for improvement.

Wrap-up & Assessment (15 minutes):

1. **Recap:** Briefly summarize the key takeaways from the lesson (definition of rights-based CSR, role of technology in promoting equality).
2. **Reflection Activity:** Ask students to reflect on their own role in promoting equality within their future workplaces. Encourage them to brainstorm ways they can advocate for fair treatment and uphold human rights principles.
3. **Assessment:** Collect students' advocacy campaign plans or completed campaigns (if time allows) and assess their understanding of the topic by evaluating the integration of technology, clarity of message, and effectiveness in promoting equality within their chosen VET field.

Differentiation:

- Provide students with additional resources on specific human rights principles relevant to their VET field.
- Challenge advanced students to research international labor standards and their impact on workplace equality.

References:

- Global Reporting Initiative: <https://www.globalreporting.org/>
- The UN Office of the High Commissioner for Human Rights:
- Project online platform <https://csv4vet.eu/wp/courses/csv/rights-based-csr/>

Lesson Plan 2: Rights-Based CSR and Equality

Target Audience: VET Students (adaptable to specific programs)

Learning Objectives:

- Define Rights-Based Corporate Social Responsibility (CSR) and its connection to equality.
- Identify key human rights principles relevant to their chosen VET field.
- Explore how technology and innovation can promote equality in workplaces.
- Analyse case studies of companies integrating rights-based CSR practices.
- Develop innovative solutions to address equality challenges within their VET field.

Materials:

- Whiteboard or projector
- Markers or pens
- Laptops/Tablets with internet access
- Presentation software (optional)
- Online collaboration tools (e.g., Padlet, MURAL) (optional)
- Case studies on companies with strong rights-based CSR practices (relevant to student's VET field) (<https://unglobalcompact.org/what-is-gc/our-work/social/human-rights>)
- Resources on international human rights standards (https://www.ohchr.org/en/ohchr_homepage)

Lesson Duration: 90 minutes (adaptable)

Technology Integration:

- Utilize online resources for case studies, research, and international human rights standards. Use the project online platform <https://csv4vet.eu/wp/courses/csv/rights-based-csr/>
- Use presentation software to display key points and visuals.
- Consider online collaboration tools for group activities.
- Explore virtual tours of companies with innovative practices promoting workplace equality (e.g., through company websites or documentaries).

Lesson Activities:**Introduction (15 minutes):**

1. **Brainstorming:** Ask students, "What does equality mean in the workplace?" Discuss different aspects of equality (e.g., gender equality, equal pay for equal work, disability inclusion).
2. **Introduction to Rights-Based CSR:** Define rights-based CSR as a business approach that respects human rights throughout its operations and supply chains. Briefly discuss the connection between CSR and achieving workplace equality.

Activity 1: Human Rights & VET Fields (20 minutes):

1. **Introducing Human Rights Standards:** Briefly introduce key international human rights principles relevant to the workplace (e.g., non-discrimination, fair treatment, freedom of association). Utilize online resources from the Office of the High Commissioner for Human Rights (https://www.ohchr.org/en/ohchr_homepage).
2. **Group Discussion:** Divide students into groups and assign each group a specific human right principle. Students research the principle and discuss its specific application within their chosen VET field. Encourage them to identify potential equality challenges related to that principle.
3. **Group Presentations:** Each group presents their findings to the class, highlighting the chosen human right principle and its relevance to equality in their VET field.

Activity 2: Tech & Innovation for Equality (30 minutes):

1. **Technology Showcase:** Briefly showcase examples of how technology and innovation can promote equality in the workplace (e.g., accessible technology tools, diversity recruitment platforms, unconscious bias training software). Utilize visuals and online resources.
2. **Case Study Analysis:** Provide students with case studies of companies within their VET field recognized for their rights-based CSR practices and focus on innovative approaches to promoting equality.
3. **Individual Analysis:** Students analyse the case studies, focusing on how the companies leverage technology and innovation to address specific equality challenges in their field.
4. **Class Discussion:** Facilitate a class discussion where students share their insights from the case studies. Encourage them to compare and contrast different approaches and identify best practices.

Wrap-up & Assessment (25 minutes):

1. **Recap:** Briefly summarize the key takeaways from the lesson (importance of rights-based CSR, role of technology and innovation in promoting workplace equality).
2. **Challenge Activity:** Ask students to develop a creative and innovative solution to address an equality challenge within their chosen VET field. Encourage them to incorporate technologies or practices discussed in the lesson. This can be done individually or in small groups. (Optional: Students can use online collaboration tools to brainstorm and develop their solutions).
3. **Assessment:** Collect the students' solutions and assess their understanding of the topic by evaluating the creativity, practicality, and incorporation of technology and human rights principles in their proposed solutions.

Differentiation:

- Provide struggling students with additional resources on specific human rights principles or offer them a list of relevant companies to explore for case study analysis.
- Challenge advanced students to research and present on emerging technologies that could significantly impact workplace equality in their chosen VET field.

References:

- The United Nations Global Compact: Business Respect for Human Rights
<https://unglobalcompact.org/what-is-gc/our-work/social/human-rights>
- The Office of the High Commissioner for Human Rights (OHCHR)
https://www.ohchr.org/en/ohchr_homepage
- Project online platform <https://csv4vet.eu/wp/courses/csv/rights-based-csr/>

Lesson Plan 3: Rights-Based CSR and Equality

Target Audience: VET Students (adaptable to specific programs)

Learning Objectives:

- Define Rights-Based Corporate Social Responsibility (CSR) and its connection to equality.
- Analyze how businesses can promote human rights and equal opportunities through their CSR practices.
- Explore technological advancements that can support rights-based CSR and equality initiatives.
- Develop innovative solutions to address rights and equality concerns within a chosen VET field.

Materials:

- Whiteboard or projector
- Markers or pens
- Laptops/Tablets with internet access (optional)
- Presentation software (optional)
- Online survey platform (e.g., SurveyMonkey, Google Forms) (optional)
- Case studies on companies with strong Rights-Based CSR practices (relevant to student's VET field) (<https://www.linkedin.com/pulse/b-corp-make-business-force-good-net-positive/>)
- Short video clips showcasing rights violations in the workplace (optional) (Use with caution and ensure age-appropriateness)

Technology Integration:

- Utilize online resources for research on Rights-Based CSR and case studies. Use the project online platform <https://csv4vet.eu/wp/courses/csv/rights-based-csr/>
- Use presentation software to display key points and visuals.
- Conduct online surveys to gauge student awareness of rights and equality issues in their chosen field.

- Explore virtual tours of companies with innovative rights-based CSR programs (e.g., through company websites or documentaries).

Lesson Duration: 90 minutes (adaptable)

Lesson Activities:

Introduction (15 minutes):

1. **Brainstorming:** Ask students, "What are some basic human rights everyone deserves?" List their responses on the board.
2. **Introduction to Rights-Based CSR:** Define Rights-Based CSR as a business approach that integrates respect for human rights throughout its operations and supply chain. Emphasize the connection with equality.
3. **Benefits Discussion:** Discuss the benefits of Rights-Based CSR for businesses (e.g., increased employee satisfaction, reduced risk of labour violations, enhanced brand reputation).

Activity 1: Assessing Rights & Equality in Your Field (20 minutes):

1. **Online Survey (Optional):** If technology allows, conduct a quick online survey to gauge student awareness of rights and equality issues within their chosen VET field.
2. **Group Discussion:** Divide students into groups based on their VET fields. Each group discusses potential rights violations or instances of inequality that might occur in their chosen field (e.g., unfair labour practices, gender pay gap, discrimination).
3. **Class Sharing:** Each group shares their findings with the class, creating a comprehensive list of potential issues.

Activity 2: Technology & Innovation for Rights & Equality (30 minutes):

1. **Technology Showcase:** Briefly present a few examples of how technology can be utilized to promote rights and equality in the workplace (e.g., anonymous reporting systems for harassment, AI-powered bias detection tools in recruitment).
2. **Case Study Analysis:** Provide students with case studies of companies within their VET field known for strong Rights-Based CSR practices. Ensure the case studies showcase innovative approaches to promoting rights and equality.
3. **Individual Analysis:** Students analyse the case studies, focusing on the technological tools or innovative solutions the company uses to address rights and equality concerns within their operations.
4. **Class Discussion:** Facilitate a class discussion where students share their insights from the case studies. Encourage them to compare and contrast different approaches and identify best practices.

Activity 3: Developing Solutions (25 minutes):

1. **Challenge Activity:** Ask students to develop a creative and innovative solution, utilizing technology if applicable, to address a specific rights or equality concern within their chosen VET field. Encourage them to consider the solutions presented in the case studies.

2. **Solution Pitches:** Provide each student or group with a short time to pitch their solution to the class.

Wrap-up & Assessment (10 minutes):

1. **Recap:** Briefly summarize the key takeaways from the lesson (importance of Rights-Based CSR for promoting equality, role of technology and innovation).
2. **Reflection:** Ask students to reflect on how their understanding of rights and equality has been impacted by the lesson.
3. **Assessment:** Consider ongoing assessment based on class participation, survey results (if applicable), and the creativity, practicality, and incorporation of technology in the proposed solutions from Activity 3.

Differentiation:

- Provide additional support for struggling students by offering them a list of resources or guiding them towards relevant case studies.
- Challenge advanced students to research and present on emerging technologies with potential to significantly improve rights and equality within their VET field.

References:

- B Lab: Business for Social Responsibility <https://www.linkedin.com/pulse/b-corp-make-business-force-good-net-pos-n1yle>
- Project online platform <https://csv4vet.eu/wp/courses/csv/rights-based-csr/>