Sustainability Learning in Brazilian Organizations:  
A Six-Dimensional Framework

Fernanda de Paiva Duarte

University of Western Sydney, Parramatta, New South Wales, Australia  
Telephone: 61-2-4759 3288, Fax 61-2-96787160; E-mail: f.duarte@uws.edu.au


ABSTRACT  Over the past few years there has been a growing interface between the fields of sustainability studies and organizational learning, resulting in a new field of inquiry underpinned by the assumption that the learning experiences of organizations in relation to sustainability have cumulatively generated new knowledge and skills to enhance social and environmental responsibility. This paper contributes to the emerging field of sustainability learning by reporting the findings of an exploratory study carried out in Brazil in 2012. Highlighting the critical role of organizational culture in sustainability learning, this study found that the participating organizations did not have formal strategies to promote learning about sustainability. Another contribution is a six-dimensional framework, used in the research, which can foster a better understanding of organizational learning on environmental and social issues.