



BUSINESS & HUMAN RIGHTS SPECIAL SUPPLEMENT

News, Engagement, Resources & Events

February 2010

This Special Supplement on business and human rights has been prepared by the Human Rights Working Group to update Global Compact participants and stakeholders on recent developments on business and human rights. For more information about the Human Rights Working Group, [click here](#).

NEWS & UPDATES

1. New Project on Supply Chain Sustainability
2. Water and Human Rights
3. Institute for Human Rights and Business Due Diligence Review
4. The San Francisco Gender Equality Principles (GEP) Initiative

ENGAGEMENT OPPORTUNITIES

1. Business and Human Rights Webinar Series
2. New Online Forum for U.N. Business & Human Rights Mandate
3. More Human Rights Engagement Opportunities

FEATURED RESOURCES

1. Embedding Human Rights in Business Practice III
2. IFC/IBLF Guide to Human Rights Impact Assessment and Management (HRIA)
3. Two New Reports on Human Rights Reporting
4. Dutch Business & Human Rights Initiative: Testing Human Rights Due Diligence
5. Business and Human Rights Resource Centre

EVENTS

1. UN Global Compact Human Rights Working Group Meeting (9 February, online)
2. Responsible Investment & Business Practices in Conflict-Affected Countries, (1-2 March, Khartoum)
3. Launch of the Women's Empowerment Principles: Equality Means Business (9 March, New York)
4. Protecting Migrant Workers in the Supply Chain – A Business-Led Roundtable, (24 March, London)

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NEWS & UPDATES

1. New Project on Supply Chain Sustainability

The UN Global Compact Office has launched a new project on supply chain sustainability. The objective is to produce guidance for Global Compact participants on how to develop more sustainable supply chain practices. The guidance will approach supply chain sustainability from a holistic perspective encompassing all four issue areas of the Global Compact (human rights, labour, the environment, and anti-corruption). To develop and execute the project, the Global Compact Office has established a strategic partnership with Business for Social Responsibility (BSR). The guidance material - to be launched at the UN Global Compact Leaders Summit 2010 - will be co-branded with BSR. For more information, please contact Cecilie Hultmann (hultmann@un.org)

2. Water and Human Rights

Signatories of the CEO Water Mandate have expressed a need to explore what it means for a company to act consistently with the human right to water and how to operationalize this locally. In response to this need, the Mandate has begun to develop operational guidance that allows companies to implement practices that are consistent with and advance the human right to water.

The first step in this process - to gain a better understanding of how different companies address this need- will be an internal review of signatory practices regarding the human right to water. The final guidance document is currently projected for release in late 2010-early 2011. To facilitate the development of this guidance, the Mandate has begun to build relationships with organizations with expertise in this area, including: the Office of the High Commissioner for Human Rights, the Institute for Human Rights and Business, Future 500, the UN Independent Expert, civil society groups, and community-based organizations. [CEO Water Mandate](#).

3. Institute for Human Rights and Business Due Diligence Review

The Institute for Human Rights and Business is currently undertaking a "state of play" assessment of business progress in applying human rights due diligence in its operations. The assessment draws on the experiences of over 20 international companies, and other experts, and focuses specifically on the methodologies used across four interlinked stages (i) Strategy and Policy, (ii) Assessments of Risk and Impact, (iii) Integration into the Business and (iv) Performance. The analysis offers a "human-centered" approach to each stage. Supported by a number of organisations, in particular the Danish Institute for Human Rights and the Novartis Foundation for Sustainable Development, the assessment will be published (under Chatham House rules) in June at the UN Global Compact Leaders Summit 2010 in New York. [More](#). Contact Kate Timperley (kate.timperley@institutehrb.org).

4. The San Francisco Gender Equality Principles (GEP) Initiative

The San Francisco Gender Equality Principles (GEP) Initiative - a groundbreaking partnership between the San Francisco Department on the Status of Women, Calvert Group, Ltd., a leader in sustainable and responsible investments, and Verité, an international labor and human rights monitoring organization - is launching a new website in March. The Initiative helps companies around the world achieve greater gender equality and build more productive workplaces, through practical implementation of the GEP. The GEP is consistent with the Women's Empowerment Principles¹, and the website will be a practical tool to help companies

¹ The Women's Empowerment Principles, the product of a collaboration between UNIFEM and the UN Global Compact informed by an international multi-stakeholder consultation, are adapted from the Calvert Women's Principles. The Calvert Women's Principles were originally developed in partnership with UNIFEM and launched in 2004 as the first global corporate code of conduct focused exclusively on empowering, advancing and investing in women worldwide.

make the Women's Empowerment Principles a reality in the workplace. The new website includes a self-assessment tool for companies, detailed indicators for each principle, and an extensive list of resources to guide companies on how to implement the principles. [More](#).

5. Dutch Business & Human Rights Initiative: testing human rights due diligence:

The framework Protect, Respect and Remedy by UN Special Representative for Business and Human Rights, Professor John Ruggie, has inspired ten Dutch companies to consider its implications in a Business & Human Rights Initiative. Through individual assessments (phase 1), seminars and workshops (phase 2) and the development of a series of good practices (phase 3), the Initiative tries to understand and elaborate on Ruggie's concept of human rights due diligence.

The final publication will include a number of best practices addressing questions such as how to write a human rights statement in line with the Ruggie framework, how to conduct a human rights risk mapping or what constitute effective human rights grievance mechanisms.

The main purpose of the final publication is to inspire the business community to consider the Ruggie framework, and to provide guidance on how to implement it. An additional aim is to contribute to the dialogue on business and human rights, for example through the consultative process of the Special Representative. The publication is due in the spring of 2010 and will be widely disseminated through the Global Compact and other channels. [More](#). Contact: David Vermijs (david.vermij@gmail.com).

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ENGAGEMENT OPPORTUNITIES

1. Business and Human Rights Webinar Series

In recognition of International Human Rights Day, the UN Global Compact Office, along with partner organizations, hosted the first of a series of webinars on business and human rights tools and resources. The first webinar provided an introduction to business and human rights and the Global Compact Principles 1 and 2. Future webinars will highlight specific tools and guidance materials in greater detail. [More information](#) .

The webinar is available for download from the Global Compact website. [Access](#) the PowerPoint presentation and audio file. For information on how to participate, please contact gulal@un.org

2. New Online Forum for U.N. Business & Human Rights Mandate

On 1 December 2009, the United Nations Special Representative of the Secretary-General (SRSG) on business and human rights, John Ruggie, launched a global online forum, www.srsgconsultation.org. The purpose of the forum is to gather input for the SRSG as he develops guiding principles to operationalize the U.N. "Protect, Respect, Remedy" framework, as requested by the Human Rights Council. The forum is divided into sections, each of which contains multiple topics with space for discussion and comment. Anybody can register to participate in the discussion and post comments. For more information please contact: Christine Bader (Christine_Bader@hks.harvard.edu).

3. More Human Rights Engagement Opportunities

Many additional engagement opportunities are still active. [View other Human Rights related Engagement Opportunities.](#)

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FEATURED RESOURCES

1. Embedding Human Rights in Business Practice III: illustrates the processes and procedures adopted by companies in their efforts to respect and support human rights. Aligned with the first two volumes, case studies presented reinforce that human rights can be a business opportunity and is not simply a risk that must be managed. Co-published by the Global Compact and Office of the High Commissioner for Human Rights, the third edition includes eight case studies, detailing the human rights practices of companies from a variety of sectors and regions, including: OMV, Ford Motor Company, Cadbury, ASN Bank, Endesa, Lexmark, Xstrata and Engro Chemical. [Download](#).

2. IFC/IBLF Guide to Human Rights Impact Assessment and Management (HRIA): Provides an overview of the HRIA from a legal perspective, the results of the public consultation on the draft Guide to HRIA (2007) are now available and can be consulted [here](#). These results are a direct outcome of the on-going review process and will inform the updated, on-line version of the Guide to HRIA to be released by April 2010. As part of this review process, a fourth on-line discussion on how to integrate human rights into existing business risks and impact assessments will be hosted in March on www.guidetohria.org. This on-line discussion will capitalize on the lessons learned from the [Integration Process](#) launched in November 2008 as an alternative path to the formal road-testing process of the Guide to HRIA.

3. Two New Reports on Human Rights Reporting

Two new reports that examine trends in corporate measurement and reporting on human rights performance and provide practical guidance for companies engaging on this emerging area of corporate citizenship and accountability were released in late 2009. As part of a collaborative project 'Human Rights: A Call to Action' launched in 2008 to mark the 60th anniversary of the Universal Declaration of Human Rights, the Global Reporting Initiative, the UN Global Compact and Realizing Rights: The Ethical Globalization Initiative commissioned these studies to advance efforts on human rights reporting.

- **Corporate Human Rights Reporting – An Analysis of Current Trends:** surveys recent sustainability reports by over 50 leading companies, examines trends in current corporate disclosures on human rights and highlights good practice examples as well as ongoing shortcomings in reporting in this area. [Download](#).
- **A Resource Guide to Corporate Human Rights Reporting:** offers a practical guide for companies on steps they can take to improve their coverage of human rights as part of their sustainability reports and was developed through extensive expert consultation over the past year. [Download](#).

A final output of this important initiative is a set of recommendations on updates to the human rights elements of the Global Reporting Initiative's G3 Guidelines – the world's most widely-used sustainability reporting framework. The recommendations will form the basis for stakeholder consultation in early 2010.

4. Business and Human Rights Resource Centre: provides information on the human rights impacts (positive & negative) of 5000 companies. The Resource Centre is an independent non-profit organization. Features include:

- [Free Weekly Updates on business & human rights](#)
- [Web sections on individual companies](#)

- [Portal on the work of UN Special Representative John Ruggie](#)
- [Running list of company human rights policies](#)

In March the Resource Centre will launch two new portals: "Tools & Guidance" and "Getting Started".

To add your company's human rights policy to this list please contact Annabel Short (short@business-humanrights.org).

6. Additional Human Rights Tools and Resources:

For a more complete list of recommended tools and guidance materials, please visit the Global Compact [website](#):

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EVENTS

1. UN Global Compact Human Rights Working Group meeting, (9 February, New York)

The next HRWG meeting will be held using webinar facilities (web-enabled teleconference) on 9 February from 10:30am to 12:30pm (NYC time). During the webinar, participants will discuss and consider the endorsement of three Good Practice Notes. Good Practice Notes are concise explanations of practical solutions to commonly occurring dilemma situations or specific management practices proven to be helpful in enabling a company to respect and/or support human rights.

The Good Practice Notes to be discussed at the upcoming meeting explore:

- a) the value of stakeholder panels
- b) how business can encourage governments to fulfill their human rights obligations
- c) buyer impacts in the supply chain

Once a Good Practice Note has been endorsed by the HRWG it will be posted on the Global Compact website at a dedicated link and will become part of the resources that the UN Global Compact recommends to companies.

2. Responsible Investment & Business Practices in Conflict-Affected Countries (1-2 March, Khartoum)

Co-hosted by the UN Global Compact Office, Principles for Responsible Investment (PRI) and the Global Compact Network Sudan the event will bring together business, investors, civil society, academia, UN and Government representatives. The event will explore building a common understanding of what is considered "responsible" business practice in the context of Sudan and examine how the private sector can make a positive contribution to sustainable peace and development. [Agenda](#).

For further details, please contact Melissa Powell (powell1@un.org) or Lena Mahgoub (mahgoub@unglobalcompact.org)

3. Launch of the Women's Empowerment Principles: Equality Means Business (9 March, New York)

Since March 2009, the UN Global Compact Office and UNIFEM have been engaged in a year-long consultation process to develop a set of women's principles for business. After reaching out to more than 10,000 people from business, civil society, government and the UN, the organizations are pleased to announce that the Women's Empowerment Principles: Equality Means Business (WEPs) will be launched at this event.

The event, *Equality Means Business*, will introduce the Principles, explore their practical relevance for business, and investigate how best to build support for the spirit of the WEPs. The WEPs and supporting material to help operationalize them and a broad collection of examples of good corporate practice will be circulated at the event and made available to the general public in due course. [More information](#) about the event.

4. Protecting Migrant Workers in the Supply Chain – a business-led roundtable, (24 March, London)

Co-hosted by the Institute for Human Rights and Business, the International Business Leaders Forum and the Ethical Trading Initiative, the roundtable will explore the opportunities and challenges in the recruitment and employment of migrant workers in retail supply chains. Key stakeholders will explore risk mitigation strategies with respect to recruiting and protecting migrant workers, focusing in particular on the challenges around payment of recruitment fees by migrant workers and the retention of migrant workers' documents by employers, both areas which continue to give rise to abusive practices. The roundtable will address ways in which companies can work collectively as well as collaborating with government and civil society to identify solutions in their own supply chains and to influence global policy.

This event is the first in a series of roundtables in the UK and SE Asia organised by the Business and Migration Initiative, a 3-year partnership programme of IHRB and IBLF. The roundtable is by invitation only and Chatham House rules will apply. For further information, please contact Neill Wilkins (neill.wilkins@business-migration-initiative.org). A report from the meeting will be available on www.institutehrb.org after the event.