



# Some key business and human rights guidance materials and how to use them

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- 1. You could start with A Human Rights Management Framework** (visit [http://www.unglobalcompact.org/docs/news\\_events/8.1/HR\\_poster.pdf](http://www.unglobalcompact.org/docs/news_events/8.1/HR_poster.pdf)) and consider using it as your overall guide to good management practices on human rights. For more detail and examples of company actions under each heading in the framework, you can refer to the *BLIHR/UN Global Compact/OHCHR Guide for Integrating Human Rights into Business Management* (visit [www.integrating-humanrights.org](http://www.integrating-humanrights.org)). Use the publication *Human Rights Translated: A Business Reference Guide* to better understand the relevance of all human rights for business ([http://www.unglobalcompact.org/docs/news\\_events/8.1/human\\_rights\\_translated.pdf](http://www.unglobalcompact.org/docs/news_events/8.1/human_rights_translated.pdf)).
- 2. To deepen your understanding of the first two Global Compact principles and the concepts of due diligence, sphere of influence and complicity**, you can use the *OHCHR/UN Global Compact e-learning tool*, visit <http://www.unssc.org/web/hrb/Default2.asp>. *Embedding Human Rights* [www.unglobalcompact.org/docs/news\\_events/8.1/EHRBPII\\_Final.pdf](http://www.unglobalcompact.org/docs/news_events/8.1/EHRBPII_Final.pdf) explores the practical application of the Global Compact's human rights principles using case studies and offers detailed examples of what businesses from all over the world are doing to implement human rights within their own operations and spheres of influence, and how they are doing it.
- 3. To help identify possible human rights concerns for your business**, you can use the *Danish Institute of Human Rights' HRCA Quick Check* (free of charge) or the longer *Human Rights Compliance Assessment* (there is a fee), and the *Country Risk Assessments* (the executive summaries are available free of charge – the complete version has a fee), visit [http://www.humanrightsbusiness.org/files/422157696/file/quick\\_check\\_august\\_2006.pdf](http://www.humanrightsbusiness.org/files/422157696/file/quick_check_august_2006.pdf) and <http://www.humanrightsbusiness.org>. You can also use the *Human Rights Matrix – BLIHR/Global Business Initiative on Human Rights* [www.humanrights-matrix.net](http://www.humanrights-matrix.net). The Matrix provides a simple indication of current performance, allowing the user to assess gaps, shortfalls and action points. It also supports a company to map all policy and practices beyond compliance in relation to international human rights. Business can also refer to *Red Flags* [www.redflags.info](http://www.redflags.info), published by International Alert and Fafto. Red Flags communicates, in simple, clear terms, the changing nature of liability risk. It provides a guide for law-abiding companies as to how the expectations for compliance are changing.
- 4. To help prioritize human rights concerns for action by your business** you can refer to the road-testing version of the *Arc of Human Rights Priorities* (visit [http://www.unglobalcompact.org/docs/issues\\_doc/human\\_rights/Human\\_Rights\\_Working\\_Group/9June09\\_Arc\\_of\\_Human\\_Rights\\_Priorities\\_-\\_Road\\_Testing\\_Version.pdf](http://www.unglobalcompact.org/docs/issues_doc/human_rights/Human_Rights_Working_Group/9June09_Arc_of_Human_Rights_Priorities_-_Road_Testing_Version.pdf)) developed jointly by the Human Rights and Business Project of the Danish Institute of Human Rights and the UN Global Compact. *The Human Rights Matrix* listed above can also assist in prioritization [www.humanrights-matrix.net](http://www.humanrights-matrix.net)
- 5. For information about what stakeholders and the media might be saying about your company's human rights performance**, you can visit the Business and Human Rights Resource Centre <http://www.business-humanrights.org/Categories/Individualcompanies>. Over 4000 companies are listed there.
- 6. To find or contribute possible solutions to specific business and human rights dilemmas companies face**, you can visit the *Human Rights Dilemmas Forum* (<http://human-rights.unglobalcompact.org/>), developed by Maplecroft and the UN Global Compact Office.
- 7. For sample human rights policy statements**, which may be helpful in drafting or revising your own, you can visit <http://www.business-humanrights.org/Documents/Policies>
- 8. For guidance on when and how to do a human rights impact assessment or for how to integrate human rights into other impact assessment methodology**, you can use the *IBLF/IFC Guide to Human Rights Impact Assessment and Management*, visit [www.guidetohria.org](http://www.guidetohria.org). The Executive Summary is available at: [http://www.unglobalcompact.org/docs/news\\_events/8.1/Summary\\_HRIA.pdf](http://www.unglobalcompact.org/docs/news_events/8.1/Summary_HRIA.pdf)
- 9. To introduce or strengthen existing grievance mechanisms, you can use: *Rights-Compatible Grievance Mechanisms: A guidance tool for companies and their stakeholders***, available at <http://www.reports-and-materials.org/Grievance-mechanisms-principles-Jan-2008.pdf>. You can also visit BASESwiki [www.baseswiki.org](http://www.baseswiki.org). BASESwiki aims to help business and society explore solutions to the grievances and disputes that impact their relationships. This online community and resources is built by and for its users.
- 10. To learn how to build a more human rights-friendly corporate culture, you can use: *Human Rights Corporate Accountability Guide: from law to norms to values***, available at [http://www.unglobalcompact.org/docs/issues\\_doc/human\\_rights/Resources/BLIHR\\_accountability\\_guide.pdf](http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/BLIHR_accountability_guide.pdf)

**11. For guidance on reporting on human rights performance**, you can use the *Practical Guide on Communication on Progress*, visit: [http://www.unglobalcompact.org/COP/Guidance\\_Material/Publications.html](http://www.unglobalcompact.org/COP/Guidance_Material/Publications.html). You can also use the *GRI Sustainability Reporting Guidelines* [www.globalreporting.org/ReportingFramework/G3Online/](http://www.globalreporting.org/ReportingFramework/G3Online/). GRI Sustainability reporting is the practices of measuring, disclosing, and being accountable to internal and external stakeholders for organizational performance towards the goal of sustainable development. In addition, *A Resource Guide to Human Rights Reporting* [http://www.globalreporting.org/NR/rdonlyres/4C5DB4C6-5084-4A84-BE51-0D134B3B5A2E/3583/HR\\_ReportFINAL\\_Resource\\_Guide.pdf](http://www.globalreporting.org/NR/rdonlyres/4C5DB4C6-5084-4A84-BE51-0D134B3B5A2E/3583/HR_ReportFINAL_Resource_Guide.pdf) is intended to help companies begin a process of translating human rights relevant issues into meaningful and effective reporting.

**Note: These and other tools are described in more detail at, and can be accessed from:**  
[http://www.unglobalcompact.org/Issues/human\\_rights/Tools\\_and\\_Guidance\\_Materials.html](http://www.unglobalcompact.org/Issues/human_rights/Tools_and_Guidance_Materials.html)

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#### General Business and Human Rights Resources:

##### Business and Human Rights Resource Centre

[www.business-humanrights.org/Home](http://www.business-humanrights.org/Home)

The Centre has become the world's leading independent resource on the subject. The website covers over 4000 companies, over 180 countries. It receives over 1.5 million hits per month. Topics include discrimination, environment, poverty & development, labour, access to medicines, health & safety, security, trade.

##### Work of the UN Special Representative on Business and Human Rights

[www.business-humanrights.org/SpecialRepPortal/Home](http://www.business-humanrights.org/SpecialRepPortal/Home)

A portal with all the key reports and documents related to the work of Professor John Ruggie, the UN Special Representative on Business and Human Rights. The site contains all the reports from the SRSG consultations around the world as well as submissions by civil society, government and business in relation to the 'Protect, Respect, Remedy' framework.