



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

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## Guiding Principles for the Implementation of the UN "Protect, Respect and Remedy" Framework

On 16 June 2011, the United Nations Human Rights Council endorsed the Guiding Principles for the Implementation of the UN "Protect, Respect and Remedy" Framework. The UN Guiding Principles provide an authoritative global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity. The Guiding Principles clarify the meaning of the corporate responsibility to respect human rights, which is also a key component of Global Compact Principle 1, which calls on business to support and respect the protection of internationally proclaimed human rights.

- Guiding Principles ([http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR\\_EN.pdf](http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf))
- Press Release (<http://www.business-humanrights.org/media/documents/ruggie/ruggie-guiding-principles-endorsed-16-jun-2011.pdf>)
- Resolution adopted by the Human Rights Council (pdf) ([http://www.unglobalcompact.org/docs/issues\\_doc/human\\_rights/A.HRC.17.RES.17.4.pdf](http://www.unglobalcompact.org/docs/issues_doc/human_rights/A.HRC.17.RES.17.4.pdf))
- Protect, Respect and Remedy: a Framework for Business and Human Rights (A/HRC/8/5) ([www.unglobalcompact.org/docs/issues\\_doc/human\\_rights/Human\\_Rights\\_Working\\_Group/29Apr08\\_7\\_Report\\_of\\_SRSG\\_to\\_HRC.pdf](http://www.unglobalcompact.org/docs/issues_doc/human_rights/Human_Rights_Working_Group/29Apr08_7_Report_of_SRSG_to_HRC.pdf))

### 1. To Start...

- You could check out [A Human Rights Management Framework](http://bit.ly/iYTJ3t) and consider using it as your overall guide to good management practices on respecting and supporting 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](http://bit.ly/c5VvRz). Use the publication [Human Rights Translated: A Business Reference Guide](http://bit.ly/Ma4tH) to better understand the relevance of all human rights for business.
- You may also wish to visit the Business and Human Rights Resource Center's [Getting Started web portal](http://bit.ly/bgz8Ng) which provides an introduction to business & human rights and to over 25 specific issues, such as complicity, displacement, access to medicines and freedom of expression.
- To listen to a collection of testimonials by business leaders around the world on the mainstream importance of human rights, visit [Dialogues on Integrating Human Rights – Testimonials by Business Leaders](http://bit.ly/sJwnYM).

### 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 [Human Rights and Business Learning Tool](http://bit.ly/v9MTzF) developed by the UNGC and OHCHR. On successful completion of the test in the tool, a certificate can be printed.
- In addition, the three volumes in the [Embedding Human Rights Case Study Series](http://bit.ly/rqML2M) explore the practical application of the Global Compact's human rights principles and offer 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. The above link also includes information on how to become the subject of a case study.
- To learn about how to implement a commitment to respect human rights in line with the Protect-Respect-Remedy Framework see [How to do Business with Respect for Human Rights](http://bit.ly/adfVx4), a guidance document based on the experiences of ten multinational companies of the Global Compact Network Netherlands.
- To review how human rights due diligence processes are being taken up by 24 prominent companies from different industry sectors and from different parts of the world see the IHRB's [The State of Play of Human Rights Due Diligence](http://bit.ly/smwQ9B).

### 3. To help identify possible human rights concerns for your business...

- You can use the [Danish Institute of Human Rights' HRCA Quick Check](http://bit.ly/bdLEJk) (free of charge) or the longer [Human Rights Compliance Assessment](http://bit.ly/aLwwHV) (there is a fee), and the [Country Risk Assessments](http://bit.ly/bdLEJk) (the executive summaries are available free of charge – the complete version has a fee).
- The Danish Institute of Human Rights' [Decision Map: Doing Business in High-Risk Human Rights Environments](http://bit.ly/uEwwKT) is also available (free of charge) to help businesses assess the human rights environments in which they do business and decide whether local conditions preclude positive impacts and make negative impacts inevitable.
- You can also use the [Human Rights Matrix – BLIHR/Global Business Initiative on Human Rights](http://bit.ly/9T5GFK). 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.
- To get an overview of the most common human rights challenges in 196 countries around the world, you can use [Maplecroft's Human Rights Indices and Maps](http://bit.ly/pLKFZ), which have risk scores for each country, trend analysis, sub-national data and sector overlays. These resources (some for free, others for a fee).
- Business can also refer to [Red Flags](http://bit.ly/shmZdU), 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 [Arc of Human Rights Priorities](http://bit.ly/u8B34p) (visit <http://bit.ly/u8B34p>) 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. (<http://bit.ly/9T5GFK>)
- 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 Center](http://bit.ly/gBz9dL) (<http://bit.ly/gBz9dL>). Over 5000 companies are listed there.
- 6. To find or contribute possible solutions to specific business and human rights dilemmas companies face...**
- You can visit the [Business and Human Rights Dilemmas Forum](http://bit.ly/3r8mUI) (<http://bit.ly/3r8mUI>), developed by Maplecroft and the UN Global Compact.
- 7. For guidance on developing a human rights policy statement...**
- See [Guide on How to Develop a Human Rights Policy](http://bit.ly/bdV5cu) (<http://bit.ly/bdV5cu>). For [sample human rights policy statements](#), which may be helpful in drafting or revising your own (<http://bit.ly/UhxnN>).
- 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/UNGC Guide to Human Rights Impact Assessment and Management](http://bit.ly/sGH5wJ) (<http://bit.ly/sGH5wJ>). Downloadable booklets on the Guide to HRIAM are available in [all official UN languages](http://bit.ly/vpu2So) (<http://bit.ly/vpu2So>)
- 9. To introduce or strengthen existing grievance mechanisms....**
- You can use [Rights-Compatible Grievance Mechanisms: A guidance tool for companies and their stakeholders](http://bit.ly/s2urG2) (<http://bit.ly/s2urG2>) and the IFC's [Good Practice Note: Addressing Grievances from Project-Affected Communities](http://bit.ly/cDV8XU) (<http://bit.ly/cDV8XU>).
  - You can also visit [BASESwiki](http://bit.ly/ErfVO) (<http://bit.ly/ErfVO>). 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](http://bit.ly/tOf8M9) (<http://bit.ly/tOf8M9>)
- 11. For guidance on reporting on human rights performance...**
- You can use the [Practical Guide on Communication on Progress](http://bit.ly/uS2XYs) (<http://bit.ly/uS2XYs>)
  - You can also use the [GRI Sustainability Reporting Guidelines](http://bit.ly/tnnLOR) (<http://bit.ly/tnnLOR>). GRI Sustainability reporting is the practice 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://bit.ly/4wqBbX) (<http://bit.ly/4wqBbX>) is intended to help companies begin a process of translating human rights relevant issues into meaningful and effective reporting.
- 12. For guidance on specific issues...**
- Visit the Global Compact's [guidance materials section](http://bit.ly/t9TQZD) (<http://bit.ly/t9TQZD>). Here you will find resources such as the [Women's Empowerment Principles](http://bit.ly/dyMUtx) (<http://bit.ly/dyMUtx>), the [Children's Rights and Business Principles](http://bit.ly/xdR5sW) (<http://bit.ly/xdR5sW>), the [Voluntary Principles on Security and Human Rights Implementation](http://bit.ly/nwoCRb) (<http://bit.ly/nwoCRb>), [E-Learning Tool on Human Trafficking](http://bit.ly/s1L2FB) (<http://bit.ly/s1L2FB>), and links to the Global Compact's work on [Supply-Chain Sustainability](http://bit.ly/bsjWdX) (<http://bit.ly/bsjWdX>) and [Business and Peace](http://bit.ly/uyKCHW) (<http://bit.ly/uyKCHW>). For guidance on labour rights, visit the [labour section](http://bit.ly/txUGid) of the GC website (<http://bit.ly/txUGid>).
- 13. To identify general approaches that have been recognized by a number of companies and stakeholders as being good for business and good for human rights...**
- Visit the Global Compact Human Rights Working Group's [Good Practice Forum](http://bit.ly/sSFFVe) (<http://bit.ly/sSFFVe>) to see a number of Good Practice Notes on a range of topics. To suggest other topics for GPNs, email [humanrights@unglobalcompact.org](mailto:humanrights@unglobalcompact.org)
- 14. For information on teaching business and human rights....**
- See ["Discussion Summary"](http://bit.ly/rqqqIF) (<http://bit.ly/rqqqIF>), Columbia Teaching Business and Human Rights Workshop

**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)

For more information and tools on business and human rights, visit the Business and Human Rights Resource Center ([www.business-humanrights.org/Home](http://www.business-humanrights.org/Home)).