A HUMAN RIGHTS MANAGEMENT FRAMEWORK

I GLOBAL BUSINESS CASE
- Understand what human rights are
- Understand how human rights relate to business
- Identify the risks, responsibilities and opportunities for your sector
- Build the business case for your company
- Get executive commitment and engage colleagues

II STRATEGY
- Find out what your company is already doing that is relevant to human rights
- Identify potential human rights risks and opportunities in your operations
- Revise your strategy in light of human rights considerations

III POLICIES
- Identify where human rights are included in your existing policies
- Develop a policy and/or statement for your business which references international human rights standards and conventions
- Define and embed appropriate management responsibilities
- Ensure the policy implementation and results are reviewed systematically

IV PROCESSES & PROCEDURES
- Form a human rights base-line for your business
- Undertake Human Rights Risk Assessment at the pre-feasibility stage of any project or new operation
- Perform Human Rights Impact Assessments for specific projects or operations at the feasibility stage
- Integrate human rights into the ongoing management of a project or operation for the duration of its lifespan and act on findings as appropriate

V CAPACITY & CAPABILITY
- Understand how human rights can be embedded into your business culture
- Build relationships across your company and with external groups
- Review the different types of training available, select appropriate training programme and identify target groups
- Integrate human rights into your internal and external communications

VI TRACKING PERFORMANCE
- Identify indicators for measuring human rights performance and communicate indicators throughout the business
- Develop and implement methodology for acquiring qualitative and quantitative data
- Review data and use this to inform strategy and action plans
- Identify good practice in human rights reporting
- Report on commitments, targets and performance

For more information on this framework, please see “A Guide for Integrating Human Rights into Business Management”: http://integrating-humanrights.org/