



TOOLS AND RESOURCES FOR INTEGRATING HUMAN RIGHTS INTO BUSINESS

THE BUSINESS AND HUMAN RIGHTS RESOURCE CENTRE

The Business & Human Rights Resource Centre (BHRRC) at www.business-humanrights.org has become the world's leading independent resource on the subject. The BHRRC website is updated hourly with news and reports about companies' human rights impacts worldwide – positive and negative. BHRRC seeks responses from companies to allegations of misconduct, thus ensuring coverage is balanced and encouraging companies to address concerns raised by civil society. The Resource Centre is an independent non-profit.

The website covers over 5000 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. BHRRC has offices in the UK and USA and regional researchers based in India, Senegal, South Africa and Ukraine (soon also in Hong Kong). It plans to recruit researchers in Latin America and the Middle East in the coming years.

The purpose of the centre is to

- To encourage companies to respect human rights, avoid harm to people, & maximise their positive contribution
- To provide easy, one-stop access to information for companies, non-governmental organizations (NGOs) and others, whether they are experienced or new to the subject
- To facilitate constructive, informed decision-making and public discussion

The website links to a wide range of materials published by: NGOs; companies & business organisations; UN, ILO & other intergovernmental organisations; governments & courts; policy experts & academics; social investment analysts; journalists; etc. It contains materials in English, Spanish and French, and a few in Portuguese and German.

The Resource Centre hosts a portal for John Ruggie, UN Special Representative on Business & Human Rights. The portal was set up at his request to facilitate communication and sharing of materials related to his mandate.

GENERAL TOOLS FOR GETTING STARTED AND TRAINING



BHRRC has two useful portals with information on getting started on business and human rights and listing tools and training resources available. Both can be accessed from the home page of the Resource Centre's website www.business-humanrights.org

Getting Started

This section provides an introduction to the field of business & human rights, and to the Resource Centre's website. It includes a brief introduction to business and human rights, reports to assist appreciation of the issues, current state of play and business case, an introduction to specific issues (e.g. security and conflict, dalit discrimination), and for specific areas of interest (e.g. labour rights, environment), and commentaries experts on the work of the BHRRC.

Business & Human Rights Resource Centre
 Tracking the positive and negative impacts of over 5100 companies worldwide

Centro de Información sobre Empresas y Derechos Humanos Centre de Ressources sur les Entreprises et les Droits de l'Homme

Getting Started

Welcome to the Getting Started portal, where we provide an introduction to the field of business & human rights, and to the Resource Centre's website.

Español Français

Business & human rights
 A brief introduction

12 reports to get started

By issue:
 Over 25 issues introduced – from dalit discrimination to payment/use of revenues

What the experts say:
 Commentaries by Mary Robinson, Jody Kollapen and more

Guide to the Resource Centre website

Specialised Introductions
 Info for business people, specialists in development, environment, labour rights, women's rights

Featured items

- Embedding Human Rights into Business Practice - UN Global Compact & Office of UN High Commissioner for Human Rights [PDF]
- Collective report on business & human rights - Executive summary [PDF] - Intl. Network on Economic, Social & Cultural Rights (ESCR-Net)
 - en español [DOC]
 - en français [PDF]

This portal made possible by a grant from Swiss Federal Department of Foreign Affairs

Tools & Guidance Portal

Business & Human Rights Resource Centre
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Tools & Guidance Portal

Welcome to the Tools & Guidance portal - how companies can operationalise human rights

Full description Español Français

General guidance on business & human rights

- Guidance by issue**
 discrimination, indigenous peoples, supply chain etc.
- Sector-specific guidance**
 agriculture, apparel, electronics, security etc.
- Principles & standards**
- Company policies**
- Impact assessment**
- Training**
- Reporting**

Latest additions

- "Operating responsibly in the Middle East & No. Africa"
- "Migrant workers": On Dilemmas Forum (UN Global Compact/Maplecroft)

Send us comments & suggestions

Latest news

Videos of Rapaport Intl. Diamond Conference 2010 - afternoon session is "Human Rights and the Diamond Industry - The Way Forward"

Almost 60 private security firms sign intl. code of conduct on human rights

This portal is made possible by a grant from Swiss Federal Department of Foreign Affairs

Tools & Guidance Portal

The Tools and Guidance portal of the BHRRC provides information on general guidance on human rights for businesses as well as specific guidance by issues and sector. It looks at the various principles and standards that can apply to business (), and gives examples of company policies. The portal also provides links to impact assessments, training and reporting resources.

The following pages provide greater detail on some of the resources available through the Resource Centre and other key sources.



REPORTS TO GET STARTED

The Getting Started portal on the BHRRC website provides links to key reports, speeches and guidebooks on business and human rights including. Some resources to get started include:

1. BUSINESS AND HUMAN RIGHTS: TOWARDS OPERATIONALIZING THE PROTECT, RESPECT AND REMEDY FRAMEWORK

John Ruggie, UN Special Representative on business & human rights,
22 Apr 2009 (also available in Spanish and French)

<http://www2.ohchr.org/english/bodies/hrcouncil/docs/11session/A.HRC.11.13.pdf>

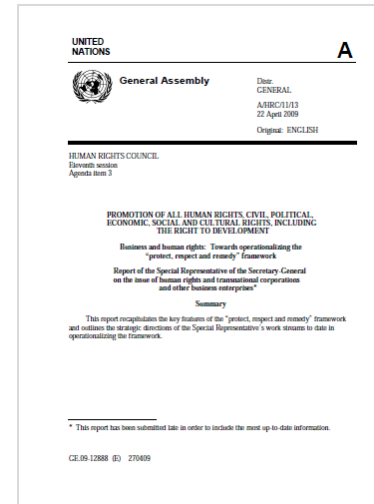
See also:

- Addendum to 2008 Ruggie report, surveying scope and patterns of alleged corporate-related human rights abuse

<http://www.reports-and-materials.org/Ruggie-2-addendum-23-May-2008.pdf>

- John Ruggie's previous reports to UN Human Rights Council

<http://www.business-humanrights.org/SpecialRepPortal/Home/ReportstoUNHumanRightsCouncil>



2. HUMAN RIGHTS: A GLOBAL PERSPECTIVE

Mary Robinson, former UN High Commissioner for Human Rights & President of Ireland, Director of Realizing Rights, remarks to UN Global Compact U.S. Network Meeting, 28 Apr 2008

http://www.realizingrights.org/index.php?option=com_content&task=view&id=325&Itemid=134

3. BUSINESS, HUMAN RIGHTS AND ACCOUNTABILITY

Nicholas Howen, Secretary-General, Intl. Commission of Jurists, 21 Sep 2005 <http://www.reports-and-materials.org/Howen-presentation-Copenhagen-21-Sep-2005.doc>

4. THE DIFFERENCE BETWEEN CSR AND HUMAN RIGHTS

Christopher Avery, Director, Business & Human Rights Resource Centre, in Corporate Citizenship Briefing, Aug-Sep 2006 <http://www.business-humanrights.org/Links/Repository/479454>

5. ON THE MARGINS OF PROFIT – RIGHTS AT RISK IN THE GLOBAL ECONOMY

Human Rights Watch, 18 Feb 2008 <http://www.hrw.org/en/node/62409/section/1>

6. ESCR-NET COLLECTIVE REPORT ON BUSINESS & HUMAN RIGHTS

ESCR-Net, 2008 (also available in French and Spanish)
http://www.escr-net.org/actions_more/actions_more_show.htm?doc_id=693486&parent_id=431015

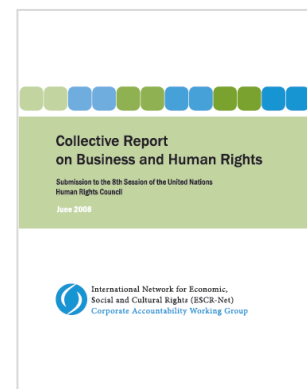
7. WHY ALL COMPANIES SHOULD ADDRESS HUMAN RIGHTS

Christopher Avery, Annabel Short, Gregory Tzeuschler Regaignon, in ICCA Handbook on CSR and Corporate Culture, Sep 2006

http://www.cca-institute.org/pdf/avery_business&humanrights.pdf

8. HUMAN RIGHTS, IT IS YOUR BUSINESS

International Business Leaders Forum, 2005 http://www.comdev.org/files/1154_file_Human_Rights_Its_Your-Business.pdf





9. BEYOND VOLUNTARISM: HUMAN RIGHTS AND THE DEVELOPING INTERNATIONAL LEGAL OBLIGATIONS OF COMPANIES

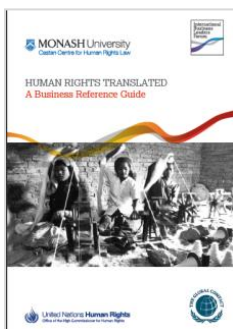
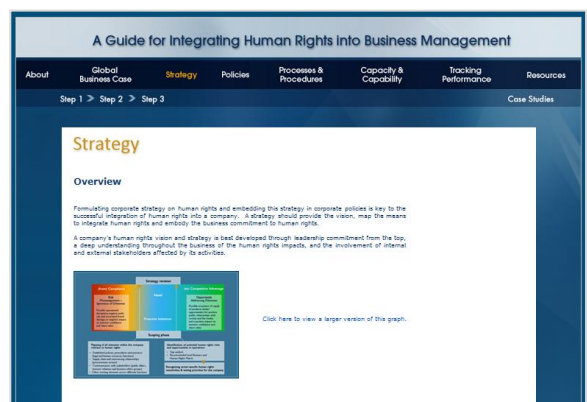
International Council on Human Rights Policy, Jan 2002 (also available in French and Spanish) <http://www.business-humanrights.org/Links/Repository/9387>

TOOLS AND GUIDANCE

The following resources and tools are available through the Business and Human Rights Resource Centre (www.business-humanrights.org) or the Global Business Initiative on Human Rights Resources page (www.global-business-initiative.org).

1. GUIDE FOR INTEGRATING HUMAN RIGHTS INTO BUSINESS MANAGEMENT <http://www.integrating-humanrights.org/>

The Guide for Integrating Human Rights into Business Management is an online tool produced jointly by the Business Leaders Initiative on Human Rights (BLIHR), the UN Global Compact and the Office of the UN High Commissioner for Human Rights (OHCHR). Now in its second edition, it offers practical guidance to companies wanting to take a proactive approach to human rights within their business operations and is of use primarily to business leaders and managers in large and medium-sized enterprises, private and state-owned, who would like to develop their understanding of human rights in business practice. Also available are a series of downloadable PDF extracts covering the main areas of the guide. The series covers Short Introduction, Global Business Case, Strategy, Policies, Processes and Procedures, Capacity and Capability and Tracking Performance.



2. HUMAN RIGHTS TRANSLATED

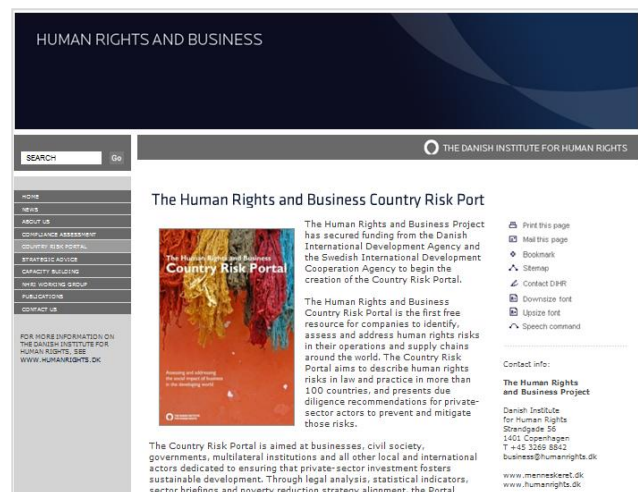
http://www.unglobalcompact.org/docs/news_events/8.1/human_rights_translated.pdf

Human Rights Translated: A Business Reference Guide explains human rights concepts in the language of business through the use of examples and suggested practical actions. The publication is a joint product of the Castan Centre for Human Rights Law, the International Business Leaders Forum (IBLF), the Office of the United Nations High Commissioner for Human Rights, and the UN Global Compact Office.

3. COUNTRY RISK ASSESSMENT REPORTS

http://humanrightsbusiness.org/?f=country_risk

The Danish Institute for Human Rights Country Risk Assessment (CRA) is a comprehensive report on the human rights risks to business. As well as in-depth descriptions of legal protections and violation risks in practice, the report includes detailed recommendations, topic-specific focal areas and extensive background information on the country in question. The mapping contained in the Country Risk Assessment provides an invaluable guide to





ensuring that business operations contribute to development, especially for vulnerable groups. The objective of the CRA is to determine areas where companies are at risk of human rights violations—both direct and indirect—due to ineffective laws or poor practices in the country of operation.

4. HUMAN RIGHTS MATRIX - BUSINESS LEADERS INITIATIVE ON HUMAN RIGHTS <http://www.humanrights-matrix.net>



The BLIHR Human Rights Matrix is a web-based, freeware self-assessment tool. It is designed to support your company in understanding human rights in relation to your own policies, procedures and initiatives. It will help you **SIMPLIFY, VISUALISE, ASSESS AND MANAGE** your human rights programs and performance. It is business friendly with built-in human rights expertise and knowledge.

The matrix has two dimensions. First, it is structured around the **'Essential'** and **'Beyond Essential'** steps a business can take to develop and implement its human rights strategy. Second, the interface is designed so that the tool can be completed by business functions and common policy areas within that business function. In the tool these are called **'Business Areas'** and **'Business Sub-Areas'**. The tool supports you to make an assessment and substantiate your assessment with information about your own policies, practices and initiatives. The tool was originally conceived by the Business Leaders Initiative on Human Rights.

5. POLICY PORTAL ON THE BUSINESS AND HUMAN RIGHTS RESOURCE CENTRE WEBSITE

<http://www.business-humanrights.org/Documents/Policies>

This page links to statements by companies that explicitly refer to human rights that BHRRC are aware of. Policy statements that refer/apply only to the company's employees or suppliers are not included in these listings.

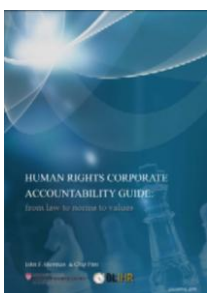
6. HUMAN RIGHTS COMPLIANCE ASSESSMENT - THE DANISH INSTITUTE ON HUMAN RIGHTS <http://hrca2.humanrightsbusiness.org>

The HRCA is a diagnostic tool, designed to help companies detect potential Human Rights violations caused by the effect of their operations on employees, local residents and all other stakeholders. The interactive web-based computer programme allows each company to select questions in the database to suit their type of business and area of operations.



7. HUMAN RIGHTS IMPACT ASSESSMENT- IBLF/IFC/UNGIC <http://www.guidetohriam.org/welcome>

Revised Guide to Human Rights Impact Assessment and Management (HRIAM), launched in 2010 by IBLF jointly authored with the International Finance Corporation and the UN Global Compact.



8. HUMAN RIGHTS ACCOUNTABILITY GUIDE

<http://www.blihr.org/Legacy/Downloads/Accountability%20Guide%202008.pdf>

Human rights belong also within the values and culture of any business and this accountability guide demonstrates, based on legal precedent and research within specific BLIHR member companies, how the links between human rights and good corporate governance and business ethics can be made. The publication was written by Chip Pitts, BLIHR Advisor, and lecturer, Stanford Law School, and John F. Sherman, III,



Deputy General Counsel of National Grid (retired) and Senior Fellow, Mossavar-Rahmani Center for Business and Government, Harvard Kennedy School of Government.

9. GLOBAL REPORTING INITIATIVE: GOOD PRACTICE NOTE ON HUMAN RIGHTS REPORTING
<http://www.globalreporting.org>

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide.

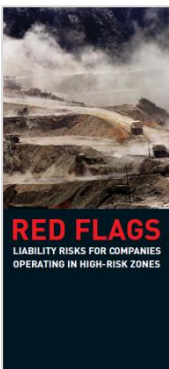
10. BUSINESS AND HUMAN RIGHTS DIALOGUES
<http://www.global-business-initiative.org/RESOURCES>

Produced by the Global Business Initiative on Human Rights, the dialogues are a series of interviews with business leaders from around the world on the importance of integrating human rights into business practice. Initial interviews were launched as podcasts to coincide with the UN Global Compact Leaders Summit, and further interviews will follow.

The interviews focus on how to perform various aspects of human rights due diligence in practice. They are designed to be of practical assistance to other business leaders from across sectors and geographies. Some of the themes to be covered include: leadership on human rights; creation/integration of a human rights policy; risk assessment; reporting and monitoring.



11. RED FLAGS <http://www.redflags.info>

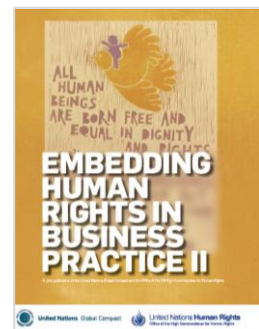


Red Flags communicates, in simple, clear terms, the changing nature of liability risk, based on the latest research into recent case law. It provides a guide for law-abiding companies as to how the expectations for compliance are changing. A Red Flag is a warning of heightened risk. The Red Flags pamphlet and web site provide basic information about the potential for litigation, based on actual legal actions involving businesses or business people and international crimes. Drawing on publicly available information concerning past or present case law, these Red Flags are intended as warnings of liability risk.

12. EMBEDDING HUMAN RIGHTS

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/EHRBIII.pdf

The series 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. The most recent edition is linked above.





13. BASESwiki <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 resource is built by and for its users. It provides a place to share information and learning about non-judicial grievance mechanisms around the world including where they are; how they work; who can use them; experts that can support them; outcomes of dispute resolution processes; and research/analysis about mechanisms and processes.

14. EMBEDDING RIGHTS COMPATIBLE GRIEVANCE PROCESSES FOR EXTERNAL STAKEHOLDERS WITHIN BUSINESS CULTURE http://www.hks.harvard.edu/m-rcbg/CSRI/publications/report_36_sherman_grievance.pdf

A report by Senior Fellow John Sherman for the Corporate Social Responsibility Initiative, Harvard Kennedy School on remedy and corporate culture in the mining industry.

15. A HUMAN RIGHTS MANAGEMENT FRAMEWORK

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/A307HRF-E-PosterA2-130607.pdf



This poster — launched in 2007 and updated in 2010 — captures key good business and human rights management practices that are elaborated in more detail in *A Guide for Integrating Human Rights Into Business Management* as well as in the International Business Leaders Forum publication, *Human Rights: It Is Your Business*. (UNGC/BLIHR/IBLF/OHCHR, revised 2010 with GBI). Available in Arabic, Chinese, English, French, Russian, Spanish

16. THE STATE OF PLAY OF HUMAN RIGHTS DUE DILIGENCE: ANTICIPATING THE NEXT FIVE YEARS

http://www.institutehrb.org/pdf/The_State_of_Play_of_Human_Rights_Due_Diligence.pdf

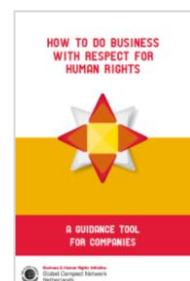


Published by the Institute for Human Rights and Business, this publication reviews how human rights due diligence processes - which involve developing policies, assessing impacts, integrating into management practices, and tracking and monitoring performance - are being taken up by 24 prominent companies from different industry sectors and from different parts of the world.

17. HOW TO DO BUSINESS WITH RESPECT FOR HUMAN RIGHTS: A GUIDANCE TOOL FOR COMPANIES - GLOBAL COMPACT NETWORK NETHERLANDS

http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/how_to_business_with_respect_for_human_rights_gcn_netherlands_june2010.pdf

This guidance tool is the result of lessons learnt from a Business and Human Rights Initiative led by the local network working with ten Dutch companies. It aims to help companies consider and implement human rights due diligence.





SECTOR INITIATIVES

1. ETHICAL TRADING INITIATIVE (ETI)

ETI is an alliance of companies, trade unions and voluntary organisations working in partnership to improve the lives of workers across the globe who make or grow consumer goods. ETI is made up of over 50 corporate members, plus the trade unions and voluntary organisations.

2. FAIR LABOR ASSOCIATION

Founded in 1999, FLA brings together multiple stakeholders to work for greater accountability and transparency from manufacturers, factories and others involved in global supply chains, and creating lasting solutions to exploitative labor practices. FLA's mission is to protect workers' rights and improve working conditions worldwide.

3. VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

The Voluntary Principles on Security and Human Rights (commonly referred to as the VPs) are a set of non-binding principles developed in 2000 to address the issue of balancing safety needs while respecting human rights and fundamental freedoms. The Voluntary Principles assist companies seeking guidance on managing potential exposure to risks related to their security and human rights practices, especially in countries that are often associated with conflict or alleged abuses. They provide guidance for companies on identifying human rights and security risk, as well as engaging and collaborating with state and private security forces.

4. ELECTRONICS SECTOR CODE OF CONDUCT

The EICC is an industry-wide supplier code of conduct which promotes responsible business practices to improve social and environmental conditions across the global electronic supply chain and aims to foster responsible management and operational practices in the areas of labour, human rights, environmental, health and safety (EHS) and ethics.

5. EXTRACTIVE INDUSTRY TRANSPARENCY INITIATIVE

The EITI sets a global standard for transparency in oil, gas and mining. It comprises a coalition of governments, companies and civil society working together in an effort to make natural resources benefit all. EITI provides a standard for companies to publish what they pay and for governments to disclose what they receive.

6. GLOBAL NETWORK INITIATIVE

GNI is a coalition that includes ICT companies, civil society organizations (including human rights and press freedom groups), socially responsible investors and academics. The Initiative exists to provide guidance to the ICT industry and its stakeholders on how to protect and advance the human rights of freedom of expression and privacy when faced with pressures from governments to take actions that infringe upon these rights. GNI seeks to promote the rule of law and the adoption of laws, policies and practices that protect and respect freedom of expression and privacy through collaboration among companies, NGOs, investors and academics.



ORGANISATIONS WORKING ON BUSINESS AND HUMAN RIGHTS

The list below is by no means exhaustive, but includes some of the key initiatives and organisations with projects or a focus on business and human rights.



Amnesty International
www.amnesty.org.uk



Business and Human Rights Resource Centre
www.business-humanrights.org



Business Leaders Initiative on Human Rights (BLIHR) Legacy Website
www.blihr.org



Centre for Asia and Globalization
www.caglkyschool.com/node/41



FIDH
www.fidh.org/-english-



Foley Hoag
www.foleyhoag.com/Services/Corporate-Social-Responsibility.aspx



Global Business Initiative on Human Rights
www.global-business-initiative.org



Global CSR
www.global-csr.com



HRIA Resource Centre
www.humanrightsimpact.org



International Coordinating Committee – National Human Rights Institutions (ICC NHRIS)
www.hrc.co.nz/home/hrc/internationalhumanrights/nationalhumanrightsinstitutions/internationalcoordinatingcommitteeicc.php



Institute for Human Rights and Business
www.institutehrb.org



International Alert
www.international-alert.org



International Business Leaders Forum
www.iblf.org



International Commission of Jurists
www.icj.org



IFC
www.ifc.org



ILO
www.ilo.org



Office of the United Nations High Commissioner for Human Rights
ohchr.org/EN/Issues/Business/Pages/BusinessIndex.aspx



Realizing Rights: The Ethical Globalization Initiative
www.realizingrights.org



Synergy
www.synergy-global.net/s/human_rights.php



The Human Rights and Business Project of the Danish Institute for Human Rights
www.humanrightsbusiness.org



UN Global Compact
www.unglobalcompact.org