

# 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



THE GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS  
advancing human rights in business around the world



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

For a list of relevant human rights and business tools and guidance, please see: [http://www.unglobalcompact.org/Issues/human\\_rights/Tools\\_and\\_Guidance\\_Materials.html/](http://www.unglobalcompact.org/Issues/human_rights/Tools_and_Guidance_Materials.html/)

This poster draws on frameworks featured in two resources: "Human Rights: It Is Your Business" 2005, International Business Leaders Forum, and "A Guide for Integrating Human Rights into Business Management, 2nd Edition" 2009, a joint online resource from the Business Leaders Initiative on Human Rights, the UN Global Compact Office and the Office of the High Commissioner for Human Rights. © 2010 Business Leaders Initiative on Human Rights ([www.blihr.org](http://www.blihr.org)), Global Business Initiative on Human Rights ([www.global-business-initiative.org](http://www.global-business-initiative.org)), International Business Leaders Forum ([www.iblfi.org](http://www.iblfi.org)), Office of the UN High Commissioner for Human Rights ([www.ohchr.org](http://www.ohchr.org)) and the UN Global Compact Office ([www.unglobalcompact.org](http://www.unglobalcompact.org))