

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

*February 21, 2013 – 7:00 PM EST*

*moderated by*

**Marie Wibe, Policy Advisor, UN Global Compact Office**



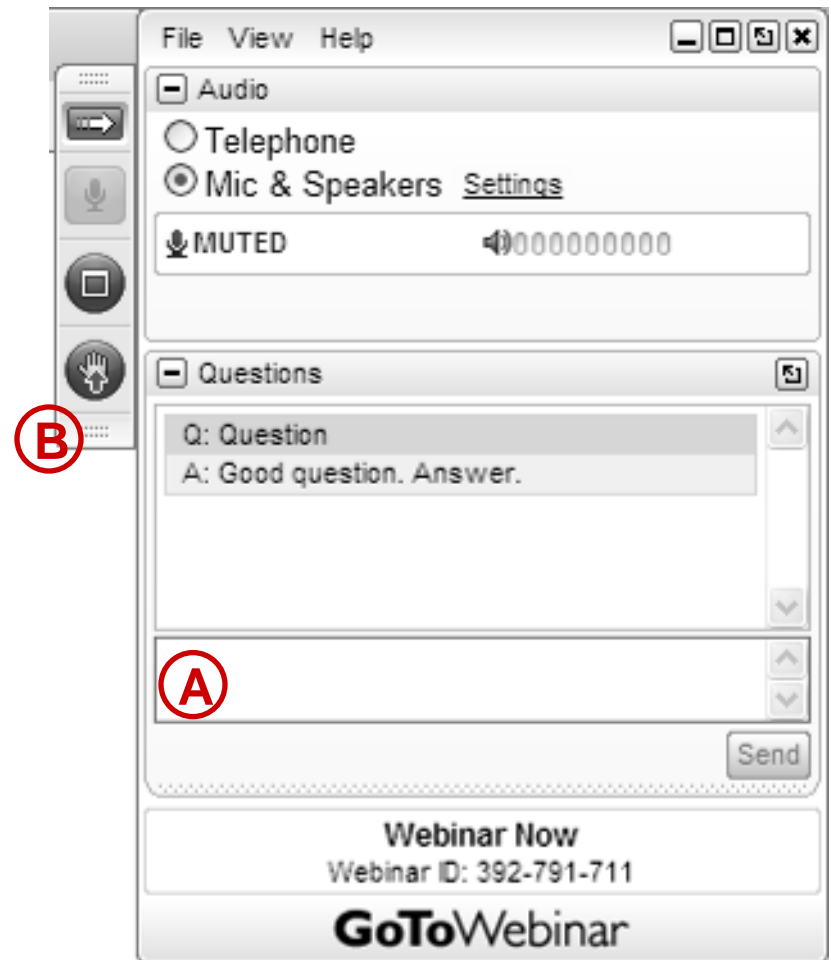
**United Nations** Global Compact

# Questions

**Technical Difficulties:** If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

**Q&A:** We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

**Example:** Question for Mr. Daly: What are the Guiding Principles?



# Agenda



## **Introduction by UNGC ~ 7 Minutes**

**Marie Wibe**, Policy Advisor, Human Rights & Government Relations, UNGC



## **Introduction to the Guiding Principles ~ 12 Minutes**

**Lene Wendland**, Adviser on Business & Human Rights, Office of the High Commissioner for Human Rights (recorded during earlier webinar)



## **Local Network Example ~ 12 Minutes**

**Matthew Tukaki**, Network Representative, UN Global Compact Network Australia  
**Sarah Davidson**, Secretariat, UN Global Compact Network Australia



## **National Human Rights Institutions as Partners ~ 12 Minutes**

**Dr. Annie Pettitt**, Principal Advisor, Community Engagement Team at the Australian Human Rights Commission

## **Q & A – Remaining Time**



# 1. Human Rights in the UNGC

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

- 1. Businesses should support and respect the protection of internationally proclaimed human rights; and**
- 2. make sure that they are not complicit in human rights abuses.**
- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;**
- 4. the elimination of all forms of forced and compulsory labour;**
- 5. the effective abolition of child labour; and**
- 6. the elimination of discrimination in respect of employment and occupation.**
7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.



## 2. What are the Human Rights Commitments that UNGC Participants Make?

### A closer look at the first principle ...

**Principle 1** – Businesses should support *and* respect the protection of internationally proclaimed human rights

Respect – don't cause harm (the minimum)

Support – make a positive contribution (desirable, encouraged)





# Business and Human Rights

## **Protect, Respect and Remedy**

Ms. Lene Wendland

Adviser on Business and Human Rights

Office of the UN High Commissioner for Human Rights

Global Compact Webinar 21 February 2013

---

# **Global Compact Network Australia**

**Australian Representative, UNGC, Matthew Tukaki**

**Secretariat, GC Network Australia, Sarah Davidson**



Global Compact Network  
Australia

# Human Rights Leadership Group

- Global Compact Network Australia launched in 2009
- Human Rights Leadership Group established in 2010
- Four in person meetings held each year plus webinars
- Focused on the Corporate Responsibility to Respect Human Rights and the UN Guiding Principles
- International developments; business case study presentations and practical scenario workshops
- Confidential setting under The Chatham House Rule



Global Compact Network  
Australia



# 2012 Calendar

- **April - Human Rights Leadership Group**  
Developing a Human Rights Policy
- **June - Rio+20 Local Networks Human Rights Session**  
convened with the German GC Network in Rio de Janeiro
- **June - Introductory Human Rights Leadership Group**
- **July - Human Rights Leadership Group**  
Assessing and integrating human rights impacts.  
Thematic focus: Indigenous engagement
- **September – Human Rights Leadership Group**  
Monitoring, Evaluating and Communicating Human Rights  
Performance. Thematic focus: Gender Equality and the  
Women's Empowerment Principles



Global Compact Network  
Australia

# 2013 Calendar

- **Friday 15 February**

Human Rights Due Diligence National Webinar

- **Tuesday 5 March**

National Webinar Debrief on the Inaugural Annual Forum on Business and Human Rights held in Geneva, Switzerland in December 2012

- **Thursday 21 March**

Business and Children's Rights Principles Forum convened with Plan International Australia



Global Compact Network  
Australia

# 2013 Calendar continued

- **April** - Human Rights Leadership Group

Establishing, evaluating and using grievance mechanisms to address human rights issues

- **June** - Human Rights Leadership Group

Human rights and business relationships throughout the value chain - understanding and managing the risks of involvement in partners' human rights impacts

- **July** - Introductory Human Rights Leadership Group

- **August** - Women's Empowerment Principles Event

- **December** - International Human Rights Day Event



Global Compact Network  
Australia

# Participants

- Led by business but inclusive of government, academia, NFP sector, the community and relevant institutions
- Beginners through to advanced level
- Different departments e.g. legal, risk, compliance, procurement, HR, community and environment
- Senior executives, managers and practitioners
- Alignment with values, policies and strategy; risk and reputation management; pressure from investors



Global Compact Network  
Australia

# Leadership

- Business
  - Leadership by example on human rights
  - Developed countries versus developing countries
  - Understanding the business case and the risks
- Global Compact Network Australia [www.unglobalcompact.org.au](http://www.unglobalcompact.org.au)
  - Commitments: At least 4 meetings/year; expansion around Australia; new thematic discussions; sharing knowledge, tools and resources with other GC local networks; further collaboration with Australian Government and agencies



Global Compact Network  
Australia



CANADIAN  
HUMAN RIGHTS  
COMMISSION

COMMISSION  
CANADIENNE DES  
DROITS DE LA PERSONNE



## **National Human Rights Institutions as Partners in Implementing the United Nations *Protect, Respect and Remedy* Framework**

United Nations Global Compact Webinar  
21 February 2013 - 19:00 EST

Canada 

# NHRIs and the UN *Protect, Respect and Remedy* Framework

NHRIs are independent, expert bodies on human rights established through national law or constitution, with a broad mandate to promote and protect human rights.

The UN Human Rights Council has explicitly affirmed the important role of NHRIs on business and human rights in resolutions, e.g. A/HRC/17/4.

NHRI play roles across all three pillars of the UN Framework:

**Pillar 1:** helping to align relevant national law and regulations

**Pillar 2:** providing expert, independent advice

**Pillar 3:** facilitating mediation or conciliation of complaints



# NHRIs and UNGC Local Networks - Opportunities -





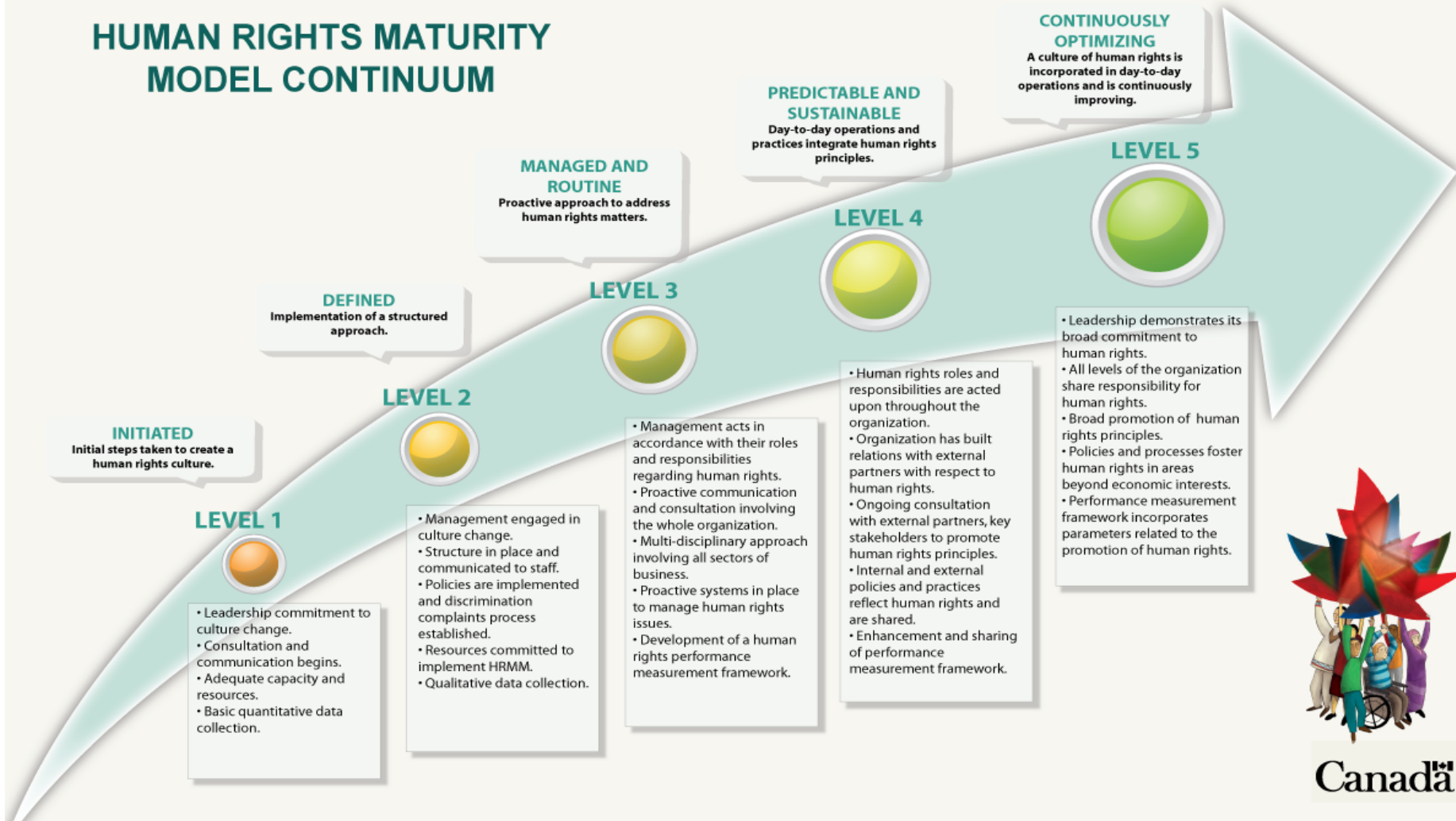
# CHRC: Building Corporate Responsibility for Human Rights

- ***Discrimination prevention***- promoting equality in the workplace of persons in designated groups traditionally underrepresented in the workplace
- ***Dispute resolution*** - screening, mediating, or investigating complaints by Canadians who believe they have been subject to discrimination by a federally regulated organization; or representing the public interest in litigation
- ***Knowledge products and initiatives***– through policy development, monitoring, special programs, products and services intended for the use of federally regulated employers and service providers





## HUMAN RIGHTS MATURITY MODEL CONTINUUM



Canada





Australian  
Human Rights  
Commission

Dr Annie Pettitt and Jessica Bell

Community Engagement and Human Rights Education Team

Australian Human Rights Commission

# How AHRC Works With Business on Issues Related to the Guiding Principles

# How Australian businesses impact human rights

- Australian companies operating in different countries and sectors may impact on different rights. These are some of the most common human rights impacts in Australia:
  - Impact on fair working conditions
  - Impact on equality and dignity
  - Impact on Indigenous peoples, land and culture

# What is the Commission doing on business and human rights?

- Developing best practice guidelines for business
- Projects in collaboration with the business community
- Advocacy work and policy advice to government
- Investigation and conciliation of complaints
- Working relationship with UNGCNA to support the integration of the UN Guiding Principles into the business community



# What is the Commission doing on business and human rights?

Key area of work currently include:

- Sexual harassment, discrimination and gender equality in the workplace
- Disability discrimination in the workplace (as well as access to premises, goods and services)
- Age discrimination in employment
- Promoting respect for Indigenous rights, land and culture

# Sexual harassment, discrimination and gender equality

- The Commission has conducted 3 national telephone surveys on the prevalence, nature and reporting of sexual harassment since 2003
- The 2012 survey found that over one in five people aged 15 years and older (21%) were sexually harassed in the workplace in the past five years
- The Commission has developed (and will be updating) guidelines for business on effectively preventing and responding to sexual harassment

<http://www.humanrights.gov.au/sexualharassment/quickguide/index.html>

# Sexual harassment, discrimination and gender equality

- Promoting paid parental leave - Sex Discrimination Commissioner has played a key role in the development of the Paid Parental Leave scheme. Continuing to lobby for further improvements.
- Undertaking research and providing advice to employers how workplaces can support unpaid carers and help them to meet their caring responsibilities - *Investing in care: Recognising and valuing those who care*  
[http://humanrights.gov.au/sex\\_discrimination/VUCW\\_australiaResearchPrj/index.htm](http://humanrights.gov.au/sex_discrimination/VUCW_australiaResearchPrj/index.htm)



# Sexual harassment, discrimination and gender equality

- Male Champions of Change group – brings together influential and diverse male CEOs and Chairpersons to elevate the issue of women's representation in leadership (includes organisations that are members of the UNGCNA)
- Working with the ASX Corporate Governance Council towards 40% representation of each gender on the boards of publicly listed companies in Australia
- Undertaking research on how to improve women's representation and leadership in male-dominated industries

# Disability discrimination in the workplace

- Providing guidance to companies on developing disability action plans. The Commission also has an online register of over 500 examples of disability action plans so that business can benefit from other organisations' work and experience

[http://www.humanrights.gov.au/disability\\_rights/action\\_plans/register.html](http://www.humanrights.gov.au/disability_rights/action_plans/register.html)

## Disability discrimination in the workplace

- Developed guidelines on access for buildings and services (aimed at businesses and people with limited knowledge of building and discrimination law)  
[http://humanrights.gov.au/disability\\_rights/buildings/guidelines.htm](http://humanrights.gov.au/disability_rights/buildings/guidelines.htm)
- Developed guidelines for managers on the rights of employees experiencing mental illness  
[http://www.humanrights.gov.au/disability\\_rights/publications/workers\\_mental\\_illness\\_guide.html](http://www.humanrights.gov.au/disability_rights/publications/workers_mental_illness_guide.html)

# Age discrimination in employment

- Australian society has been slow to recognise that millions of older Australians are locked out of the workforce by age discrimination.
- We are developing the evidence-base on the hidden barriers to employment for mature age workers  
<http://www.humanrights.gov.au/age/hiddenbarrier/index.html>
- Recently we held a national conference on these issues - *Older Workers and Business Growth: harnessing the productive potential of older Australians* (Sept 2012) – this was supported by national employer groups and CEO's from varied business sectors.



## **Age discrimination in employment**

- Member of the Advisory Panel on Positive Ageing, which considers policy areas impacting on older people in Australia, including mature age employment.
- Stereotypes in the media project – conducting research into age discrimination and age stereotyping in the media. The Commission will develop strategies to address age stereotyping and discriminatory attitudes and behaviours in the media and community.

## Indigenous rights – promoting respect

- The Commission has been engaging with business to provide a greater understanding of the rights held by Indigenous Australians (in particular in the exploration and extraction of natural resources).
- Developed guidelines for undertaking effective consultations with Aboriginal and Torres Strait Islander peoples

[http://www.humanrights.gov.au/social\\_justice/nt\\_report/ntreport10/appendix4.html](http://www.humanrights.gov.au/social_justice/nt_report/ntreport10/appendix4.html)

# Indigenous rights – promoting respect

- Developed a range of guidelines on a using a human rights-based approach to resource development and mining on Aboriginal land including:
  - Development and Indigenous Land: A Human Rights Approach  
[http://www.humanrights.gov.au/Social\\_Justice/publications/corporateresponsibility/development.html](http://www.humanrights.gov.au/Social_Justice/publications/corporateresponsibility/development.html)
  - Human Rights Based Approach to Mining on Aboriginal Land  
[http://www.humanrights.gov.au/social\\_justice/publications/corporateresponsibility/hr\\_approach.html](http://www.humanrights.gov.au/social_justice/publications/corporateresponsibility/hr_approach.html)
  - Frameworks for Negotiation of Mining Agreements  
[http://www.humanrights.gov.au/social\\_justice/publications/corporateresponsibility/frameworks.html](http://www.humanrights.gov.au/social_justice/publications/corporateresponsibility/frameworks.html)

## Resolving complaints

- The Commission has the power to investigate certain human rights complaints relevant to business including regarding discrimination in the workplace or in the provision of goods or services.
- Conciliation is generally a very successful way of resolving complaints.
- More info on our complaints service:  
[http://www.humanrights.gov.au/complaints\\_information/index.html](http://www.humanrights.gov.au/complaints_information/index.html)



# Future work

- Aiming to develop targeted training for SMEs on anti-discrimination law and employer responsibilities
- Continuing to work with business to develop codes of conduct and update our guidelines on discrimination and harassment
- Investigating how we can more explicitly integrate the UN Guiding Principles into our work with business (including making links with other human rights mechanisms for business e.g the WEPs).

# Materials

**Presenters have shared the following materials, which we will provide following the webinar.**

- **Working Together: National Human Rights Institutions and UN Global Compact Local Networks**
- **Business And Human Rights Workstream from GCLN Germany**

**Presentation slides and a recording of the webinar will also be available on the UNGC website.**



# Thank You

## Thank you for joining us today.

*If you have any additional questions, please contact:*

**Marie Wibe:** [wibe@un.org](mailto:wibe@un.org)



**United Nations** Global Compact