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

February 21, 2013 – 9:00 AM EST

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

**Local Network Example ~ 12 Minutes**
*Gwendolyn Remmert, Project Manager, German Global Compact Network*

**National Human Rights Institutions as Partners ~ 12 Minutes**
*David Langtry, Acting Chief Commissioner, Canadian Human Rights Commission*
*Maina Mutuaruhui, Kenya National Commission on Human Rights*

**Q & A – Remaining Time**
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?
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
UN process 2005-2011

John Ruggie
Special Representative of the UN Sec-Gen (SRSG)

- Human Rights Council mandate
  - Identify and clarify standards of Corporate Responsibility
  - Clarify role of States
- Evidence-based: voluminous research, 47 multi-stakeholder consultations
What to Do – 3 Pillar Framework

**State Duty to Protect**
- Policies
- Regulation
- Adjudication

**Corporate Responsibility to Respect**
- Act with due diligence to avoid infringement
- Address adverse impacts on human rights

**Access to Remedy**
- Effective access for victims
- Judicial and non-judicial
How to Do – Guiding Principles

- Unanimously endorsed by the UN HRC (HRC resolution 17/4) – strong government foundation
- Global reference point: provide overarching standard and benchmarks for action and accountability
- Structured on the three pillars
- 31 Principles – 14 to business – to implement the Framework
Key features of the GPs

• All States.
• All companies, of all sizes, in every sector, in any country.
• Distinct, but complementary responsibility between States and companies
• All internationally recognized human rights.
• No new legal obligations for states— but elaborate on implications of existing obligations and practices for States and business.
• Human rights cannot be offset: doing good in one aspect cannot compensate human rights harms elsewhere.
• Contains “smart mix” of regulatory and voluntary approaches
Alignment of Standards

UN Framework & GPs

EU CSR Policy
Global Compact Local Networks and the Guiding Principles

• All Global Compact participants have committed to implementing the Guiding Principles
• Local Networks can play a key role in outreach, dissemination and capacity building related to the Guiding Principles
• Local Networks can become centres of knowledge excellence at the national level on the implementation of the Guiding Principles
• Local Networks can facilitate dialogue with other stakeholders on implementation
Working Group on B&HR

- Human Rights Council resolution 17/4 Working Group on the issue of human rights and TNCs and other businesses. Mandate:
  - Promote **dissemination and implementation** of GPs
  - Promote **good practices and lessons learned** on implementation, assess and make recommendations, as well as seek and receive information in that context
  - Support efforts to promote **capacity-building** and use of the GPs, provide advice and recommendations on legislation and policies upon request
  - Conduct **country visits**
  - Explore options for enhancing access to effective remedies
  - Integrate gender perspective and attention to vulnerable persons, including children

**Annual Forum**
- Multi-stakeholder
- Discuss trends and challenges in implementation
- Promote dialogue

- Michael Addo (Ghana)
- Alexandra Guaqueta (Colombia/USA)
- Margaret Jungk (USA)
- Puvan Selvanathan (Malaysia)
- Pavel Sulyandziga (Russia)
The German Global Compact Network

- Human Rights Workstream -

Gwendolyn Remmert

GCO, Local Networks Webinar
21 February 2013
Facts & Structure

240 business participants
60 non-business participants
Multi-Stakeholder network & steering committee
Target group: companies with a substantial foreign business exposure
Work Programme

- Steering committee chooses **2 focus topics** for the network per year
- **2-3 working meetings** for network participants per year
- **Company group coachings**: Business & Human Rights, Sustainable Supply Chain Management, Anti-Corruption ...
- **Online-Tools**: OCAI, CoP, „Kompass Nachhaltigkeit“
- **Webinars**: Introduction to GC, CoP, Human Rights
- **Publications & Translations** on all GC topics
Business & Human Rights Workstream

Facilitation
- Tools
- Resources

DGCN

Leadership
- Peer Learning

Dialogue
- Local Network Meetings
- Coachings

Knowledge
- Peer Learning Network
Business & Human Rights in the German Network

- Topic developed since 2008 with partner twentyfifty Ltd.

- Permanent focus topic: perspective on different issues such as water or diversity & inclusion

- Leading Role in the German debate on B&HR from political as well as private sector perspective

→ New Partner: German Institute for Human Rights

→ Webinars & Workshops at network meetings
Business & Human Rights Workstream

- Tools & Resources
- Local Network Meetings
- Peer Learning Network
- Coachings

Facilitation DGCN

Leadership
Dialogue
Peer Learning
Knowledge
Coaching & Peer Learning

The Business and Human Rights Peer Learning Group of the German GC Network is an active learning platform on business and human rights for European businesses - beginners and leaders in human rights. In order to help participants, the group achieves real progress in their implementation of the UN Guiding Principles on Business and Human Rights. Each company in the group will define a concrete learning project that it will work on in 2013 (and possibly beyond).

Learning projects can address any topic related to business and human rights. They can be issue specific or based on common processes, business units, and/ or management systems. Examples for such projects could be developing a methodology for assessing human rights impacts and implementation in a country-wide, developing a training format and tool for business operations in the area of human rights, or creating models for embedding human rights into the day-to-day operations of companies.

Company name:

Name of participant in the group:

What is the working title for your learning project:

Please briefly describe the content of your project:

What do you want to achieve with your project for 2013? What would be key milestones on the way?

What topics could the group address which would help you in implementing your project?

Please submit a learning project by January 15, 2013. With your submission, you are also invited to participate in the upcoming learning project, which will be held on February 6, 2013.

Respecting Human Rights - Organisational Capacity Assessment Instrument (OCAI)

Welcome to the Organisational Capacity Assessment Instrument (OCAI)

This Organisational Capacity Assessment Instrument (OCAI) is intended to help you assess and improve your company’s management capacity to manage its human rights impacts.

Benefits of using the tool:

- It serves as a basis for starting conversations about human rights within your business.
- It allows you to benchmark your company’s current capacity to manage human rights impacts and guide you on how to raise it to the next level by designing and implementing specific management practices to improve human rights management.
- It helps you to establish priorities, targets, and milestones for human rights management.
- It is designed to support international benchmarks and standards.
- It enables you to establish priorities, targets, and milestones for human rights management.
- It helps you to establish priorities, targets, and milestones for human rights management.

The OCAI consists of a self-assessment questionnaire with 22 questions. It is intended to help you assess and improve your company’s management capacity to manage its human rights impacts.

When completing the OCAI, you are asked to indicate where your company currently stands with respect to "Non-responsive" to "Human Rights Promise." Short descriptions of the different levels under each question assist in making the judgement.

20.02.2013
Business & Human Rights Workstream

- Facilitation DGCN
- Leadership
- Dialogue
- Peer Learning
- Knowledge
- Tools
- Ressources
- Local Network Meetings
- Peer Learning Network
- Coachings
Resources

EIN LEITFADEN FÜR UNTERNEHMEN
Menschenrechtsstrategien entwickeln

MENSCHENRECHTE ACHTEN
Ein Leitfaden für Unternehmen
CoP-Tool

- Target group: SMEs
- Goal: Improve CoP-quality by providing a well structured instrument at GC active level
- Ensure compatibility with GRI, DNK and GC requirements
„Kompass Nachhaltigkeit“

- Target group: free access, mainly SMEs
- Goal: providing a step-by-step guide through making the SC more sustainable with easy tools for every step
- Database of standards and initiatives relevant to the SC
Planned B & HR Activities 2013

- Translation of Ruggie Guidelines
- Translation of OCAI-Tool
- Group Project of the PLG
- Focus Topic: Labour Standards (in the Supply Chain)
- Human Rights in Germany
- Human Rights for SME‘s
Thank you!

Gwendolyn Remmert  
Office of the German Global Compact Network (DGCN)  
c/o Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH  
Reichpietschufer 20  
D-10785 Berlin  
T + 49 30 726 14 239  
F + 49 30 726 14 230  
E gwendolyn.remmert@giz.de  
I www.giz.de  
I www.globalcompact.de
National Human Rights Institutions as Partners in Implementing the United Nations Protect, Respect and Remedy Framework

United Nations Global Compact Webinar
21 February 2013 - 9:00 EST
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 -

GCLNs

Direct Engagement with Business
Convening National Dialogues
Legislative Frameworks
Cooperating with Civil Society
Partnering with International Organisations
Information, Education and Awareness Raising

NHRIs
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

MANAGED AND ROUTINE
- Proactive approach to address human rights matters.

PREDICTABLE AND SUSTAINABLE
- Day-to-day operations and practices integrate human rights principles.

LEVEL 3
- Human rights roles and responsibilities are acted upon throughout the organization.
- Organization has built relations with external partners with respect to human rights.
- Ongoing consultation with external partners, key stakeholders to promote human rights principles.
- Internal and external policies and practices reflect human rights and are shared.
- Enhancement and sharing of performance measurement framework.

LEVEL 4
- Leadership demonstrates its broad commitment to human rights.
- All levels of the organization share responsibility for human rights.
- Broad promotion of human rights principles.
- Policies and processes foster human rights in areas beyond economic interests.
- Performance measurement framework incorporates parameters related to the promotion of human rights.

LEVEL 5
- Leadership demonstrates its broad commitment to human rights.
- All levels of the organization share responsibility for human rights.
- Broad promotion of human rights principles.
- Policies and processes foster human rights in areas beyond economic interests.
- Performance measurement framework incorporates parameters related to the promotion of human rights.

DEFINED
- Implementation of a structured approach.

INITIATED
- Initial steps taken to create a human rights culture.

LEVEL 1
- Leadership commitment to culture change.
- Consultation and communication begins.
- Adequate capacity and resources.
- Basic qualitative data collection.

- Management engaged in culture change.
- Structure in place and communicated to staff.
- Policies are implemented and discrimination complaints process established.
- Resources committed to implement HRRM.
- Qualitative data collection.

CONTINUOUSLY OPTIMIZING
- A culture of human rights is incorporated in day-to-day operations and is continuously improving.
NHRIs as Partners

Mr. Maina Mutuaruhiu

How KNCHR Works With Business on Issues Related to the Guiding Principles

http://www.knchr.org
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 for joining us today.

If you have any additional questions, please contact:

Marie Wibe: wibe@un.org