UN Guiding Principles on Business and Human Rights

TERMS OF REFERENCE
FOR AN INDEPENDENT EXTERNAL CONSULTANT

**Project topic:**

A ten-year review of the uptake of the UNGPs by employers and business organisations and their member companies

**Organisation requesting the consultancy:**

The International Organisation of Employers (IOE)

**Organisational Background:**

Established in 1920, the International Organisation of Employers (IOE) is the largest network of the private sector in the world, with more than 150 business and employer organisation members. In social and labour policy debate taking place in the International Labour Organization, across the UN and multilateral system, and in the G20 and other emerging processes, the IOE is the recognised voice of business.

**Background:**

June 2021 marks the tenth anniversary of the United Nations Guiding Principles on Business and Human Rights (UNGPs) after its endorsement by the UN Human Rights Council in June 2011. The UNGPs have become the global benchmark to understand and distinguish the respective roles and responsibilities of governments and companies vis-à-vis business and human rights. Business organisations, such as the IOE, as well as NGOs and trade unions support the UNGPs as effective frameworks for responsible business conduct. Moreover, as a direct result, many governments around the world launched national action plans (NAPs) for the implementation of the UNGPs, which have also been integrated into many initiatives and frameworks for responsible business conduct such as ISO 26000 and the OECD Guidelines for multinational enterprises. Through its consistent work over the past ten years, IOE has advocated for business and employers’ organisations to thoroughly understand the UNGPs to appreciate the responsibilities of business, including ways to increase transparency, as it is a prerequisite to meet the demands of consumers, investors, governments and society at large.

**Aim:**

To review the uptake of the UNGPs and the work done within that context by employers and business organisations and their member companies 10 years after endorsement. The final review document will:
- Briefly introduce the UNGPs and their importance for companies and employers’/business organisations (the business case)
- Review good practices and achievements made by companies and employers’/business organisations to date, to encourage scale up and replication
- Assess existing gaps and challenges to the further uptake of the UNGPs
- Guide companies and employers’ organisations in developing a policy strategy and service offers in the area of human rights and responsible business conduct.
- Support employers’/business organisations in knowing where and how to get support to enhance their advocacy work in the area of business and human rights

**Description of tasks:**

- Provide an overview of trends and developments regarding business & human rights, and responsible business conduct. Care should be taken to also include the experience of developing and least developed countries
- Document the role of employers’ organisations in the uptake of the UNGPs
- Interview employers’ and business organisation representatives within IOEs membership to obtain field data
- Provide guidance on the ways employers’ and business organisation can effectively integrate the UNGPs into their working methods
- Review recommendations from international institutions and NAPs to improve business uptake (IOE, OECD, ILO, BUSINESS EUROPE, etc.);
- Examine funding possibilities from multiple institutions to support in improving the capacity of employers’ and business organisations and their member companies to showcase and build their responsible business conduct.

**Target audience:**

- The International Organisation of Employers (IOE)
- Representatives of companies, particularly SMEs, as well as representative employers’ and business organisations
- Organisations working in the field of business and human rights

**Timing and deliverables**

- Outline on work structure to be ready 15 September 2020
- Initial draft will be populated with the inputs received in October 2020
- Final document to be provided by November 2020
- Final document to be presented during a face-to-face or digital meeting (date to be defined)

**Required competencies**

- Excellent English. Other languages preferred but not essential.
- Knowledge of the UNGPs and business and human rights as a whole is essential
- Knowledge of companies, SMEs and employers’ and business organisations
The consultant will be asked to demonstrate previous work as well as provide recommendations

**Budget and Payment**

A maximum of 10,000 euros has been earmarked for this study. This amount will include all work and expenses.

Kindly send us your detailed budget.

**Application information**

You may send your updated CV and financial quote to: projectprocurement@ioe-emp.com to the attention of Ms Anetha Awuku by 5 September 2020.

The subject of your email should clearly indicate: UNGPS – YOUR NAME