



Business and Human Rights

Frequently Asked Questions for Companies

May 2021



A powerful
and balanced
voice for business

At IOE, we receive a lot of questions from companies on business and human rights. We have developed these Frequently Asked Questions (FAQs) to help you as a company – in particular, if you are a smaller or medium-sized company – to feel more confident about what human rights mean for you, and how to manage your human rights risks.

Human rights are connected to what you are already doing as a business. The UN Guiding Principles on Business and Human Rights (UNGPs) are the authoritative global framework that sets out what governments and businesses should do to address the adverse impacts of businesses on human rights – that is, on people. Using the UNGPs will help provide you with structure for how to move forward when it comes to your company's impacts on people – in a principled and pragmatic way. Meeting the expectations contained in the UNGPs will also help you respond to growing questions you may receive on this topic from consumers, employees, regulators, your business partners, investors, civil society and others.

The UNGPs make clear that all companies are expected to respect internationally recognised human rights. This means that they should take proactive steps to avoid being involved in adverse human rights impacts and help put things right if such a situation arises. The UNGPs guide companies to prioritise the human rights risks and possible impacts that are most 'salient' in their type of business, sector, or geographies (learn more about this in this FAQ).

We have translated the key expectations of the UNGPs into responses to the questions that we most frequently receive. We have also included some tips that are based on our experience of working with a wide range of companies in a variety of forums and other settings, such as workshops. While we are unable to cover all the content of the UNGPs here, we have included a selection of useful resources. You must also feel free to contact us with any questions you may have so that we can respond directly and complement the FAQ with your enquiry in a future revision.

Keep in mind that discovering human rights issues associated with your operations can be a positive development: it means that your company has been successful in understanding how it could impact people, and, as a consequence, eliminate or minimise the risk of adverse impacts. You are not alone in seeking to tackle the issues that may arise in your business and value chain. Keep in mind too that some of these issues are complex and require to be tackled by a multitude of actors. The employer and business membership organisation (EBMO) to which you belong can also guide you in identifying and addressing any adverse human rights impacts.

The UN Guiding Principles on Business and Human Rights





FAQ covered in this resource, and where you can find them:

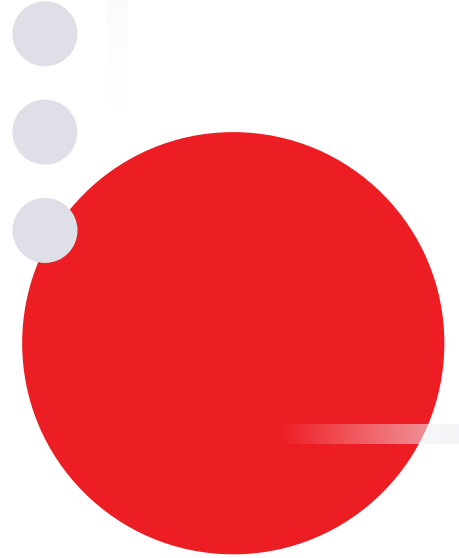
- 5** **Aren't human rights a topic for governments?**
- 6** **What do human rights have to do with business?**
- 8** **I am already managing health and safety risks – how is this different?**
- 11** **I am already complying with the law and asking my business partners to do the same – how is this different?**
- 13** **What value does considering human rights impacts bring to my business?**
- 15** **What steps can I take to seek to respect human rights in practice?**
- 15** 1. Has your company made a clear commitment to respect human rights?
- 16** 2. Has your company put measures in place to create a human rights-respecting culture?
- 17** 3. Has your company put steps in place to conduct human rights due diligence?
- 19** 4. Has your company put steps in place to provide remedy where relevant?
- 21** **How do I decide what action to take if I find a human right issue?**
- 23** **What actions can I take?**
- 25** **Where can I go for further information?**

This publication was produced with the financial support of the European Union. Its contents are the sole responsibility of the International Organisation of Employers (IOE) and do not necessarily reflect the views of the European Union.



Co-funded by the European Union

Aren't human rights a topic for governments?



States are indeed subject to obligations under international human rights law. They are asked to respect, protect and fulfil people's human rights. **This is why we often think about 'governments' when we hear the term 'human rights'.**

Human rights are frequently discussed in the political arena. For instance, politicians may debate how to balance national security with the right to privacy, or how to balance the right to health with the right to work, as we have seen governments do during the Covid-19 pandemic. **That is why we often think about the political arena when we hear the term 'human rights'.**

Human rights are frequently referred to when there has been a mass violation of human rights, such as a government crackdown on a large-scale protest, or a civil war or massacre. **This is why we often think about 'mass atrocities' when we hear the term 'human rights'.**

So, indeed, human rights can be referenced when we are discussing the government's duty, politics, or mass atrocities.

But when we reference 'human rights' in the context of business activities, we are referring to something else. **We are referring instead to a company's responsibility to respect the human rights of those people the company can impact – simply by virtue of running its business.**

TIP:

Reflect for a minute on what comes to mind when you think about 'human rights'. For this exercise, set aside what may come to mind to consider instead how your company could impact, or has impacted, people by virtue of running its business. Some of these impacts could rise to the level of a human rights impact.

What do human rights have to do with business?

Companies can impact people – in good ways and adverse ways.

As a company, you can of course **positively** impact people's human rights, for instance by providing employees decent work, providing valuable services to consumers or supporting community projects.

But you could also **adversely** impact people's human rights, for instance by providing an unsafe working environment, polluting water that neighbouring communities drink or selling an unsafe product.

TIP:

Consider the actions you are taking that have an impact on your employees, workers, supply chain workers and neighbouring communities. Which of these actions do you think are designed to prevent harming them? Are there any that promote their human rights?

When we speak about 'business and human rights', we are in fact referencing how companies manage their potential adverse impacts on people. Of course, by managing these potential impacts, companies can have a sustained and large-scale positive impact.

What this means is that managing adverse impacts on people through business is a must-do, while charitable work is a nice-to-do. For instance, focusing on managing the wellbeing of your employees, and ensuring that local communities are not harmed by your presence, is a must-do, while deciding to provide a philanthropic donation, or support a local orphanage is a nice-to-do.

Human rights are basic rights and freedoms that belong to everyone. They are based on values such as equality, dignity, fairness, respect and independence. They can sometimes be restricted by law, but they can never be taken away. The kinds of human rights companies are asked to consider are listed in international human rights instruments. These include the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We provide some examples of human rights here.

EXAMPLES OF HUMAN RIGHTS

- Right to equality
- Freedom from discrimination
- Right to life, liberty and personal security
- Freedom from slavery
- Freedom from torture and degrading treatment.
- Right to health
- Right to education
- Right to privacy
- Right to marriage and family
- Right to own property
- Freedom of belief and religion
- Freedom of opinion and information
- Right to peaceful assembly and freedom of association
- Right to join trade unions
- Right to rest and leisure
- Right to an adequate standard of living
- Right to participate in the cultural life of the community

I am already managing health and safety risks – how is this different?

Congratulations, you are already managing some of your human rights risks! Companies will already be seeking to manage their human rights impacts to a certain degree, often without realising it.

By protecting the health and safety of your employees, you are already looking to minimise the risks of impacting their rights to health and life. As another example, by preventing pollution from your operations, you are already seeking to ensure you don't negatively impact the right to an adequate standard of living of your neighbours.

At the same time, this approach is not sufficient, by itself. More is expected of employers today, and you'll find out below the kind of value this brings to employers.

You are now asked to **consider the full range of human rights that your business could impact**, beyond health and safety, and pollution. **You are also now**

asked to consider people beyond your employees, including those you could be connected to in your value chain. This could include, for instance, your contractors, Tier 2 supplier workers or neighbouring communities.

At first, this may feel daunting – or perhaps even unrealistic or impossible. **The good news is that you can decide that you will focus your efforts on a select number of impacts over others.** You are able to focus your efforts on managing those impacts in your operations and value chain that are particularly severe. **In other words, focus your efforts on where the most people could be impacted, in the most harmful way, and where it would be a challenge to put this right.**

TWO HELPFUL RULES OF THUMB:

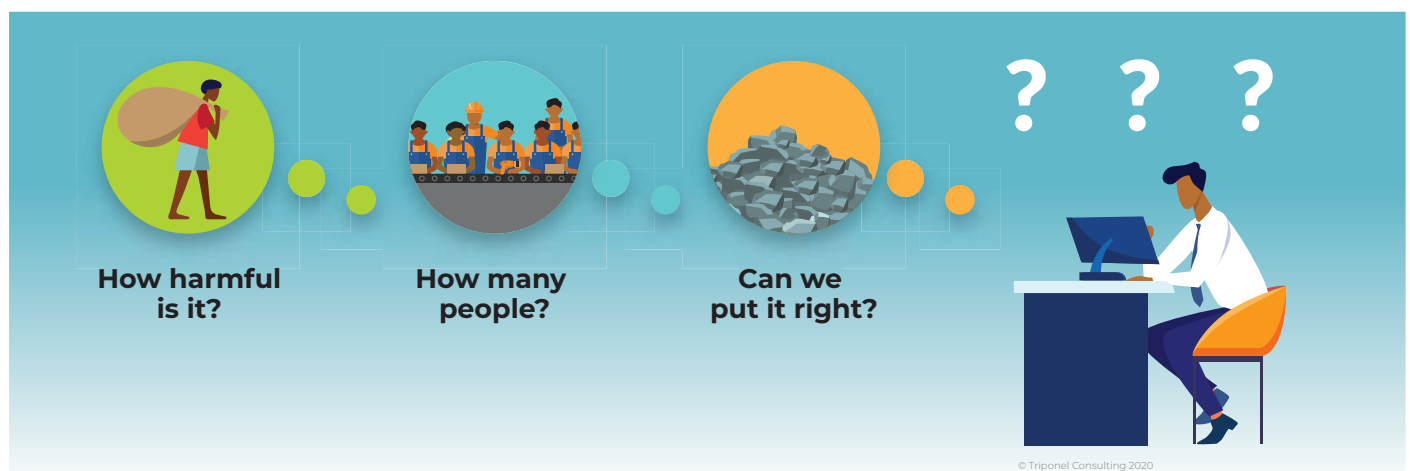
It can feel daunting to look for all possible adverse human rights impacts in your company's operations – taking a full value chain approach – to in turn prioritise those that could be the most severe.

1. A helpful rule of thumb to assess impacts and determine severity is to look, within your company and operations and that of your business partners, for where there are people who are the most at risk, or vulnerable. This could be by virtue of their gender, religious or sexual preference, their age – as well as a range of other possible factors. Consider where the imbalance of power is the greatest. It could be that a low-income migrant worker is much more likely to be impacted more severely than a high-income worker who brings a unique specialty to the business, for instance.
2. Another helpful rule of thumb is to focus your efforts on building channels for your workers to bring concerns and grievances to your attention, as well as asking your business partners to do the same. This way, you'll be able to find out about impacts as they arise. You'll also be able to 'nip issues in the bud' before they escalate.

Where do you start? First, consider the severity of impacts occurring

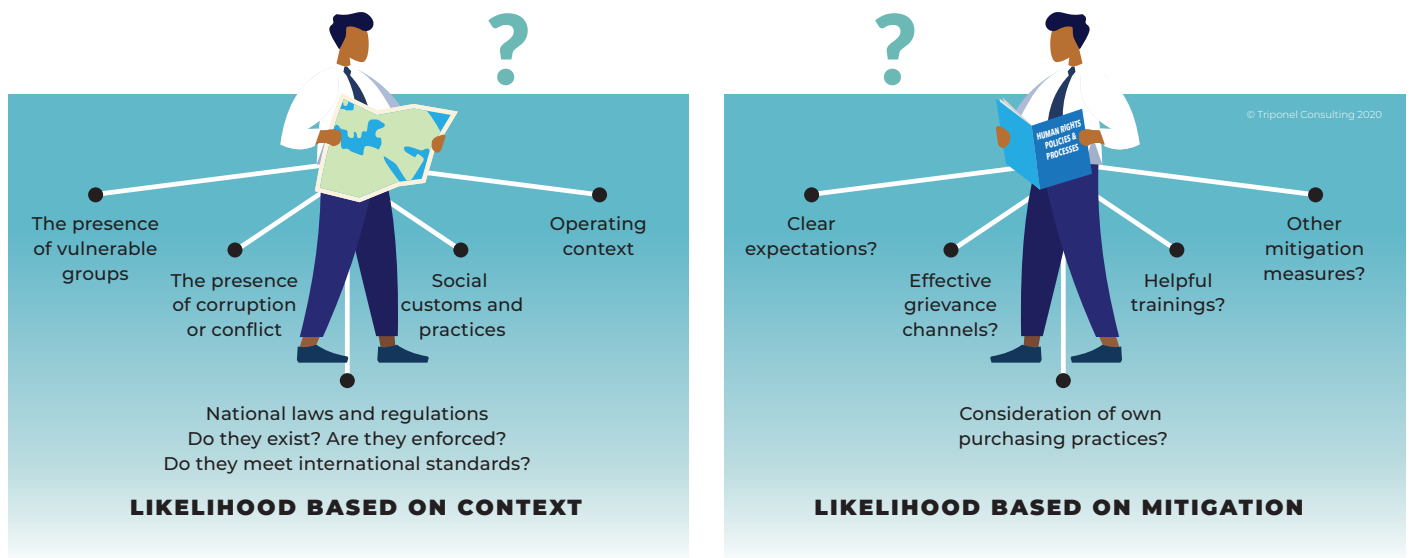
There are three questions to consider to help your company prioritise human rights impacts

This will help your company reach a list of priority human rights impacts to manage, known as your company's 'salient human rights issues'



Where do you start? Second, consider likelihood of impacts occurring

An impact is more likely to occur in certain contexts, and where effective mitigation measures are lacking



I am already complying with the law and asking my business partners to do the same – how is this different?

It is likely that complying with the law is already helping you manage some of your human rights risks. Laws setting the minimum age for work, prohibiting discrimination and regulating corporate waste disposal all help companies manage their human rights risks.

At the same time, we know that it is not always easy to meet legal standards. For instance, the prevailing culture in a specific operating context may make it particularly challenging to meet health and safety laws. Or corrupt practices that exist in the sector may make it a challenge to protect communities during a large-scale project. **Therefore, we cannot assume that our business partners, and indeed our own company, is always in line with human rights-related laws.**

We also know that, although human rights standards are approved by governments that sign and ratify treaties as part of their participation in the international treaty-making process, not all governments go on to, or have been able to, meet the standards they have signed up to. Some States for instance have passed national laws that are less protective than international human rights standards. Some States have passed national laws that are in contradiction to these standards. Consider for instance laws that permit discrimination based on gender, religion or sexual orientation; that permit hazardous child labour; or that restrict freedom of association.

This is why, even if as a company you will be looking to comply with local law, you should also be aware that

legal compliance alone is insufficient. **Depending on the circumstances and salient issues of your business, legal compliance alone may not enable you to say with confidence that you respect people's human rights in your business and value chain.**

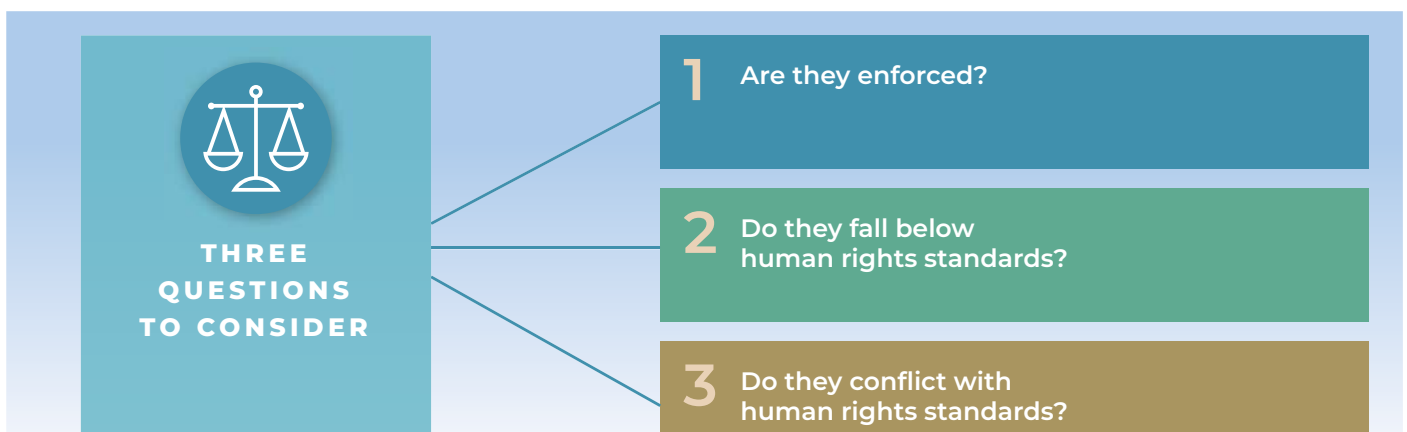
TIP:

You can easily find out which areas of the law could be particularly problematic for your company's human rights respect by speaking with local and/or global civil society or your local/national or international employer and business membership organisation (EBMO). This will help save time and it will bring new insights. You can also seek to learn from how other companies have navigated potential tensions between legal compliance and respect for international human rights standards.

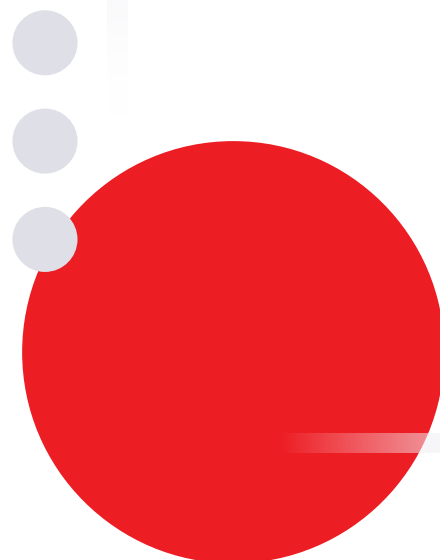
You could look to identify one area where legal compliance may in fact increase the chances of negatively impacting people and focus on finding ways to tackle this. When faced with conflicting legal requirements, the international expectation is for companies to seek ways to honour human rights principles while complying with the law.

Laws that relate to human rights

(e.g. discrimination, health and safety, environmental, land possession, freedom of association)



What value does addressing human rights impacts bring to my business?



Companies have shared with us over the years that they experience **a number of different benefits** from putting policies and processes in place to enable human rights respect.

The benefits you experience from undertaking this work depend on a range of different factors, including for instance how you create your products, operations and services; how your company is financed; the kinds of workers in your operations and value chain; and the extent of your reliance on land, water and other natural resources.

Companies with a strong culture report that paying attention to human rights helps them live up to their **values**. Companies that are seeking to be resilient and anticipate **regulatory requirements** report that paying attention to human rights helps them stand ready for future legislation. As companies' operations are increasingly disrupted by **climate change**, paying attention to human rights can help companies anticipate future disruption and plan accordingly.

Companies that rely on a manual workforce talk about increased **productivity**, linked to enhanced worker wellbeing and satisfaction. Companies operating next to communities, or that rely on resources that communities also rely on (e.g. water, land, timber) report **stronger relationships** with communities.

Companies that are looking for well-established **investors** report easier access to investment and

financing. Companies that are looking for international **customers** report a greater likelihood of becoming part of an international supply chain.

We are also seeing a rising number of **lawsuits** against companies based on perceived non-compliance with human rights standards. Although your company itself may not be subject to the lawsuit, one of your business partners could end up being sued for impacts that occur in your operations. The **law** is evolving very fast in this area!

TIP:

Take a moment to reflect on what might be the primary reason for your company to pay greater attention to its human rights risks. Does your company want to enhance the productivity of its workforce? Does your company want to retain lower-skilled workers for longer periods of time? Does your company want to expand its growth and seek out new customers? There may be several reasons for your company to wish to place more focus on its human rights policies and processes, and all are valid. At the same time, keep in mind that taking a human rights-based approach means focusing on the risks to people, not only the risks to the business and its reputation.

How human rights respect brings value to your business

My company's human rights respect



What steps can I take to seek to respect human rights in practice?

It is helpful to consider the following four questions when seeking to respect human rights in practice.

1. Has your company made a clear commitment to respect human rights?

A formal commitment to respect human rights – often referred to as a ‘policy commitment’ – helps set the tone and lay the foundation for a rights-respecting culture. It does not need to be a separate human rights policy. But it should signal to employees, partners and other stakeholders that the business – and its leadership – is serious about respecting human rights, and expects those who work with the company to do the same.

Commitment to respect human rights: some questions to get you started

- Before making a commitment, it can be helpful to get the ‘lay of the land’. Who do you think your company could adversely impact the most severely, and how? How does this answer change if you consider people and impacts through your value chain? How do the company’s existing policies address these impacts, if at all?
- Who could you speak with to find out more about potential impacts and issues? Do you already gather comments and concerns from workers? What do you know about your business partners’ knowledge of their own human rights issues?

- What are your company's expectations when it comes to these issues – internally and with its business partners? Has your company made clear that it expects people to be treated with respect and dignity – as part of how business takes place? Which senior-level policy document might be an appropriate fit for conveying this message internally to employees? Would it be the same document used to convey this expectation to your business partners?
- Do the founders, senior leaders and other important individuals within the company stand behind this expectation? Could they formally approve it to strengthen the tone from the top?

2. Has your company put measures in place to create a human rights-respecting culture?

Culture can be defined as a set of social norms that govern the behaviour and attitudes of members of a group. Your company will have its own unique corporate culture. Do workers share the belief that business should take place in a way that respects people? Or could a commitment to respect human rights be viewed as merely words on paper, without the behaviours and attitudes to make it a reality? Creating a rights-respecting culture entails putting in place a number of measures to embed a company's commitment to respect people into the corporate culture. Importantly, it also entails considering how the company's existing corporate culture may inadvertently be cutting against the creation of a rights-respecting culture. This is very common. Business imperatives, such as price and speed considerations, can make it more challenging for people to treat colleagues with respect, for health and safety rules to be complied with, or for suppliers to pay their workers decent wages and on time, for example.

Creating a rights-respecting culture: some questions to get you started

- How would you define your company's corporate culture? Do values such as respect, equity, diversity and tolerance feature in this corporate culture?
- How do the owners of the company, and senior leaders, behave in the company? What do they say about these topics?
- What governs how your employees work? How could these processes be strengthened to integrate consideration for people as part of business? Can incentives be reviewed so that they incentivise rights-respecting behaviours? Can training be reviewed so that it clarifies what is expected?
- How are your workers and business partners selected? Does evidence of consideration for people form part of this selection? Are conversations on health and safety and other human rights matters brought into conversations related to business?

3. Has your company put steps in place to conduct human rights due diligence?

Human rights due diligence is the process by which businesses identify, prevent, mitigate and account for their adverse human rights impacts – throughout their operations and business relationships. In short, this means reflecting on how your company can know, and show, that it is indeed managing how it could adversely impact people by virtue of running its business.

Engaging with stakeholders – including stakeholders who could be impacted by the business (called ‘potentially affected stakeholders’) forms a critical part of human rights due diligence. Where possible, the company can look to hear from people such as their employees, supply chain workers and community members. Where this is not possible, they can look to engage with their representatives, as well as others who have insights into their experiences.

Building channels to enable these stakeholders to raise their grievances and access remedy, where impacts have occurred, is also critical to effective human rights due diligence. How can a company better understand where it may have human rights impacts if people are unable to tell the company about them?

Engaging stakeholders as part of HRDD: some questions to get you started

- Do your company's employees and workers have a place to go to raise issues, concerns and grievances? Do they know it's ok to do so - and that the company values hearing from them? If not, what could you do to build this channel and encourage its use?
- Are there civil society organisations, trade unions, or EBMOs that have insights into how your business can impact people that you can initiate a conversation with?
- What is your company's approach to freedom of association and collective bargaining? Can you make your company's position on these matters clearer?
- How else could you hear from people themselves (e.g. workers, community members) about issues they see, or actual harm they may have experienced?

Assessing risks and impacts as part of HRDD: some questions to get you started

- What are you already doing to gather views about impacts that could be occurring (e.g. assessments, surveys, audits)? What can you learn from these efforts?
- What else could you do to build your understanding of what is happening within your operations and value chain? Are there existing processes that you can bring human rights into (e.g. meetings with suppliers, annual appraisal meetings with employees)?
- How could you complement compliance-based assessment efforts (e.g. audits, whistleblower hotlines) with other approaches focused on dialogue?

<p>Prioritising risks and impacts for action as part of HRDD: some questions to get you started</p>	<ul style="list-style-type: none"> • Which human rights issues are you seeking to prioritise for action? • Is this prioritisation based on the risks to the business, for instance because the financial hit to the business not managing this risk is high? If so, consider how you could bring in prioritisation based on the risks to people, for instance because people can be harmed particularly severely.
<p>Taking action and integrating findings: some questions to get you started</p>	<ul style="list-style-type: none"> • What changes need to be made to prevent adverse impacts from happening? How can you influence others to prevent them? • If an impact has occurred, how can you stop it? How can you influence others to stop it? How can you limit the harm and ensure it does not happen again? • How can you help put things right for those affected? How can you influence others to put things right? • What influence do you already have with partners? Do you need more influence to play a role in this prevention and mitigation? How could you build your influence (e.g. by providing larger orders, by working with another business peer, by requesting the local government to intervene)?
<p>Tracking effectiveness of actions taken: some questions to get you started</p>	<ul style="list-style-type: none"> • What progress have you made to reduce your company's impacts on people? How would you know if the actions you take are actually minimising harms to people? What kinds of key performance indicators might be helpful to monitor and report on? • How can you bring in a quantitative aspect to tracking, for instance based on views of potentially affected stakeholders, to complement a qualitative aspect of tracking? • What have you learned that could help you over time?
<p>Communicating about human rights due diligence: some questions to get you started</p>	<ul style="list-style-type: none"> • What information could you share to help stakeholders understand your company's approach to managing human rights risks? • What forms of communication will help you reach specific groups? • How can you build credibility and trust by sharing your company's human rights approach and journey transparently, including challenges and lessons learned?

4. Has your company put steps in place to provide remedy where relevant?

Where people's human rights have been adversely impacted, they are entitled to effective remedy. Whether a remedy is considered effective depends not only on what a company believes to be fair, but also on whether the affected individuals or groups view it as fair. As long as this condition is met, an effective remedy can take many forms, such as an apology, provisions to ensure the harm cannot happen again, financial or non-financial compensation, ending a particular activity or terminating a relationship, or any other action agreed on by both the business and impacted people.

Where a company has played a role in the impact, for instance by causing the impact, or contributing to it with another business partner, they are expected to put it right and provide remedy.

Where a company hasn't played a role in the impact, but the impact has occurred in its value chain nonetheless, it is expected to build and use its leverage to ensure the harm can be put right. The greater the severity of the impact, the greater the expectation that the company seek to remedy the situation.

Company-level grievance processes, such as complaints mechanisms and feedback channels, can help you identify and address issues, before they escalate.

These processes can make an effective contribution to your company's human rights due diligence and help build trust with your key stakeholders.

Remedies to consider include apologies, compensation, support to access mental or physical health services, and taking steps to prevent an issue recurring. Providing people with an opportunity to speak about their experience – and to be heard – can be an important part of remedy in some situations.

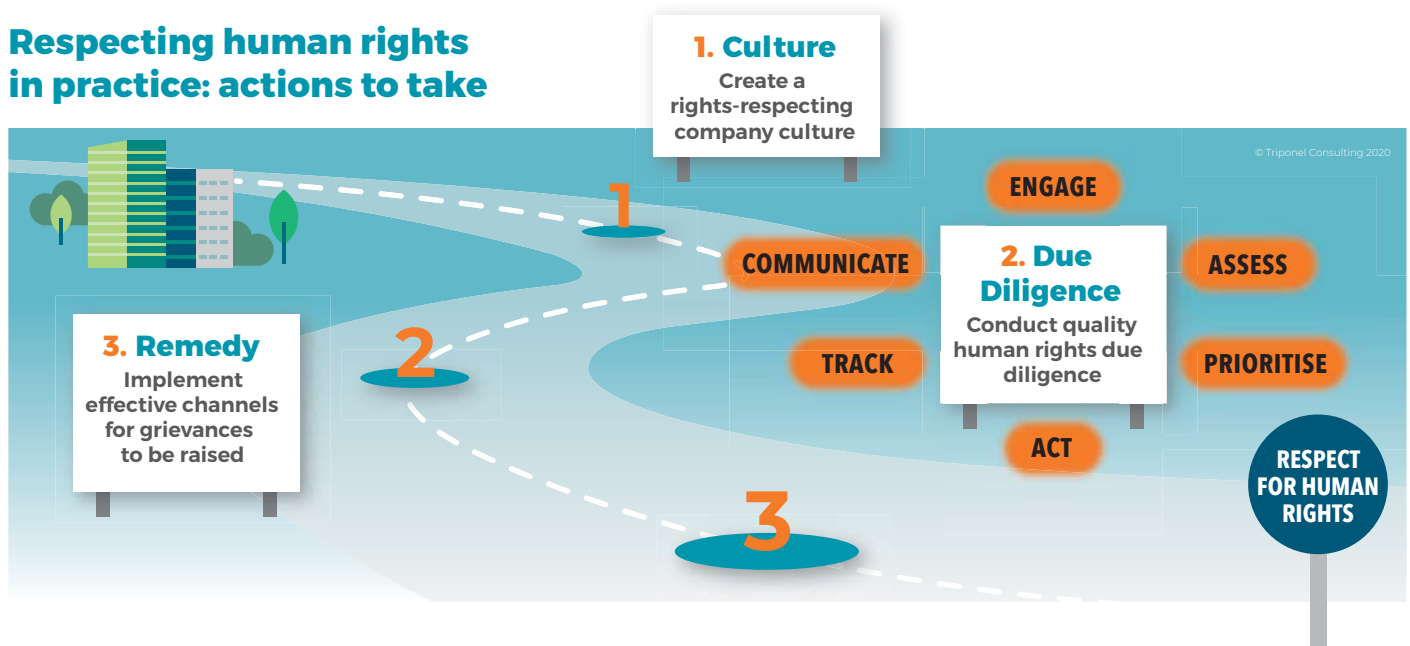
Effective grievance processes are:

- ✓ Legitimate
- ✓ Accessible
- ✓ Predictable
- ✓ Equitable
- ✓ Transparent
- ✓ Rights-compatible
- ✓ A source of continuous learning
- ✓ Based on engagement and dialogue

**Providing
remedy: some
questions to
get you started**

- Where people have been adversely impacted, have efforts been made to put the situation right? If not, what can you do to help ensure this takes place?
- Do I have channels in place that would enable people to raise grievances and concerns? Where my company may have caused or contributed to an impact, do I have a system in place to respond to the harm and provide remedy?
- Am I requesting that my business partners consider grievance channels and remedy? What more could I do to ask them to create such channels?
- Imagine you are an employee of your company - or a member of the local community. Where would you go if you wanted to raise a concern or file a complaint? Would you have confidence that your claim would be addressed fairly? Would you get transparent enough information throughout the process about the status and outcomes of your complaint? You can ask these questions of your own employees or other stakeholders – then take their feedback into account when designing new mechanisms and reviewing the effectiveness of existing ones.

**Respecting human rights
in practice: actions to take**



How do I decide what action to take if I find a human rights issue?

The actions you can take in response to a human rights issue will depend on three primary considerations: (1) whether the impact has occurred or not, (2) how the company can be viewed as being connected to the harm, and (3) how severe the harm is.

	QUESTIONS TO CONSIDER WHEN YOU FIND A HUMAN RIGHTS ISSUE	WHY THIS IS HELPFUL
Has the harm occurred yet?	<ul style="list-style-type: none">• Has the issue had an impact on someone's (or a group's) human rights yet? If so, we are talking about an actual impact that has occurred.• Could the issue have an impact in the future? If so, we are talking about a risk to people's human rights	The actions to take will depend on whether the harm has already occurred or not.

<p>How is the company connected to the harm?</p>	<ul style="list-style-type: none"> • Could you say that your actions, or omissions, on their own reduced a person's ability to enjoy a human right? This would be a situation where you have 'caused' the impact. • Could you say that your actions or omissions facilitated or incentivised another party's actions (or inactions) that led to the harm? Or that your actions or omissions contributed to an impact alongside other entities? These would both be situations of 'contribution'. • Could you say that you have not contributed to the harm, but it is connected to your operations, products and services in your value chain? This would be a situation of 'direct linkage'. 	<p>The actions to take will depend on how you could be considered to be connected to the harm.</p>
<p>Is the impact severe?</p>	<ul style="list-style-type: none"> • How many people could be impacted? The greater the number, the more severe the impact. This is referred to as 'scope'. • How harmful is this impact? The more damaging, the more severe it is. This is referred to as 'scale'. • Could this harm be put right? Are there actions that can be taken to remedy the situation in an acceptable way. This is referred to as 'remediability'. 	<p>The greater the severity of the impact you are dealing with, the greater the expectation that you do something about it.</p>

What actions can I take?



Once you have a clearer sense of whether the impact has taken place, how your company could be connected to it, and its level of severity, you are ready to consider your actions.

When an impact hasn't taken place yet, focus on taking actions to **prevent** the impact, as well as building and exercising influence with others to ensure it doesn't take place – or to help ensure that the harm would be less severe were it to occur.

When an impact has taken place, the focus is on **ceasing** the impact (where this is relevant) and building and exercising **influence** to help ensure that others cease the impact too (where this is relevant). The focus is also on putting it right and providing **remedy** for those who have been harmed. If your company has caused or contributed to the impact, then your company is expected to provide remedy. Otherwise, it can play a role in building and using influence to ensure business partners remediate the impacts.

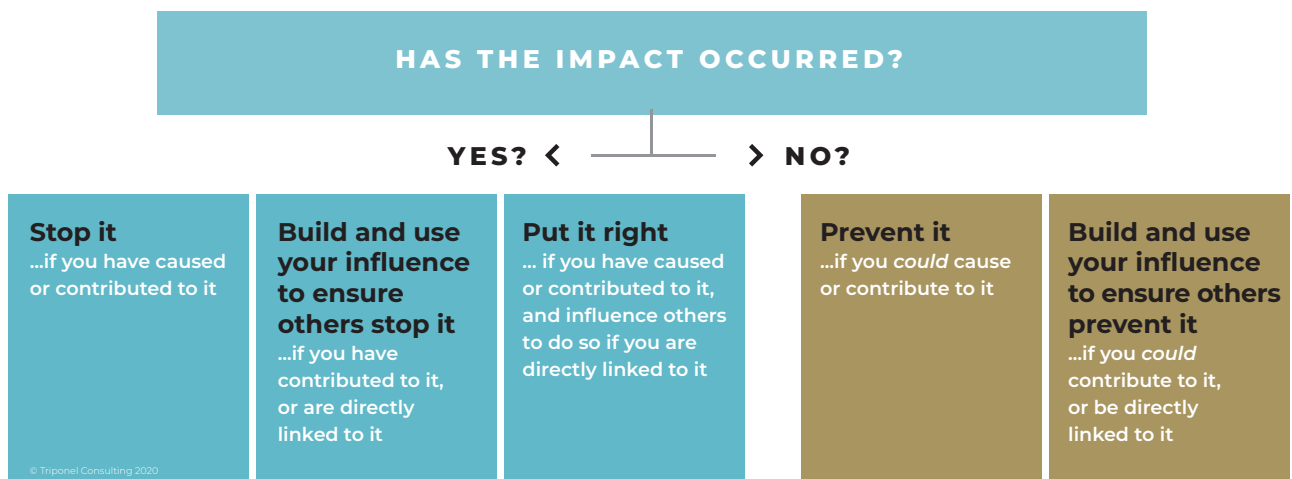
Where your actions (or omissions) **led to the impact taking place – alone, or with other business partners** – then you are expected to take actions to cease, prevent and remediate it.

The greater severity impacts are those that your company should be placing the most efforts on seeking to prevent, cease and remediate.

Examples of actions we have seen companies consider and take when faced with a specific impact or risk of impact include:

- *Looking into the root cause of why an impact occurred in the first place, and taking steps to tackle this root cause – for example, by making changes to the company's policies and processes, or providing training to colleagues or business partners to ensure risks to people are considered when making business decisions*
- *Working with an employer or business membership organisation or another independent third-party such as an NGO to convene peer companies to discuss the impact and explore what actions individual companies or the sector could take to tackle it – for example, to address common issues such as the payment of recruitment fees*
- *Initiating a conversation with relevant government officials to ask whether they can place greater resources into addressing the issue – for example, a country may have good labour laws, but more enforcement may be needed to ensure they are implemented effectively*
- *Appointing a trusted civil society organisation to look into the impact further and suggest ways of dealing with it – sometimes, other organisations will have more expertise with a particular human rights challenge, and may already have trusting relationships with affected groups; their expertise may help address a problem better and faster*
- *Initiating a process to hear from the aggrieved party as to what remedy would be commensurate with the adverse impact caused – sometimes, human rights impacts will affect people in complex ways; it's important to understand people's lived experience in order to fully address and remedy an issue*

Deciding appropriate action to take when your company finds a human rights impact



Where can I go for further information?



For an overview of the UN Guiding Principles on Business and Human Rights, you can watch this video:

For an overview of the prioritisation of human rights impacts based on severity and likelihood, you can watch this video:

Other helpful resources for business include:

Key standards and expectations

- [The UN Guiding Principles on Business & Human Rights](#) (2011)
- UN Office of the High Commissioner for Human Rights (OHCHR), [The Corporate Responsibility to Respect Human Rights: An Interpretive Guide](#)
- [Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy](#) (MNE Declaration)(2017)
- Organisation for Economic Co-operation and Development (OECD) [Guidelines for Multinational Enterprises](#)
- OECD [Due Diligence Guidance for Responsible Business Conduct](#)
 - The OECD has also developed sector-specific due diligence guidance for the [minerals sector](#), [garment and footwear sector](#) and [agriculture sector](#), as well as specific guidance

on conducting due diligence on [child labour in mineral supply chains](#) and [engaging with stakeholders in the extractive sector](#).

Information about business and human rights issues

- Human Rights Portal at the IOE Website
- CSR Germany: www.csrgermany.de
- [Business and Human Rights Resource Centre](#) (publishes reports and articles, company responses and analysis of key business and human rights issues)
- [ILO Helpdesk for Business on International Labour Standards](#)

Information about legal and policy developments

- Clifford Chance LLP and Global Business Initiative on Human Rights, [Business and Human Rights: Navigating a Changing Legal Landscape](#) (2020)
- BHR in Law, [Key Developments Map](#)

- [National Action Plans on Business and Human Rights database](#)

Helpful resources for companies

- Mike Baab, Danish Institute for Human Rights, [Video: The UN Guiding Principles on Business and Human Rights: An Introduction](#) (2015)
- [Connecting the anti-corruption and human rights agendas: IOE-BIAC Guide for business and employers' organisations](#)
- [Communicating on sustainability issues: an IOE-GRI three-part course for SMEs](#)
- [Sustainability Reporting Handbook for Employers' Organisations](#)
- How to do business with respect for the children's right to be free from child labour: [ILO-IOE child labour guidance tool for business](#).
- [The UN Guiding Principles Reporting Framework](#)
- Global Business Initiative on Human Rights [Business Practice Portal](#)
- The Global Compact Network Netherlands, Oxfam and Shift, [Doing Business with Respect for Human Rights](#)
- Sarah Joseph, Ursula Wynhoven and Shubha Chandra, Castan Centre for Human Rights Law, Monash University, [Human Rights Translated 2.0: A Business Reference Guide](#)
- Company training videos on human rights:
 - ABinBEV: [Supply Chain Ethics](#)
 - Mining company BHP Billiton's [training video](#)
 - Food and beverage company Nestlé's [training video](#)
- Triponel Consulting, [Assessing Human Rights Risk in Company Supply Chains: What to look for](#) (2020)
- BSR, [Five-Step Approach to Stakeholder Engagement Toolkit](#) (2019)
- Francis West (Shift), [SMEs and the Corporate Responsibility to Respect Human Rights](#)
- [Baker McKenzie International Labour and Human Rights Expertise](#)
- [Eversheds Sutherland Business and Human Rights Hub](#)
- [Fasken - Labour, Employment and Human Rights](#)
- [Fragomen - Immigration and human rights](#)
- [Littler Business and Human Rights Hub](#)



A powerful
and balanced
voice for business



© IOE 2021