John Morrison
Business Leaders Initiative on Human Rights

www.blihr.org

New Delhi, 17 March 2006

Business Leaders Initiative on Human Rights

Two sections to my presentation:

- A common framework on business and human rights

- Management tools for integrating human rights into business management

Work in progress: two key components for business and human rights

Common Framework on Business and Human Rights

(BLIHR#3 Report)

Integrating Human Rights into Business Management
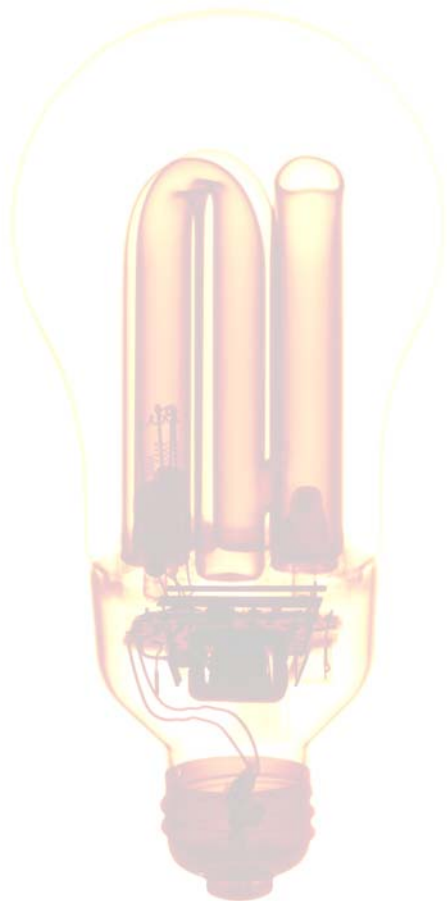
(BLIHR/United Nations Guide)

Business Leaders Initiative on Human Rights

The aim

"Our intention is to find practical ways of applying the aspirations of the Universal Declaration of Human Rights within a business context and to inspire other businesses to do likewise"

(BLIHR Report #1, Dec 2003)

Business Leaders Initiative on Human Rights

Chair: Mary Robinson
Members: ABB
                Barclays
                Gap Inc.
                Hewlett Packard
                MTV Networks Europe
                National Grid
                Novartis
                Novo Nordisk
                Statoil
                The Body Shop International

Business Leaders Initiative on Human Rights

Business Sectors involved:

Pharmaceutical sector

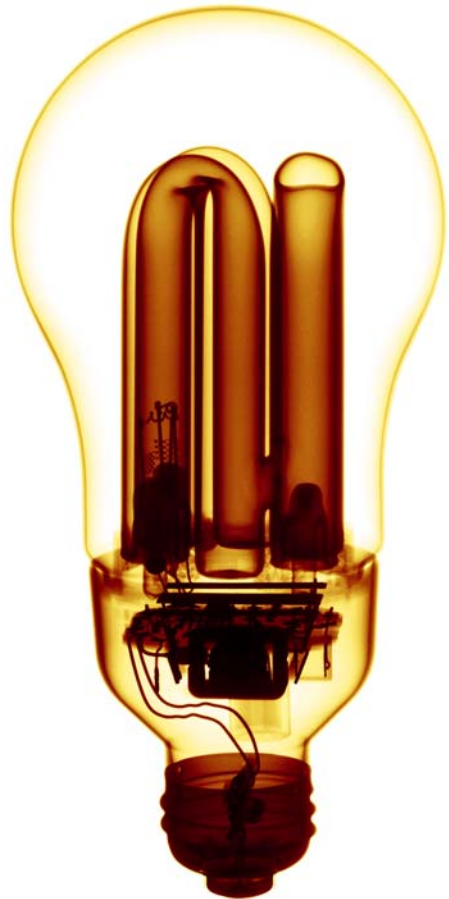Utilities and engineering companies

Financial sector

Oil, gas and mining sector
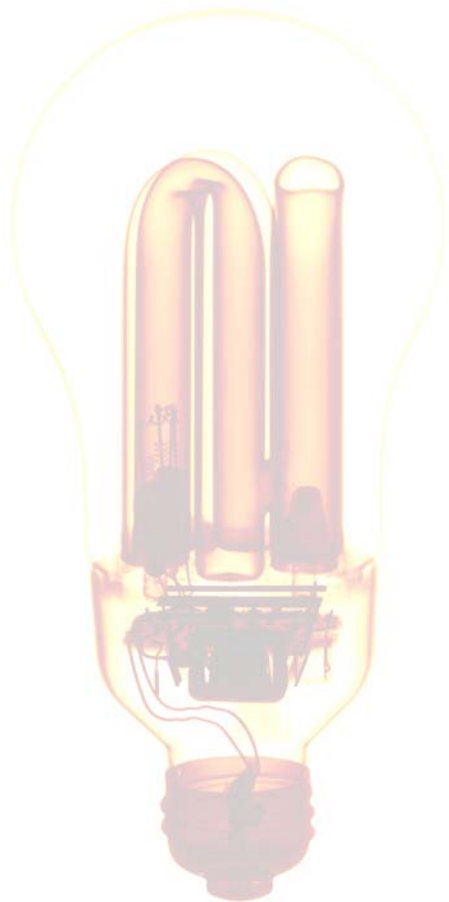
Retailers

Media and entertainment

Information Technology

Introduction to BLIHR

The main achievements:

- A multi-sector approach to the full content of Human Rights

- A moderate progressive voice

- Practice-driven approach

- Channelling the energy of the group

- Goodwill and trust – a good group

- Input into UN, Governments

- Support of Global Compact and others

What is the added-value of Human Rights?

- Global Compact
- OECD Guidelines
- GRI
- Equator Principles
- EITI
- the Voluntary Principles on Security and Human Rights
- Ethical Trading Initiative
- Fair Labour Association….

Six types of existing standards/codes:

Report of the Office of the UN High Commissioner for Human Rights (2005):

1. International instruments

2. Nationally-based instruments

3. Certification schemes

4. Voluntary initiatives

5. Mainstream Financial Indices

6. Tools and other initiatives

The irresistible value of a common framework

- International
- Legitimacy
- Multi-stakeholder
- Level-playing field

- Inter-dependency and indivisibility
- Universality
- Inalienability
- Soft law definition of minimum standards

Legal and non-legal approaches

LEGAL

Pragmatic?

MORAL
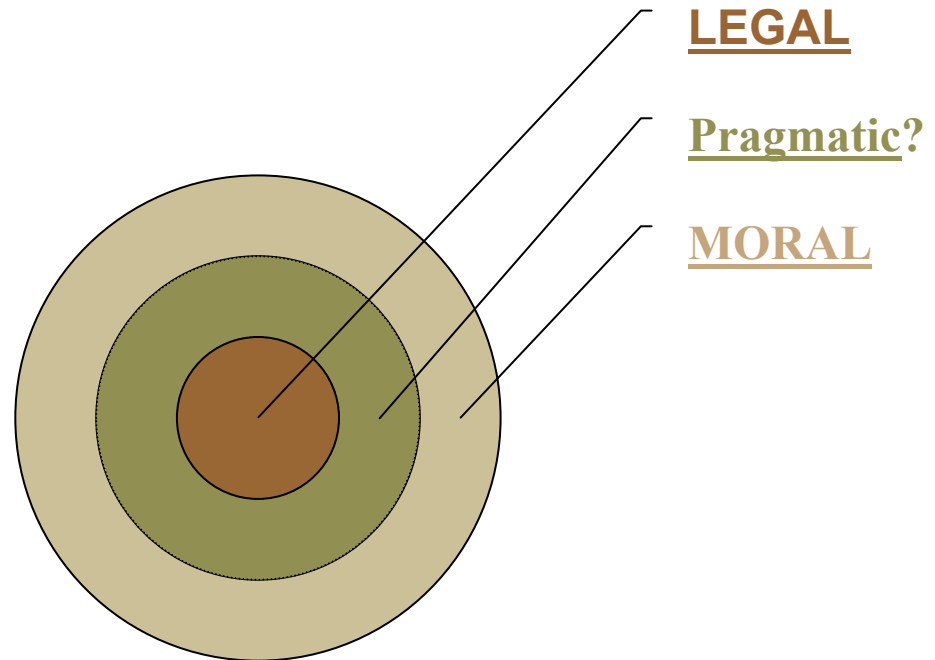
How to approach the content the Norms: the human rights matrix
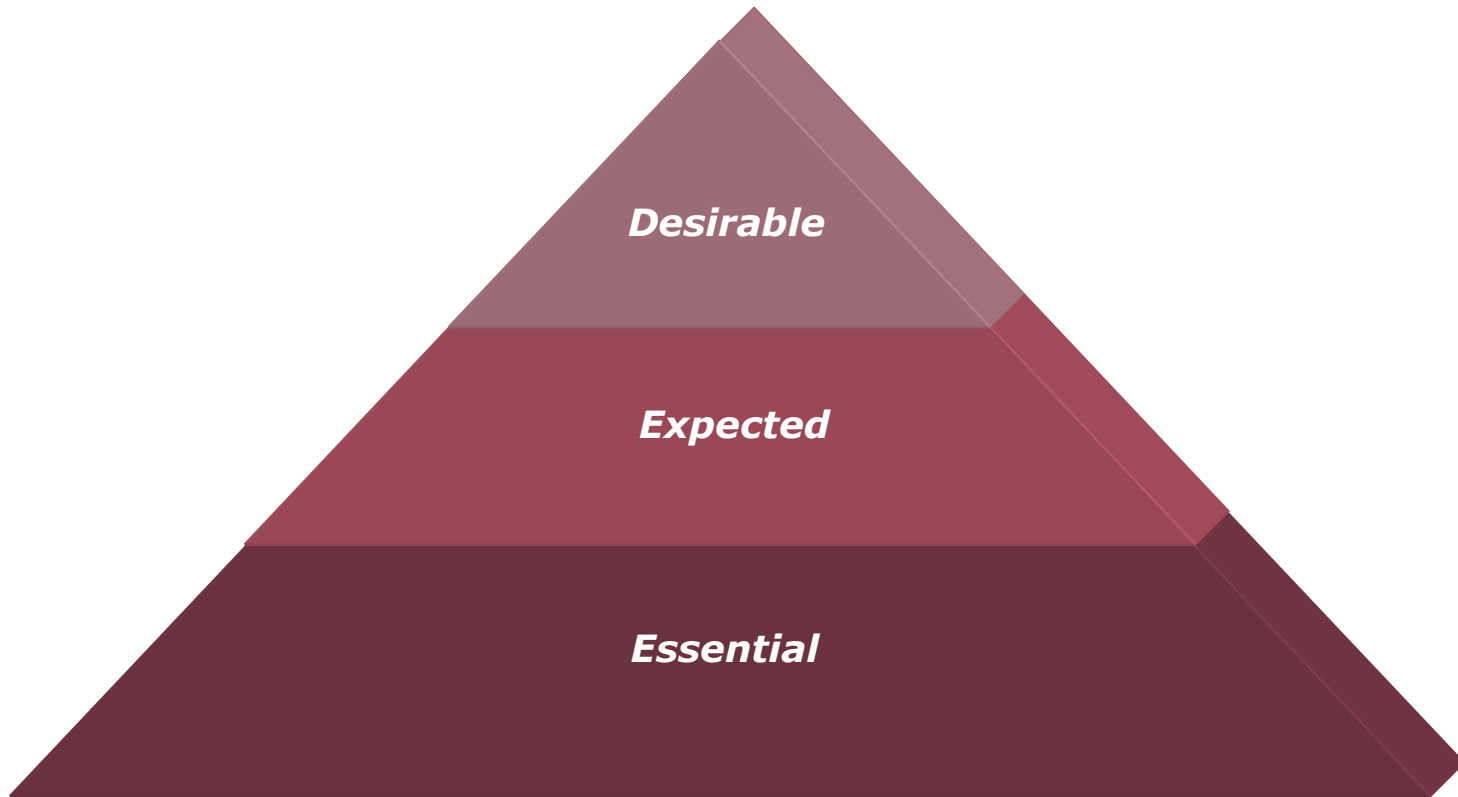
Road-testing the content of the Norms

The four things each BLIHR company has been doing:

- Experts and collective working-group analysis

- The human rights matrix based on the Norms for each company

- Integration into each company

- Sectoral or country-focused initiatives
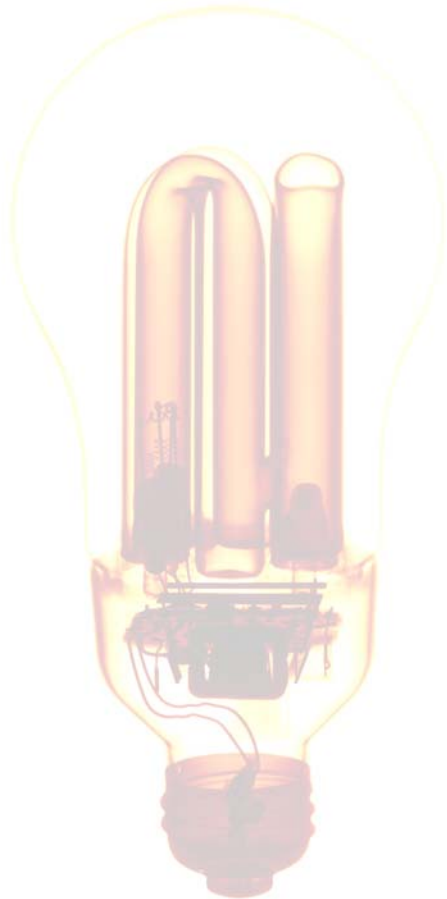
Specific sector 'projects' of BLIHR companies:

1. **ABB** – rural electrification in Africa and non-complicity in Sudan

2. **Barclays** – human rights content into the Equator Principles and project lending

3. **Gap Inc**. – purchasing policies and impact on suppliers and communities

4. **Hewlett Packard** – common supplier code for IT sector and its application

5. **MTV Networks Europe** – defining 'on-air' and 'off air' spheres of influence

Specific sector 'projects' of BLIHR companies:

6. **National Grid** - sectoral approach to sphere of influence, vulnerable customer

7. **Novartis** – sectoral approach to sphere of influence (the 'right to health')

8. **Novo Nordisk**. – integration of human rights into management systems

9. **Statoil** – applying the human rights matrix to country operations (Venezuela)

10. **The Body Shop** – human rights in reporting/ sectoral approach to commodities

Road-testing the 'content' of Human Rights:

'Content' means three things:

A. **The range** of civil, political, economic, social and cultural rights embodied in the universal framework;

B. **Under-pinning concepts** essential for application of human rights to business (e.g. 'sphere of influence', 'non-complicity' etc….)

C. **Methods of application** in a business context (e.g. monitoring, reporting, remedies..)

A. The range of human rights:

1. Civil and political rights
2. Labour rights
3. Economic, Social and Cultural Rights
4. Humanitarian Law
5. Environmental Protection
6. Consumer Protection
7. Vulnerable Groups

B. Underpinning concepts:

1. "Sphere of Influence"

2. "Non-complicity"

3. Accountability and Transparency

4. Respect, Promote, Protect and Fulfil

5. A "rights-based approach": e.g. dignity, freedom, access to justice, participation, non-discrimination and protection of vulnerable groups

C. Methods of application

General:

1. Stakeholders and the different obligations to them?

2. Integration into business decision-making processes

Some of the specifics:

- Impacts/indicators

- Monitoring

- Reporting

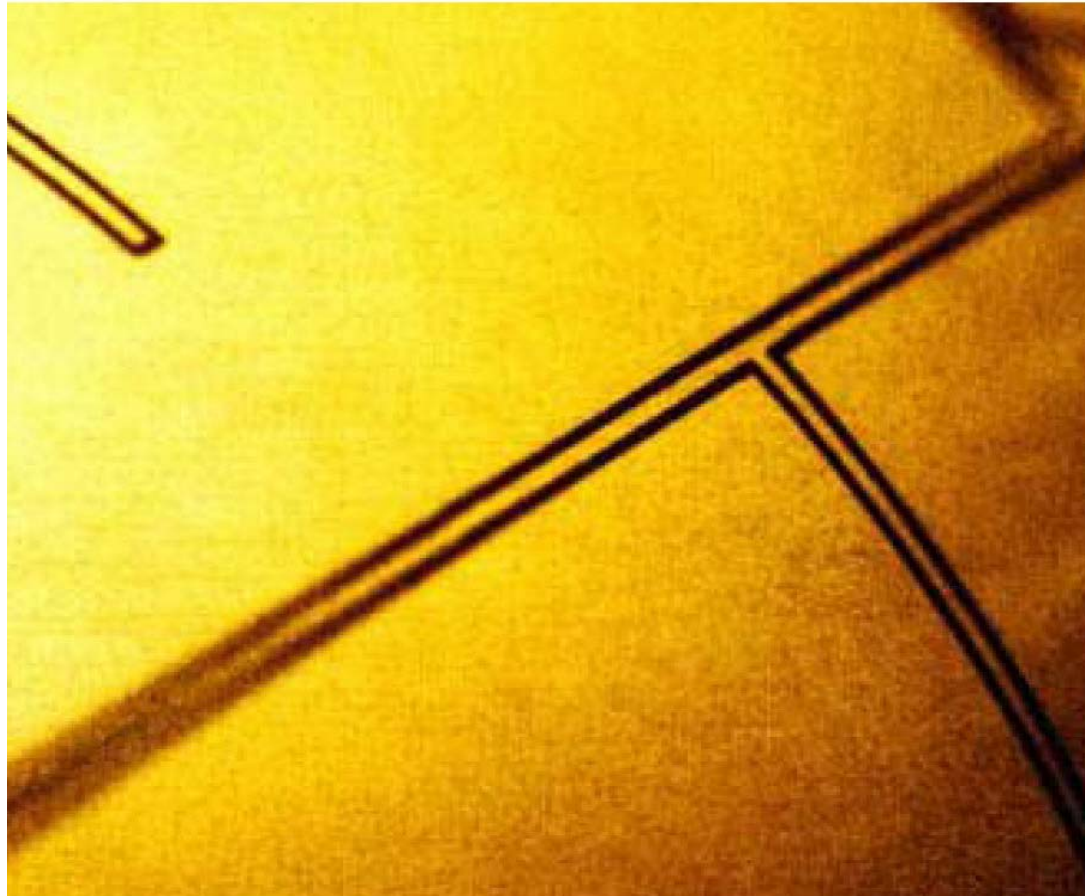- Remedies/reparations

BLIHR #3

ABB LTD
BARCLAYS PLC
GAP INC.
HEWLETT-PACKARD COMPANY
MTV NETWORKS EUROPE
NATIONAL GRID PLC
NOVARTIS AG
NOVO NORDISK A/S
STATOIL ASA
THE BODY SHOP INTERNATIONAL PLC

**Business Leaders
Initiative on Human Rights**

**Report 3: Towards a Common Framework
on Business and Human Rights**

'A common human rights framework– some conclusions'

- The case for a universal framework is very strong

- There is already much agreement on 80-90% of content

- The challenge remains defining what is 'essential', what is 'expected' and what is 'desirable'

Work in progress: two key components for business and human rights

Common Framework on Business and Human Rights

(BLIHR#3 Report)

Integrating Human Rights into Business Management

(BLIHR/United Nations Guide)
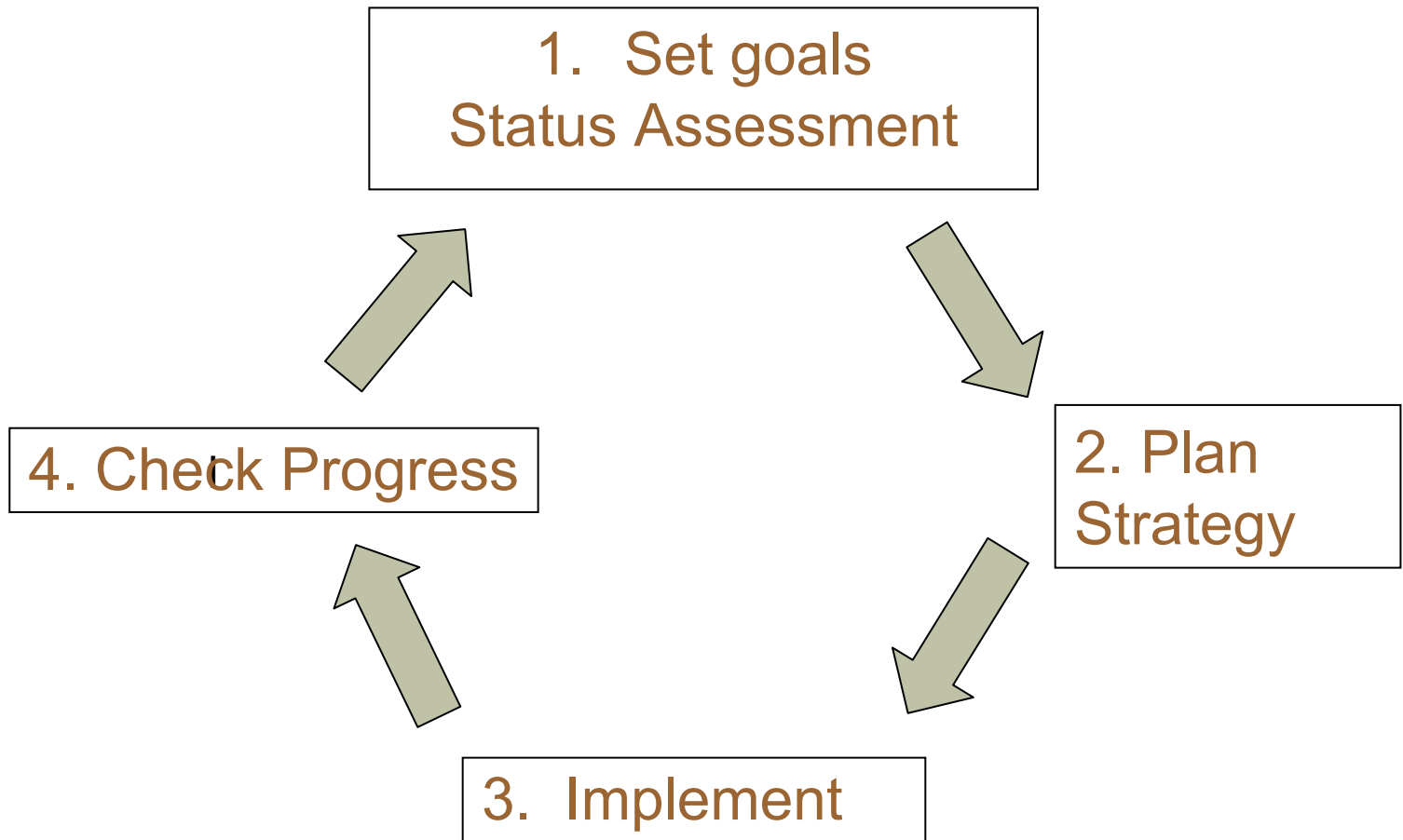
BUSINESS LEADERS INITIATIVE ON HUMAN RIGHTS

THE GLOBAL COMPACT

A Guide for Integrating Human Rights into Business Management

Work in progress: Business management systems and continuous improvement

1. Set goals
Status Assessment

2. Plan Strategy

3. Implement

4. Check Progress

Work in progress: an implementation guide to business and human rights

Tools for integrating into:

1. Strategies
2. Policies
3. Procedures and processes
4. Communication
5. Training
6. Monitoring/Auditing
7. Reporting