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@HREI

# **Guideline on Corporate Responsibility for Human Rights**

~ Its Focus, Concept and Contents ~

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# 1. Focus of our Guidelines

## (1) Japanese way of CSR

Environment and Compliance



## (2) Mainstreaming of human rights in CSR in the world

- **ISO26000/2010**
- **Global Reporting Initiative: 2011 Update of G 3.1**
- **OECD: 2011 Update of Guidelines for MNEs**
- **EU and National CSR policies**
  - CSR as Competitiveness/ Supply (Value) Chain
- **BOP Business**

# 1.Focus of our Guidelines

## (3) Three processes proposed by John Ruggie (SRSG)

**2008 United Nations “Protect, Respect and Remedy” Framework**

**2011 Guiding Principles on Business and Human Rights**

**adopted by Human Rights Council in June 2011**

**\*Corporate Responsibility: Responsibility to respect human rights, meaning not to infringe**

- CSR initiatives often deal with human rights in ad hoc ways that vary considerably across companies . Part of the problem has been that companies have lacked a strategic concept for addressing human rights systematically.
- “Corporate responsibility to respect human rights” exists independently of States’ abilities and/or willingness and over and above compliance with national laws and regulations.
- International human rights as a minimum
- Both actions and omissions, and business relationships including relationships with business partners in value chain

For companies to meet their responsibility to respect human rights



(1) Policy commitment: Human rights policy

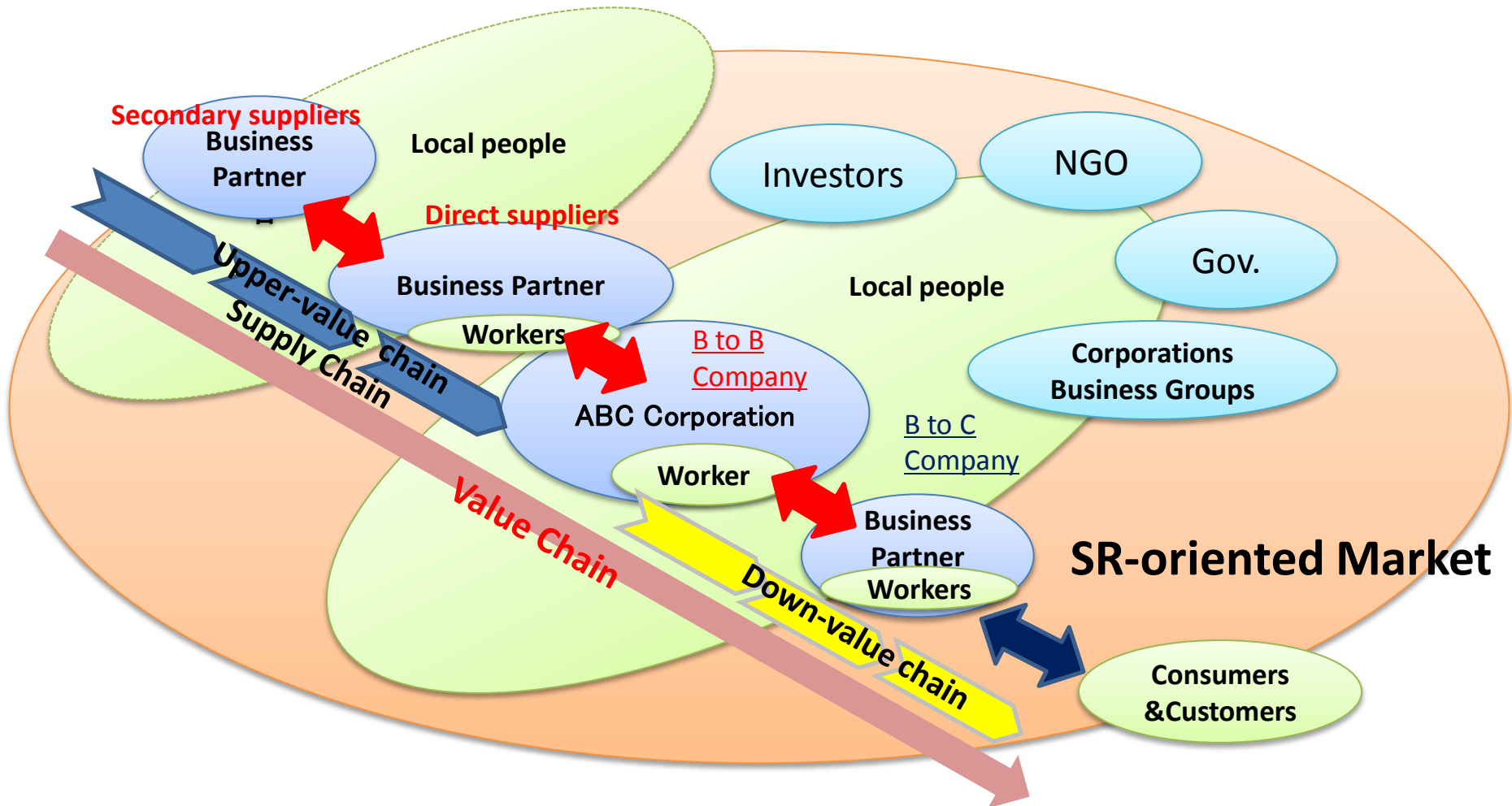
(2) Human rights due diligence

- \*Human Rights Assessment of business activities and relationships
- \*Integration of the result of human rights assessment into corporate organization
- \*Tracking performance on human rights
- \*Communication to stakeholders

(3) Remediation

# 1. Focus of our Guidelines

## (4) CR4HR and Competitiveness in the market



## 2. Concept of our Guidelines

### (1) Reconsider CSR from the perspective of human rights

- CR4HR:  
To reconsider CSR from the perspective of human rights and seek more sustainable business and management
- Management
  - \*Continuity and effectiveness  
Plan-Do-Check-Act process
  - \*Systematization  
From top executives  
to operations and value chain



#### Self-assessment guideline on CR4HR

First part: **Management** of CR4HR  
+ Second part: **Performances** of CR4HR

### (2) Issue-based approach and universal approach

- Issue-based approach  
To reconsider current human rights situation from the perspectives of vulnerable people like Braku, Ainu, foreigners and women...etc
- Universal approach  
To analyze corporate activities toward human rights according to processes and stakeholders



#### Cross-issue management of human rights

(wider coverage of issues: “beyond labour and discrimination-centric perspective”)

# 2. Concept of our Guidelines

## Our Guidelines and ISO26000

ISO26000	Our Guidelines	
	Management	Performance
<b>Organizational governance</b>		
6.2.1 Overview of organizational governance		
6.2.2 Principles and considerations		
6.2.3 Decision-making processes and structures	(1) (2) (3) (5) (9) (10)	(2) ①②
<b>Human Rights</b>		
6.3.1 Overview of human rights		
6.3.2 Principles and considerations		
6.3.3 Due diligence	(1) (2) (3) (4) (5) (6) (10)	(4) ①
6.3.4 Human rights risk situations	(3) ④	
6.3.5 Avoidance of complicity	(1) (4) (7)	(4) ①
6.3.6 Resolving grievances	(8)	
6.3.7 Discrimination and vulnerable groups	(4) (5) (6)	(2) ①②③④⑤ (4) ①
6.3.8 Civil and political rights	(7)	
6.3.9 Economic, social and cultural rights	(7)	
6.3.10 Fundamental principles and rights at work		(1) ①⑤ / (2) ①
<b>Labour Practices</b>		
6.4.1 Overview of labour practices		
6.4.2 Principles and considerations		
6.4.3 Employment and employment relationships	(4)	(1) ①②④⑥ (2) ①②⑤
6.4.4 Conditions of work and social protection		(1) ①②③④
6.4.5 Social dialogue		(1) ①
6.4.6 Health and safety at work	(8)	(1) ② (2) ②③④⑤
6.4.7 Human development and training in the workplace		(1) ②

<b>The environment</b>		
6.5.1-6.5.6	x	x
<b>Fair operating practices</b>		
6.6.1-6.6.7	x	x
<b>Consumer Issues</b>		
6.7.1 Overview of consumer issues		
6.7.2 Principles and considerations		
6.7.3 Fair marketing, factual and unbiased information and fair contractual practices		(3) ①
6.7.4 Protecting consumers' health and safety		(3) ①③
6.7.5 Sustainable consumption		(3) ①
6.7.6 Consumer service, support, and complaint and dispute resolution		(3) ②
6.7.7 Consumer data protection and privacy		(3) ①
6.7.8 Access to essential services	x	x
6.7.9 Education and awareness		(3) ①
<b>Community involvement and development</b>		
6.8.1 Overview of community involvement and development		
6.8.2 Principles and considerations		
6.8.3 Community involvement	(7) (9)	(5) ①②③
6.8.4 Education and culture	(7)	
6.8.5 Employment creation and skills development		(4) ① (5) ①②③
6.8.6 Technology development and access		(5) ①②③
6.8.7 Wealth and income creation	(3) ④	(4) ① (5) ①②③
6.8.8 Health		(3) ① (5) ①②③
6.8.9 Social investment		(5) ①②

# 2. Concept of our Guidelines

## Our Guidelines and GRI G3

GRI G3	Our Guidelines	
	Management	Performance
<b>4. Governance, Commitments and Engagement</b>		
<b>Governance</b>		
4.1	(3)	
4.2	(3)	
4.3	x	x
4.4	x	x
4.5	x	x
4.6	x	x
4.7	(3)	
4.8	x	x
4.9	(3)	
4.10	(3)	
<b>Commitments to external initiatives</b>		
4.11	(3)	
4.12	(7)	
4.13	(7)	
<b>Stakeholder engagement</b>		
4.14	(9)	
4.15	(9)	
4.16	(9)	
4.17	(9)	
<b>Social Performance Indicators</b>		
<b>Labor Practices and Decent Work Performance Indicators</b>		
<b>Employment</b>		
LA1		(1)②
LA2		(1)④
LA3		(2)⑤
<b>Labor / Management Relations</b>		
LA4	x	(1)①
LA5		(1)①
<b>Occupational Health and Safety</b>		
LA6		(1)②
LA7		(1)②
LA8		(1)② / (4)①
LA9		(1)②
<b>Training and Education</b>		
LA10		(1)②
LA11		(1)②
LA12		(1)②
<b>Diversity and Equal Opportunity</b>		
LA13	(5)	(2)①②
LA14		(2)②

Human Rights Performance Indicators		
<b>Investment and Procurement Practices</b>		
HR1		(1)④
HR2	(4)	
HR3	(6)	
<b>Non-discrimination</b>		
HR4		(2)①
<b>Freedom of Association and Collective Bargaining</b>		
HR5		(1)①
<b>Child Labor</b>		
HR6	x	(1)⑤
<b>Forced Labor</b>		
HR7		(1)⑤
<b>Security Practices</b>		
HR8	(2)	(4)①
<b>Indigenous rights</b>		
HR9		(4)①
<b>Society Performance Indicators</b>		
SO1	(3)④	(4)①
SO2-SO8	x	x
<b>Product Responsibility Performance Indicators</b>		
<b>Customer Health and Safety</b>		
PR1		(3)①
PR2		(3)②
<b>Product and Service Labeling</b>		
PR3		(3)②③
PR4	x	x
PR5	x	x
<b>Marketing Communication</b>		
PR6		(3)①
PR7		(3)①
<b>Customer Privacy</b>		
PR8		(3)①
<b>Compliance</b>		
PR9	x	7 x

# 3. Contents of our Guidelines

## Management of CR4HR

Integrate human rights into organization and management (including the process of Do-Check-Act).



### Rights of workers

- Protection for basic labour rights
- Just and favourable working condition
- Child and elderly care support
- Respect for HR in overseas operations
- Elimination of child labour and forced labour
- Protection of Personal info on workers

### Rights of Minority Workers

- Prohibition of discrimination against minority workers
- Women's rights
- Rights of people with disabilities
- Elderly peoples' rights
- Rights of non-regular workers

### Rights of Consumers and Customers

- Initiatives to ensure the rights of consumers and customers
- Communication with consumers and customers
- Initiatives for the benefit of consumers and customers belonging to minority groups

### Rights of Population Affected by Business Activities

- Human rights conditions of population affected by business activities

### Human Rights Issues in global community

- Philanthropic social action programs
- Social action programs leveraging goods and services
- Core business activities

**Performance of CR4HR**  
**Specific actions**  
**toward human rights issues**