

BUSINESS ROUNDTABLE REPORT

ROUNDTABLE FOR BUSINESS LEADERS:
A FOCUS ON SOUTH ASIA

5 & 6 November 2009, New Delhi, India



GLOBAL BUSINESS INITIATIVE
ON HUMAN RIGHTS



Global Compact Network
India



PARTNERS IN CHANGE
Making Corporate Social Responsibility Your Business

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Dinesh Agrawal, Head of Corporate Responsibility, National Thermal Power Corporation, India

“Business can not leave the issues of right to health, right to education, right to development and rights fundamental to democracy for its communities or government alone. The absence of these rights creates voids, weakens the foundation of business and makes it unsustainable. Business has to take a proactive role in ensuring and facilitating the access to these rights. This is no longer a choice but a business imperative.”

Puvan Selvanathan, Chief Sustainability Officers, Sime Darby Group, Malaysia

"Business in Malaysia got a handle on 'corporate responsibility' because it skirted 'sensitive' questions about human rights. To see this journey through to its logical end, where businesses recognise themselves as an integral part of the continuum of Society, then respect must exist for people both as individuals and in collectives deserving of dignity and equity. This concept is not alien to Asian society - and the human rights discussion should remind us of who we are."

Rajiv Williams, Head of Corporate Social Responsibility, Jindal Stainless Limited, India

Business and Human Rights are inseparable and must be understood in the right perspective. With business comes the element of varied abuse of human rights, although they may appear quite incongruous and in most cases the abuses are committed due to inadequate knowledge. However, it is because of a lack of understanding as to the constituents of basic human rights, when it comes to doing business and in profit making.”



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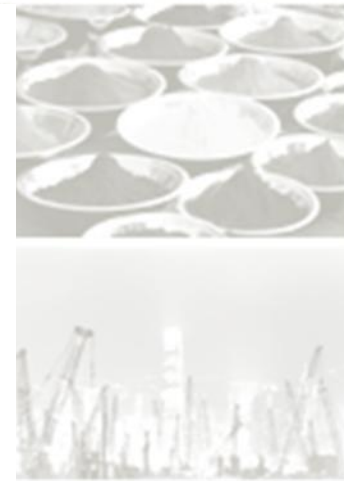
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INTRODUCTION

This report has been written to document discussion, insights and outcomes from a business-to-business Roundtable on the topic of *Business and Human Rights in South Asia and South-East Asia*, held in New Delhi, India on 5th and 6th November 2009. The event brought together approximately 100 participants, making it one of the best-attended Business and Human Rights events to take place in South Asia to date. Participants included 66 business leaders from multiple business functions and multiple sectors were represented including Finance, Oil and Gas, Mining, Utilities (Power and Water), Agriculture, Food and Beverages, FMCG, Electronics, Steel, Automotive, Shipping, Infrastructure, Construction and Retail. Representatives also attended from Government, Development Agencies, Embassies and Civil Society and from State-Owned Enterprises, Private Corporations, Indian and Western Multinationals, and SMES. The event was convened by the Global Business Initiative on Human Rights, Partners in Change India, the UN Global Compact Local Network India and the UN Global Compact.

The objectives of the Roundtable were to assist business leaders to:

- Compare and contrast the drivers and challenges in relation to human rights in a business context (in the workforce, among suppliers, in their customer/client base, in communities and in diverse geographies) from company to company and geography to geography.
- Learn from peers regarding some of the concrete practices put in place by the business community, including how this relates to emerging expectations (from government, investors, civil society, business partners and wider societal expectations).
- Be alerted to practical ways in which they can learn more about the Business and Human Rights agenda including participation in upcoming events, projects and initiatives taking place internationally, regionally and nationally.

The content in the report is anecdotal and indicative and does not purport to be an exhaustive study of Business and Human Rights in the region. The report also focuses more heavily on dynamics in India, reflecting the large numbers of participants from Indian private companies and state-owned enterprises from India in attendance at the Roundtable.

The Roundtable concluded with a half-day session on integration, management tools and practical actions business can take to integrate human rights into business. A number of actions and needs emerged including:

- Increased activity by the UN Global Compact Network India (GCN India) on the topic of Business and Human Rights – interest shown by 10 business leaders to pursue further.
- A series of industry-specific training events in India as well as demand for in house orientation of all high level operational personnel, assessment, training and integration.
- Initial plans for follow-on one-day roundtable meetings in other countries across South Asia.

REGIONAL POLICY AND PRACTICE CONTEXT

Businesses from a multitude of sectors can potentially impact all human rights across all of the countries explored at the Roundtable. Issues can range from concerns about access to development for those traditionally excluded such as women in Bangladesh or ‘Scheduled Tribes and Castes’ in India; or access to work, livelihoods and security in conflict or post-conflict areas such as Nepal or Sri Lanka. The appendix of this report provides short, one-line examples of 30 individual or collaborative actions related to as many human right (including some from South-East also). Although these fall short of full, systematic integration of human rights across all business functions and all geographies, they point to an existing engagement by corporate leaders with human rights impacts and issues.

The early phases of the Roundtable underlined that there is a to make clear distinctions between ‘traditional CSR’ (often understood as corporate giving and philanthropy) and Business and Human Rights. As the Roundtable progressed, this distinction appeared to be increasingly articulated by the participants. However, many noted that the ‘giving more than you put in’ culture of entrepreneurs and business leaders in the region is a positive characteristic with deep cultural and historical roots and one that can be the result of life-long exposure and interaction to ingrained poverty.

A common approach discussed was to comply with the law and then directly move to voluntary philanthropic activities. However, some participants from the region believed that this was not working and not sustainable. Within this spectrum, there seem to be a whole range of impacts and interactions with stakeholders that business leaders need to understand.

Development and poverty challenges in the Region were central themes at the Roundtable and when human rights were articulated as supporting socially sustainable and inclusive development this appealed to many. In particular participants could correlate these to the achievement of the Millennium Development Goals. Most participants recognized the link between natural resources and environmental concerns (in particular industry’s use of land and water), and human rights. That being said, views as to the level of corporate abuse and the appropriate responsibility are far from uniform. For example, participants varied in opinions about the scale and seriousness of child labor or conflict over land in India. Additionally, the dynamics of conflict as well as the reality of corruption were addressed by a number of speakers as having human rights implications and (by a few) as having rights-based solutions.

A conceptual dynamic that was notable in its absence from the conversations was the debate about the universalism of human rights. In other words, no single participant questioned the value of a framework and norms that apply globally, including in South Asia.

Equally notable - for its repetition - was the recognition that participating companies have dependencies, relationships and ambitions beyond their domestic borders (and often in complex operating environments). For example, questions were asked of plenary speakers representing companies with operations in conflict zones around the world, as to whether domestic CSR commitments and experience is effectively transferred. There was some uncertainty as to the degree such cross-border and global strategy is in place. This issue is also relevant when considering cross-border investments, business partnerships, global supply chains and mergers and acquisitions within and beyond South Asia.

Many participants requested further time and content related to international good/best practice (in particular in other emerging and developing markets, and where negative situations have been

transformed into sustainable relationships). One speaker mentioned a handful of these including the work of Occidental Petroleum regarding land in Colombia, the Kimberly Process Certification Scheme related to conflict diamonds, Cerrejón in relation to security and conflict in Colombia, or the Global Network Initiative (in the information and communications technology sector) on Freedom of Expression and Right to Privacy.

GLOBAL CONTEXT

A notable development in recent years has been the appointment and work of the United Nations [Special Representative to the Secretary-General on Business and Human Rights](#) (SRSG). Whilst making certain to re-position governments at the core of the agenda (via the 'State Duty to Protect'), the SRSG has offered a framework to guide business responses. Accepted by the United Nations and gaining support from civil society and business leaders alike, the framework suggests that companies should implement 'human rights due diligence' in order to ensure they are meeting their 'responsibility to respect' human rights. The components of this due diligence include: human rights in polices, Human Rights Impact Assessments, integration of human rights throughout the business and tracking performance. An additional element of the work of the SRSG is the importance of 'Access to Remedies' for victims of abuse. Many companies provide such remedies for consumers and employees, and increasingly for communities.

The purpose of the mandate is to help close the governance gaps that enable corporate-related human rights abuses to occur. It has become increasingly clear that the widening gaps between the scope and impact of economic forces and actors, and the capacity of societies to manage their adverse consequences, is unsustainable.

The SRSG has conducted an unprecedented amount of outreach for a UN Special Procedure, having convened some forty consultations all over the world, including regional multistakeholder events, expert meetings, and sector- and issue-specific gatherings. "Special procedures", established by the Human Rights Council to address specific country situations or thematic issues, are generally unfunded; the SRSG accepted voluntary contributions from governments, and has benefited from research and pro bono support from professionals from all sectors. All of his reports, speeches, articles, research, and other submissions to the mandate are archived on his web portal, which was hosted by the independent Business & Human Rights Resource Centre.

There has been extensive uptake of the UN Framework - even before the Guiding Principles are complete. A number of States have utilized the Framework in conducting their own policy assessments, from the UK to South Africa; several major global corporations are realigning their due diligence processes based on the Framework; and civil society actors have employed the Framework in their analytical and advocacy work.

There has already been practical road-testing of elements of the framework. For example, to test a set of effectiveness principles for company-based human rights grievance mechanisms, five companies in different regions and industries collaborated with the mandate on year-long pilot projects. The Dutch Global Compact Network tested the SRSG's elaboration of human rights due diligence, and published a report on their experience in June 2010.

The Framework addresses companies and States. Many stakeholders have expressed their appreciation for the fact that the SRSG has delineated distinct (though interactive) responsibilities for companies and States.

This is in sharp contrast to the previous UN attempt to articulate corporate responsibilities for human rights (described in the accompanying document), which essentially sought to impose on companies under international human rights law the same range of duties that States have accepted for themselves.

The SRSG's mandate has served as a powerful catalyst and convener, and is providing a foundation for subsequent solutions to be developed in this area. But his is a time-limited mandate by design, and other actors will have to progress this agenda after his mandate concludes. That is why the SRSG has liaised with key international institutions such as the OECD as it updates its Guidelines for Multinational Enterprises; the International Standards Organization as it developed its new social responsibility guidance, ISO 26000; and the International Finance Corporation as it updates its performance standards for project finance, which are in turn applied by the 60-plus financial institutions that have signed onto the Equator Principles.



THEMES

Theme One – Philanthropy VS Responsible Business

An emerging theme was the nascent distinction between corporate philanthropy on the one hand and CSR that focuses on core business on the other. This is a cultural and context-driven issue as much as a conceptual one. Related, human rights spans voluntary, compliance and beyond compliance spheres – participants felt that this needs to be more fully accepted by business leaders. In addition, human rights offer a holistic set of items (including the right to work, right to non-discrimination, right to information and right to political participation) that are directly or indirectly impacted by day-to-day business activities.

Theme Two – The Human Rights Implications of Business Impacts

When addressing the human rights responsibilities of business – there needs to be a stronger link made to existing discourse and concerns such as poverty, natural resource use, climate change, conflict and corruption. This includes being very clear that each of these issues have human rights implications, and understanding how a human rights approach can guide towards sustainable solutions.

Theme Three – Strategies to Operationalise Human Rights Commitments

Business broadly accepts and sees the benefit of an approach based on universal human rights, in the main because major brands from the region are increasingly globalized and there is strong interest in learning from good practices around the world. At the same time, few companies have CSR strategies that cover all global operations.

Theme Four – Challenges Posed to Business by the Language of Human Rights

There are many challenges to taking practical action, including the view that human rights is the language and/or agenda of anti-business political interests, and a weak understanding of the detail of human rights and related expectations (leading to selectivity of what to apply and contestation of what to accept). Speakers and expert advisors introduced some key ‘getting started’ tools. In the context of discussing ways forward, participants highlighted the urgent need for discussions about challenges at the ground level already faced by companies in seeking to respect human rights (as well as success stories).

Theme Five – Due Diligence and Integration of Human Rights Considerations into Business Management

The Roundtable discussions highlighted many practices and efforts by business to respect human rights (catalogued in the Appendix of this report) – this indicates engagement and action by business on these issues, though few are approached from a human rights perspective. There are as yet, few examples of the full integration of human rights into business management or complete ‘due diligence’ in relation to human rights. There has been limited work on supply chain management by companies headquartered in the region, as opposed to the plethora of actions by (mainly Western) brands operating there.



WELCOME PANEL

The opening session of the Roundtable provided a chance for the event conveners to introduce the agenda, current state of play for business and human rights in India, and to outline the objectives for the sessions to following. It also provided some time for participants to introduce themselves to each other. The key speakers on behalf of the conveners were Viraf Mehta, Chief Executive, Partners in Change and Mark Hodge, Director, Global Business Initiative on Human Rights.



Viraf Mehta, Chief Executive, Partners in Change

“To form collaborations of business, both domestic and international, government and donor agencies it will take challenging new partnerships. But India has a culture steeped in human rights and to integrate them into our business practices should be a natural process.”

Mark Hodge, Director, Global Business Initiative on Human Rights

“It is clear that everyone in the room and the business community more broadly does understand that society expects business to treat everyone with respect and dignity. The challenge over the next day and a half is to examine what this means for business. The financial crisis, security concerns, migration, environment, and poverty - and all of these things are connected. The discussions are not distinct – they are interlinked. ... Globalisation is a trend that sits in the context of every conversation. What is interesting in this gathering from the region is seeing the list of multinationals who operate globally. Supply chains of your companies are dipping into the different parts of the world and we are increasingly in a space where companies sitting around the table on these discussions are multinationals operating in diverse regions.”



SENIOR LEADERS PANEL

The intention of this session was to set the scene by exploring what is meant by human rights, and explore the connection of human rights to economic growth, business and commerce. This opening keynote session provided the opportunity to hear from senior leaders on why they feel human rights is an area that the global business community can show leadership on. The session focused on trends in human rights expectations on business, the distinctive nature of a human rights approach to business and the connection of human rights to wider corporate responsibility and sustainability challenges.

The panel included Dr A.K. Balyan, Director, Human Resources, Oil and Natural Gas Corporation; Ed Potter, Director, Global Workplace Rights, The Coca-Cola Company; and Viraf Mehta, Chief Executive, Partners in Change and was chaired by Mark Hodge, Director, Global Business Initiative on Human Rights.



Key discussion points

- The panel discussion outlined that there are compelling reasons why businesses are considering and including human rights in their strategies, policies, practices and procedures. Businesses increasingly need a stable and consistent international environment in which to operate, with sustainable markets and a “level playing field” of opportunities. The far-reaching, existing governmental commitment to human rights around the globe offers a framework for this.
- Human rights also offer a framework for companies to understand societies’ expectations in a sustainable way. This enables the management and reduction of risk (reputational, legal, operational) in relation to a wide – even holistic - range of social issues - from political participation to health, from fair wages to freedom of religion, from education to non-discrimination. If approached with a commitment to continuous learning and improvement, this can lead to a symbiotic relationship with stakeholders and a long-term ‘social license to operate’- often a more secure license than simple compliance with the laws of the land. Finally, in a business context, advancing human rights is as much about realizing new opportunities as it is about managing risk and meeting essential global standards. As such, the human rights of the [Universal Declaration of Human Rights](#) can be seen as signposts and goal posts for product, service and business model innovation.

- In light of this, a number of companies are taking human rights into consideration. Whilst this represents a 'new language' for most business leaders, many companies already commit to respect human rights in their business operations. This happens through public commitments, such as the signing of the [United Nations Global Compact](#) (6000 signatories globally and 679 in South Asia and South-East Asia¹) as well as individual company policies and statements. It also takes place through practices, procedures and initiatives in a range of areas such as non-discrimination, workplace rights, access to products/services, product stewardship, community, natural resources (e.g. land and water), supply chain, peace and conflict.
- The session emphasized the three key insights for business leaders in particular.
 - That human rights are central to all areas of business operation and are not a philanthropic or reputational add-on.
 - The business case can relate to any human right, any business sector and any global location.
 - There are concrete benefits in getting it right (including, but not limited to, increasing penalties for getting it wrong).

Ed Potter, Director, Global Workplace Rights, The Coca-Cola Company

"The issue that multinationals and national companies face is that the laws and practices of the countries in which they operate fall short of the obligation countries have to protect human rights."

Viraf Mehta, Chief Executive, Partners in Change

"The core challenge for business is one for human rights discourse. The bigger one is integrating both its impacts on human rights and merging that and not separating that from development"

Dr A.K. Balyan, Director, Human Resources, Oil and Natural Gas Corporation

"Identifying and addressing these issues in the context of human rights is eminent in today's business worker much better informed. In interest of all corporate that we respect those – go beyond that to imbibe best practices."

¹ This rise in UNGC membership is an indication that more and more companies are actively or considering integrating human rights into their management and practices. Discussing the 30% increase in UNGC membership throughout 2008, Georg Kell, Executive Director of the Global Compact noted "We also saw last year an enormous growth in emerging markets, particular in China and India. Both countries now constitute some of our largest networks." Mr. Kell also noted the increased numbers were "reinforcing the notion that in times of economic downturn and crisis there is an increased search for ethics and sustainability."

LINKING HUMAN RIGHTS AND BUSINESS

This session addressed a common question raised by business leaders across sectors: What is the business case for addressing human rights within our company? Answers to these questions vary from company to company, between sectors and across geographies but some key themes were explored by the panelists.

The Panel included Salil Tripathi, Director of Policy, Institute for Human Rights and Business; Rajiv Williams, Head of Corporate Social Responsibility, Jindal Stainless; Puvan Selvanathan, Chief Sustainability Officer - Group Sustainability, Sime Darby; Ron Popper, Head of Corporate Responsibility, ABB and was chaired by Kathryn Dovey, Director, Global Business Initiative on Human Rights.



Key discussion points

- Linking the terms “human rights” and “business” may at first glance seem challenging. Nevertheless, although states sign and ratify the international agreements creating the international human rights framework (which includes a commitment to protect human rights through national laws), global businesses significantly impact the human rights of individuals by virtue of the relationships they have with individuals in their workforce, in the marketplace, in surrounding communities or through their supply/value chains.
- The relations between business and individuals have become more complex in recent times as a result of globalization and the increasing global reach of corporations. South Asian and South-East Asian corporations are increasingly global corporations themselves, as well as having deep domestic supply chains. Furthermore, citizens from these countries travel abroad to provide skills, labor and talent to almost all regions of the globe – and in turn face different human rights issues.
- The complexity that comes from globalization and the increasing global significance of so-called emerging and developing economies and business, has led to a number of human rights risks and concerns (perceived or real, new or old) confronting business managers and leaders. These challenges – and the imperative of responding effectively to them - exist in every geography and jurisdiction. The Roundtable and related research proved that the countries that make up South Asia and South-East Asia are no exception.
- It was highlighted that businesses can follow human rights issues, alleged abuses and good practices for their company, industry and country on the [Business and Human Rights Resource Centre](#).

Rajiv Williams, Head of Corporate Social Responsibility, Jindal Stainless Limited, India

"Business and Human Rights are inseparable and must be understood in the right perspective. With business comes the element of varied abuse of human rights, although they may appear quite incongruous and in most cases the abuses are committed due to inadequate knowledge. However, it is because of a lack of understanding as to the constituents of basic human rights, when it comes to doing business and in profit making."

Dinesh Agrawal, Head of Corporate Responsibility, National Thermal Power Corporation, India

"Business can not leave the issues of right to health, right to education, right to development and rights fundamental to democracy for its communities or government alone. The absence of these rights creates voids, weakens the foundation of business and makes it unsustainable. Business has to take a proactive role in ensuring and facilitating the access to these rights. This is no longer a choice but a business imperative."

Puvan Selvanathan, Chief Sustainability Officers, Sime Darby Group, Malaysia

"Business in Malaysia got a handle on 'corporate responsibility' because it skirted 'sensitive' questions about human rights. To see this journey through to its logical end, where businesses recognise themselves as an integral part of the continuum of Society, then respect must exist for people both as individuals and in collectives deserving of dignity and equity. This concept is not alien to Asian society - and the human rights discussion should remind us of who we are."

Salil Tripathi, Director of Policy, Institute for Human Rights and Business

"No industry sector is immune from the human rights debate. The state is often not there – possibly unwilling or unable to be so – and companies have to deal with the issues."

The session concluded with a further panel which provided participants with a chance to understand and explore some of the developments in expectations of companies that are appearing common around the world. The session focused on three key areas: business and human rights at the United Nations level; human rights in finance/investment; remedies for victims of human rights violations and the role of governments.

Panelists included Gerald Pachoud, Advisor to the UN SRSG on Business and Human Rights; Nils Rosemann, Desk Human Security and Business, DFA Federal Department of Foreign Affairs Political Affairs Division IV, Human Security Human Rights Policy Section, Swiss Government; Yann Wyss, Project Officer, Social Responsibility, International Finance Corporation; Usha Ramanathan, Programme Director for India, International Environmental Law Research Centre and was chaired by John Morrison, Executive Director of the Institute for Human Rights and Business.

RESPECT FOR HUMAN RIGHTS IN PRACTICE

This series of peer-exchange sessions offered the opportunity to discuss challenges, questions and good practices in relation to relevant issues for South Asian and South-East Asian business leaders. Following short presentations of good practices and insights from business leaders, participants had time to exchange ideas with others at their table on a specific topic. Issues discussed included non-discrimination (including gender, caste, religion and ethnicity), workplace conditions (in particular Freedom of Association, collective bargaining and Health & Safety), community relations (in particular right to information, security and conflict), and products, services and customers (in particular access to products and services (including bottom of the pyramid strategies), and product testing).

In the first session speakers included Sunil Wadwha, Managing Director, North Delhi Power Corporation; Mark Nordstrom, Senior Counsel, Labor & Employment Law, General Electric; Mohit Das, Head of Corporate Affairs Orissa, Tata Steel and Salil Tripathi, Director of Policy, Institute for Human Rights and Business and Priya Matzen, Advisor, Corporate Responsibility, Novo Nordisk.



Participants then had the opportunity to focus on how to establish and develop a journey to integrate human rights throughout their company. They heard from a leading multi-national companies about their own journey and leading Business and Human Rights experts with experience working in multiple sectors and continents supporting companies to take practical steps in managing risk and seeing the business opportunity in human rights. Participants then had an opportunity to work in focused groups to exchange ideas and develop thinking on action plans for integrating human rights into business practices. Areas explored included having a human rights in policy; human rights country risk and impact assessments; human rights training and capacity building; tracking human rights performance and reporting, and human rights accountability and grievance mechanisms.

Speakers in this session included Sune Skadegaard Thorsen, CEO, Global CSR and Chair, Danish Institute for Human Rights; Zoe McMahan, Global Program Manager, Supply Chain; and Ernest Wong, Supply Chain SER Program Manager, Hewlett Packard; Anders Nordstrom, Group Sustainability Advisor, ABB; Margaret Jungk, Department Director, Human Rights and Business, Danish Institute for Human Rights; Mark Nordstrom, Senior Counsel, Labor & Employment Law, General Electric; Ursula Wynhoven, Head of Policy and Legal, UN Global Compact.

KEY DISCUSSION POINTS

- The boardroom fear of human rights perpetuated by dramatic media stories and the related view that human rights is the language and agenda of anti-business political interests (locally and globally) – the event flagged the need for positive examples of collaboration between ‘activists’ and business
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- A lack of solid understanding of the detail of human rights and related expectations – leading to selectivity of what to apply, contestation of what to accept and the attempt to reframe human rights norms such as child labor
- The potential for confusion in an already ‘young’ CSR agenda regarding the link between human rights and other existing or emerging standards/processes such as the Global Reporting Initiatives, ISO 26000, ISO 14000, environmental management systems, quality frameworks etc
- Basic uncertainty about the practicability of respecting human rights including limited experience of how to influence complex and deep supply chains and a desire for concrete examples of how corporate commitments have permeated throughout organizations
- A question about how existing tools, business cases and approaches fit with different ownership and governance arrangements.

PARTNER REFLECTIONS

The Business and Human Rights debate was a relatively new concept for the majority of Roundtable participants and, it appears, for much of the South Asian and South East Asian business community. There are a number of ongoing business practices and actions that relate to human rights and some that have a specific human right at the centre e.g. right to health, right to information or right to a fair wage. There is a clear need for ongoing dialogue and integration of human rights into the existing CSR and sustainable development challenges of the region – in order to illuminate enough of the pathway ahead to increase confidence and action among business.

Nonetheless, there was a strong interest in practical steps business can take now – individually or collectively – to get started i.e. move beyond general discussions. Related to this, a recommendation in the final session of the roundtable was to ensure future follow-up dialogues on the topic with a focus on business challenges (i.e. where companies are stuck or struggling) and not simply the success stories that one can hear at many CSR conferences. Many reflected that peer learning is useful only if it is candid and action-orientated. This led to a strong interest in tools and opportunities for future engagement.

Tools: The presence of management tools for business was well received but came with the reality-check (from tool providers as much as business representatives) that most tools are developed and used in Western Europe and North America. The opportunity to engage in future tool development was flagged by the UN Global Compact in particular.

Opportunities to Engage with the international developments: A number of engagement opportunities were highlighted including:

- The [IFC Performance Standards Review](#) The IFC “Policy and Performance Standards on Social and Environmental Sustainability and Policy on Disclosure of Information” (sustainability framework) and the IFC/IBLF Guide to Human Rights Impact Assessments
- [Guide to Human Rights Impact Assessments](#) review
- The global multi-stakeholder work of the [Institute for Human Rights and Business](#) on land rights and right to water in the coming 18-months
- The opportunity to review the [BLIHR Essential Steps](#) and apply the [Human Rights Matrix](#)
- The availability of various resources provided by the [Danish Institute for Human Rights](#)
- The [Supply Chain Management 3.0](#) project led by Global CSR
- The online [UN SRSG consultation](#) on the “Responsibility to Respect”.

Participants at the Roundtable developed and devised the following ‘next steps’:

- Increased activity by the UN Global Compact Network India (GCN India) on the topic of Business and Human Rights – interest shown by 10 business leaders to pursue this route.
- A handful of companies from diverse industries seeing the need for tailored human rights training and consultancy from leading experts (such as Partners in Change in India).
- A series of industry-specific training events to be offered in 2010.
- The need for CEO engagement and leadership on the topic of Business and Human Rights
- Initial plans for follow-on one-day roundtable meetings in other countries in South Asia.

APPENDIX - BUSINESS AND HUMAN RIGHTS PRACTICES

A. Overview

This section is dedicated to cataloguing what various companies in diverse sectors are doing in relation to human rights and their business from the perspective of the companies. **The list is not exhaustive but it is illustrative of the fact that businesses and business leaders have active practices in relation to human rights.** Practices listed are not expanded on in any depth in this report and we do not purport to reflect all diverse views in relation to the company projects highlighted, but links are provided where available. GBI and our partners will seek to gather and profile further practices in the coming months (for example, through the UN Global Compact publication [Embedding Human Rights in Business Practice](#)). This section is divided into two sub-sections:

- Business action in relation to specific human rights (including collective actions and initiatives) with priority given to human rights challenges raised by participants; and
- Actions of non-business actors (in recognition that the Business and Human Rights agenda is not solely the concern or responsibility of business).

B. Business Action

In relation to Non-Discrimination:

- **Women in Sri Lanka's garment industry / MAS Holdings ("MAS"):** MAS operates 34 apparel, fabric, and accessories plants in seven countries. In 2003 the company launched MAS Women Go Beyond. This social sustainability initiative was created with the intention to "champion the empowerment of women in the global apparel industry." At that time 92% of the company's 18,000+ employees were women. The program focuses on career advancement training, health and lifestyle education, and community development programs for MAS's female employees. [Link for more information](#)
- **Tackling caste discrimination in India / The Tata Group:** Tata undertook a workforce caste profiling across all of its major companies. "Over 99% volunteered their caste status without much ado." says Jamshed J Irani, Director, Tata Sons Once collected and analyzed, the group used the data to work on correcting caste imbalances. Tata now hires, trains and integrates Dalits at an increased level and has a "positive discrimination" policy. [Link for more information.](#)
- **Women in Malaysia's finance industry / HSBC-** a global gender strategy was developed after conducting global research across the company to determine the cause of barriers to women reaching/wanting to reach) senior management. By way of regional example, in an interview Irene Dorner (HSBC Bank Malaysia Bhd deputy chairman and CEO) comments that women make up 50% of the Bank's Junior Executives, though they may not yet have sufficient senior level women. [Link for more information \(Article 1 and Article 2\)](#)
- **Beer Selling Industry Cambodia on Women in industry -** The beer selling industry in Cambodia came under fire from around 2005 for putting female beer sellers at significant risk to their health and dignity. In 2009 the Ministry of Women's Affairs met with the Beer Selling Industry Cambodia (BSIC), law enforcement representatives, NGO partners and beer promoters to assess member compliance to the BSIC Code of Conduct and concluded that significant steps have been taken since the initial report. [Link for more information \(article 1 and article 2\)](#)

In relation to workplace conditions and labor rights (including in the supply chain):

- **Health and Safety in Chemical Facilities in Pakistan / Engro** (Pakistan, Diversified) have used DuPont's safety Management Systems to align safety standards at their manufacturing sites with world class standards through a series of audits; setting a health and safety framework for conducting hazardous chemical processes and involving all levels of staff in continuous improvement in safety standards. [Link for more information](#) (p26).
- **Child Labor in the Agricultural sector / Monsanto** - Monsanto employees initiated a phased program to raise awareness about the negative effects of child labor, and to provide contractors with strategies that would allow them to continue to be productive without child labor. "Beginning in 2005, clauses prohibiting child labor were included in contracts with all of our first-phase business partners (suppliers of direct goods) in the Indian hybrid cottonseed business. All hybrid cotton business partners and about 2,500 farmers received training and materials. In addition, through incentives, cottonseed farmers benefited by \$160 an acre for complying with the no-child-labor program. This permitted them to afford adult labor. To ensure compliance with the new contracts, Monsanto introduced an audit program that includes both internal and external third-party auditors." [Link for more information](#)
- **Human Rights in the Supply Chain / Hewlett Packard** – "HP established in 2002 a supply chain social and environmental responsibility policy and extended [HP's Supplier Code of Conduct](#) to its supply base; helped lead the development of the industry-wide EICC, which was introduced in 2004; has to date conducted more than 400 audits with first-tier suppliers worldwide; has launched several programs with suppliers in Mexico, Eastern Europe, China and Southeast Asia that give them tools and skills they can use to improve their performance in social and environmental responsibility." [Link for more information](#)
- **BGMEA** - "Through its social programmes and initiatives, The Bangladesh Garment Manufacturers and Export Association (BGMEA) guarantees that all Bangladeshi RMG operations are free from child labour; is committed to implement all legitimate rights and privileges of garment workers; maintains relationships with labour organizations to assure amicable worker-management relations; ensures health, welfare and safety of garment workers in member factories and monitors RMG health and safety programmes". [Link for more information](#)
- **ILO Better Work in Cambodia and Bangladesh** - "Better Factories Cambodia aims to improve working conditions in Cambodia's export garment factories. It combines independent monitoring with finding solutions, through suggestions to management, training, advice and information. *Better Factories Cambodia* is managed by the International Labour Organization and supported by the Royal Government of Cambodia, the Garment Manufacturers' Association in Cambodia (GMAC) and unions. *Better Factories Cambodia* works closely with other stakeholders including international buyers. It is funded by the US Department of Labour, USAID, Agence Francaise de Developement, the Garment Manufacturers' Association in Cambodia, the Royal Government of Cambodia and international buyers". [Link for more information](#) "Bangladesh Decent Work Country Programme (DWCP), which outlines the framework of ILO cooperation in Bangladesh, was developed and has been implemented for the period of 2006-2009, focusing on four key outcomes: improving skills training and entrepreneurship for enhanced employability and livelihoods; improving coverage of social protection and rights for workers in selected sectors, including for migrants; combating child labour with priority focus on the worst forms of child labour (WFCL); and strengthening social dialogue." [Link for more information](#)
- **Roundtable on Sustainable Palm Oil (RSPO) / Sime Darby and others** – looks to ensure that basic rights and living conditions of millions of plantation workers, smallholders and indigenous people are fully respected. "RSPO is a not-for-profit association that unites stakeholders from seven sectors of the palm oil industry - oil palm producers, palm oil processors or traders, consumer goods manufacturers, retailers, banks and investors, environmental or nature conservation NGOs and social or developmental NGOs - to develop and implement global standards for sustainable palm oil." [Link for more information](#)

Sime Darby (SD) is an influential driver of the RSPO and, by way of the now-merged SD component company Golden Hope, a founding RSPO member. SD currently has the largest number of RSPO estates and is targeting to have its entire palm oil output certified as sustainable by 2012. In addition to physical and social infrastructure for plantation-based communities, SD is building the capacity and professionalism of smallholders surrounding its estates with training in best (RSPO-standard) practices as part of its responsibility to proper development of the industry.

Access in relation to inclusive developments, adequate standard of living and right to health:

- **Access to Electricity in rural India / ABB** – “ABB's Access to Electricity rural electrification program was launched in 2002 as part of the company's contribution to common efforts, in line with its social policy ABB extended its Access to Electricity program at the end of 2005 to Rajasthan in western India, following its successful launch in another remote location in southern Tanzania. The project – based on public-private partnerships – has brought together ABB, the state government of Rajasthan and an NGO to provide power to desert hamlets. The program started with providing one hamlet with power generated by solar panels, and has been extended to four more hamlets covering 500 households. The hamlets' inhabitants who are mainly tailors can now work longer and earn more, and their children can also study at night. In ABB's original Access to Electricity project in a village in Tanzania, electrification has led to economic, social and environmental gains in recent years.” [Link for more information](#)
- **SME Access to finance / Yes Bank** – “[YES Bank's] Business Banking is a dedicated business unit to service Small and Medium Enterprises (SME) in India, with an annual sales turnover between INR 100 million to INR 1,000 million. The core objective of Business Banking is to improve SME access to finance (including term finance), and business development services, thereby fostering growth, competitiveness and employment creation that are key to achieving economic growth.” [Link for more information](#)
- **Ultrasound and tackling female feticide / General Electric** – “In 2008, GE prepared a case study as part of the Business Leaders Initiative on Human Rights (BLIHR) Emerging Economies workstream on an ongoing human rights dilemma GE faces in connection with the sale of ultrasound products in IndiaGE explained that company executives had decided to take a number of actions even beyond what was legally required to reduce the potential of misuse of GE ultrasound equipment. In India, these actions included: modifying GE marketing and advertising campaigns related to ultrasound products to develop training for dealers and sales professionals; implementing a pre- and post-sale screening process for new ultrasound customers; requiring that the machines only be used by licensed medical professionals for diagnostic purposes; and labeling all ultrasound products with warnings outlining their acceptable use and stating that they cannot be used for gender selection.” [Link for more information](#)
- **Low-cost products for Indian consumers / The Tata Group** – Following the development of low-cost housing and the release of a low-cost car, Tata have ventured on a new product, which looks to offer world's most affordable water purifier soon. With the new product “Tata Swatch” the group's objective is to provide inexpensive safe and secure drinking water available to 3 million households all across the country within five years of production. [Link for more information](#)
- **Access to medicines in the Philippines / Pfizer Inc leadership on lower drug prices** – “Around 50 drug-makers led by Pfizer Inc ... voluntarily offered to halve prices of about 80 drug products for illnesses such as hypertension, cancer, and diabetes to beat a government deadline. ... The Philippines passed a law in 2008 to lower medicine costs, mandating the president to impose price ceilings on commonly used drugs, which have sold for as much as 200 percent higher than in other Asian countries such as India and Thailand.” [Link for more information](#)
- **Workplace and Community Health in Indonesia / Business Roundtable** – “Companies and NGOs in Indonesia have formed a Health and Business Roundtable to build the relationships, trust, and learning needed for

partnerships to improve workplace and community health. Health & Business Roundtable Indonesia (HBRI) was formed in January of 2008 by companies and NGOs. They developed guidelines for the process that allows members to freely exchange information on their interests, concerns, activities, challenges, and ideas for addressing health issues.” [Link for more information](#)

- **Meeting the nutritional needs of Bangladeshi children / Grameen-Danone Food** - “the co-operation launched in 2006 by Grameen Group and Groupe Danone has developed a yoghurt to meet the specific nutritional needs of Bangladeshi children. The company also employs a proximity-based employment model to create local business opportunity in production, sales and distribution.” [Link for more information](#) (p43)
- **Bringing IT opportunities by rural India / Desicrew Solutions** - “DesiCrew Solutions Pvt Ltd is a rural BPO company incubated by RTBI of IIT- Madras. DesiCrew was started with the intention to bring new India’s flagship industry – IT Enabled Services to where India really resides – Rural Areas. Our philosophy envisions a win-win situation between urban clients and the rural work force of India. Harnessing the power of Information Technology, supported by our strong desire to make a difference, we create robust operational setups (delivery centers) in rural areas.” [Link for more information](#)
- **Right to Work and Empowerment for women in rural India / Jaipur Rugs** - “Beginning with the purchase of two rug looms in 1978, Jaipur Rugs CEO, N.K. Chaudhary has built the largest hand knotted rug export company in India, employing 40,000 people across seven states in north India. The Jaipur Rugs business model has successfully connected rural poor with markets of the rich, through the development of a global supply chain, built around mobilizing human capability and skills at the grassroots level and finding steady jobs for rural men and women in the most depressed parts of India. Mr. Chaudhary has defined his leadership style in this way: “Leadership means losing oneself. The more someone loses himself, the more he can understand about society.” [Link for more information](#)

In relation to community (including land and water):

- **Compensation for displaced communities in relation to Dam building in Laos / European energy utilities** – “the \$1.4 billion Nam Theun 2 dam in central Laos ... [consortium owned by EDF Intl. (part of Electricité de France), Electricity Generating Public Company, Italthai (Italian-Thai Development), Electricité du Laos.], World Bank and the Laotian government promise to double [displaced families’] incomes within four years. And where villages have been moved, communities have been kept together, transported nearby and given a role in designing their new homes” [Link for more information](#)
- **Development without conflict in the Philippines / Shell, Chevron and the Philippine National Oil Company** – “The Malampaya Deep Water Gas-to-Power Project (Malampaya)—a US \$4.5 billion joint venture of the Royal/Dutch Shell subsidiary Shell Philippines Exploration (SPEX), Chevron Texaco, and the Philippine National Oil Company (PNOC)—is the largest Industrial investment in the Philippines. The Malampaya project illustrates how a potentially controversial, high-impact infrastructure project can avoid costly community opposition through ongoing efforts to secure and maintain community consent throughout the project cycle....Even using conservative “base case” estimates of potential delays due to community opposition, the sponsors received benefits that were worth many times these costs. Moreover, the full benefits of SPEX’s efforts to gain consent may be even greater than this comparison would suggest. While it is impossible to quantify the costs associated with community opposition that did not materialize, the experiences of the other case studies suggest that had affected communities felt the need to mobilize in opposition to the project, the financial impacts on the project could have far exceeded these base case estimates. [Link for more information](#).
- **‘Community consent and connect’ / Jindal Stainless Ltd in India** - The JSL Ltd vision to be admired as a socially responsible corporate has been addressed through various initiatives and practices. The most important practice being followed by the Corporate is the ‘Practice of Community Consent and Connect’. This practice relates to

community participation in the development of a community-linked program and this leads to community ownership. Here a special reference is being made to programs relating to community development, livelihood, environmental and health. It is the process of consultation that Corporate Social Responsibility initiatives are being carried out and such practices reduce the gaps, which once existed between the people and the Corporate. Although such dialogues have their own challenges yet it is in understanding each other's strengths that programs find acceptability with the community and it is the community which drives the programs and members themselves are implementers of the project. In such methodology the other issues relating to human rights and human behavior get addressed.

An example of the progress being made by the Self Help Groups formed by JSL, not only in entrepreneurship development and economic growth, but in a host of other social issues have become triggers for larger interventions and such initiatives have become models for the Government agencies to collaborate with JSL in taking various processes forward and in tackling issues relating to health care, education as also micro – credit and micro – financing through the financial institutions available to them. When there is a joyful experience in the hearts of the community the problems of the community directly are positively impacted and a social responsibility accomplished.

- **Right to Information for Communities in Orissa, India / Tata Steel** – “Tata Steel Rural Development Society (TSRDS) has begun empowering the communities through awareness on the Right to Information Act (RTI) at the grass root level under the direct guidance of Orissa Information Commission. ...The first phase of the campaign will focus in the villages of Jajpur and Keonjhar district and the first phase initiative by Tata Steel Rural Development Society (TSRDS) will include RTI awareness through its Community initiatives, inclusion on RTI training in its training programs, multimedia campaigns through TV, Radio and facilitate for development and dissemination of IEC materials to support Citizen's initiative on RTI.” [Link for more information](#)

In relation to peace, conflict and security:

- **Work opportunities for women in post-conflict Sri Lanka / Brandix:** Brandix, a top Sri Lankan apparel maker, is planning to boost production at a factory built in Batticaloa, a former war-torn area in the east of the island where ex-female Tiger combatants are also working...Theodore Gunasekara, general manager...said..."Of the current workforce of 220 working at the factory, 95 percent are women...This includes some ex-combatants as well." [refers to Abercrombie & Fitch, Marks & Spencer, Adidas, Victoria's Secret]. [Link for more Information.](#)
- **Access to Finance for Refugees in post-conflict Sri Lanka / Bank of Ceylon** – After the government's liberalization of the Northern areas of the country, the Bank of Ceylon (BoC) has been in the forefront of providing its banking services to the people in these areas...The BoC is the first bank to visit IDP camps...providing fully-fledged online banking services, whilst also employing school leavers residing in these camps to service the branches. [Link for more information.](#)
- **Job opportunities in Kashmir / Airtel** – Beneath the wave of protest marches and curfews that have engulfed Kashmir of late, a less visible revolution has been taking place. Behind it are some of its brightest youth, who had left to study and work elsewhere during the worst years of militancy. One emblem of this other revolution is the Airtel call centre—in operation since 2004 and just 100 yards from Srinagar's Lal Chowk. About a hundred young Kashmiri men and women are busy at their terminals in this state-of-the-art office, which Airtel now ranks as its best call centre in the country...[Link for more information](#)
- **Voluntary Principles in Indonesia / Various** – “The Indonesian working group has successfully coordinated with regional Indonesian police: Launched in March 2002, the Indonesian working group is largely company-led. Five energy companies involved in the working group have already signed MOUs with BP Migas and the Area Police Command (Polda). BP Migas, which is the Indonesian government's oil and gas coordinating body, helped standardize the MOUs for each of the companies and the Polda in their respective areas of operation. The Indonesian working group has also invited Indonesian government officials to a special plenary session in 2006

where working group members presented the government representatives with an overview of the Voluntary Principles and the issues facing multinational corporations.” [Link for more information](#)

In relation to policies and procedures:

- **Human Rights Policies** - The Business and Human Rights Resource Centre lists two companies in South Asia/South-East Asia with Human Rights Policies. Both companies - Tata and Indian Oil - are headquartered in India². [Link for more information](#) On International Human Rights Day 2009, the Resource Centre – with the support of Mary Robinson (president, Realizing Rights and former UN High Commissioner for Human Rights) – launched a project to learn about human rights policies in ‘key markets’. [Link for more information](#).
- **Human Rights Impact Assessment in Indonesia / BP:** BP commissioned a Human Rights Impact Assessment (HRIA) for the Tangguh Liquefied Natural Gas (LNG) Project. The HRIA was completed in April 2002. BP’s response to the comments and recommendations made is available online. [Link for more information](#).
- **Reporting in the Philippines / Ayala** - “[In 2008] Ayala companies attended an ASI orientation on the Global Reporting Initiative (GRI), an internationally accepted standard for sustainability reporting. The Ayala group is the first business house in the Philippines to adopt this standard. This move signals the Ayala group’s commitment to monitor and assess its performance in terms of the triple-bottom line.” [Link for more information](#)
- **Tracking Performance in Human Rights and sustainability / Sime Darby Group (Malaysia)** - SD has established a dedicated Group-level function focused on Sustainability and reporting directly to the CEO. Employee welfare, human rights and other social factors across all business divisions are now part of a comprehensive triple-bottom-line reporting process that has been initiated under Group Sustainability. The measures made and data garnered will be fed directly into operations for betterment, as well as strategy for business development. SD is also undertaking a broad assessment of sustainability-related risks, including those related to human rights, with a view to quantifying and mitigating these in long-term planning and policy-making.

C. Non-business action

By Government:

- **Philippines** – “The Philippine government has been actively assisting its migrant workers who have been affected by the current economic crisis. The Philippine Overseas Employment Administration (POEA) is aggressively marketing Filipino labor and providing guidance on employment and legal issues. The Department of Labor has set aside 250 million pesos (about 5 million US dollars) to provide livelihood support for the displaced workers. The Philippines initiated the formulation of the ASEAN Declaration on the Promotion and Protection of the Rights of Migrant Workers.” [Link for more information](#)
- **Nepal** – “The Ministry of Labour and Transport Management (MoLTM) has proposed...labour attachés for Malaysia, Saudi Arabia, the UAE and Qatar... It is estimated that some 1.2 million Nepalis are currently working in those four countries...the Foreign Employment Act 2007...entitles the labour attachés to...safeguard the rights of migrant workers.” [Link for more information](#)
- **India** – “Right to Information Act 2005 mandates timely response to citizen requests for government information. It is an initiative taken by Department of Personnel and Training, Ministry of Personnel, Public

² It should be noted that to qualify for listing on the BHRRC website as having human rights policies the policy must not only apply to the company’s own employees. There may also be companies who have not been entered as their policies are not available for general review or have not yet been notified to BHRRC research team.

Grievances and Pensions to provide a– RTI Portal Gateway to the citizens for quick search of information on the details of first Appellate Authorities, PIOs etc. amongst others, besides access to RTI related information / disclosures published on the web by various Public Authorities under the government of India as well as the State Governments.” [Link for more information](#)

- **ASEAN** – ASEAN’s new regional commission on human rights was formed in 2009 “the significance for business is that there is clearly an increased human rights focus in South East Asia and businesses need to be aware of their impacts on human rights.” [Link for more information](#)
- **Mekong** - Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT) is comprised of government representatives from Laos, Vietnam, Thailand, China, Myanmar and Cambodia. COMMIT is working towards appropriate responses to the increase in human trafficking e.g. “Laos is developing victim protection guidelines to ensure a more holistic and rights-based approach to the provision of care and assistance to victims of human trafficking” [Link for more information](#)
- **Bangladesh** - In 2003 the Government of Bangladesh convened a high-level National Taskforce to develop a code of Corporate Governance that was subsequently launched and now forms the core of the CG code adopted by SEC in Bangladesh. [Link for more information](#).
- **Sri Lanka** - There has been a gradual realization by the Government of Sri Lanka that strategic alliance with the private sector is needed to fight poverty and human rights abuses. The agenda has emerged in the form of a new tool for CSOs to engage with the private sector and hold them accountable for their own policies and to further the interest of stakeholders in their practices. [Link for more information](#)
- **Cambodia** - The Government of Cambodia is focusing on its national strategy for development of the textiles sector on creation of a niche market for the country by working with business to establish a national reputation as a trade and investment location with good labour practices. The Vietnamese government has been making similar moves. [Link for more information](#)

By Courts:

- **Thailand** – the administrative courts in Bangkok and Chiang Mai have accepted several complaints from communities that are claiming they are affected by pollution from industrial parks. A recent decision ordered compensation to be paid by the Electricity Generating Authority of Thailand (EGAT) to a community and also to relocate the community. [Link for more information](#)
- **Migrant Worker Rights in Thailand** - In a recent migrant rights case in Thailand, the parents of an unregistered 17 year old male Burmese work accident victim were provided with compensation for their claim against their son’s employers. [Link for more information](#)
- **Malaysia** – “A landmark ruling...by the Malaysian courts this week could allow tribes on the island of Borneo to stop logging and oil palm plantations destroying their forests...The...Court ruled...that indigenous people...have rights to land they use for hunting and gathering as well as land they use for growing food. Previously, the Sarawak government did not recognise tribal peoples' rights over their traditional land unless they could show that they had grown crops there”. [Link for more information](#)

By Trade Unions:

- **Sri Lanka** - “Trade unions in Sri Lanka say a quarter of a million tea plantation workers have joined a non-cooperation exercise to lobby for higher wages...Workers are still picking the tea - but they are preventing it from leaving the plantations.” [Link for more information](#)
- **Malaysia** – “Trade unions in Malaysia are regulated by the Industrial Relations Act (IRA) 1967. The IRA protects the right of every worker in Malaysia to join or not to join a trade union. It protects workers from being victimised by an employer for joining a union. However, the same section of an act states explicitly that an employer may dismiss, demote, transfer or refuse to promote a worker on other grounds. Unions may undertake collective bargaining on behalf of members if they have obtained recognition from the employer”. [Link for more information](#)

By Civil Society:

- **Mekong Institute** – The mission of the Mekong Institute is to “contribute through human resource development and capacity building to the acceleration of sustainable economic and social development and poverty alleviation in the Greater Mekong Sub-region and promote regional cooperation and integration” [Link for more information](#)
- **Rights and Democracy** – “Rights & Democracy’s Indonesia programme promotes civil society participation in the development, monitoring and implementation of legislation and institutions linked to security sector reform, in particular referring to the current *Prolegnas* (Indonesia’s National Legislation Programme). The Indonesia programme has been defined on the premises that civilian control of security institutions (military, police and intelligence services) is a key component of democracy and that participation of civil society in the security sector reforms will ensure greater democratization.” [Link for more information](#)
- **Assembly of the Poor** – “The Assembly of the Poor has a history of protests against injustices resulting from the government's development policy and economic globalization; for example, forced relocation without adequate compensation due to the construction of dams, industrial pollution, and increased indebtedness of small farmers who are being uprooted by giant agribusiness. ... The Assembly is perhaps an unprecedented movement in Siam and is one of the bright signs of the emergence of nonviolent grassroots democracy in Southeast Asia. It is a sustained grassroots movement that first became visible in the mid-1990s, but its origins probably are rooted in the early 1980s. The Assembly is an amalgamation of seven distinct networks, representing almost every region in Siam and comprising more than half a million members. At the heart of the Assembly are urban and rural small-scale agriculturists and manual laborers. They form the absolute majority in the movement. Non-governmental organizations, environmentalists, responsible intellectuals, students, and some individuals from the business community strengthen the sinews of the Assembly.” [Link for more information](#)
- **AWARE** – “A group of female volunteers, working through AWARE, the leading women’s advocacy organization in Singapore, conducted a survey to better understand how serious the problem is and what measures are in place to prevent sexual harassment at work. Sadly, results from the survey show the occurrence of sexual harassment at work is very high and many employees are unaware of their company’s sexual harassment policies. AWARE argues that not only is sexual harassment integral to the human right to a safe work environment, but also is the company’s best interest in order to maintain and retain a productive, motivated workforce.” [Link for more information](#)
- **FBNPA** – “Family Business Network Pacific Asia (FBNPA) is a regional chapter of Family Business Network (FBN) International, a non-profit organisation for a network of chapters representing family businesses in 45 countries across 5 continents. Founded in 1990 in Lausanne, Switzerland, FBN International has become the world’s leading network of business-owning families, promoting the success and sustainability of family business. Based

in Singapore, FBN Pacific Asia covers China, Hong Kong SAR, Indonesia, Malaysia, Philippines, Thailand, South Korea, Taiwan and Vietnam. Sharing the fundamental philosophy of FBN International, FBNPA recognises the historical and cultural diversity of family businesses in Pacific Asia and seeks to address issues which are unique or specific to this region, particularly in the area of transformation, transition, leadership development, active citizenship, family values and relationship. FBNPA aims to promote family business as a sustainable model of business, and help advance the role of family businesses in the community and their contributions to society. It is a platform for promoting family values and sharing best practices and experiences, through research, capacity building, networking and outreach programmes.” [Link for more information](#)

By Investors:

- **International Finance Corporation (IFC)** – The IFC applies to all the projects it finances environmental and social standards to minimize their impact on the environment and on affected communities. The IFC are coordinating the road-testing of the Guide to Human Rights Impact Assessment and the Performance Standards review in 2010/11 where climate change, water and human rights will be central themes guiding the review. [Link for more information](#)
- **The Equator Principles (EPs)** - are a voluntary set of standards for determining, assessing and managing social and environmental risk in project financing. Project financing, a method of funding in which the lender looks primarily to the revenues generated by a single project both as the source of repayment and as security for the exposure, plays an important role in financing development throughout the world. Project financiers may encounter social and environmental issues that are both complex and challenging, particularly with respect to projects in the emerging markets, governmental organizations. Asian banks are beginning to sign up to the EPs and many foreign banks apply the principles to their investments in South and South East Asia [Link for more information](#)
- **Asian Development Bank’s Accountability Mechanism** - is a project seeking to resolve concerns of those who might be adversely affected by ADB-assisted projects. “The accountability mechanism has two key components: (i) a problem-solving role (consultation phase) handled by the Special Project Facilitator (SPF); and (ii) an investigation role (compliance review phase) handled by the Compliance Review Panel (CRP)”. [Link for more information](#)
- **SIRAN/EIRIS/SIF** - SIRAN (Sustainable Investment Research Analyst Network) has partnered with global sustainable investment specialists EIRIS to assess 40 leading companies in ten emerging markets against key environmental, social and governance (ESG) criteria, including indicators on board practice, bribery, human rights, labor standards in the supply chain, health and safety, environment, climate change and biodiversity. Countries assessed in the study include Brazil, China, India, Indonesia, Israel, South Korea, Malaysia, Mexico, Russia and South Africa. [Link for more information](#)
- **SRI Index for Indonesia** - “June 2009 saw the launch by the Indonesian Biodiversity Foundation KEHATI and Indonesian Stock Exchange IDX launch the First South East Asian Country SRI Index. The new Index tracks the performance of Indonesian Corporate Champions’ sustainable business practices.” [Link for more information](#)

CONVENERS



GLOBAL BUSINESS INITIATIVE
ON HUMAN RIGHTS



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Federal Department of Foreign Affairs FDFA
Directorate of Political Affairs DP
Political Affairs Division IV, Human Security



The Global Business Initiative On Human Rights (GBI) is a unique business-led initiative focused on advancing human rights in a business context around the world. GBI currently has 14 corporate members from 11 industry sectors with representation from Latin America, Asia, Europe, North America, and the Middle East. Through core group work streams and business outreach activities GBI seeks to build a global community of business leaders sharing good practices, identifying barriers to corporate respect for human rights in diverse contexts and inputting into international policy developments. Our work plan is divided into two parallel tracks. First, Action-Learning around the UN Guiding Principles on Business and Human Rights; and second, Business Awareness and Capacity Building through events and workshops in emerging and developing markets. GBI works in collaboration with the UN Global Compact Office and is supported by the Swiss Government. For more information visit: www.global-business-initiative.org



FLEXTRONICS



The Coca-Cola Company



Global Compact Network
India

The Global Compact Network India was formed by some of the organizations from India who were participating in the United Nation's Global Compact Programme. GCN acts as an all India Apex level nodal agency representing various Indian Corporate bodies, Institutions/ SMEs/ NGOs, who are committed to UN 's Global Compact principles on Human Rights, Labour standard, the environment & anti-corruption. GCN Membership is open to the organizations, Institutions, SMEs, NGOs, who comply to the UNGC Principles. GCN work in this area includes:

- Co-authorship and release of Human Rights and Business Primer on the occasion of the 60th Anniversary of the Universal Declaration on Human Rights in December 2008 (in partnership with Partners in Change).
- Hosting of senior business leaders' conclave to engage with the UN SRSG on Business and Human Rights in February 2009.
- Recent commitment from newly formed GCN Mumbai Chapter to form an active working group and centre of excellence on Business and Human Rights.
- Formation of national Working Group on Business and Human Rights to provide expert guidance and support to GCN members.

For details please visit GCS's website: www.globalcompactindia.org, or contact Pinaki Roy at pinaki.gcs@gmail.com



Partners in Change (PiC) is a not for profit Indian organization that has been pioneering the development and practice of Corporate Social Responsibility (CSR) in the country since its formal establishment in 1995 under the Societies Registration Act 1860. PiC is committed to the promotion of responsible business practices through encouraging partnerships between business and stakeholders in its sphere of influence, especially the vulnerable and marginalized communities, to achieve sustainable development. The organization is advocating for global standards on business and Human Rights and stronger legal frameworks at both national and international level to hold companies to account for their Human Rights impact. PiC calls on companies to respect Human Rights and make it an integral component of their business operations. PiC's work in this area includes:

- Training events for private and public sector corporations and strategic guidance to individual companies.
- The co-authoring and publication of Human Rights and Business Primer (launched in 2008) and the (soon to be released) follow-up tool for business focused on Integrating Human Rights into Community Engagement.
- Support of the work of the Institute for Human Rights and Business including acting as local partner for a multi-stakeholder convening on Land acquisition and use.
- Acting as one of the partners giving GRI training to Companies in India to draft reports, it has also collaborated with Global Compact Society, India to conduct training for reporting by member companies on Human Rights.
- Partners in Change is also a member of National Mirror Committee on ISO26000. It is a part of the working group which is nominated by the Bureau of Indian Standards to give recommendations on the guidelines.
- Support of the UN SRSG on Business and Human Rights regional consultation in Delhi, India to get multi stakeholder views from across Asia Pacific to operationalise the framework. The report of consultation is available on the Pic website.

For further details please visit www.picindia.org, or contact Smita Singh at Smita.singh@picindia.org



The United Nations Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. Launched in July 2000, the UN Global Compact is both a policy platform and a practical framework for companies that are committed to sustainability and responsible business practices. As a leadership initiative endorsed by chief executives, it seeks to align business operations and strategies everywhere with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. The Global Compact has over 7700 corporate participants and stakeholders from over 130 countries. For more information visit: www.unglobalcompact.org

