



Human Rights Impact Assessment

Current developments and approaches

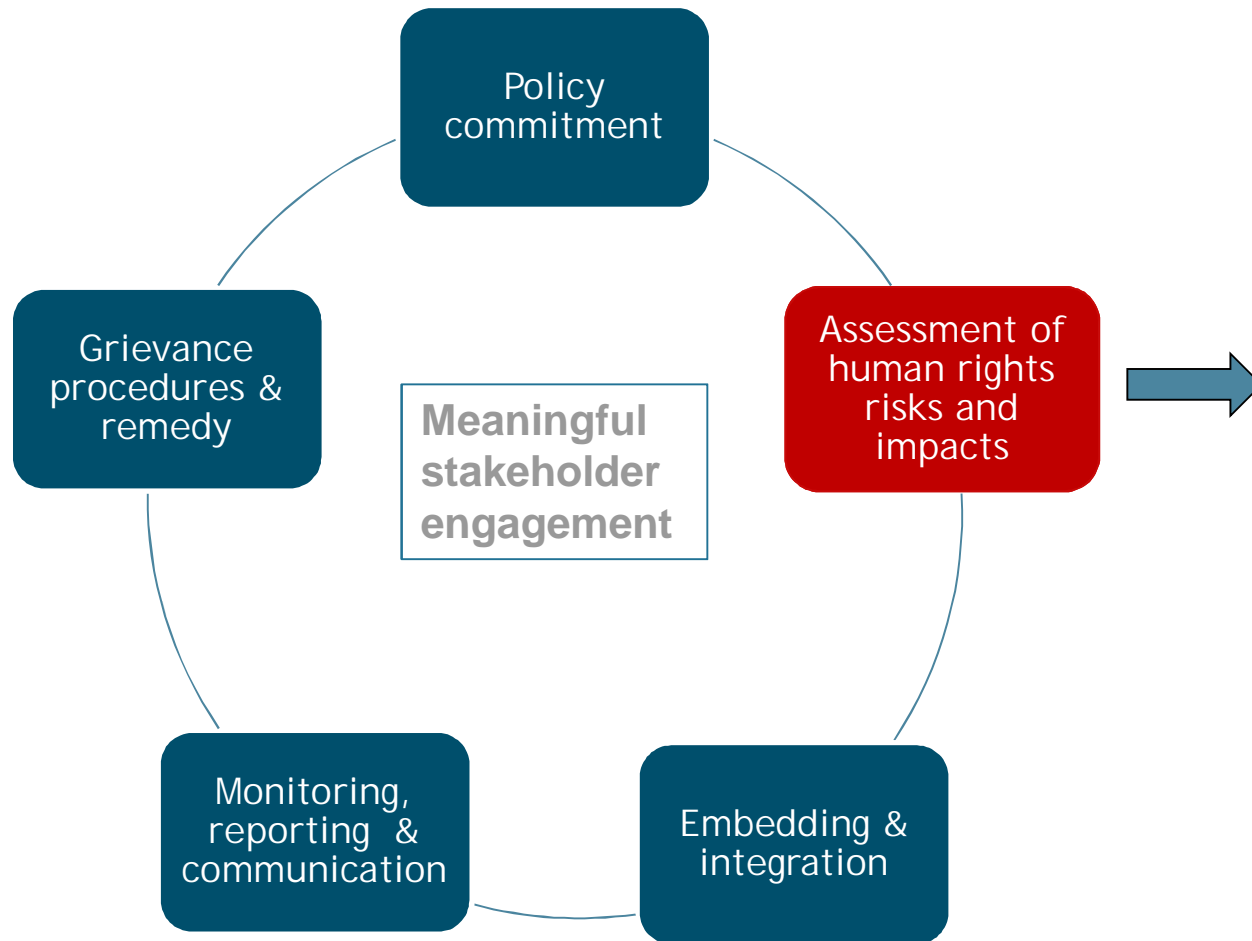
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Philipp Bleckmann (DGCN)



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UN Guiding Principles – Human Rights Due Diligence

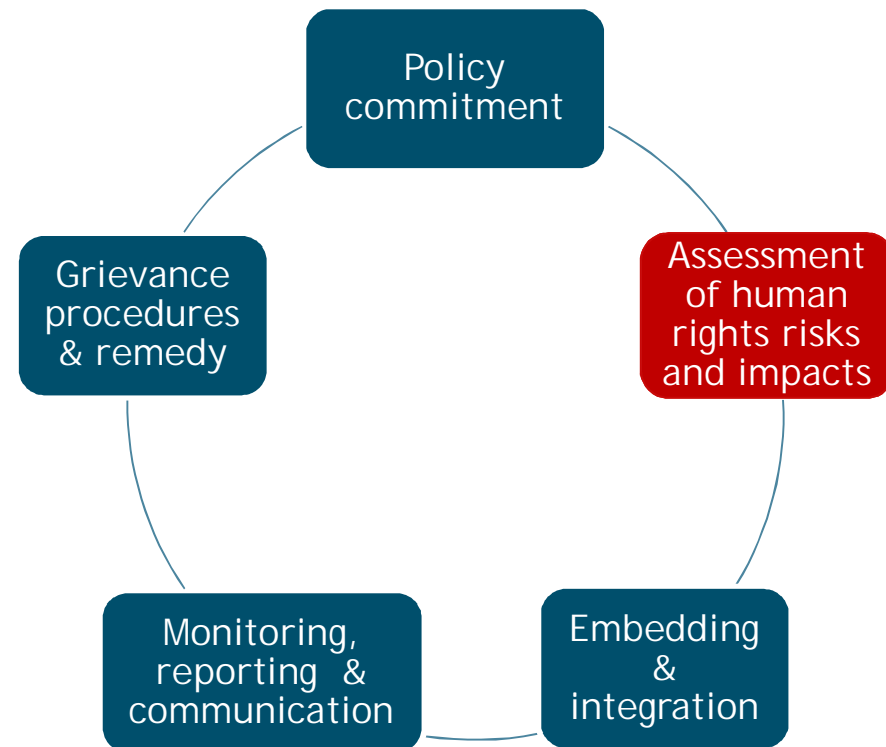


Human Rights Risk and Impact Assessment – Principle 18

‘In order to gauge human rights risks, business enterprises should identify and **assess any actual or potential adverse human rights impacts** with which they may be involved either through their own activities or as a result of their business relationships.

This process should:

- Draw on internal and/or independent external **human rights expertise**
- Involve **meaningful consultation with potentially affected groups** and other relevant stakeholders, as appropriate to the size of the business enterprise and the nature and context of the operation.’



Human Rights Risk- and Impact Assessment

Corporate-level Risk Assessment

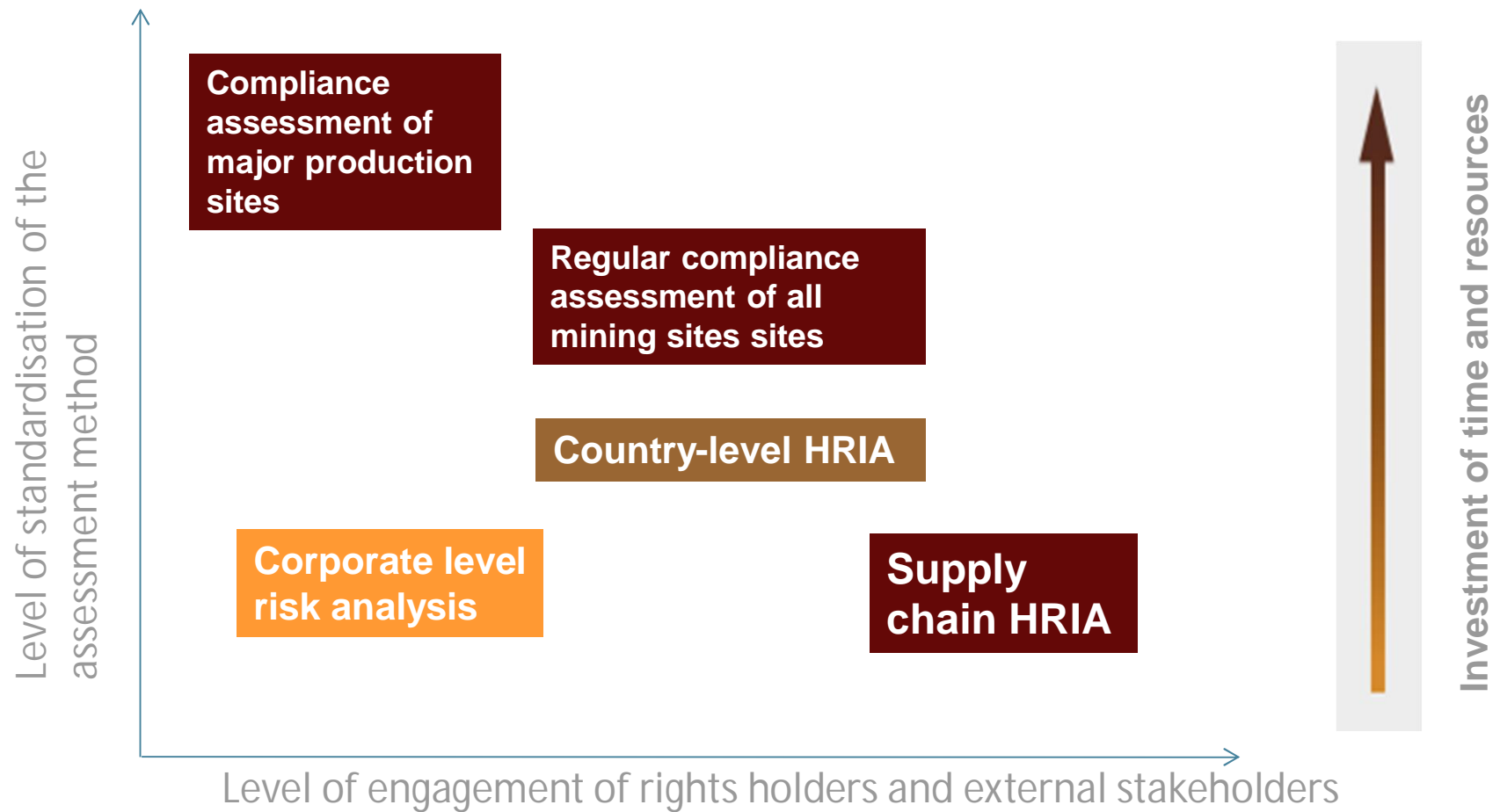
Country-level

Product / Project
or Supply Chain-
level

Community /
Site-level

Special
stakeholder
lense: child
rights.....

Different approaches



Quality criteria

PROCESS

- Participation
- Accountability
- Non-discrimination
- Empowerment
- Transparency

CONTENT

- International human rights standards serve as a benchmark
- Consider the full scope of impacts
- Take into account the interrelatedness of various human rights and impacts
- Assess impact severity based on the scope, scale and potential for remediation, taking into account the views of rights holders
- Address all identified impacts; prioritising actions primarily based on the severity of the human rights consequences and addressing identified impacts following the mitigation hierarchy of 'avoid-reduce-restore-remediate'
- Ensure access to remedy

Source: Danish Institute of Human Rights HRIA Toolkit

Process of impact assessment

My only advice is 'get started', 'just do it!' [...] Implementing human rights is a journey and you need to get started at some point. If you don't get started by yourself, someone will actually make you do it, whether through a union, investor pressure or pressure by NGOs. It's always better to get started yourself than being pushed by someone to do it.



Source: Danish Institute of Human Rights HRIA Toolkit

Instruments and tools

No. 5.4.5	Area Community Impact	Section Social Impact
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Question	Yes	No	F/A	N/A
Does the company have a purchasing and recruitment policy that favours the communities in which it operates?				

Description
Where possible the company should have in place provisions for local purchasing and recruitment that are implemented in accordance with the right to non-discrimination.

Suggested Indicators

- 1 Where possible and appropriate the company has measures in place to promote local recruitment and purchasing.

True	False	F/A	N/A



CHILDREN'S RIGHTS IN IMPACT ASSESSMENTS

A guide for integrating children's rights into impact assessments and taking action for children



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Lessons learnt and success factors

- Companies have to “choose wisely” between the different approaches – what exactly do I want to reach?
- Not every company might need a full scale impact assessment with extensive stakeholder engagement – but desk based research has clear limits
- Sector wide impact assessments can be very useful (especially for smaller companies)
- Leadership commitment is key
- External stakeholder involvement increases credibility and is required – but the identification of legitimized stakeholders is difficult
- Need for local partners/facilitators
- Abstract human rights language needs to be operationalised – within the company and especially when talking to stakeholders
- Plan ahead on what is supposed to be done with the results of the assessment!



Netzwerk Deutschland

Geschäftsstelle Deutsches Global
Compact Netzwerk

c/o GIZ GmbH
Reichpietschufer 20
10785 Berlin

www.globalcompact.de
globalcompact@giz.de
cop@globalcompact.de

Severity of human rights impacts

Table C: Parameters for evaluating impact severity

Severity of Impact	Scale (including consideration of vulnerability)	Life- or long-term health-threatening	A
		Non-life- or health-threatening, but tangible infringement of access to basic life necessities or freedoms (incl., education, livelihood, etc.)	B
		Other impacts	C
	Scope	> 50% of identifiable group or > XXXX people	A
		11 – 50% of identifiable group or XX - XXXX people	B
		< 10% of identifiable group or < XX people	C
	Irremediability	High	A
		Moderate	B
		Low	C

Vulnerability needs to be an integral part of considering the scale, or seriousness, of the impact. This is because a person's particular circumstances, including their ability to respond to change, may have an influence on how 'serious' an impact may be for that individual.

Because an impact can be considered to be severe even if just one of scale, scope or irremediability is high, the evaluation of severity can not be made by simply adding up the numbers in the right-hand column.

A human rights perspective places emphasis on rights and freedoms as they are enjoyed and exercised by specific individuals. It is therefore important to consider scope (i.e. the number of people affected) not only in absolute numbers but also to consider more precisely who the individual workers and community members are that are impacted.

Source: Danish Institute for Human Rights and Community Insights Group, based on UN Guiding Principles