



# BUSINESS & HUMAN RIGHTS ACCELERATOR



In collaboration with:

## Shift



## FREQUENTLY ASKED QUESTIONS

### ABOUT THE BUSINESS & HUMAN RIGHTS ACCELERATOR

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#### Q: What is the Business & Human Rights Accelerator?

A: The Business & Human Rights Accelerator is a 6-month programme which aims to support the global business community in their journey to respect human rights. It will do this by modeling the human rights due diligence process in six stages through a series of technical and peer learning sessions, and working with participating companies to set concrete targets to address their own salient human rights issues. Run in collaboration with Global Compact Local Networks, the Business & Human Rights Accelerator will reach companies at scale and seeks to raise the collective impact of business towards respecting human rights and labour rights globally.

#### Q: When does the Business & Human Rights Accelerator start?

A: The Accelerator programme will commence with an opening webinar in February 2024. The exact start date of Local Network sessions is to be confirmed.

### ABOUT COMPANY PARTICIPATION

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#### Q: Why should my company participate in the Business & Human Rights Accelerator?

A: The corporate responsibility to respect human rights applies to all companies, regardless of size, sector or location. It is also quickly becoming a business norm, with various governments taking action to require businesses to demonstrate they are taking their human rights responsibilities seriously.

Human rights are inherent to all people. Businesses too have a role to promote dignity and equality for all by respecting human rights and labour rights. Beyond being the right thing to do, all businesses around the world are expected to understand and implement international human rights and labour rights standards, reflected in increasing legislation and regulatory requirements. Participating companies will access on-demand and expert-led training and capacity building sessions, learn from global best practices and engage in peer-to-peer learning at the local level.

#### Q: What are the benefits of participating in the programme?

A: Companies that participate in the Business & Human Rights Accelerator will:

- Be able to determine where they are on their human rights journey
- Advance in their human rights due diligence journey
- Be able to engage directly affected stakeholders on business human rights impacts
- Be able to develop an action plan to mitigate their salient human rights impacts
- Understand grievance mechanisms and remedy
- Be able to report and communicate on their human rights due diligence journey

### **Q: What is the time commitment?**

A: Participants will need to commit approximately 50 hours over the six-month programme period.

### **Q: What is the eligibility criteria for company participation?**

A: The UN Global Compact invites companies everywhere to join the Business & Human Rights Accelerator. In order to take part, companies are required to be participating companies of the UN Global Compact and currently engaged with a Global Compact Local Network in their region or willing to join one.

### **Q: Who from the company should participate?**

A: Two company representatives (ideally from sustainability, human resources, supply chain sustainability and/or corporate risk management) may participate in the Accelerator activities and events. Additionally, an executive-level "ambassador" will be required to follow programme developments, provide support and participate in high-level events.

### **Q: What is the cost of participation?**

A: A small cost-covering fee may apply. Please contact your Global Compact Local Network for further information.

### **Q: Is the accelerator relevant for small, medium and large enterprises?**

A: We recognize that enterprises have different impacts on human rights and labour rights. Further, companies are at varying levels of maturity on their business and human rights journey. We therefore encourage businesses of all sizes to consider the Business & Human Rights Accelerator and utilize the opportunity to start a due diligence process or further work already in progress.

### **Q: My company already has a human rights due diligence process. Is the Business & Human Rights Accelerator an appropriate programme for us to participate in?**

A: Yes. Companies that already have a human rights due diligence process in place will benefit from engaging with experts and engaging in peer-to-peer learning. In addition to understanding how to take action on the UN Guiding Principles on Business and Human Rights (UNGPs) and the Ten Principles of the UN Global Compact, companies will also be able to effectively complete the UN Global Compact Communication on Progress. Further, companies with truly inspiring best practice may also be invited to share their case studies on Global platforms and at relevant events.

### **Q: Can non-business UN Global Compact participants join the accelerator?**

A: While the programme is designed for business, non-business participants with expertise and knowledge relevant to business and human rights are encouraged to discuss opportunities to support the accelerator with their Global Compact Local Network representative.

### **Q: What is the difference between the local and the global track of the Business & Human Rights Accelerator?**

A: **In-country track:** The in-country track is available in more than 30 countries, where the program will be run in collaboration with Global Compact Local Networks around the world. This track will be facilitated in the local language and local time zone where possible. It will offer a series of live and on-demand sessions, hands-on support, interactive workshops, and peer-to-peer networking. Companies will be grouped with participants from their own country. Participants of the in-country track get access to global track sessions and in-country sessions.

**Latin America track:** The Latin America track will bring together companies from the region and offer the same curriculum as the in-country track delivered through a series of global and on-demand sessions. Peer-to-peer sessions will focus on regional best practice and case studies.

**Global track:** The global track will be facilitated in English, and it will offer the same curriculum content as the in-country track delivered through a series of global live and on-demand sessions. This global track will be available in countries where an in-country track is not available. Space is limited. Please apply early.

## Q: What countries are offering the in-country track of the accelerator?

- Argentina
- Austria
- Bangladesh
- Bolivia
- Brazil
- Canada
- Central America and DR
- Colombia
- Denmark
- Ecuador
- Finland
- France
- Georgia
- Germany
- Indonesia
- Italy
- Japan
- Kenya
- Korea
- Lebanon
- Malaysia & Brunei
- Morocco
- Mexico
- Netherlands
- Nigeria
- Pakistan
- Paraguay
- Peru
- Portugal
- Serbia
- South Africa
- Spain
- Sri Lanka
- Sweden
- Switzerland & Liechtenstein
- Tanzania
- Türkiye
- United Kingdom
- Ukraine
- Uruguay
- United States of America
- Uzbekistan

## Q: My company is not based in a country where there is a participating Global Compact Local Network. How can we take part in the Business & Human Rights Accelerator?

A: For the in-country track, only companies based in countries where the Global Compact Local Network is running the Accelerator can participate. Note that companies must be members of the Local Network to take part. To learn more about how to join a Local Network, please [click here](#). If a company is not based in a country with a Local Network that is running the Business & Human Rights Accelerator, it can sign up to the global track of the accelerator. Please read “What is the difference between the global and local track” for more information.

## Q: How do I register to participate in the Business & Human Rights Accelerator?

A: Please visit our website at [unglobalcompact.org/bhr-accelerator](http://unglobalcompact.org/bhr-accelerator) to register for the Accelerator.

## ABOUT BUSINESS AND HUMAN RIGHTS

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### Q: What are the UN Guiding Principles on Business and Human Rights?

A: The UN Guiding Principles are the authoritative global standard on business and human rights, unanimously endorsed by the UN Human Rights Council in 2011. The 31 principles set expectations of states and companies about how to prevent and address negative impacts on human rights by business. They apply to all states and all businesses worldwide and today are being implemented by companies, governments and their stakeholders on every continent.

### Q: What are the Ten Principles of the UN Global Compact?

A: The Ten Principles of the United Nations Global Compact ([The Ten Principles](#)) are derived from: [the Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#). Global Compact business participants commit to upholding the Ten Principles which means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

### Q: What are the Human Rights and Labour Principles of the UN Global Compact?

A: The first two Principles of the UN Global Compact relate to human rights.

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

The next four Principles of the UN Global Compact relate to labour.

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

### **Q: How do the UNGPs relate to the Ten Principles of the UN Global Compact?**

A: As the global standard applicable to all business enterprises, the UN Guiding Principles provide a blueprint for operationalizing respect for human rights. They reinforce the Human Rights and Labour Principles of the UN Global Compact, providing an authoritative framework for participants on the policies and processes they should implement in order to ensure that they meet their responsibility to respect human rights.

### **Q: What is due diligence with regard to business and human rights?**

A: In the context of the UN Guiding Principles, human rights due diligence comprises an ongoing risk management process focusing on 'risks to people' rather than 'risks to business' that all businesses are expected to undertake to enable them 'know and show' how they proactively manage adverse human rights impacts with which they are involved. Human Rights Due Diligence (HRDD) entails assessing actual and potential human rights impacts; integrating and acting on the findings; tracking responses; and communicating how impacts are addressed, particularly to affected stakeholders. Over and above showing commitment to human rights by enacting and embedding human rights policies, and establishing grievance mechanisms and remediation plans, HRDD is the ongoing process that helps businesses to understand their involvement and to take action.