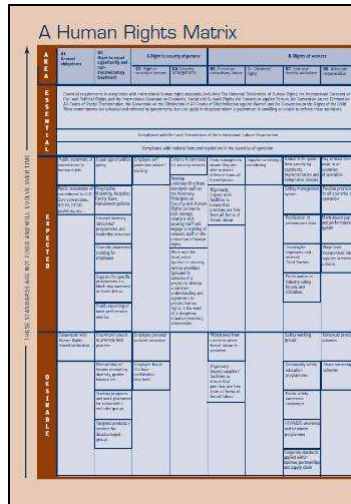


A Human Rights Matrix



1. Key data

Origin of the initiative	Business Leaders Initiative for Human Rights (BLIHR)
Year of development	2006
Accessibility	Free, no registration
Availability	Free, no costs
Language	English
Contact	corporatetcitizenship@novartis.com
Website	http://www.blihr.org/Reports/GIHRBM_Matrix.pdf

2. Aim and function of the tool

Aim	Integration of Human Rights into Business Management
Function	The Matrix aims at mapping corporate activities in human rights obligations within a business context, and setting priorities for improvement. It provides a simple indication of current performance, allowing the user to assess gaps, shortfalls and action points.
Type	Human rights gap analysis tool for self assessment and external counselling
Target group	Companies, CSR-Counselling Organizations


3. Practicability and flexibility

Specific sector	All sectors
Specific region	All regions
Size	All sizes- but primarily large companies
Interactivity	Online tool for download, implementation and adaptation to company specific situation requires counselling services at least for the first time.
CSR knowledge required	The Matrix requires profound knowledge of international human and labour rights as well as understanding of the specific company responsibilities and sphere of influence.

4. Normative Framework

Human Rights	International Bill of Human Rights, Convention against Torture, Convention on the Elimination of All Forms of Racial Discrimination, Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child
Labour Rights	Core Conventions of the International Labour Organisation

National Laws	Compliance with national laws and regulations in the country of operation
5. Scope of the tool	
Human Rights	<p>All human and labour rights:</p> <ul style="list-style-type: none"> • Productive and freely chosen work <ul style="list-style-type: none"> ○ Right to work ○ Prohibition of forced or compulsory labour ○ Prohibition of child labour • Rights at work including the core labour standards <ul style="list-style-type: none"> ○ Equality and non-discrimination between women and men, gender issues ○ Equality and non discrimination concerning all other groups ○ Diversity Management ○ Right to education ○ Safe and healthy working conditions ○ Further Rights at work <ul style="list-style-type: none"> - Fair wages - Equal pay for equal work - Decent living - Rest & leisure, annual leave - Reasonable limitation of working hours - Permanent employment relationship ○ Right to privacy, data protection ○ Right to strike ○ Right to form and join trade unions ○ Grievance procedures and remediation • Social protection <ul style="list-style-type: none"> ○ Right to social security including social insurance, pensions ○ Mitigation of adverse employment effects • Social dialogue <ul style="list-style-type: none"> ○ Freedom of association and right to collective bargaining ○ Tripartite consultation • External impact <ul style="list-style-type: none"> ○ Right to an adequate standard of living ○ Security issues, private property protection ○ Right to the highest attainable standard of physical and mental health
Work related Human Rights	See above
Other specific focus	Highlighted focus on the right to security of persons
6. Company Responsibility	
Concepts of sphere of influence, complicity	Concepts are not specifically explained in the Matrix since it aims primarily at mapping human rights responsibilities. Guidance material on company responsibility can be found in the BLIHR Guide for Integrating Human Rights into Business Management
Supply chain	Obligations concerning the supply chain are integrated with regard to specific rights in the Matrix
Human Rights impact	The Matrix does not specifically require or give guidance on human rights impact assessments

assessment	
Specific guidance on individual responsibility	The Matrix maps human rights obligations and supports companies in identifying their specific responsibilities. It does not provide basic guidance on individual responsibility as such. For working with this tool companies need to have identified their sphere of influence and the potential (human) rights their activities risk to interfere with.
7. User experience	
	
	"The Matrix constitutes a very helpful tool for mapping the specific human rights responsibilities and for elaborating a comprehensive human rights strategy for the company. It functions as key reference document to assess potential human rights risks in company operations."
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