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| Scoping Practitioner supplement |
| Human Rights Impact assessment guidance and toolbox |

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| **Contributors**: The 2016 Road-testing version of the HRIA Guidance and Toolbox was written by Nora Götzmann, Tulika Bansal, Elin Wrzoncki, Cathrine Bloch Veiberg, Jacqueline Tedaldi and Roya Høvsgaard. This 2020 version includes important contributions from Signe Adreasen Lysgaard, Dirk Hoffmann, Emil Lindbland Kernell, Ashley Nancy Reynolds, Francesca Thornberry, and Kayla Winarsky Green.  **Editor**: Ashley Nancy Reynolds    **Acknowledgments**: The Road-testing and final versions of the HRIA Guidance and Toolbox were developed with input from a number of individuals and organisations who contributed their expertise, reflections and time on a voluntary basis, for which we are deeply thankful. We wish to extend our sincere thanks to: Désirée Abrahams, Day Associates; Manon Aubry, Sciences Po and Oxfam France; José Aylwin; Sibylle Baumgartner, Kuoni Travel Management Ltd.; Richard Boele; Caroline Brodeur; Jonathan Drimmer; Gabriela Factor, Community Insights Group; Alejandro González, Project on Organizing, Development, Education, and Research (PODER); Jasmin Gut and Heloise Heyer, PeaceNexus; International Alert; Human Rights Task Force members of IPIECA, the global oil and gas industry association for environmental and social issues; Madeleine Koalick, twentyfifty Ltd.; Felicity Ann Kolp; Serena Lillywhite, Oxfam Australia; Lloyd Lipsett, LKL International Consulting Inc.; Susan Mathews, OHCHR; Siobhan McInerney-Lankford; Geneviève Paul, FIDH; Grace Sanico Steffan, OHCHR; Haley St. Dennis; Sam Szoke-Burke, Columbia Center on Sustainable Investment; Irit Tamir, Oxfam America; Deniz Utlu, German Institute for Human Rights; Prof. Frank Vanclay, University of Groningen; Margaret Wachenfeld; Yann Wyss, Nestlé; Sarah Zoen, Oxfam America. The contribution of expert reviewers does not represent their endorsement of the content. We would also like to thank Flavia Fries for her contributions to the Guidance and Toolbox during her fellowship at DIHR.  Special thanks go out to the Danish International Development Agency (Danida) and the Swedish International Development Cooperation Agency (Sida) for their financial support to the development of the Guidance and Toolbox. |
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Phase 1: Planning and scoping

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| **In** [**Phase 1: Planning and Scoping**](https://www.humanrights.dk/hria-toolbox/phase1) **you can find an introduction to scoping for HRIA, things to consider in forming the HRIA team, and the role of the terms of reference.**  **In this Practitioner Supplement you will find example questions and resources to assist you with scoping of:**   * **The business project or activities** * **The human rights context**   **This Practitioner Supplement is a part of the Road-testing version of the Human Rights Impact Assessment Guidance and Toolbox.**  **You can find the full version here:** [**https://www.humanrights.dk/hria-toolbox/**](https://www.humanrights.dk/hria-toolbox/) |

## Scoping of the business project or activities

The purpose of scoping the business project or activities is to understand the scale and type of operations in question, including considerations of the industry, physical location, stage of operations and so forth.

Box 1, below, provides an example list of documents that can inform the scoping of the business project or activities. Additionally, Table A provides an illustrative list of questions structured around a number of potential impact areas relating to the operational context.

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| **Box 1: Examples of documents to review when scoping the business project or activities**  Overview of company operations (i.e. locations, number of employees and contractors, local communities near/impacted by operations)  Maps of operations/sites and distances, including ancillary infrastructure (roads, ports, transmission lines, etc.)  Organogram of local operations  Documentation of project financing  Environmental, social and health impact assessment reports and management plans  Stakeholder engagement plans  Resettlement action plan  Community benefit agreements  Impact benefit agreements and indigenous land use agreements  Codes of conduct  Relevant policies and procedures (e.g. human resources, security, cultural heritage)  All relevant contracts (i.e. contracts with host-government, suppliers, and workers)  Relevant reporting of the subsidiary to company headquarters and government (e.g. local content figures)  Audit reports of sites  Media reports of the operations in the country in question  Reports by NGOs and CSOs on the company and/or particular operations  Documentation of activities through industry networks and with industry standards (e.g. reporting on implementation of industry standards)  Documentation of adherence to relevant business and human rights standards (e.g. reporting on the Voluntary Principles on Security and Human Rights, Global Reporting Initiative)  Information on past legal cases  Documentation on community grievances and their resolution (e.g. documentation from the company grievance mechanism, as well as any documentation from third-party mechanisms such as the Fair Labour Association, Compliance Advisor/Ombudsman of the International Finance Corporation or the OECD National Contact Points)  Information on the company’s engagement and work with local government authorities  Reports on revenue and tax arrangements, including distribution (e.g. at national government and local levels)  Documentation about community development and community investment initiatives (e.g. governance structure, benefits and payments made, monitoring and reporting on progress)  Company or industry documentation about co-ordination and collaboration efforts between businesses in the same region (e.g. to address cumulative impacts or co-ordinate on meeting common standards) |

| **Table A: Example questions for HRIA scoping of business project or activities** | |
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| **1. Communities:** Community residents are often living at the fence line of new business operations and as such can experience adverse impacts associated with the business activities taking place in the area. The impacts depend on the sector, type, size and location of the operations. Impacts can be of an environmental, social, cultural and/or economic nature. Depending on the business project or activities, community members living downstream, consumers and end-users also need to be considered. | |
| Operational footprint | * What are the primary installations of the company, i.e. what is the size of the physical footprint, development status, timeline, construction duration etc.? * Are there any ancillary installations or infrastructure, e.g. railroad, roads, pipeline, processing facilities? What is the size of these, their physical footprint, development status, timeline, construction duration etc.? * What is the demographic profile of surrounding residents and/or seasonal land users, i.e. number of people living on or adjacent to the site, distance from the site, livelihood activities etc.? * Is there any resettlement in connection to the project? If so how many people have been/are planned to be resettled? To where? Is there a resettlement action plan? What livelihood restoration programmes have been established and how is the resettlement being monitored? * Does the company have any social investment/community development projects in place, if so what are they? * Are there any impact benefit agreements anticipated or in place, indigenous land use agreements or other types of community-company agreements? * Does the company impact on the local communities’ livelihoods and culture, if so how? |
| Controls in place | * What policies and procedures are in place to govern community-related impacts and engagement, i.e. stakeholder engagement plan, impact benefit or land use agreements, community development initiatives, influx management, resettlement action plan, local content provisions, grievance resolution etc.? * Has a social impact assessment been undertaken and a management plan been developed and implemented? |
| Stakeholder engagement and experience | * Does the company regularly engage in dialogue with affected communities about environmental, social and human rights impacts and management? If so, how does engagement take place, i.e. where, when, with whom, what is the purpose and what are the outcomes? * Is there any community opposition to the operations? If yes, what does it relate to and from which individuals, groups or communities does it stem? * If indigenous peoples are present, have they been consulted on any business activities that might impact on their lives, according to the principle of free, prior and informed consent (FPIC)? * Does the company have a responsive grievance mechanism for receiving, processing and finding resolutions to grievances raised by affected individuals and communities? |
| **2. Environment:** Environmental impacts associated with business projects and activities can have adverse human rights impacts on local communities. This of course varies by industry, for example in the oil and gas sector key environmental issues to consider would include, gas flaring, land displacement, oil spills, as well as legacy issues. | |
| Operational footprint | * What is the previous, current, and anticipated environmental impact of the business project or activities? * What are the environmental risks associated with the operations, e.g. depending on the stage of business operations, or are there any industry-specific risks to consider? * Have there been any recent actual or alleged environmental incidents? * Will the environmental footprint impact any primary sources of livelihoods of local communities, e.g. access to natural resources, fishing areas, etc.? * What are the provisions for ensuring that cargo is transported by the safest means possible? * Does the company comply with national and international environmental regulations, good practice standards and/or industry-specific codes of practice? |
| Controls in place | * Has an environmental impact assessment been undertaken and a management plan developed and implemented? * Is there an environmental management system in place, including comprehensive monitoring? * Does the company have emergency procedures to address industrial accidents? * Do the company and its direct suppliers/contractors have controls in place to handle, transport, dispose of and store chemicals and hazardous and non-hazardous waste so as to avoid polluting land and water supplies? |
| Stakeholder engagement and experience | * Does the company communicate publicly about its environmental emissions and impacts? * Does the company regularly engage in dialogue with affected communities about environmental impacts? * Do environmental impact assessment processes include consultation and engagement with affected individuals and communities, and if so do these provisions meet international good practice and are they implemented? |
| **3. Security:** Business operations frequently use security guards to protect their premises and assets, which can represent a risk to the human rights of local community members, in particular human rights defenders and/or women and children; as well as workers and contractors. The company, or where appropriate independent third parties, should monitor the conduct of the company’s security arrangements and its impact on the local community to ensure consistency with the expectations of the Voluntary Principles on Security and Human Rights, international human rights and humanitarian law. | |
| Operational footprint | * How is the security situation around the company’s area of operations, i.e. is there conflict, is it a post-conflict or high-risk area, are there public or private security forces present, are there any armed groups etc.? * Are there any private or public security guards protecting the company’s facilities? If so how many and what type, i.e. private, police, military, specialised forces etc.? Are they armed or unarmed? * Are the security forces managed solely by the company or are they jointly managed, e.g. joint security personnel in an industrial zone? * What is the human rights track record of public and private security forces in the country/area of operations? * Have there been any recent actual or alleged human rights incidents, e.g. instances of use of excessive force, committed by security providers? If so how many, what precisely did they relate to and how were they investigated and addressed? * Are there any other unmanned security measures (e.g. surveillance, sensors, or wires)? |
| Controls in place | * Does the company have a security policy and procedure in place? If so is this aligned with the Voluntary Principles on Security and Human Rights? * Has the company made a commitment to the Voluntary Principles on Security and Human Rights and if so how has this been implemented? * Does the company assess and monitor the impacts of its security arrangements on local communities? * Does the company screen and appropriately train any private security personnel used to protect company assets? * Does the company engage with public security forces on respect for, and protection of, human rights by such forces? |
| Stakeholder engagement and experience | * Does the company consult with relevant stakeholders regarding its security arrangements, i.e. rights-holders, public and private security forces, non-government organisations etc.? * Does the company have a responsive grievance mechanism for receiving, processing and finding resolutions to grievances raised by workers and local community members? |
| **4. Workers:** Business operations can be labour intensive and involve a range of labour arrangements such as employment, contracting workers, or contracting labour through a third-party labour agency. Labour rights can be adversely impacted in areas such as working conditions, differential treatment of sub-contractor workers and discriminatory practices towards specific individuals such as women, ethnic minorities or disabled workers. The rights to freedom of assembly and collective bargaining are also often key impact areas. | |
| Operational footprint | * What are the workforce requirements by category of service, i.e. number of employees and contractors, expat or local, male or female, third-party staff etc.? * Are there young workers under 18? Are there any trainees/apprentices? * What are the working hours, rest periods, leave and benefit schemes to which workers and contractors are entitled? * Are there any trade unions at the work place? If so which ones? Are most workers unionised or not? Are there any collective bargaining agreements in place? * Is there company housing or any other types of accommodation provided for any of the groups of workers? If so what type of accommodation and which workers? * Are there any hazardous work categories? If so, which ones and how many workers are there in each one? |
| Controls in place | * What policies and procedures are in place to govern rights at work, what specifically do they address, and how are they managed? * Are such policies and procedures in line with international labour rights and standards? |
| Stakeholder engagement and experience | * Does the company engage in collective bargaining and refrain from restricting the right to freedom of association and collective bargaining? * Does the company consult with workers, including contracted and third-party staff? If so how and when? * Does the company have a responsive grievance mechanism for receiving, processing and finding resolutions to grievances raised by workers? |
| **5. Suppliers and procurement:** Companies should seek to avoid and address adverse human rights impacts caused by its suppliers and business partners by taking human rights and labour standards into account when selecting and developing business relationships; including in procurement and supply chain management processes. | |
| Operational footprint | * What are the main supplies/inputs, including goods, services and infrastructure provided by suppliers/contractors? * Who are the largest suppliers and contractors in terms of annual budgeted amount? * Who are considered to be the most high-risk suppliers and contractors in terms of social, environmental and/or human rights factors? * Are there any local content requirements and if so what are they? Do the local communities provide any goods and services to business operations and if so what are they? * Are there any reports of suppliers/contractors not conforming to the applicable environmental, social and human rights standards? |
| Controls in place | * Has the company conducted an assessment of its supply chain to identify which suppliers/contractors have the greatest risk of adverse human rights impacts? * Does the company audit its suppliers/contractors for their environmental, social and human rights performance? If so, have such audits shown any critical non-compliances, if so in which suppliers? * Does the company seek to ensure its suppliers and contractors respect the human rights of their workers and local communities, e.g. by including environmental, labour and other human rights factors in procurement processes or through incentive structures? * Does the company collaborate with other companies to promote improved human rights standards in suppliers? If so, through which joint initiatives? |
| Stakeholder engagement and experience | * Does the company provide training on human rights standards for relevant management and procurement staff? * Does the company conduct any training on social, environmental and/or human rights issues for its suppliers and/or contractors? * Has the company collaborated with individual suppliers to implement continuous improvements with regard to meeting human rights standards? |
| **6. Business relationships with host-government and other actors:** Companies should strive to respect, promote and implement human rights standards and principles in their practices, regardless of where they operate and the level of host-government commitment to human rights. This includes refraining from endorsing or supporting particular government policies or activities that violate human rights, as well as proactively engaging with government actors on human rights commitments; for example in early business development and contracting, regarding security provision, land management and other relevant matters. | |
| Operational footprint | * Which businesses does the company have relationships with, i.e. suppliers, joint-venture partners etc.? Are these private businesses or State-owned enterprises? * Does the company receive any finance from international financial institutions for its activities? If so which ones and does this include the applicability of any environmental and social performance standards, if so which ones? * Who is financing the project? Is it a joint-venture, wholly owned or a public-private partnership? * Which government departments does the company engage with? Are there specific laws applicable to the business project or activities? |
| Controls in place | * Does the company have any commitments in place to promote good human rights practices by its business partners, e.g. on human rights or issues related to business integrity? * Does the company have a structured process in place for the regular engagement of business partners such as local/national government and if so what does it include? |
| Stakeholder engagement and experience | * Does the company engage joint-venture partners, suppliers and other business partners on environmental, social and human rights matters, if so how? * Which government entities does the company engage with at the national, regional and local levels? How and when does such engagement take place? * Which international organisations, NGOs, CSOs, human rights experts, national human rights institutions, academic institutions and other relevant parties does the company engage with, how and what about? * Does the company engage with industry associations and standards, e.g. Fair Labour Association, International Council on Mining and Metals etc., and if so how? |

## Scoping of the human rights context

Scoping of the human rights context should include an overview of:

* The political, economic and development context (see Table B, below)
* An overview of the status of ratification and implementation of international human rights instruments at the national level (see Table C, below). At minimum, the human rights contained in the International Bill of Rights (i.e. the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights) and the Core Conventions of the International Labour Organisation must be included; the extent to which you should provide data on additional instruments will depend on the particular context.
* Data on key human rights context topics (see Table D, below).

Scoping of the human rights context should include:

* An analysis of whether or not international human rights law has been ratified as well as implemented
* Assessing whether implementation and enforcement of such laws is actually occurring in practice; and
* Developing an understanding of the human rights topics in the particular operational context of the business project or activities.

| **Table B: Overview of political, economic and development context** | |
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| **Basic Data** | **Example sources** |
| **Demographics in the region of operations** | |
| * Population * Ethnic groups * Indigenous peoples * Religious groups * Languages | * [CIA World Factbook](https://www.cia.gov/library/publications/the-world-factbook/): Population * [The World Bank](http://www.worldbank.org/en/country) Countries * [The Economist Intelligence Unit](http://www.eiu.com/) Countries * [UN Department of Economic and Social Affairs, Population Division](http://www.un.org/en/development/desa/population/theme/trends/index.shtml) * Local government websites, NGO reports, UN sources |
| **Political Statistics** | |
| * National, regional and local governments (form of government, head of state, ruling party, other political parties) * National, regional and local laws * Press freedom * Freedom of political rights * Civil liberties * Elections * Conflicts | * [CIA World Factbook](https://www.cia.gov/library/publications/the-world-factbook/) * [The World Bank](http://www.worldbank.org/en/country) Countries * [The Economist Intelligence Unit](http://www.eiu.com/) Countries * [Reporters Without Borders](http://en.rsf.org/press-freedom-index-2010,1034.html): Press Freedom Index * [Freedom House](http://www.freedomhouse.org/report-types/freedom-world) Map of Freedom - Political Rights * [Freedom House](http://www.freedomhouse.org/report-types/freedom-world): Map of Freedom - Civil Liberties * Most recent general election (month and year) [CIA World Factbook](https://www.cia.gov/library/publications/the-world-factbook/) * Local government websites, NGO reports, UN sources |
| **Development Indicators and Trends** | |
| * GDP per capita and GDP growth in region/neighbouring countries * Human Development Index score (including regional average) * Inequality-adjusted Human Development Index (IHDI) * Multidimensional Poverty Index * Percentage of population below national poverty rate and absolute poverty rate ($1.25 per day) * Gender Development Index (GDI) * Gini coefficient | * [UN Development Programme (UNDP)](http://hdr.undp.org/en/countries) Human Development Reports * [UNDP Data](http://hdr.undp.org/en/data) * [The World Bank](http://www.worldbank.org/en/country) Countries at glance * [The World Bank Data Bank](http://data.worldbank.org/country) * World Development Indicators * Global Economic Indicators * OHCHR Human Rights Indicators: A Guide to Measurement and Implementation [link](http://www.ohchr.org/EN/Issues/Indicators/Pages/HRIndicatorsIndex.aspx) * Local government websites, NGO reports, UN sources |

| **Table C: International and regional human rights instruments** | |
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| Universal Declaration of Human Rights (UDHR) | Universal Declaration of Human Rights, 1948 [link](http://www.ohchr.org/EN/UDHR/Pages/Language.aspx?LangID=eng) |
| International Covenant on Civil and Political Rights (ICCPR) | * International Covenant on Civil and Political Rights, 1966 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CCPR.aspx) * Optional Protocol to the International Covenant on Civil and Political Rights, 1966 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPCCPR1.aspx) |
| International Covenant on Economic, Social and Cultural Rights (ICESCR) | * International Covenant on Economic, Social and Cultural Rights, 1966 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx) * Optional Protocol to the International Covenant on Economic, Social and Cultural Rights, 2008 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPCESCR.aspx) |
| Other core international human rights conventions [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CoreInstruments.aspx) | * International Convention on the Elimination of All Forms of Racial Discrimination, 1965 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CERD.aspx) * Convention on the Elimination of All Forms of Discrimination Against Women, 1979 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx) * Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 1984 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CAT.aspx) * Convention on the Rights of the Child, 1989 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx) * International Convention on the Protection of All Migrant Workers and Members of Their Families, 1990 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CMW.aspx) * International Convention for the Protection of All Persons from Enforced Disappearance, 2006 [link](http://www.ohchr.org/EN/HRBodies/CED/Pages/ConventionCED.aspx) * Convention on the Rights of Persons with Disabilities, 2006 [link](http://www.ohchr.org/EN/HRBodies/CRPD/Pages/ConventionRightsPersonsWithDisabilities.aspx) * Second Optional Protocol to the International Covenant on Civil and Political Rights aiming at the Abolition of the Death Penalty, 1989 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/2ndOPCCPR.aspx) * Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, 1999 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPCEDAW.aspx) * Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict, 2000 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPACCRC.aspx) * Optional Protocol on the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, 2000 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPSCCRC.aspx) * Optional Protocol to the Convention on the Rights of the Child on a communications procedure, 2014 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPICCRC.aspx) * Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, 2002 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/OPCAT.aspx) * Optional Protocol to the Convention on the Rights of Persons with Disabilities, 2006 [link](http://www.ohchr.org/EN/HRBodies/CRPD/Pages/OptionalProtocolRightsPersonsWithDisabilities.aspx) |
| International Labour Organisation (ILO) fundamental conventions | * Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C087) * Right to Organise and Collective Bargaining Convention, 1949 (No. 98) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098) * Forced Labour Convention, 1930 (No. 29) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029) * Abolition of Forced Labour Convention, 1957 (No. 105) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C105) * Minimum Age Convention, 1973 (No. 138) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138) * Worst Forms of Child Labour Convention, 1999 (No. 182) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182) * Equal Remuneration Convention, 1951 (No. 100) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C100) * Discrimination (Employment and Occupation) Convention, 1958 (No.111) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111) |
| Other ILO conventions  [complete list](http://www.ilo.org/dyn/normlex/en/f?p=1000:12000:0::NO) | * ILO Hours of Work (Industry) Convention, 1919 (No. 1) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312146:NO) * ILO Hours of Work (Commerce and Offices) Convention, 1930 (No. 30) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312175:NO) * ILO Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No. 79) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312224:NO) * ILO Labour Inspectors Convention, 1947 (No. 81) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312226:NO) * ILO Night Work of Young Persons Employed in Industry Convention, 1948 (No. 90) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312235:NO) * ILO Protection of Wages Convention, 1949 (No. 95) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312240:NO) * ILO Social Security (Minimum Standards) Convention, 1952 (No. 102) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312247:NO) * ILO Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312262:NO) * ILO Equality of Treatment (Social Security) Convention, 1962 (No. 118) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312263:NO) * ILO Employment Policy Convention, 1964 (No. 122) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312267:NO) * ILO Minimum Age (Underground Work) Convention, 1965 (No. 123) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312268:NO) * ILO Medical Care and Sickness Benefits Convention, 1969 (No. 130) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312275:NO) * ILO Minimum Wage Fixing Convention, 1970 (No. 131) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312276:NO) * ILO Holidays with Pay (Revised) Convention, 1970 (No. 132) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312277:NO) * ILO Workers' Representatives Convention, 1971 (No. 135) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312280:NO) * ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312288:NO) * ILO Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312293:NO) * ILO Occupational Safety and Health Convention, 1981 (No. 155) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312300:NO) * ILO Workers with Family Responsibilities Convention, 1981 (No. 156) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312301:NO) * ILO Termination of Employment Convention, 1982 (No. 158) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312303:NO) * ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312314:NO) * ILO Night Work Convention, 1990 (No. 171) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312316:NO) * ILO Prevention of Major Industrial Accidents Convention, 1993 (No. 174) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312319:NO) * ILO Maternity Protection Convention, 2000 (No. 183) [link](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312328:NO) |
| Regional Instruments | * African Charter on Human and People´s Rights, 1998 [link](http://www.achpr.org/instruments/achpr/) * Protocol to the African Charter on Human and People´s Rights on the Rights of Women in Africa, 2003 [link](http://www.achpr.org/instruments/women-protocol/) * African Convention on the Rights and Welfare of the Child [link](http://www.achpr.org/instruments/child/) * African Convention on Nature and Natural Resources, 1968 [link](http://au.int/en/treaties/african-convention-conservation-nature-and-natural-resources) * African Union Convention on Preventing and Combating Corruption, 2003 [link](http://au.int/en/treaties/african-union-convention-preventing-and-combating-corruption) * European Convention on Human Rights, 1950 [link](http://www.echr.coe.int/Pages/home.aspx?p=home&c) * The European Social Charter, 1961 [link](http://www.coe.int/en/web/turin-european-social-charter) * European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment, 1987 [link](http://www.cpt.coe.int/en/documents/ecpt.htm) * Council of Europe, 1949 [link](http://www.coe.int/en/web/portal/home) * Council of Europe Convention on Action against Trafficking in Human Beings, 2005 [link](http://www.coe.int/t/dghl/monitoring/trafficking/default_en.asp) * European Charter for Regional or Minority Languages, 1992 [link](http://www.coe.int/t/dg4/education/minlang/Default_en.asp) * Charter of Fundamental Rights of the European Union, 2000 [link](http://ec.europa.eu/justice/fundamental-rights/charter/index_en.htm) * American Convention on Human Rights, 1969 [link](http://www.oas.org/dil/treaties_B-32_American_Convention_on_Human_Rights.htm) * Inter-American Convention to Prevent and Punish Torture, 1985 [link](http://www.oas.org/juridico/english/Sigs/a-51.html) * Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women [link](http://www.oas.org/juridico/english/treaties/a-61.html) * Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities [link](http://oas.org/juridico/english/treaties/a-65.html) |
| Environmental Instruments | * Stockholm Convention on Persistent Organic Pollutants, 2001 [link](http://chm.pops.int/TheConvention/Overview/tabid/3351/Default.aspx) * Kyoto Protocol, 1997 [link](https://unfccc.int/kyoto_protocol/items/2830.php) * United Nations Convention on Biological Diversity, 1993 [link](https://www.cbd.int/convention/) * United Nations Framework Convention on Climate Change, 1994 [link](http://unfccc.int/essential_background/convention/items/6036.php) * Paris Agreement, 2015 [link](http://unfccc.int/documentation/documents/advanced_search/items/6911.php?priref=600008831) * Montreal Protocol on Substances that Deplete the Ozone Layer, 1987 [link](http://ozone.unep.org/en/handbook-montreal-protocol-substances-deplete-ozone-layer) * Basel Convention on the Control of Transboundary Movements of Hazardous Wastes, 1989 [link](http://www.basel.int/TheConvention/Overview/tabid/1271/Default.aspx) |
| Other International Instruments, for list of universal human rights instruments see [here](http://www.ohchr.org/EN/ProfessionalInterest/Pages/UniversalHumanRightsInstruments.aspx) | * Declaration on the Rights of Indigenous Peoples [link](http://www.ohchr.org/EN/Issues/IPeoples/Pages/Declaration.aspx) * Rome Statute of the International Criminal Court, 1998 [link](https://www.icc-cpi.int/en_menus/icc/legal%20texts%20and%20tools/official%20journal/Pages/rome%20statute.aspx) * UNESCO Convention concerning the Protection of the World Cultural and Natural Heritage (1972) [link](http://whc.unesco.org/en/conventiontext/) * Convention Against Corruption, 2000 [link](http://www.unodc.org/unodc/en/treaties/CAC/index.html) * Convention Against Transnational Organized Crime, 2000 [link](https://www.unodc.org/unodc/en/treaties/CTOC/index.html) * Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organised Crime, 2000 [link](http://www.ohchr.org/EN/ProfessionalInterest/Pages/ProtocolTraffickingInPersons.aspx) |

| **Table D: Scoping of human rights context topics** | | | |
| --- | --- | --- | --- |
| **Human rights context topic** | **Associated human rights** | **Example resources** | **Example factors to consider** |
| **Discrimination against vulnerable groups, women and indigenous peoples**  Vulnerable groups might include, but is not limited to: women, children, LGBTQ, ethnic groups, religious groups, indigenous peoples, persons with disabilities, persons with HIV & AIDS, migrant workers | * Right to non-discrimination (UDHR 2, ICCPR 2, ICESCR 2) * Right to equality before the law (UDHR 7, ICCPR 26) * Right to freedom of thought, conscience and religion (UDHR 18, ICCPR 18) * Right to participate in the cultural life of the community (UDHR 15, ICCPR 27, ICESCR 15) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/rights-holders-at-risk/rhar-workplace/) rights-holders at risk issue description   Race, ethnicity and minority groups:   * UN [Convention on the Elimination of all Forms of Racial Discrimination](http://www.ohchr.org/EN/HRBodies/CERD/Pages/CERDIndex.aspx) * [Special Rapporteur on Racism](http://www.ohchr.org/EN/Issues/Racism/SRRacism/Pages/IndexSRRacism.aspx) * [Minority Rights Group international country database](http://www.minorityrights.org/directory)   Women:   * UN [Convention on the Elimination of Discrimination against Women](http://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx) * [Special Rapporteur on violence against women](http://www.ohchr.org/EN/Issues/Women/SRWomen/Pages/SRWomenIndex.aspx) * [Central American Women’s Network](http://www.cawn.org/html/publications.htm) * Maternity leave: [Women's rights by country](http://www.theguardian.com/global-development/ng-interactive/2014/feb/04/womens-rights-country-by-country-interactive) * OECD iLibrary: [Factors reducing women's quality of life](http://www.oecd-ilibrary.org/development/gender-equality_20743866-table6) * [Social Institutions And Gender Index](http://genderindex.org/)   Children:   * UN [Convention on the Rights of the Child](http://www.ohchr.org/EN/HRBodies/CRC/Pages/CRCIndex.aspx) * [Special Rapporteur on the sale of children](http://www.ohchr.org/EN/Issues/Children/Pages/ChildrenIndex.aspx) * [Special Rapporteur for children in armed conflict](https://childrenandarmedconflict.un.org/) * [Special Rapporteur on violence against children](http://srsg.violenceagainstchildren.org/)   Persons with disabilities:   * UN [Convention on the Rights of Persons with Disabilities](http://www.ohchr.org/EN/HRBodies/CRPD/Pages/CRPDIndex.aspx) * [Special Rapporteur on the rights of persons with disabilities](http://www.ohchr.org/EN/Issues/Disability/SRDisabilities/Pages/SRDisabilitiesIndex.aspx)   Migrants and migrant workers:   * UN [Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families](http://www.ohchr.org/EN/HRBodies/CMW/Pages/CMWIndex.aspx) * [Special Rapporteur on the human rights of migrants](http://www.ohchr.org/EN/Issues/Migration/SRMigrants/Pages/SRMigrantsIndex.aspx) * [International Organization For Migration country information](http://www.iom.int/)   Indigenous Peoples:   * UN Declaration on the Rights of Indigenous Peoples * [Special Rapporteur on the rights of indigenous peoples](http://www.ohchr.org/EN/Issues/IPeoples/SRIndigenousPeoples/Pages/SRIPeoplesIndex.aspx) * [UN Permanent Forum on Indigenous Issues](http://undesadspd.org/IndigenousPeoples.aspx)   Human rights defenders:   * UN [Special Rapporteur on the situation of human rights defenders](http://www.ohchr.org/EN/Issues/SRHRDefenders/Pages/SRHRDefendersIndex.aspx)   Discrimination in employment:   * ILO Discrimination (Employment and Occupation) Convention No. 111 [Ratification by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312256:NO) * ILO topics (reports, sector and country information etc.):   + [Equality and discrimination](http://www.ilo.org/global/topics/equality-and-discrimination/lang--en/index.htm)   + [Disability at work](http://www.ilo.org/global/topics/disability-and-work/lang--en/index.htm) * [Mywage.org](http://www.mywage.org/)   Other:   * United Nations [Special Rapporteur on trafficking in persons](http://www.ohchr.org/EN/Issues/Trafficking/Pages/TraffickingIndex.aspx) * Amnesty International [Country Reports](https://www.amnesty.org/en/countries/) * Food and Agriculture Organisation of The United Nations   + Country Profiles: [FAO Country Profiles](http://www.fao.org/countryprofiles/en/)   + Aquastat (information on water resources): [FAO Water](http://www.fao.org/nr/water/aquastat/main/index.stm) * [International Gay, Lesbian, Bisexual, Trans And Intersex Association](http://ilga.org/) * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Ratification of UN Conventions protecting particular vulnerable groups, national and local laws protecting vulnerable groups * Mandate and capacity of responsible ministries/agencies/ committees * Prevalence of discrimination against women and girls, including sexual and gender-based violence * Recognition of indigenous peoples in national law and protection of their specific rights in laws and practice * Prevalence of discrimination against specific rights-holder groups in society (e.g. ethnic minorities, those of a specific caste, religious minorities) * Discrimination in the workplace, including those rooted in formal structures and cultural traditions * Conflict based on race, ethnicity, religion and/or other such discriminating factors |
| **Child Labour** | * Right of the child to be protected from work that threatens his or her health, education or development (UDHR 25, ICESR 10) * Right against worst forms of child labour (UDHR 25, ICESR 10) * Right to education (UDHR 26, ICESCR 10) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/labour-issues/child-labour/): Child labour issue description   United Nations:   * [Convention on the Rights of the Child](http://www.ohchr.org/EN/HRBodies/CRC/Pages/CRCIndex.aspx) * [Special Rapporteur on the sale of children](http://www.ohchr.org/EN/Issues/Children/Pages/ChildrenIndex.aspx) * [Special Rapporteur for children in armed conflict](https://childrenandarmedconflict.un.org/) * [Special Rapporteur on violence against children](http://srsg.violenceagainstchildren.org/) * [Special Rapporteur on trafficking in persons](http://www.ohchr.org/EN/Issues/Trafficking/Pages/TraffickingIndex.aspx) * [Special Rapporteur on the right to education](http://www.ohchr.org/EN/Issues/Education/SREducation/Pages/SREducationIndex.aspx) * Child Info statistics: [UNICEF Child labour by country](http://data.unicef.org/child-protection/child-labour.html) * UNICEF information by country and programme: [UNICEF by country](http://www.unicef.org/infobycountry/index.html)   International Labour Organisation:   * ILO Worst Forms of Child Labour Convention No. 182 [Ratification by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO::P11300_INSTRUMENT_ID:312327) * ILO topics (reports, sector and country information etc.): [Child labour](http://www.ilo.org/global/topics/child-labour/lang--en/index.htm) * Child labour statistics: [ILO survey](http://www.ilo.org/dyn/clsurvey/lfsurvey.list?p_lang=en) * Minimum Age Convention No. 138 [Ratification by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312283:NO)   Child Rights International Network (CRIN):   * CRIN General information on the [Convention on the Rights of the Child (CRC) Article 32](https://www.crin.org/en/home/rights/convention/articles/article-32-child-labour) * [CRIN themes](https://www.crin.org/en/home/rights/themes)   Worst forms of child labour:   * U.S. Department of Labor Findings on the Worst forms of Child Labor: [Report on Child Labour](http://www.dol.gov/ilab/reports/child-labor/findings/)   Other:   * Amnesty International [Country Reports](https://www.amnesty.org/en/countries/) * Global March Against Child Labour: [www.globalmarch.org](http://www.globalmarch.org) * Understanding Child Work: [UCW](http://www.ucw-project.org/) * World report on child labour: [World Report on child Labour](http://stopbornearbejde.dk/sites/default/files/World_Report_on_Child_Labour_EN_20130429.pdf) * Stop Child Labour: <http://www.stopchildlabour.eu/> * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Compliance with minimum age standards * Regulation of the hours of work and conditions of employment for young people * Prevalence of child labour, including the worst forms of child labour in the country, including in the specific industry and region in question |
| **Forced Labour** | * Right to freedom from forced labour and servitude (UDHR 4, ICCPR 8) * Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7) * Right to freedom of movement (UDHR 13, ICCPR 12) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/labour-issues/forced-labour/) forced labour issue description   United Nations:   * [Special Rapporteur on trafficking in persons](http://www.ohchr.org/EN/Issues/Trafficking/Pages/TraffickingIndex.aspx) * [Special Rapporteur on contemporary forms of slavery, including its causes and consequences](http://www.ohchr.org/EN/Issues/Slavery/SRSlavery/Pages/SRSlaveryIndex.aspx) * [Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment](http://www.ohchr.org/EN/Issues/Torture/SRTorture/Pages/SRTortureIndex.aspx)   International Labour Organisation:   * ILO Forced Labour Convention No. 29 [Ratification by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312174:NO) * ILO Abolition of Forced Labour Convention No. 105 [Ratifications by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312250:NO) * ILO topic: [Forced labour, human trafficking and slavery](http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm)   Country Reports:   * U.S. Department of State, Annual Trafficking in Persons Report: [Trafficking in Persons Report](http://www.state.gov/j/tip/rls/tiprpt/) * Amnesty International [Country Reports](https://www.amnesty.org/en/countries/) * Global Slavery Index [Country Briefs](http://www.globalslaveryindex.org/findings/)   Other:   * End Slavery Now: [End Slavery Now Handbook](http://www.endslaverynow.com/?goto=handbook&section=business) * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Prevalence of forced labour in the country and specific industry * Past cases/issues regarding forced labour * The country’s vulnerability to forced labour issues such as debt bondage or other coercion that makes workers unable to freely leave employment * Vulnerable groups at risk to forced labour (e.g. migrant workers or rights-holder groups that experience high levels of discrimination) |
| **Occupational Health and Safety** | * Right to life, liberty and security of person (UDHR 3, ICCPR 6) * Right to health (UDHR 25, ICESCR 12) * Right to safe and healthy working conditions (UDHR 23, ICESCR 7) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/labour-issues/occupational-health-safety/) health & safety issue description   United Nations:   * [Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health](http://www.ohchr.org/EN/Issues/Health/Pages/SRRightHealthIndex.aspx)   International Labour Organisation:   * ILO Occupational Health and Safety Conventions: [Ratifications by country](http://www.ilo.org/dyn/normlex/en/f?p=1000:11001:0::NO) * Working Environment (Air Pollution, Noise and Vibration) Convention No. 148 * Occupational Safety and Health Convention No. 155 * Safety and Health in Mines Convention No. 176 * Promotional Framework for Occupational Safety and Health Convention No. 187 * ILO topic: [Safety and health at work](http://www.ilo.org/global/topics/safety-and-health-at-work/lang--en/index.htm) * [ILO Programme on Occupational Safety and Health: Country profiles](http://www.ilo.org/safework/countries/lang--en/index.htm)   Other:   * [Labour Start](http://www.labourstart.org/) (Cases mainly) * Baker Mckenzie: [Baker McKenzie Labour and employment law Latin America](file:///C:\Users\user\Desktop\Scoping_HRIA%20Toolbox%20example_v2_NOG.docx) * [Portal for Responsible Supply Chain Management](http://www.csr-supplychain.gr/en/) * LO/FTF Council: [Country Labour Profiles](http://www.ulandssekretariatet.dk/content/landeanalyser) * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Level of labour standards (national and local context) * Adherence to international labour standards on health and safety * The risks of the business project’s particular sector and specific classes of hazards in its work areas, including physical, chemical, biological, and radiological hazards * Number of accidents related to occupational health and safety * Government systems and capacity for monitoring health and safety in the workplace * Particularly vulnerable groups to working in unhealthy and unsafe working conditions (e.g. migrants, temporary workers) * Mandate and capacity of responsible ministries/agencies/ committees |
| **Trade unions** | * Right to freedom of association and collective bargaining (UDHR 20, ICCPR 22 and 23, ICESCR 8) * Right to freedom of assembly (UDHR 20 ICCPR 21) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/labour-issues/trade-unions/) trade unions issue description   United Nations:   * [Special Rapporteur on the rights to freedom of peaceful assembly and of association](http://www.ohchr.org/EN/Issues/AssemblyAssociation/Pages/SRFreedomAssemblyAssociationIndex.aspx) * [Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression](http://www.ohchr.org/EN/Issues/FreedomOpinion/Pages/OpinionIndex.aspx)   International Labour Organisation:   * ILO Freedom of Association and Protection of the Right to Organise Convention No.87 [Ratification by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312232:NO) * ILO Right to Organise and Collection Bargaining Convention No. 98 [Ratification by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312243:NO) * ILO topics: * [Collective bargaining and labour relations](http://www.ilo.org/global/topics/collective-bargaining-labour-relations/lang--en/index.htm) * [Freedom of association](http://www.ilo.org/global/topics/freedom-of-association-and-the-right-to-collective-bargaining/lang--en/index.htm)   International Trade Union Confederation:   * Country reports: [Survey of Violations](http://survey.ituc-csi.org/+-Whole-World-+.html?lang=en)   Other:   * LO/FTF Council: [Country Labour Profiles](http://www.ulandssekretariatet.dk/content/landeanalyser) * [Labour Start](http://www.labourstart.org/) * TUAC Trade Union Advisory Committee to the OECD: [TUAC](http://www.tuac.org/en/public/index.phtml) * Amnesty International [Country Reports](https://www.amnesty.org/en/countries/) | * Restrictions in law or practice on the right of workers to collectively represent their interests * Percentage of workers belonging to a union * Number of legal and illegal strikes in most recent year * Repression of demonstrations or assembly * Largest trade unions and union confederations * Barriers to unionisation * Incidents and prevalence of discrimination against individuals on the basis of unionisation * Prevalence of collective bargaining |
| **Working Conditions** | * Right to work and to just and favourable conditions of work (UDHR 23 and 24, ICESCR 7) * Right to an adequate standard of living (UDHR 25, ICESCR 11) * Right to equal pay for equal work (UDHR 23, ICESCR 7) * Right to privacy (UDHR 12, ICCPR 17) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/labour-issues/working-conditions/) working conditions issue description   United Nations:   * [Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health](http://www.ohchr.org/EN/Issues/Health/Pages/SRRightHealthIndex.aspx) * [Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context](http://www.ohchr.org/EN/Issues/Housing/Pages/HousingIndex.aspx) * [Special Rapporteur on the right to privacy](http://www.ohchr.org/EN/Issues/Privacy/SR/Pages/SRPrivacyIndex.aspx)   International Labour Organisation:   * ILO Equal Remuneration Convention No.100 [Ratifications by country](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:312245:NO) * ILO topics (reports, sector and country information etc.): * [Working conditions](http://www.ilo.org/global/topics/working-conditions/lang--en/index.htm) * [Wages](http://www.ilo.org/global/topics/wages/lang--en/index.htm)   Other:   * Bertelsmann Foundation: [Country Reports](http://www.bertelsmann-transformation-index.de/en/bti/country-reports/) * [MyWage Source](http://www.mywage.com/) (working hours, overtime pay, etc.) * Baker Mckenzie: [Baker McKenzie Labour and employment law Latin America](file:///C:\Users\user\Desktop\Scoping_HRIA%20Toolbox%20example_v2_NOG.docx) * LO/FTF Council: [Country Labour Profiles](http://www.ulandssekretariatet.dk/content/landeanalyser) * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Unemployment level * Statistics on migrant workers and other types of temporary workers * Whether the minimum wage corresponds to a living wage * Who might be particularly vulnerable to low wages and poor working conditions * Risk of unpaid or excessive use of overtime * Issues regarding discrimination with the exclusion of contracted or temporary labourers from benefits or grievance mechanisms * Privacy and personal data protection * Mandate and capacity of responsible ministries/agencies/ committees |
| **Environment** | * Right to health (UDHR 25, ICESCR 12) * Right to an adequate standard of living (UDHR 25, ICESCR 11) * Right to adequate housing (UDHR 25, ICESCR 11) * Right to food (UDHR 25, ICESCR 11) * Right to water (UDHR 25, ICESCR 11) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/community-impacts/environment/) environment issue description   United Nations:   * [Special Rapporteur on human rights and the environment](http://www.ohchr.org/EN/Issues/Environment/SREnvironment/Pages/SRenvironmentIndex.aspx) * [Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health](http://www.ohchr.org/EN/Issues/Health/Pages/SRRightHealthIndex.aspx) * [Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context](http://www.ohchr.org/EN/Issues/Housing/Pages/HousingIndex.aspx) * [Special Rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes](http://www.ohchr.org/EN/Issues/Environment/ToxicWastes/Pages/SRToxicWastesIndex.aspx) * [Special Rapporteur on the human right to safe drinking water and sanitation](http://www.ohchr.org/EN/Issues/WaterAndSanitation/SRWater/Pages/SRWaterIndex.aspx) * [Special Rapporteur on the right to food](http://www.ohchr.org/EN/Issues/Food/Pages/FoodIndex.aspx)   Food and Water security:   * Food and Agriculture Organisation of the United Nations: [FAO Country Profiles](http://www.fao.org/countryprofiles/en/) * World Food Programme: <http://www.wfp.org/> * Aquastat (information on water resources): [FAO Water](http://www.fao.org/nr/water/aquastat/main/index.stm)   Health:   * World Health Organisation: [Country profiles](http://www.who.int/countries/en/)   Other:   * Environmental Justice Organisations, Liabilities And Trade: <http://ejatlas.org> * [Environmental Performance Index](http://epi.yale.edu/) * Bertelsmann Foundation: [Country Reports](http://www.bertelsmann-transformation-index.de/en/bti/country-reports/) * [Doctors Without Borders](http://www.doctorswithoutborders.org/) * Global Policy Forum: [Global Policy Forum](http://www.globalpolicy.org/component/search/?ordering=newest&searchphrase=all&limit=20) * [Friends of the Earth International](http://www.foei.org/) * Environmental laws regulating air pollution, land degradation, water contamination or other environmental impacts * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Requirements and enforcement of conducting environmental impact assessments as well as to meaningfully consult affected communities * Assessment of risks associated with contributing to water scarcity or food insecurity through pollution, overuse, or other issues * Level of protection towards cultural heritage * Level of corruption e.g. when dealing with environmental inspection bodies * Mandate and capacity of responsible ministries/agencies/ committees * Risk of natural disasters |
| **Livelihoods and culture** | * Right to an adequate standard of living (UDHR 25, ICESCR 11) * Right to education (UDHR 26, ICESCR 10) * Right to food (UDHR 25, ICESCR 11) * Right to housing (UDHR 25, ICESCR 11) * Right to water (UDHR 25, ICESCR 11) * Right to participate in cultural life (UDHR 15, ICCPR 27, ICESCR 15) | United Nations:   * [Special Rapporteur on human rights and the environment](http://www.ohchr.org/EN/Issues/Environment/SREnvironment/Pages/SRenvironmentIndex.aspx) * [Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health](http://www.ohchr.org/EN/Issues/Health/Pages/SRRightHealthIndex.aspx) * [Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context](http://www.ohchr.org/EN/Issues/Housing/Pages/HousingIndex.aspx) * [Special Rapporteur on minority issues](http://www.ohchr.org/EN/Issues/Minorities/SRMinorities/Pages/SRminorityissuesIndex.aspx) * [Special Rapporteur on the right to education](http://www.ohchr.org/EN/Issues/Education/SREducation/Pages/SREducationIndex.aspx) * [Special Rapporteur on extreme poverty and human rights](http://www.ohchr.org/EN/Issues/Poverty/Pages/SRExtremePovertyIndex.aspx) * [Special Rapporteur on the human right to safe drinking water and sanitation](http://www.ohchr.org/EN/Issues/WaterAndSanitation/SRWater/Pages/SRWaterIndex.aspx) * [Special Rapporteur on the right to food](http://www.ohchr.org/EN/Issues/Food/Pages/FoodIndex.aspx) * [Special Rapporteur in the field of cultural rights](http://www.ohchr.org/EN/Issues/CulturalRights/Pages/SRCulturalRightsIndex.aspx)   Development:   * [UN Development Programme (UNDP)](http://hdr.undp.org/en/countries) Human Development Reports * [The World Bank](http://www.worldbank.org/en/country) Countries at glance * [The World Bank Data Bank](http://data.worldbank.org/country)   Food and Water security:   * UN [Toolkit Right to Food](http://www.ohchr.org/EN/Issues/ESCR/Pages/Food.aspx) * UN [Right to Water and Sanitation Toolkit](http://www.ohchr.org/EN/Issues/ESCR/Pages/Water.aspx) * Food and Agriculture Organisation of the United Nations: [FAO Country Profiles](http://www.fao.org/countryprofiles/en/) * World Food Programme: <http://www.wfp.org/> * Aquastat (information on water resources): [FAO Water](http://www.fao.org/nr/water/aquastat/main/index.stm)   Other:   * Amnesty International [Country Reports](https://www.amnesty.org/en/countries/) * [UN Women](http://www.unwomen.org/en) * National laws, policies and regulation * Local laws (e.g. local content) and development initiatives * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Relevant industry frameworks or standards * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, universities, financial institutions) * Local NGOs, civil society organisations and media reports | * In-migration * Local content (i.e. regulation) * Impact on women and girls * Impact on vulnerable or marginalised groups * Main sources of income and livelihoods sustaining activities of local communities * Level of inclusion in the local government and economy of all community members (even vulnerable and marginalised groups) * Accessibility to basic needs (e.g. clean drinking water) * Accessibility to basic social services and facilities (e.g. healthcare or education) |
| **Land and Property** | * Right to adequate standard of living (UDHR 25, ICESCR 11) * Right to property * Right to housing (UDHR 25, ICESCR 11) * Rights to freedom of movement (UDHR 13, ICCPR 12) * Right to food (UDHR 25, ICESCR 11) * Right to water (UDHR 25, ICESCR 11) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/community-impacts/land-property/) land and property issue description   United Nations:   * [Special Rapporteur on the right to food](http://www.ohchr.org/EN/Issues/Food/Pages/FoodIndex.aspx) * [Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context](http://www.ohchr.org/EN/Issues/Housing/Pages/HousingIndex.aspx)   Land rights:   * International Property Rights Index (see countries) <http://www.internationalpropertyrightsindex.org/> * USAID <http://usaidlandtenure.net/> * International Land Coalition <http://www.landcoalition.org/>   Corruption:   * [Global Corruption Report](http://www.transparency.org/research/gcr) * Business Anti-Corruption Portal: [http://www.business-anti-corruption.com/country-profiles.aspx](http://www.business-anti-corruption.com/en/country-profiles/) (corruption in land administration) * Transparency international: [www.transparency.org](http://www.transparency.org)   Country Reports:   * Bertelsmann Foundation: [Country Reports](http://www.bertelsmann-transformation-index.de/en/bti/country-reports/) * Heritage Foundation Economic Freedom Index: [Rankings by country](http://www.heritage.org/index/Ranking.aspx) * Belgian Export Credit Agency Country Risk Summary: [Country Risk Summary](http://www.ondd.be/WebONDD/Website.nsf/weben/Country+risks?OpenDocument)   Other:   * Global Policy Forum: [Global Policy Reform](http://www.globalpolicy.org/component/search/?ordering=newest&searchphrase=all&limit=20) * Trust Law: <http://www.trust.org/trustlaw/> * Platform: <http://www.platformlondon.org/> * Habitat For Humanity: <http://www.habitat.org/> * Land Research Action Network: <http://www.landaction.org/> * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Land laws regarding the acquisition of land and consultation as well as compensation, including to identify and compensate formal and informal users of land * Restriction of use or access to land, including land for production of food * Risk of contributing to social conflict by acquiring land whose ownership is disputed * Land laws requiring the free, prior and informed consent of indigenous communities when accessing or impacting on their lands and natural resources * Disproportionate impact on access to land and property for particular rights-holder groups * Issues related to communities being restricted of the benefits of the use or extraction of their natural resources * Issues related to the acquisition of disputed lands, including lands acquired by the state through forced eviction and/or demolition * Actual or planned resettlement and relocation * Protections regarding cultural heritage |
| **Revenue Transparency and Management** | * Right to access to information (UDHR 19, ICCPR 19) * Right to take part in government (UDHR 21, ICCPR 25) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/community-impacts/revenue-transparency/) revenue issue description   Corruption by country:   * UN Convention against corruption [Ratification by country](https://www.unodc.org/unodc/en/treaties/CAC/signatories.html) * Business Anti-Corruption Portal: <http://www.business-anti-corruption.com> * Global Integrity: <https://www.globalintegrity.org> * Open Budget Survey: [International Budget Report 2015](http://internationalbudget.org/opening-budgets/open-budget-initiative/open-budget-survey/)   General corruption:   * [U4 Anti-Corruption Resource Center](http://www.u4.no/info/about-u4/)   Access to information:   * Article 19: <http://www.article19.org/>   Extractives Industries development and governance:   * Natural Resource Governance Institute: Resource Governance Index * UNDP Extractive Industries For Sustainable Development [UNDP Extractive Industries for Sustainable Development](http://www.undp.org/content/undp/en/home/ourwork/povertyreduction/focus_areas/extractive-industries.html) * Goxi- Sharing In Governance Of Extractive Industries: [http://goxi.org](http://goxi.org/)   Transparency:   * Extractive Industry Transparency Initiative: [www.eiti.org](http://www.eiti.org) * Transparency international: [www.transparency.org](http://www.transparency.org) * Publish What You Pay: <http://www.publishwhatyoupay.org>   Tax:   * KPMG (tax frameworks information) * PWC (tax frameworks information) * Tax Justice Network: <http://www.taxjustice.net>   Other:   * Regional development banks & the World Bank * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Level of corruption in the given context * Existence of a National Integrity System to prevent, detect, deter and penalise corruption, and for determining whether regulations requiring the private sector to comply with accountability and auditing standards are implemented and enforced in practice * Corruption perception in the country * Corruption as compared to internationally recognised rankings such as Transparency International Corruption Perception Index * Relationship between national and local governments (e.g. equal revenue sharing) * Level of transparency as well as laws regarding government revenues received from business and the distribution of such revenues * Mandate and capacity of responsible ministries/agencies/ committees |
| **Security and Conflict** | * Right to life, liberty and security of person - (including   freedom from arbitrary arrest,  detention or exile) (UDHR 3 and 9, ICCPR 6)   * Right to health (UDHR 25, ICESCR 12 * Right to freedom of association and collective bargaining (UDHR 20, ICCPR 22 and 23, ICESCR 8) * Right to freedom of assembly (UDHR 20 ICCPR 21) * Right to freedom from torture and other cruel or degrading treatment or punishment (UDHR 5, ICCPR 7) | Introductory:   * [HRB Country Guide](http://hrbcountryguide.org/issues/community-impacts/security/) security and conflict issue description   International Standards:   * Voluntary Principles on Security and Human Rights * [Government participants](http://www.voluntaryprinciples.org/for-governments/) * [Company participants](http://www.voluntaryprinciples.org/for-companies/)   United Nations:   * [Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment](http://www.ohchr.org/EN/Issues/Torture/SRTorture/Pages/SRTortureIndex.aspx) * UNHCHR – [Working Group On The Use Of Mercenaries](http://www.ohchr.org/EN/Issues/Mercenaries/WGMercenaries/Pages/WGMercenariesIndex.aspx) * Belgian Export Credit Agency Country Risk Summary: [Country Risk Summary](http://www.ondd.be/WebONDD/Website.nsf/weben/Country+risks?OpenDocument) * Private Security Regulations: <http://www.privatesecurityregulation.net/pmsc-regulation-database> * Private Security Monitor: <http://psm.du.edu/national_regulation/>   NGOs:   * International Alert: <http://www.international-alert.org/> * Platform London: <http://www.platformlondon.org> * DCAF: <http://www.dcaf.ch/> * FIDH: <https://www.fidh.org/en/> * Global Witness: <http://www.globalwitness.org> * Swisspeace: <http://www.swisspeace.ch> * Reporters Without Borders: [World Press Freedom Index](http://en.rsf.org/)   Human rights extra-judicial executions, disappearances, torture and arbitrary detention:   * World Organisation Against Torture: <http://www.omct.org/index.php?search=advanced&lang=eng> * Alkarama: <http://en.alkarama.org/>   Conflict-affected areas:   * International Crisis Group: <http://www.crisisgroup.org/> * Failed States Index: <http://www.foreignpolicy.com/failedstates>, * Country Indicators For Foreign Policy- Failed And Fragile States: <http://www4.carleton.ca/cifp/ffs.htm>   Other:   * Global Policy Forum: [Global Policy Forum](http://www.globalpolicy.org/component/search/?ordering=newest&searchphrase=all&limit=20) * NBIR – Index Of African Governance: <http://www.nber.org/data/iag.html> * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Identification of those institutions in charge of maintaining the rule of law, safeguarding human rights and deterring acts that threaten company facilities and personnel * Relations between national and local security forces (i.e. is there conflict among them?) * Reports of instances where violations by public security forces have been linked to company operations * Laws regulating private security forces and whether these laws are followed in practice * Areas where armed conflict has been or is taking place and the understanding the main sources of conflict * Cases of grave violations of humanitarian and human rights law committed by the parties involved are identified * Repression of human rights defenders * Consultation and engagement * Mandate and capacity of responsible parties |
| **Consultation and engagement** | * Right to access to information (UDHR 19, ICCPR 19) * Rights of Indigenous Peoples (UN Declaration on the rights of indigenous peoples) * Free, prior and informed consent | International Labour Organisation:   * ILO Country Profiles [Country Profiles](http://www.ilo.org/dyn/normlex/en/f?p=1000:11003:0::NO) * ILO Convention No. 169: Indigenous and Tribal Peoples Convention [Ratifications by country](http://www.ilo.org/dyn/normlex/en/f?p=1000:11300:0::NO:11300:P11300_INSTRUMENT_ID:312314)   Other:   * Amnesty International [Country Reports](https://www.amnesty.org/en/countries/) * [Reporters Without Borders](http://en.rsf.org/press-freedom-index-2010,1034.html): Press Freedom Index * National and local laws, policies and regulation * Legal cases * Reports and documentation by non-government and civil society organisations (local, national and international) on the issue * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * Access to information to participate in decision-making (e.g. environmental impact assessments) * Access to information about company operations and activities, as well as government permitting and decision-making * Free prior and informed consent of indigenous peoples to participate in decisions that affect them * Level of social tensions and conflicts exist within communities * Role of elites in the community, are others (i.e. ethnic minorities and other vulnerable and/or marginalised groups) able to have their voices heard |
| **Access to Remedy** | * Right to remedy (UDHR 8, ICCPR 2) | United Nations:   * [Special Rapporteur on the independence of judges and lawyers](http://www.ohchr.org/EN/Issues/Judiciary/Pages/IDPIndex.aspx) * [Special Rapporteur on the promotion of truth, justice, reparation and guarantees of non-recurrence](http://www.ohchr.org/EN/Issues/TruthJusticeReparation/Pages/Index.aspx) * [Special Rapporteur on the rights of indigenous peoples](http://www.ohchr.org/EN/Issues/IPeoples/SRIndigenousPeoples/Pages/SRIPeoplesIndex.aspx)   Rule of law:   * World Justice Rule Of Law Index <http://worldjusticeproject.org/rule-of-law-index> * International Commission of Jurists: [Country reports](http://www.icj.org/category/publications/reports/) * Transparency Accountability Initiative [Transparency Initiative](http://www.transparency-initiative.org/workstream/policy-innovations/budget-process-3)   Community-company grievances and cases (non-judicial):   * Access: <http://www.accessfacility.org/> (former BASESWiki) * OECD Watch: <http://oecdwatch.org/cases> * Compliance Advisor Ombudsman: <http://www.cao-ombudsman.org/cases/> * [World Bank Inspection Panel](http://ewebapps.worldbank.org/apps/ip/Pages/Home.aspx), cases   Legal cases:   * ESCR-NET: <http://www.escr-net.org/caselaw>   Other:   * National and local laws, policies and regulation * Legal cases * Reports by NGOs and CSOs (local, national and international) * United Nations Country Reports (including the Universal Periodic Review and reporting to relevant treaty bodies) * Reports and documentation by other relevant actors (e.g. national human rights institutions, think-tanks, industry associations, media, universities, financial institutions) | * The extent to which State-based grievance mechanisms allow for victims of corporate human rights abuses to both file grievances and seek redress * Level of State-based grievance mechanisms, both judicial and non-judicial mechanisms, being independent of economic or political pressures from other State agents and from business actors * Whether legitimate and peaceful activities of lawyers, and human rights defenders are obstructed * Assess the practical and procedural barriers to accessing judicial remedy such as the costs of bringing claims or claimants experience difficulty in securing legal representation * Informal justice mechanisms * International mechanisms |