



BUSINESS & HUMAN RIGHTS ACCELERATOR



In collaboration with:

Shift



FREQUENTLY ASKED QUESTIONS

ABOUT THE BUSINESS & HUMAN RIGHTS ACCELERATOR

Q: What is the Business & Human Rights Accelerator?

A: The Business & Human Rights Accelerator is a six-month programme activating companies participating in the UN Global Compact across industries and regions. The objective is to help businesses swiftly move from commitment to action on human rights and labour rights through establishing an ongoing human rights due diligence process. Run in collaboration with Global Compact Country Networks, the Business & Human Rights Accelerator aims to engage companies on a large scale, enhancing the collective impact of businesses in upholding human rights and labour rights globally.

Q: When does round 3 of the Business & Human Rights Accelerator start?

A: The Accelerator programme will commence with an opening webinar in February 2025. The exact start date of Country Network sessions is to be confirmed.

ABOUT COMPANY PARTICIPATION

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 courses, 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:

- Identify and assess your company's actual or potential adverse human rights impacts
- Learn how to integrate those findings across processes and take appropriate action
- Track the effectiveness of measures and processes to know if they are working
- Understand how aligning operations with international standards prepares organizations for evolving human rights due diligence legislation

- Communicate how impacts are being addressed and show stakeholders that your company is taking action and seeing results
- Build a network of peers, UN partners and experts to support your human rights journey and work collectively to tackle the challenges of the human rights due diligence process

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?

To take part in the Business & Human Rights Accelerator, companies are required to be participants of the UN Global Compact or willing to join. Your company should also be:

- Currently engaged with a Global Compact Country Network in your region or willing to join
- Willing to identify its human rights risks and impacts and scope a core area of your value chain for further focus
- Committed to developing an Action Plan to help address the human rights risks identified and prioritized
- Able to appoint two working-level representatives to attend sessions and participate in Accelerator activities and an additional executive-level representative to follow programme developments, provide support and participate in high-level events
- Commit to completing the programme and embedding the learnings across the company strategy and operations

Q: What is the cost of participation?

A: A small cost-covering fee may apply. Please contact your Global Compact Country 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 Country Network representative.

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

In-Country Track: In-country tracks are facilitated in the local language and local time zone wherever possible. It will feature a series of live and on-demand sessions, hands-on support, workshops, and peer-to-peer networking opportunities.

In addition to the in-country tracks, there will be several regional tracks.

Africa Track: The Africa track will bring together companies from across the continent 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.

Asia Track: The Asia track will bring together companies from across 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.

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: Facilitated in English, the global track is available for companies that do not have a Country Network running the Business & Human Rights Accelerator. It will offer the same curriculum as the in-country track, and is delivered in English through a series of live and on-demand sessions. Space is limited. Please apply early.

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

A: Please visit our website at unglobalcompact.org/bhr-accelerator to see the list of countries who are offering in-country track of the accelerator.

Q: My company is not based in a country where there is a participating Global Compact Country 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 Country Network is running the Accelerator can participate. Note that companies must be members of the Country Network to take part. To learn more about how to join a Country Network, please [click here](#). If a company is not based in a country with a Country 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 to register for the Accelerator

ABOUT BUSINESS AND HUMAN RIGHTS

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.

