

Regional consultation

Driving responsible investment and business to build sustainable peace

Convened by the UN Working Group on Business with support of the Friedrich Ebert Stiftung (FES)

20-21 February 2020, Ivotel Hotel, Abidjan

About the consultation

This regional consultation is convened by the <u>UN Working Group on Business and Human Rights</u> to collect lessons learned and promote multi-stakeholder dialogue on the role of business in post-conflict and peacebuilding contexts in Africa.

The mandate of the Working Group, provided by the UN Human Rights Council, is to promote worldwide implementation of the <u>UN Guiding Principles on Business and Human Rights</u>. The Guiding Principles provide the authoritative global framework for the respective duties and responsibilities of governments and businesses to prevent and address business-related adverse human rights impacts. They apply to all companies in all sectors and in all geographies and contexts. As part of this mandate, the Working Group in 2018 launched a <u>project</u> to identify and clarify practical steps that States, companies and investors should take to prevent and address business-related human rights abuse in conflict and post-conflict contexts. The project is informed by a series of multi-stakeholder consultations in several regions, comprehensive research and submissions by various stakeholders. Final recommendations will be presented to the UN General Assembly in New York in October 2020. To date, regional consultations have been held for the MENA region (Beirut, March 2019) and the Asia-Pacific (Davao, Philippines, September 2019). The project is supported by the Swiss Federal Department of Foreign Affairs. The consultation in Abidjan is organized with support from the Friedrich Ebert Stiftung (FES).

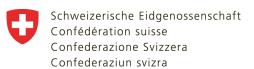
Participation

The dialogue is designed as a roundtable discussion with experts and practitioners from/based in Africa and from different backgrounds, including representatives of academia, civil society, government, private sector, financial institutions, international organizations and trade unions. In order to foster dynamic in-depth exchange among a limited number of experts and practitioners, participation is by invitation only (around 50 participants).

Key topics

A premise for the dialogue is that responsible business conduct can contribute to the sustainability of peace building and development in a post-conflict situation. Conversely, business practices that ignore or even contribute to human rights abuses in such a setting, can undermine a fragile situation and contribute to





reigniting violence. The consultation provides an opportunity to explore several questions addressed by the Working Group's project and seeks to learn from recent experiences in conflict-affected areas and peacebuilding contexts across Africa.

The event provides an opportunity for both:

- learning from ongoing efforts around business and peacebuilding in West Africa
- and exchanging regional perspectives and lessons from different contexts on the continent.

The consultation will be led by <u>UN Working Group member Anita Ramasastry</u>. The discussions will help inform the Working Group's project but remarks and information given in the meeting will not be attributed to specific participants or organizations ("Chatham House rule").

AGENDA

20 February (Day 1)		
08:30-09:00	Registration and breakfast/coffee	
09:00-09:45	Introduction and welcome	
	This introductory session provides an opportunity to frame the debate on the role of	
	responsible business in building sustainable peace. Welcome remarks will be given by:	
	 Anita Ramasastry, UN Working Group on Business and Human Rights 	
	Thilo Schöne, Office Director, FES-Abidjan	
	Aimée Gbakrehonon Zebeyoux, State Secretary of Human Rights, Ministry of	
	Justice, Government of Côte d'Ivoire	
	 Philippe Poinsot, UN Resident Coordinator in Côte d'Ivoire 	
	Anne Lugon-Moulin, Ambassador of Switzerland	
09:45-10:30	Setting the stage: UN Working Group project and vision	
	This session provides an overview of the UN Working Group project and the connection	
	between conflict prevention, peacebuilding and business and human rights. This	
	introductory session will outline the rationale behind the development of the regional	
	dialogues and provide an opportunity to learn about the UN Working Group mandate	
	and discuss the UN Guiding Principles on Business and Human Rights and their	
	relevance to the role of business in peace and transition (both UN Guiding Principles	
	"101" and their application to the specific topic of the workshop). It will help clarify the	
	perspective of the expectations set in the Guiding Principles, outlining the rationale	
	behind the development of the relevant principles, and the latest developments and	
	the concrete effects.	
	Facilitated by:	
	 Anita Ramasastry, UN Working Group on Business and Human Rights 	
	Gerald Pachoud, Advisor to the UN Working Group project	
10:30-11:00	Coffee break	

11:00-12:30	
	Africa
	This session will explore the key challenges, the good practices emerging, and the
	pitfalls to be avoided for driving responsible business that respects human rights and
	contributes to sustainable peace.
	Facilitated by Brian Ganson, Professor and Head of the Africa Centre for Dispute
	Settlement at the University of Stellenbosch Business School
12:30-13:30	Lunch break
	Exploring key elements of responsible business: Enhanced human rights due diligence
	as a tool for peacebuilding?
	This agenda item will examine the aspect of managing business-related human rights
	risks in a post-conflict context. The Guiding Principles clarify that all business
	enterprises have an independent responsibility to respect human rights wherever they
	operate, and that in order to do so they are required to exercise human rights due
	diligence to identify, prevent, mitigate and account for how they address impacts on
	human rights. Because the risk of gross human rights abuses is heightened in conflict-
	affected areas, companies are expected to exercise heightened, or "enhanced" due
13:30-15:30	· · · · · · · · · · · · · · · · · · ·
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15:30-16:00	
16:00-17:30	
	Meo Beyan, Assistant Minister for Economic Affairs, Ministry of Justice,
	Government of Liberia
	Séraphin Dadi, Director for protection of human rights, Ministry of Justice,
	Government of Côte d'Ivoire
15:30-16:00	 diligence to identify, prevent, mitigate and account for how they address impacts on human rights. Because the risk of gross human rights abuses is heightened in conflict-affected areas, companies are expected to exercise heightened, or "enhanced" due diligence in such contexts. However, what this means in practical terms, including regarding concrete actions in a post-conflict setting and the connection between more effective human rights due diligence and peacebuilding has been less explored. The discussion will seek to address questions such as: What level of human rights due diligence is needed in a post-conflict and peacebuilding setting to ensure businesses help preserve peace, and contribute to stable and lasting investment What are key elements of the conflict analysis/sensitivity that need to be built into corporate human rights due diligence in a post-conflict and peacebuilding context? Can concrete examples of good practice approaches be identified? What are key elements of good practice? What can we learn from examples in Africa and business practice in key sectors such as extractives, agriculture, infrastructure development, and Internet & telecommunications? Facilitated by Gerald Pachoud, Advisor to the UN Working Group project Coffee break Local stakeholder perspectives and dialogue What are the key concerns from the respective perspectives of government, business and civil society in the region? What are the expectations toward other actors domestically, regionally and internationally? Facilitated by Séraphin Konan Kouame, Political advisor, FES. Introductory panel:

21 February (Day 2)		
08:30-09:00	Breakfast/coffee	
08:30-09:00	Access to remedy and transitional justice: What role for business The third pillar of the UN Guiding Principles and the "Protect, Respect, Remedy" Framework clarifies that States have a duty to ensure access to effective remedy for rights-holders when business-related human rights abuse has occurred, through both judicial and non-judicial grievance mechanisms. Business enterprises on their side have a separate responsibility to provide or collaborate in provision of remedy through appropriate mechanisms for human rights abuse that they have caused or contributed to. Such processes are rarely straightforward even in "normal" contexts, and the challenges for ensuring access to remedy and justice for victims of business-related human rights abuse in conflict and post-conflict settings are naturally amplified and inherently more complex. Recognizing that no contexts are similar, and that remediation approaches and transitional justice will depend on local circumstances and dynamics, the project and this session will seek to extract lessons from around the region from which others can learn or on which further exploration can be built. The broad questions include: • Addressing business-related harms as part of peace, justice and reconciliation: what practical measures can business actors take? What is expected from business in transitional justice and peacebuilding contexts? • What lessons exist from operational-level grievance mechanisms that aspire to align with international standards (the Guiding Principles)? • What measures should the host State and local authorities take to address past business-related harm? • How can home governments and home State institutions provide effective accountability mechanisms when these are lacking or ineffective at the local level? • What practical measures can home States take to support transitional justice processes involving the business sector? • What concrete steps should be taken to ensure that the business-related risks to women's human rights are meaningfully add	
10:30-10:45	Coffee break	
10:45-12:45	Looking ahead and securing a responsible future: what and how can businesses contribute (Post-conflict/ development) Promoting responsible business and the potential positive force of business activity and investments can become a lever to help underpin peace in a society emerging from conflict. Taking a broad view on the interplay between business practice and post-conflict dynamics and an environment in which human rights are upheld, the dialogue will seek to unpack the role of a range of different actors, including: • How can business contribute to sustainable development and peace, including regarding supporting civil society's role in promoting accountability and supporting development of effective governance structures? • What precautions should companies and investors take regarding potential business relationships with former parties to the conflict?	

 Looking at external and global system dynamics, what should international
business and investors, international financial institutions, international
organizations and other governments do to underpin business conduct that
respects human rights and contributes to peacebuilding?
Facilitated by Gerald Pachoud, Advisor to the UN Working Group project
Lunch break
Wrap-up session: next steps and recommendations
In the concluding session, the UN Working Group will outline the next steps for project.
Participants will have an opportunity to share their key recommendations for the
Working Group's report and what is expected of the UN efforts on business and human
rights from the stakeholders' perspective in the region.
Facilitated by:
• Salome Lienert, Program Officer, Human Rights and Development & Peace and
Security Policy, FES
Anita Ramasastry, UN Working Group on Business and Human Rights

Speakers and moderators

Anita Ramasastry,

Ms. Anita Ramasastry is Vice-Chair of the UN Working Group on Business and Human Rights. She is the Roland L. Hjorth Professor of Law and the Director of the Graduate Program in Sustainable International Development at the University of Washington School Of Law. She researches and teaches in the fields of law and development, anti-corruption, international commercial law and business and human rights. From 2009-2012, Ramasastry served as a senior advisor to the International Trade Administration of the US Department of Commerce. She has authored numerous scholarly articles and reports focused on emerging issues in business and human rights including the influential survey on access to remedy, Commerce, Crime and Conflict (with Mark Taylor and Bob Thompson) and recently has co-chaired an independent commission on Experts with Justice Ian Binnie, focused on commerce, crime and human rights. Ramasastry has advised many intergovernmental and civil society organizations including the World Bank, USAID, the Institute for Human Rights and Business, BSR, Amnesty International and the International Corporate Accountability Roundtable. Ramasastry is a recurring visiting professor at the Irish Centre for Human Rights as well as the Central European University in Budapest. She is a founding co editor in chief of the Business and Human Rights Journal (Cambridge). Ramasastry is a graduate of Harvard College, Harvard Law School and the University of Sydney.

Thilo Schöne,

Office Director, FES-Abidjan

Mr. Thilo Schöne is the Resident Representative of the Friedrich-Ebert-Stiftung (FES) in Côte d'Ivoire since March 2017. He studied political science and conflict management and started his career at the regional office on peace and the security of the FES in Abuja, Nigeria where he worked mainly with ECOWAS. Subsequently Mr. Schöne assumed the role of program manager on migration and shelters at the headquarters of the foundation. He has expertise in the areas of security, reconciliation, political analysis and migration.

The Friedrich-Ebert-Stiftung (FES) is a private, non-profit organization committed to the values of Social Democracy. It is the aim of FES to facilitate the political and social education of people of all origins in the spirit of democracy and pluralism and to contribute to international understanding and cooperation. FES

conducts its missions in Germany and internationally through its programs of political education, international cooperation, studies and research. FES currently has more than 120 offices worldwide, including 24 in Sub-Saharan Africa.

Aimée Gbakrehonon Zebeyoux

State Secretary of Human Rights, Ministry of Justice, Government of Côte d'Ivoire

After her admission to the National School of Administration (ENA), Magistrature Section, she became a magistrate in 1988 and was assigned as a deputy of the public prosecutor to the court of 1st instance in Abidjan Plateau. She occupied the functions of: Children's judge, judge responsible for civil and commercial matters, Commissioner judge responsible for liquidations, bankruptcy and company liquidations, Advisor to the Court of Appeal, President of the Civil, Commercial and Administrative Chamber, President of the Correctional Chamber, President of the Indictment Chamber. Ms. Aimée Zébéyoux has served as Advocate General at the Supreme Court of Côte d'Ivoire from October 2011 to July 2018. She has been a judge at the Court of Arbitration of Côte d'Ivoire (CACI), judge arbitrator at the Common Court of Justice and Arbitration of OHADA (CCJA), in charge of courses in police procedures at the National Police School, a qualified mediator, and was President of the Association of Women Lawyers of Côte d'Ivoire from 2013 to 2018. On July 10, 2018, Ms. Aimée Zebeyoux was appointed State Secretary of Human Rights.

Philippe Poinsot

The UN Secretary-General appointed Philippe Poinsot of France as the UN Resident Coordinator in Côte d'Ivoire in 2019. Mr. Poinsot has 30 years of experience in sustainable development work, including as UN Resident Coordinator, UN Population Fund (UNFPA) Representative, UN Development Programme (UNDP) Resident Representative and UNDP Country Director. His previous assignments were in Morocco (2015-2019), Tanzania (2010-2014) and Mali (2004-2009). Prior to that, he served in various policy functions with UNDP in New York (1997-2003), in Lebanon (1993-1996) and Zimbabwe (1990-1992).

Anne Lugon-Moulin

H.E. Ms. Anne-Lugon-Moulin has been Swiss Ambassador for Côte d'Ivoire, Burkina Faso, Guinea, Liberia and Sierra Leone since September 2019. Her broad African experience began in Rwanda with the United Nations World Food Program. From 2013 to 2019, she was Ambassador and Head of the Sub-Saharan Africa and Francophonie Division in the Political Directorate of the Federal Department of Foreign Affairs in Bern. Prior to holding several senior positions at the FDFA, she also worked for civil society organizations in the field of anti-corruption. She established the Swiss chapter of Transparency International and was co-director of the Basel Institute on Governance.

Séraphin Konan Kouame

Séraphin Konan Kouame is a political advisor at FES, covering political parties, unions and migration. He has a multidisciplinary background in journalism. He has worked as educator and project manager in Togo in social media for 5 years. He has also worked for the United Nations operation in Côte d'Ivoire in the Office of Public Information. In addition, he has field experience from Search For Common Ground in conflict prevention and management and the International Rescue Committée (IRC) in raising awareness among communities against the Ebola virus disease. He has almost 20 years of professional experience in several regions of Côte d'Ivoire at the height of the Ivorian crisis and in the West African sub-region.

Francess Piagie Alghali

Mrs Francess Piagie Alghali is currently the Minister of State in the Office of the Vice President of the Republic of Sierra Leone. As Minister of State she is the Principal Assistant to the Vice-President and supervises the Millennium Challenge Cooperation Coordinating Unit, Private Public Partnership Unit, Sierra Leone Extractives Transparency Initiative Unit and is Chairperson of its Multi-Stakeholder Group, the Scaling up Nutrition Secretariat. She was also Executive Secretary of the Human Rights Commission of Sierra Leone, the National Human Rights Institution from 2010 to 2015 and has substantial experience in human rights. She holds a B.A Hons. Degree in Modern History, a Postgraduate Diploma in Education and a Master of Education Degree and has attended several conferences and professional development programs on Higher Education Management, Leadership and Strategic Change, Women's Leadership and Human Rights, at some of which she has presented research papers, served as resource person and as facilitator. She is also a member of the Steering Committee of the African Network on Women's Shelters which is part of the Global Network of Women's Shelters and a member of the Human Rights Defenders Network of Sierra Leone.

Meo Beyan

Meo D. Beyan serves as the Assistant Minister for Commercial Transactions, in the Department of Economic Affairs, Ministry of Justice, Liberia. Meo heads the National Secretariat on Business and Human Rights in Liberia. As an Assistant Minister, Meo reviews concession contracts and other general agreements, both local and bilateral, and provides advise through the office of the Attorney General & Minister of Justice to the Government of Liberia. Given that the Liberian economy is resource based and hugely reliant on the extractive industry, Meo spends a great deal of time reviewing mining concession agreements. Additionally, Meo also advises the Minister on Legal questions arising from proposed bilateral agreements and international memoranda of understanding, provides technical drafting support for various laws and regulations, and assist the Minister of Justice on the Inter-Ministerial Concessions Committee (IMCC), the Hydrocarbon Technical Committee (HTC), the Public Health Board, the Rural Renewal Energy Agency Board, and other committees having economic consequences for the government, as well as participate in the negotiation of complex commercial transactions to which the Republic of Liberia is a Party.

Séraphin Dadi

Director for protection of human rights, Ministry of Justice, Government of Côte d'Ivoire

Brian Ganson

Brian Ganson is Professor and Head of the Africa Centre for Dispute Settlement at the University of Stellenbosch Business School, a hub for research and reflection on the prevention and resolution of conflict. Prof Ganson engages with multinational companies, governments, human rights defenders, community advocates, and international actors as a consultant, researcher, educator, and mediator. His focus is on business, conflict and development in peacebuilding environments, including management and leadership; project-level risk assessment and risk management; international policy; and the role of neutrals. Among numerous publications, he is co-author of the books, Business and Conflict in Fragile States: The Case for Pragmatic Solutions, Management in Complex Environments: and Questions Leaders. www.Ganson.org; Brian.Ganson@USB.ac.za.

Salome Lienert

Program Officer, Human Rights and Development & Peace and Security Policy, Friedrich-Ebert-Stiftung.

Salome Lienert holds a Doctoral Degree in history from the University of Basel (Switzerland), and a Master's Degree in political science and English literature from the University of Geneva (Switzerland). She has a broad experience in issues on women's rights and gender and previously worked for a Swiss Human Rights NGO.

Gerald Pachoud

Mr Gerald Pachoud serves as an Advisor to the UN Working Group project. He is the managing partner of Pluto &Associates, a boutique advisory firm focused on global public policy and corporate responsibility. He previously held various positions in the United Nations and the Swiss administration, notably initiating and leading the program on business and human security at the Swiss Ministry of Foreign Affairs. From 2005 to 2011, Gerald had the honor and the pleasure of serving as the Special Adviser to the Secretary General's Special Representative on business and human rights, Professor John Ruggie. In this role, he was closely involved in the conceptual development and in the drafting of the UN Guiding Principles on business and human rights. After the SRSG mandate and until 2015, Gerald advised the senior leadership in the Executive Office of the UN Secretary General in New York on UN engagement with the private sector, particularly in the context of the SDGs. He left the public service in late 2015 to found Pluto. Gerald serves in his personal capacity on the advisory board of the Global Business Initiative on Human Rights (GBI), on the SRI Advisory Board of Candriam, a leading European asset management company and until 2017 on the Governing Board of ACCESS Facility.

ANNEX: PROJECT BACKGROUND AND RESOURCES

Background

It is well documented that business activity can have adverse impacts on people in conflict-affected settings. At the same time better understanding is needed of the practical measures that companies should take to prevent and address human rights abuse in contexts characterized by conflict or that are emerging from violent conflict. As governance and protection gaps are especially acute, with State institutions typically lacking basic capacity to protect citizens, or functioning institutions completely absent, if not themselves the main perpetrators of human rights violations, what should and can companies operating in such companies practically do to safeguard workers and others affected by their activities and business relationships? Beyond State institutions inside the conflict-affected jurisdiction, how can other States as well as investors play a role in shaping conflict- and human rights sensitive business practice in such contexts?

What do the Guiding Principles say about protecting and respecting human rights against business-related adverse impacts in conflict contexts?

State duty to protect: Guiding Principle 7 – Supporting business respect for human rights in conflict-affected areas¹

"Because the risk of gross human rights abuses is heightened in conflict-affected areas, States should help ensure that business enterprises operating in those contexts are not involved with such abuses, including by:

- (a) Engaging at the earliest stage possible with business enterprises to help them identify, prevent and mitigate the human rights-related risks of their activities and business relationships;
- (b) Providing adequate assistance to business enterprises to assess and address the heightened risks of abuses, paying special attention to both gender-based and sexual violence;
- (c) Denying access to public support and services for a business enterprise that is involved with gross human rights abuses and refuses to cooperate in addressing the situation;
- (d) Ensuring that their current policies, legislation, regulations and enforcement measures are effective in addressing the risk of business involvement in gross human rights abuses.

Commentary: Some of the worst human rights abuses involving business occur amid conflict over the control of territory, resources or a Government itself – where the human rights regime cannot be expected to function as intended. Responsible businesses increasingly seek guidance from States about how to avoid contributing to human rights harm in these difficult contexts. Innovative and practical approaches are needed. In particular, it is important to pay attention to the risk of sexual and gender-based violence, which is especially prevalent during times of conflict. It is important for all States to address issues early before situations on the ground deteriorate. In conflict-affected areas, the "host" State may be unable to protect human rights adequately due to a lack of effective control. Where transnational corporations are involved, their "home" States therefore have roles to play in assisting both those corporations and host States to ensure that businesses are not involved with human rights abuse, while neighboring States can provide important additional support. To achieve greater policy coherence and assist business enterprises adequately in such situations, home States should foster closer cooperation among their development assistance agencies, foreign and trade ministries, and export finance institutions in their capitals and within their embassies, as well as between these agencies and host Government actors; develop early-warning indicators to alert

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¹ Elaborated in Report of the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises, Business and human rights in conflict-affected regions: challenges and options towards State responses, UN Document A/HRC/17/32, 2011 (A companion report to the Guiding Principles focused on policy options for States): https://www.ohchr.org/Documents/Issues/TransCorporations/A.HRC.17.32.pdf

government agencies and business enterprises to problems; and attach appropriate consequences to any failure by enterprises to cooperate in these contexts, including by denying or withdrawing existing public support or services, or where that is not possible, denying their future provision."

Corporate responsibility to respect

The Guiding Principles clarify that companies should exercise "human rights due diligence" in all contexts, meaning that they should assess potential and actual adverse impacts, take action to address them, track the effectiveness of their efforts, and communicate how risks and impacts are being managed. They should also help remediate any negative impacts that they cause or contribute to. Having operations or business relationships in conflict-affected areas will require a different type of human rights due diligence as the risk of involvement in adverse impacts may be higher than in most other contexts. Guiding Principle 23 recommends business enterprises to treat the risk of causing or contributing to gross human rights abuses as a legal compliance issue. It notes that having operations or business relationships in conflict-affected areas may increase the risk of being complicit in gross human rights abuses committed by other actors (for example, security forces), which necessitates extra care. The Guiding Principles imply that such measures should take the form of "enhanced" or "heightened" human rights due diligence.

Project scope

The project will address the full "conflict cycle" and practical implications of all three pillars of the Guiding Principles:

- The State duty to protect against human rights abuses by third parties, including business, through appropriate policies, regulation and adjudication;
- The corporate responsibility to respect human rights, which means to avoid infringing on the rights of others and to address adverse impacts with which a business is involved (by adopting appropriate policies, exercising human rights due diligence and enabling remediation of harms that occur); and
- The need for access to effective remedy for rights-holders when abuse has occurred, through both judicial and non-judicial grievance mechanisms.

The project aims to restate implications of international human rights and humanitarian law in this context as well as unpack options for State and business policy and practice that have been underexplored to date. Key focus areas for the project are:

- What does "enhanced" human rights and conflict-sensitive due diligence look like in practice? How does/should the process to identify, prevent, mitigate and account for actual and potential impacts differ from "normal" contexts?
- What is the role of business in transitional justice? What are the implications of the international business and human rights framework (the Guiding Principles) in a transitional justice context?
- What does responsible and sustainable investment in post-conflict and reconstruction contexts look like in practical terms? What actions should be taken (and avoided) by companies, private investors, public financial institutions, host and home States?

Project web page

https://www.ohchr.org/EN/Issues/Business/Pages/ConflictPostConflict.aspx

Contact

unwgbhrconflictproject@gmail.com

Resources and links

 Guiding Principles on Business and Human Rights - Implementing the United Nations "Protect, Respect and Remedy" Framework, UN Document A/HRC/17/31 (Principles 7 and 23 cover conflict

- https://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR EN.pdf
- Report of the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises, Business and human rights in conflictaffected regions: challenges and options towards State responses, UN Document A/HRC/17/32, 2011 (A companion report to the Guiding Principles focused on policy options for States): https://www.ohchr.org/Documents/Issues/TransCorporations/A.HRC.17.32.pdf
- Report by Working Group on Business and Human Rights, Corporate human rights due diligence: emerging practices, challenges and ways forward, UN Document A/73/163, 2018 (This report does not address conflict contexts specifically but provides a general overview of key features of human rights due diligence and why it matters; gaps and challenges in current business and Government practice; emerging good practices; and how key stakeholders — States and the investment community, in particular — can contribute to the scaling-up of effective human rights due diligence.): http://ap.ohchr.org/documents/dpage_e.aspx?si=A/73/163 (full report); https://www.ohchr.org/Documents/Issues/Business/ExecutiveSummaryA73163.pdf (executive summary)
 - ohchr.org/Documents/Issues/Business/Session18/CompanionNote2DiligenceReport.pdf (companion paper on tools and good practice elements)
- Report by the Working Group on gender dimensions of the Guiding Principles on Business and Human Rights (with policy recommendations on gender and conflict), UN Document A/HRC/41/43: http://ap.ohchr.org/documents/dpage e.aspx?si=A/HRC/41/43