



Mandate of the Working Group on the issue of human rights and transnational corporations and other business enterprises

Open Call for Input regarding the Working Group's Report on the Gender Lens to the UN Guiding Principles on Business and Human Rights

Women experience business-related human rights abuses in unique ways and are often affected disproportionately.¹ They also face multiple forms of discrimination and experience additional barriers in seeking access to effective remedies for business-related human rights abuses. In order to assist States and business enterprises to meet effectively their respective human rights duties and responsibilities under the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Working Group is developing gender guidance to the UNGPs.² This guidance will provide practical recommendations for what it means to “protect, respect and remedy” the rights of women in a business context in line with the UNGPs.

The gender guidance to the UNGPs, which will cover all three pillars, will be the theme of report of the Working Group to be presented to the UN Human Rights Council in June 2019. All stakeholders such as states, international and regional organisations, national human rights institutions, policy makers, civil society organisations, human rights defenders, trade unions, research centres, business enterprises, industry associations, lawyers and academics are invited to provide input regarding questions listed below.

The input received in response to this open call and insights gathered from consultations convened in different parts of the world will inform the Working Group's forthcoming report to the Human Rights Council.

Please email your response (maximum 3,000 words) to wg-business@ohchr.org by **30 October 2018**. Kindly indicate “Gender Lens to UNGPs” in the subject line.

Unless indicated otherwise, the responses received will be posted on the Working Group's website.

Specific Questions/Issues³

1. In what ways do women experience the impact of business-related human rights abuses differently and disproportionately? Please provide concrete examples in the context of both generic and sector- or region-specific experiences of women.

¹ For the purpose of this project, the term “women” includes girls.

² Although “gender” is a broad concept, this project is focusing on how the intersection of business with human rights impacts women. In doing so, the project seeks to support and complement broader efforts to combat gender discrimination, including discrimination based on sexual orientation and gender identity.

³ These questions are designed to facilitate focused feedback. Please feel free to respond to all or selected questions as per relevance, expertise or focus of work.

2. Please share any good practices on how to deal with increased marginalisation or vulnerabilities faced by women due to intersectionality, feminisation of work, informal economy, and conflicts.
3. How to address sexual harassment and sexual or physical violence suffered by women in the business-related context, including at the workplace, in supply chains and in surrounding communities? Please share any good practices which have proved to be effective in dealing with sexual harassment and violence against women.
4. Which State laws and policies or social, cultural and religious norms continue to impede women's integration into economic activities and public life generally?
5. Are there any good practices of integrating a gender perspective into States' economic sphere (e.g., state-owned enterprises, public procurement agencies, trade missions, export credit agencies, privatisation of public services, public-private partnerships, and trade and investment agreements)?
6. How could policy coherence be improved between different government ministries or departments dealing with women issues and business-related matters?
7. What is the extent to which businesses currently apply a gender lens in conducting human rights due diligence, including social or environmental impact assessment?
8. Are there any good practices of business enterprises adopting a gender perspective in making human rights policy commitments, addressing the gender wage gap and under-representation of women in boards and senior positions, or involving affected women in meaningful consultations and remediation processes?
9. What is the role of businesses in dealing with domestic laws, policies and societal practices which are discriminatory to women?
10. How could media and advertising industries fight against gender stereotyping and disempowerment of women?
11. What additional or specific barriers do women (women human rights defenders) face in accessing effective remedies for business-related human rights abuses?
12. How could all types of remedial mechanisms, processes and outcomes be made more gender-sensitive?
13. How to overcome power imbalances and discriminatory practices that might undermine the effectiveness of remedies obtained by women?
14. Please provide any additional comments, suggestions or information which you think may be relevant for the Working Group's forthcoming report on the gender lens to the UNGPs.