



GIFCT

Global Internet Forum
to Counter Terrorism

Human Rights Training Module 1

Introduction to Human Rights

Delivered by BSR

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Commitment to Human Rights





Agenda

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WHAT ARE HUMAN RIGHTS?

2

**WHAT ARE THE HUMAN RIGHTS
RESPONSIBILITIES OF COMPANIES?**

3

**HOW SHOULD SMALLER COMPANIES
FULFILL THIS RESPONSIBILITY?**

4

WHAT RESOURCES ARE AVAILABLE?



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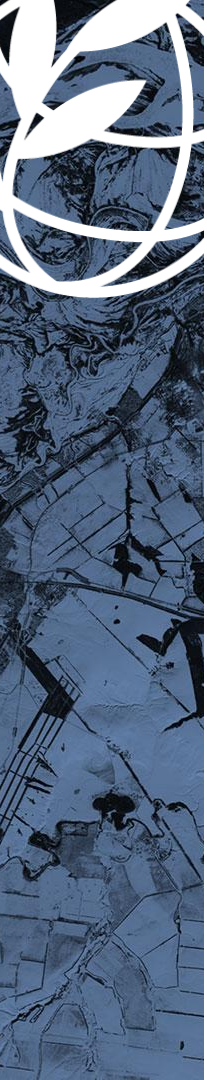
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**HOW SHOULD SMALLER COMPANIES
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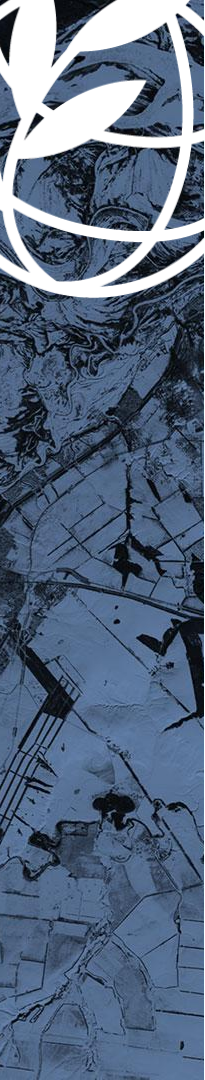
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WHAT RESOURCES ARE AVAILABLE?



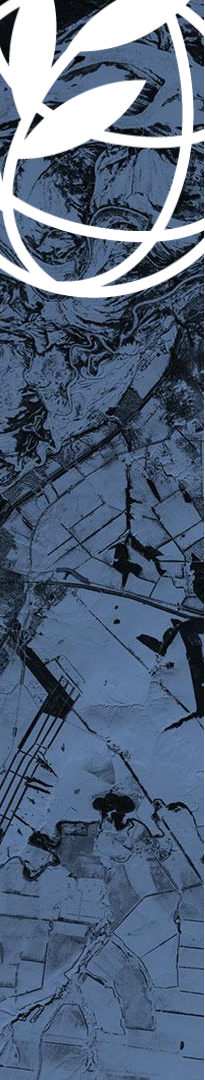
Human rights are basic rights inherent to all human beings.

- Human rights are **basic rights inherent to all human beings**, regardless of nationality, place of residence, sex, national or ethnic origin, color, religion, language, or any other status.
- Human rights are **universal, indivisible, interdependent, and interrelated**.
- Human rights are acquired by being alive and by virtue of being human; by contrast, **civil rights are derived from the constitutions and laws** of a particular nation, country, or state.



Human rights encompass civil, political, economic, social, and cultural rights.

- Bodily security rights (including both physical and psychological)
- Freedom from inhuman or degrading treatment
- Freedom from slavery
- Freedom from arbitrary arrest or detention
- Right to a fair trial and the presumption of innocence
- Right to liberty and security
- Right to equality and non-discrimination
- Freedom of movement
- Right to seek asylum
- Right to privacy
- Freedom of thought and opinion
- Freedom of religion
- Freedom of expression
- Access to information
- Freedom of assembly and association
- Property rights (e.g. intellectual property)
- Right to political participation (e.g. to vote)
- Right to access public services
- Right to access culture (e.g. for minorities)
- Labor rights (e.g. just working conditions, fair wages, right to form unions)
- Right to social security
- Right to an adequate standard of living (e.g. adequate food, housing)
- Right to health
- Right to education
- Right to enjoy the benefits of scientific progress
- Right to a healthy environment
- Right to internet access
- Children's rights (e.g. to free expression, access to age appropriate information, freedom from exploitation)
- Disability rights (e.g. accessibility)



Human rights are defined in international human rights instruments.

The International Bill of Human Rights

**Universal Declaration
of Human Rights**

United Nations, 1948

**International Covenant
on Civil and Political
Rights**

United Nations, 1966

**International Covenant
on Economic, Social &
Cultural Rights**

United Nations, 1966

Other International Human Rights Instruments and Standards

ILO Declaration on Fundamental Principles and Rights at Work
International Labour Organization, 1998

Elimination of All Forms of Racial Discrimination; Elimination of All Forms of Discrimination against Women; Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; Rights of Persons with Disabilities; Rights of the Child; Violence and Harassment in the World of Work



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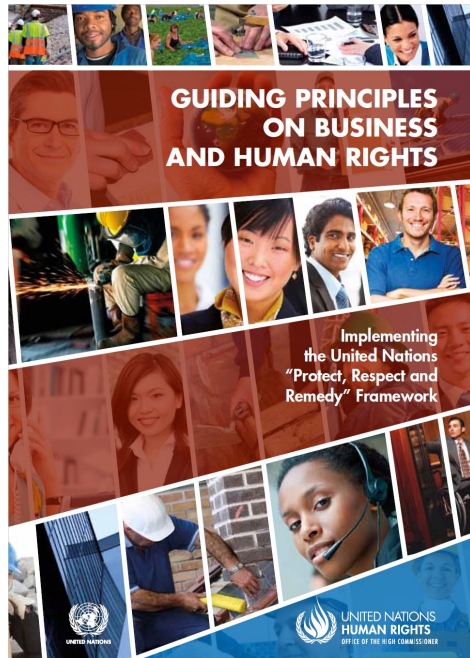
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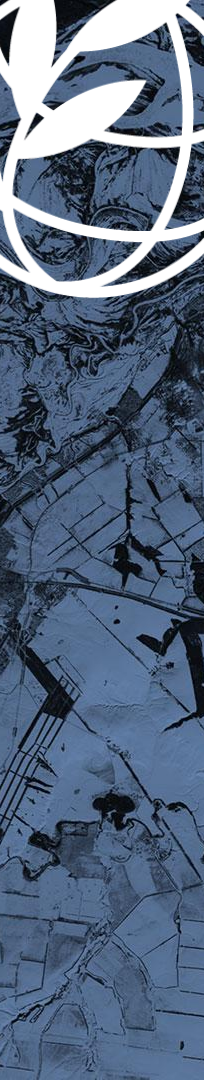
WHAT RESOURCES ARE AVAILABLE?



The UN Guiding Principles on Business and Human Rights (UNGPs) were established by the UN Human Rights Council in 2011.



- Sets out the human rights responsibilities of companies.
- Focus on risks to people, not risks to business
- Apply to all companies, regardless of size, sector, location, ownership, and structure.
- Should be implemented with particular attention to individuals that are vulnerable or marginalized.



The UNGPs set out the **human rights responsibilities of companies.**

THE STATE DUTY TO PROTECT HUMAN RIGHTS

Governments should:

- Create laws that enable business respect for human rights
- Support company respect for human rights in conflict-affected areas
- Provide effective guidance to companies

THE CORPORATE RESPONSIBILITY TO RESPECT HUMAN RIGHTS

Companies should:

- Maintain a human rights policy
- Undertake human rights due diligence

ACCESS TO REMEDY

Companies should:

- Maintain effective grievance mechanisms



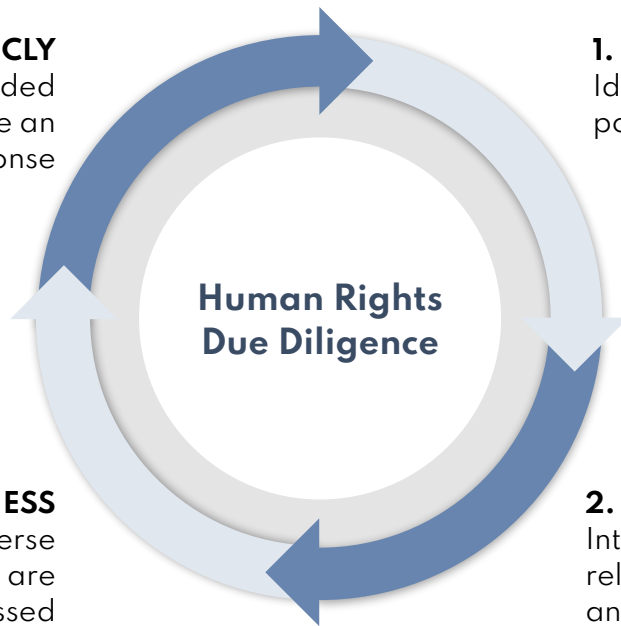
Companies should undertake ongoing human rights due diligence.

4. COMMUNICATE PUBLICLY

Accessible for intended audiences and enable an evaluation of response

3. TRACK EFFECTIVENESS

Verify whether adverse human rights impacts are being addressed



1. ASSESS

Identify and assess any actual or potential adverse human rights impacts

2. TAKE ACTION

Integrate findings from assessments across relevant internal functions and processes, and take action to address impacts



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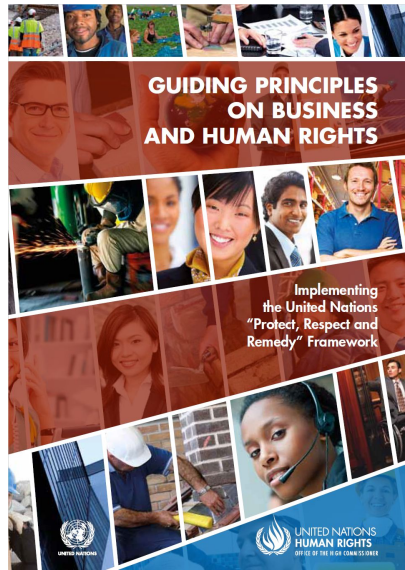
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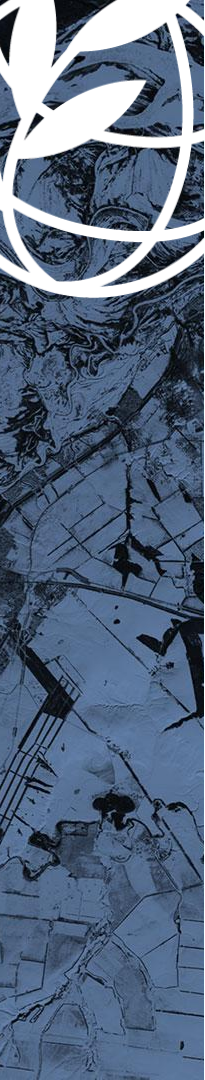


The responsibility to respect human rights applies to all companies regardless of their size, however...



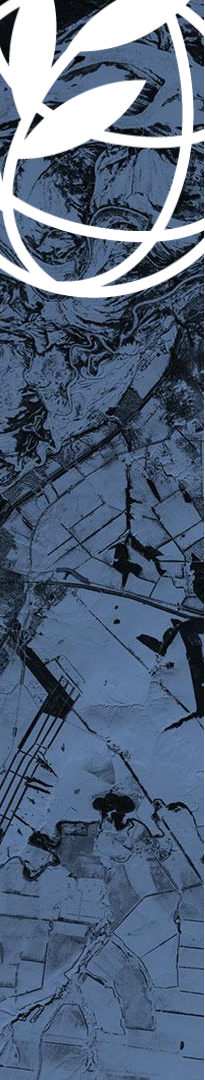
UNGPs Principle 14

“Small and medium-sized enterprises may have less capacity as well as more informal processes and management structures than larger companies, so their respective policies and processes will take on different forms.”



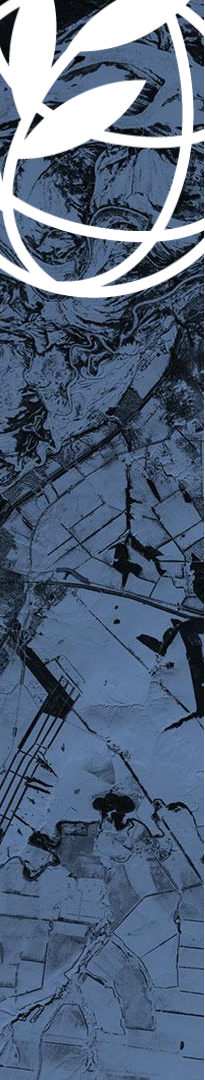
1. Identify and assess any actual or potential adverse human rights impacts.

- **Use the long list of human rights** to brainstorm how your products and services may impact human rights.
- Consider how **vulnerable or marginalized groups** may experience impacts.
- **Combine with other risk assessments** (e.g., privacy, cybersecurity, enterprise risk, responsible AI).
- **Prioritize if needed** according to severity (e.g., number of people impacted, gravity of impact, remediability of harm) and likelihood.



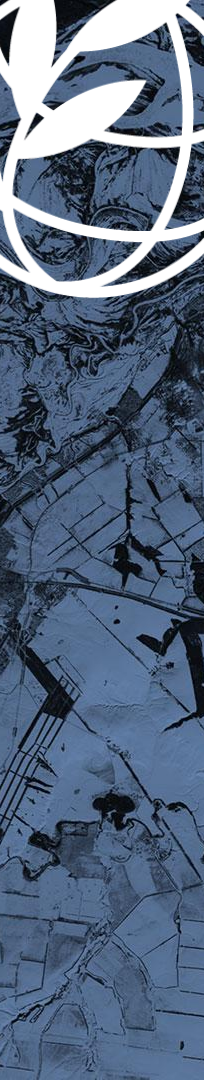
2. Integrate findings across relevant internal functions and processes, and **take action to address impacts.**

- **Single-company action:** Some risks can be addressed directly through policy, policy enforcement, product changes (e.g. feature limitation, UX design practices), or processes (e.g. contracts).
- **System-wide action:** Some risks may be system wide issues that require collaboration with other companies and stakeholders to address.
- **Risks arising from mitigations:** Be aware that some mitigations may themselves present risks to people—for example, incorrect enforcement of a new policy could lead to users losing access to their accounts.
- **Prioritization of action:** Address the most severe and likely impacts first.



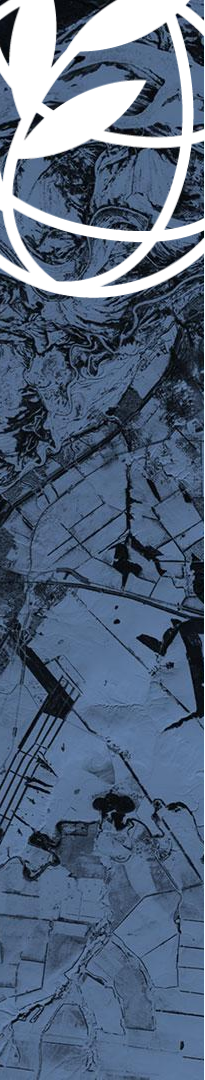
3. **Track and verify** whether adverse human rights impacts are being addressed.

- **Review** how your risk mitigations are performing on an appropriate frequency, such as weekly, monthly, quarterly or annually
- **Adjust** mitigations as needed (e.g. updated keyword filters).



4. Communicate publicly to enable stakeholder evaluation of response.

- Consider **different target audiences** and what is “decision useful” for them.
- Consider **different formats**, such as formal annual reports, transparency reports, and blog posts.
- Content might include **human rights policies, risks, mitigations, and case studies.**
- **Establish an annual cycle**, rather than ad hoc approaches.
- **Consider relationship with any formal reporting requirements**, such as the EU Corporate Sustainability Reporting Directive (EU CSRD)



Provide **access to remedy**.

- **Reporting and appeals channels** are a primary way that tech platforms provide remedy in cases of over- and under-enforcement.
- Companies can **compare these channels to effectiveness criteria set out in the UNGPs** and **consider common pathways towards providing remedy**.
- **Collaborate with other entities that can assist with remedy**, such as law enforcement agencies, service providers for trafficking victims, and child safety organizations.

UNGPs Effectiveness Criteria

- Legitimate
- Accessible
- Predictable
- Equitable
- Transparent
- Rights Compatible
- Source of Learning
- Informed by Dialogue

Pathways to Remedy

- Satisfaction (e.g., apology)
- Restitution (e.g., restore content)
- Guarantee of Non-Repetition
- Rehabilitation
- Compensation



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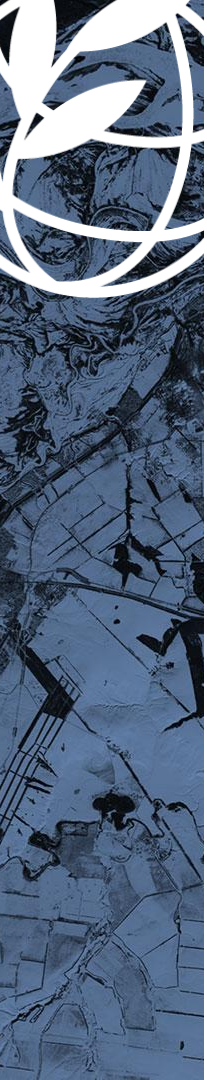
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WHAT RESOURCES ARE AVAILABLE?



Resources to assist you.

- List of internationally recognized human rights
- Illustrative list of potentially vulnerable or marginalized groups
- Simple human rights due diligence tool



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