

IPIECA and human rights

Fact sheet

IPIECA is the global oil and gas industry association for advancing environmental and social performance. Our work on business and human rights builds on the collective experience and practical knowledge of our global membership and demonstrates strong and ongoing industry support for the UN Guiding Principles on Business and Human Rights.

Through IPIECA, our members have collaborated to operationalize the UN Guiding Principles by developing guidance on human rights due diligence, impact assessments, grievance mechanisms, responsible security, engagement with Indigenous Peoples, and company and supply chain labour rights, as well as a human rights training tool, to help the industry advance its human rights performance.



DUE DILIGENCE

The business case for human rights due diligence is straightforward – if a company does not adequately understand the potential human rights risks and impacts associated with its operations, supply chains and business relationships,

and if it does not factor them into management plans, then there may be significant adverse consequences for people and for the company itself.

Human rights due diligence can also enable a company to play a transformative role in the societies in which it operates. By addressing negative human rights impacts, companies can advance the aims of the UN Sustainable Development Goals, promoting economic growth accompanied by social and environmental fairness.

IPIECA is currently updating its 2012 guidance on human rights due diligence, to reflect the valuable lessons learned by members from their implementation experience since its publication.



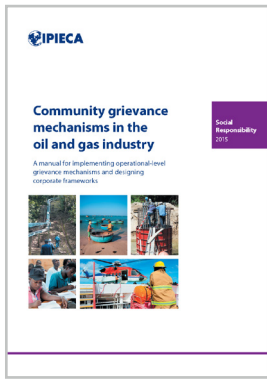
IMPACT ASSESSMENTS

Human rights impacts can be identified, assessed and managed through a range of company processes and assessments. Environmental, social and health impact assessments (ESHIA) are already well established in the oil and gas industry.

Integrating human rights into ESHIAs presents an opportunity for sector companies to assess and address human rights impacts by building on existing systems.

IPIECA and the Danish Institute for Human Rights developed guidance on *Integrating human rights into ESHIAs* in 2013. The organisations worked together to bridge the gaps in terminology, processes and approaches between the ESHIA and the human rights impact assessment (HRIA) communities. The guidance helps companies to understand the types of scenarios which may necessitate a dedicated HRIA.

All IPIECA resources in this fact sheet are available to download for free at: www.ipieca.org/resources



COMMUNITY GRIEVANCE MECHANISMS

Community grievance mechanisms (CGMs) provide channels for affected individuals or communities to raise questions or concerns with a company and to have them addressed in

a prompt, fair and consistent manner. The oil and gas industry has long recognised the importance of effective CGMs; this is because operational activities, even those achieving the highest standards, can have varied social and environmental impacts, and can raise interest, concerns and complaints. CGMs can complement, but do not replace, state-based judicial or non-judicial forms of remedy. Used as integral elements of broader stakeholder and community engagement, they can enhance local relationships and can have a positive impact on operational plans, schedules and costs.

IPIECA has published a manual on *Community grievance mechanisms in the oil and gas industry* (2015), which provides practical step-by-step guidance on how to plan and implement CGMs and how to design and manage corporate frameworks.

IPIECA'S HUMAN RIGHTS TRAINING TOOL

IPIECA's human rights training tool enables oil and gas companies to develop a better understanding of the corporate responsibility to respect human rights, and key human rights issues relevant for the industry.

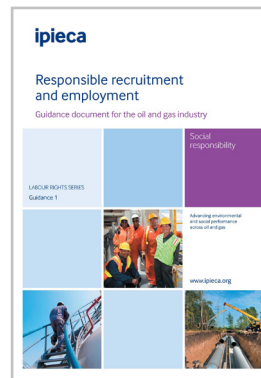
What is Freedom of Association and Right to Collective Bargaining?

"Everyone has the right to form and join trade unions for the protection of his interest."
- Universal Declaration on Human Rights, Art. 23(4)

Freedom of association is the *"key element in ensuring respect for other fundamental rights at work"*
- International Labour Organization

IPIECA's work on human rights also covers topics including:

- Community engagement
- Indigenous Peoples
- Responsible security
- Reporting
- External engagement and collaboration



COMPANY AND SUPPLY CHAIN LABOUR RIGHTS

Company and supply chain labour rights issues are complex and multi-faceted, covering, for example, forced labour and human trafficking, freedom of movement, worker grievance mechanisms,

supplier and subcontractor management, working hours and pay, health and safety and welfare principles.

In 2019 IPIECA published a series of practical guidance and tools on *Company and supply chain labour rights in the oil and gas industry*, focused on the contracted workforce that the oil and gas industry relies on to develop and conduct large-scale operations. The series helps industry practitioners to more effectively identify, prevent and mitigate labour rights risks and impacts within projects, operations and supply chains, and includes:

- **Responsible recruitment and employment:** outlines key labour rights issues to be addressed during a project life cycle, and identifies risks, emerging good practice and considerations for effective management.
- **Labour rights assessment:** provides guidance on the design and implementation of an on-site labour rights assessment.
- **Worker grievance mechanisms:** provides guidance on developing and implementing effective worker grievance mechanisms across oil and gas workplaces and project sites.