

Indicator Protocols Set: Human Rights

Note Regarding Public Comments

One of the objectives identified through the structured feedback process was to increase the comparability of the performance indicators and the degree to which they focus on outcomes and results. This has resulted in two significant changes:

- The creation of the “disclosures on management approach” as the vehicle to capture disclosures regarding processes and narrative information that provides context for performance; and*
- Changing a number of indicators that were formerly descriptions of policies and procedures into measures of comparable qualitative or quantitative information on results or outcomes that indicate performance.*

These changes have particularly affected the nature of the social indicators, notably those for human rights and labour, which are more difficult to put into a meaningful quantitative format than environmental and economic indicators.

The TAC has noted that the range of views on how best to balance the need for process-related information and comparable measures in these human rights and labour indicators is greater than for other sets. Further work on them is expected to achieve an appropriate balance in the Final G3 Guidelines. This will pertain in particular to the sufficiency of process-related information and its division between the disclosures on management approach and the indicators and the meaningfulness of the revised set of indicators for all stakeholders.

Feedback is therefore specifically invited on the:

- 1. Revisions to these formerly qualitative indicators; and*
- 2. Sufficiency of process-related information and its division between the disclosures on management approach and the indicators.*

Please use the public comment form on the GRI website to provide this feedback.

Disclosure on Management Approach

Provide a concise disclosure on the following items. Respond with reference to:

- Management Practices;
- Non-discrimination including rights as defined in ILO Conventions 100 & 111;
- Freedom of Association and collective bargaining as defined in ILO Conventions 87 & 98;
- Abolition of Child Labor as defined in ILO Conventions 138 & 182;
- Prevention of Forced and Compulsory Labor as defined in ILO Convention 29 & 105;
- Disciplinary Practices;
- Security Practices;

- Indigenous Rights.

Policy	State any brief, organization-wide policy (or policies) that define the organization's overall commitment on the areas listed above or state where this can be found in the public domain (e.g. web link) and reference their linkage to the international standards and conventions as indicated above.
Responsibility	Identify the most senior position with operational responsibility for Human Rights areas or explain how operational responsibility is divided at the senior level for Human Rights areas.
Management	Identify key elements of management approach that supports the division of management responsibilities. This should include description of guidelines and procedures to deal with human rights relevant to operations, including monitoring mechanisms set up along the supply chain and results. Specify the degree to which independent oversight systems are used. Also indicate certifications for Human Rights related systems obtained from outside parties. Indicate percentage of operations covered by certifications.
Goals & Performance	List organization-wide goals set regarding performance against the Human Rights topics listed above. ¹
	Report performance against goals. Use company-specific indicators as needed in addition to the GRI performance indicators.
Awards	Identify relevant awards related to performance on Human Rights issues that the organization has received from external parties.
Fines	Indicate the total amount and number of Human Rights related civil and criminal fines and other penalties (including imprisonment) assessed against the organization or its directors and officers when in their organizational capacity. Explain what response has been taken to resolve any issue for which significant fines were paid or for which organization's directors or officers were imprisoned.
Context	

¹ A 'goal' refers to an organization-wide result which the organization intends to achieve and against which progress can be measured.

	Disclose other relevant information required for user to understand organizational performance, including: Key successes and shortcomings; Major organizational risks and opportunities related Human Rights issues; and Major changes in the reporting period to systems or structures to improve performance
--	--

Performance indicators

Aspect	Core Indicators	Additional Indicators
Management Practices Non-discrimination	HR1. Percentage of significant investment agreements that include human rights clauses or that underwent human rights screening. HR2. Percentage of major suppliers and contractors that underwent screening on human rights. HR4. Incidents of discrimination.	HR3. Type of employee training on policies and procedures concerning aspects of human rights relevant to operations, including the number of employees trained.
Freedom of Association	HR5. Incidents of violations of freedom of association and collective bargaining.	
Child Labor	HR6. Incidents of child labor.	
Forced and Compulsory Labor	HR7. Incidents of forced or compulsory labor.	
Disciplinary Practices		HR8. Procedures for complaints and grievances filed by customers, employees, and communities concerning human rights, including provisions for non-retaliation.
Security Practices		HR9. Percentage of security personnel trained in organization's policies or procedures regarding human rights.
Indigenous Rights		HR10. Incidents involving rights of indigenous people

Relevance

The human rights category elicits disclosures on the organization's impacts on and activities related to the civil and political human rights of its stakeholders. The aspects within the category have been developed based on the internationally recognized standards and primarily the United Nations Universal Declaration of Human Rights and the ILO Declaration on the Fundamental Principles and Rights at Work of 1998. The categories of human rights and labor practices are closely related, yet serve different purposes. The indicators on human rights focus on how the reporting organization maintains and respects the basic rights of a human being and the indicators on labor practices reflect the quality of the work and working environment created.

The performance indicators seek to provide comparable measures of results or outcomes, and therefore focus primarily on the occurrence of incidents relating to core human rights. Incidents typically represent points of impact on stakeholder groups and also risks for the organization where violations have occurred. The indicator set addresses three general areas. The first area are incidents that have occurred related to basic aspects of human rights (HR4, HR5, HR6, HR7, and HR10). Second are indicators that relate to the capacity and procedures in place to enable the organization to effectively address human rights, including through training and internal procedures (HR3, HR8, and HR9). Third are indicators related to the organization's integration of human rights into its external business relationships either through investments or suppliers (HR1 and HR2).

General References

- ILO Declaration on Fundamental Principles and Rights at Work 1998.
- ILO Tripartite Declaration Concerning Multinational Enterprises and Social Policy
- The OECD Guidelines for Multinational Enterprises (Revision 2000)
- UN Universal Declaration of Human Rights 1948

Definitions

None

HR1. *Percentage of significant investment agreements that include human rights clauses or that underwent human rights screening.*

1. Relevance

This measure is one indication of the degree of integration of human rights into economic decisions. This is particularly relevant for organizations that operate in or are partners in ventures in regions where the protection of human rights is an area of high concern or controversy. The integration of human rights criteria into screening or inclusion of human rights performance requirements can be part of a strategy for reducing the risk of investments. Problems with the human rights record can result in reputational damage for the investing organization and/or can affect the stable operations of the actual investment. The percentage provides an indication of the degree to which this aspect of risk is regularly applied to investment decisions.

2. Compilation

- 2.1 Identify the total number of investment agreements finalized during the reporting period to take an ownership position in another entity or initiate a capital investment project that is material in the context of financial accounts.
- 2.2 This compilation should count only the agreements that are significant in terms of size or strategic importance. This may be based on the level of approval required within the organization for the investment or other similar criteria that can be consistently applied.
- 2.4 If multiple investments are undertaken with the same partners, the number of agreements should reflect the number of separate projects undertaken or entities created.
- 2.5 State the percentage of investment agreements that include human rights clauses or underwent a human rights screening.

3. Definitions

Human rights clauses

Specific requirements in a written agreement that define a minimum standard of performance with respect to human rights as an requirement for the investment.

Human rights screening

Applying a set of human rights performance criteria in the review of a potential investment as one of the factors that determines whether or not to proceed with the investment. This refers to a formal or documented process.

4. Documentation

None

5. *References*

None

HR2. Percentage of major suppliers and contractors that underwent screening on human rights.

1. *Relevance*

The development of extensive networks of sub-contractors to produce products and services has led to interest in how reporting organizations apply their human rights policies with respect to their supply networks. This is particularly relevant for organizations in sectors that rely heavily on outsourcing and global networks.

Processes to monitor and to remediate failures in the supply chain can supply evidence of the positive impact of the organization on the surrounding business community. Issues with human rights performance of a major supplier can result in reputational damage for their business partners and/or result in instability in the suppliers operations. Screening is part of risk management and the percentage provides an indication of the degree to which this aspect of risk is regularly considered.

2. *Compilation*

- 2.1 Identify the total number of reporting organization's major suppliers .
- 2.2 State the percentage of contracts with the reporting organization's suppliers and contractors that included criteria or screens on human rights. See HR2 for definitions on criteria or screens.
- 2.3 State the percentage of contracts cancelled due to human rights performance in the reporting period.

3. *Definitions*

Major suppliers and contractors

External parties from whom products or services are obtained or with whom contracts are concluded for the provision of such products and services. In the context of this indicator 'major' refers to suppliers who are the primary providers of a given type of good or service and overall comprise more than the majority of the organization's purchases.

4. *Documentation*

None

5. *References*

None

HR3. *Type of employee training on policies and procedures concerning aspects of human rights relevant to operations, including number of employees trained.*

1. Relevance

Information provided under this indicator offers insight into the capacity of an organization to implement its policies and procedures pertaining to human rights. Human rights have become a well-established topic in international standards and laws, and required a degree of specific knowledge. Specific training can ensure that employees are equipped to address human rights in the course of their regular work. The number of employees trained and the type of training used supports an assessment of the depth of knowledge regarding human rights within an organization.

2. Compilation

- 2.1 State the types of training applied, including:
 - Whether they focus on human rights in the workplace or address a broader scope of civil and political human rights; and
 - Whether the training is provided internally by the organization or through workshops or courses implemented by other parties.
- 2.2 Identify the total number of employees using the data from LA1.
- 2.3 Identify the total number of employees who have received formal training in the organization's procedures regarding human rights issues and their application in the context of the employees' work. This can refer either to training dedicated only to the topic of human rights or to a human rights module within a general training program.
- 2.4 State the number of employees trained as percentage of total number of employees.

3. Definitions

None

4. Documentation

Potential sources of information include employee records of training and training schedules.

5. References

None

HR4. *Incidents of discrimination.*

1. *Relevance*

Human rights extend beyond the rights of employees in the workplace. Anti-discrimination policy is a key requirement of international conventions and social legislation and guidelines. However, an effective monitoring system is necessary to ensure compliance throughout the reporting organization's operations. Stakeholders will seek assurance that such policies and monitoring are effective.

2. *Compilation*

- 2.1 Identify incidents of discrimination on grounds of age, citizenship, ancestry and ethnic origin, creed, disability, family status, marital status, place of origin, pregnancy, race and color, record of offences, gender or sexual orientation, involving internal and/or external stakeholders across operations in the reporting period.

The incidents refer to legal actions, complaints registered with the organization or competent authorities through a formal process, or instances of non-compliance identified by the organization through established procedures such as management system audits or formal monitoring programs.

- 2.2 State the number of incidents of discrimination during the reporting period.

- 2.3 Describe the status of, and procedures undertaken in respect of the incidents identified with reference to the following:
- Organization has reviewed the incident;
 - Remediation plan is being implemented;
 - Remediation plan has been implemented and results reviewed through routine internal management review processes; and
 - Incident is no longer subject to action (i.e., resolved, case completed, no further by action by company, etc.

3. *Definitions*

Discrimination

The act and the result of treating a person unequally by imposing unequal burdens or denying benefits, rather than treating the person fairly on the basis of individual merit. Discrimination can also include harassment, defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed.

4. *Documentation*

Potential information sources include the reporting organization's legal and compliance departments.

5. References

- Declaration on the Elimination of All Forms of Intolerance and of Discrimination based on Religion or Belief, UN GA. Resolution 36/55 of 26 November 1981.
- Declaration on Race and Racial Prejudice: General Conference UNESCO 20th session on 27 November 1978.
- Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities: UN GA Resolution 47/135 of 18 December 1992.
- ILO Convention 100, 'Equal Remuneration Convention', 1951.
- ILO Convention 111, 'Discrimination in Respect of Employment and Occupation Convention', 1958.
- ILO: Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy: 1977 art 21, 22, 23.
- International Convention on Civil and Political Rights: GA Resolution 2200 A XX1 of 16 December 1966.
- International Convention on the Elimination of All Forms of Racial Discrimination GA Resolution 1904 (XV111) of 20 November 1963.
- International Convention on the Elimination of All Forms of Racial Discrimination: 4 January 1969.
- UN Convention on the Elimination of all forms of Discrimination Against Women: UN, GA: Resolution 34/180 of 18 December 1979.
- United Nations Declaration on the Elimination of All Forms of Racial Discrimination: GA Resolution 1904 (XVIII) of 20 November 1963.

HR5. *Incidents of violations of freedom of association and collective bargaining.*

1. Relevance

Inherent in the practical application of the right to freedom of association and collective bargaining is the protection of the right of workers (and employers) to organize collectively. The Right to Freedom of Association is a fundamental provision of the Universal Declaration of Human Rights and is one of the 'core standards' of the ILO.

The indicator is directed towards demonstrating compliance with the principles of freedom of association and collective bargaining regardless of provisions of local laws. Thus, even in countries where national labor law does not guarantee freedom of association, the indicator seeks assurance that means are provided by which such a right may be exercised by members of the organization's workforce.

2. Compilation

- 2.1 Identify incidents of violations of freedom of association or collective bargaining across operations in the reporting period.
The incidents refer to legal actions, complaints registered with the organization or competent authorities through a formal process, or instances of non-compliance identified by the organization through established procedures such as management system audits or formal monitoring programs.
- 2.2 State the number of identified incidents of violations of freedom of association or collective bargaining during the reporting period.
- 2.3 Describe the status of, and procedures undertaken in respect of the incidents identified with reference to the following:
 - Organization has reviewed the incident;
 - Remediation plan is being implemented;
 - Remediation plan has been implemented and results reviewed through routine internal management review processes; and
 - Incident is no longer subject to action (i.e., resolved, case completed, no further by action by company, etc.

3. Definitions

Freedom of association

Workers and employers may establish and may join organizations of their own choosing without the need for previous authorization.

4. Documentation

Potential information sources include the reporting organization's legal and compliance as well as human resources departments.

5. *References*

The following Declarations and Conventions are the source of validity for this indicator and may provide further detail:

- ILO Convention 87 – Freedom of Association and Protection of the Right to Organise Convention, 1948.
- Universal Declaration of Human Rights 1948.

HR6. *Incidents of child labor.*

1. *Relevance*

The abolition of child labor is a key principle and objective of major human rights declarations and legislation. One core convention is specifically referenced by this indicator, ILO Convention 138, 'Minimum Age Convention', 1973. The presence and effective implementation of policies on child labor are basic expectation of social responsibility.

2. *Compilation*

2.1 Identify incidents of child labor across operations in the reporting period.

Incidents of child labor include the presence of children in a working environment as well as the exposure of young workers to hazardous work as defined under international conventions.

The incidents refer to legal actions, complaints registered with the organization or competent authorities through a formal process, or instances of non-compliance identified by the organization through established procedures such as management system audits or formal monitoring programs.

2.2 State the number of identified incidents of child labor during the reporting period.

2.3 Describe the status of, and procedures undertaken in respect of the incidents identified with reference to the following:

- Organization has reviewed the incident;
- Remediation plan is being implemented;
- Remediation plan has been implemented and results reviewed through routine internal management review processes; and
- Incident is no longer subject to action (i.e., resolved, case completed, no further by action by company, etc.

3. *Definitions*

Child

This term applies to all persons under the age of 15 years, or under the age of completion of compulsory schooling, whichever is higher; except in certain countries whose economies and educational facilities are insufficiently developed, where a minimum age of 14 years might apply. These countries of exception are specified by the ILO in response to special application by the country concerned and consultation with representative organizations of employers and workers.

4. *Documentation*

Potential information sources include the reporting organization's legal and compliance as well as human resources departments.

5. *References*

- ILO Convention 138, 'Minimum Age Convention', 1973.
- LO Convention 182, 'Worst Forms of Child Labour Convention', 1999.
- ILO Declaration on Fundamental Principles and Rights at Work, 86th Session, 1998.

HR7. Incidents of forced or compulsory labor.

1. Relevance

Not to be subjected to forced or compulsory labor is considered a fundamental human right and is a provision of the Universal Declaration of Human Rights as well as one of the 'core standards' of the ILO. This type of labor can exist in a variety of forms and the data requested allows the reporting organization to be assessed in its performance in ensuring the abolition of forced and compulsory labor. The pattern of incidence can also provide insight into the nature of the labor force used by an organization.

2. Compilation

- 2.1 Identify incidents of forced or compulsory labor across operations in the reporting period.

The incidents refer to legal actions, complaints registered with the organization or competent authorities through a formal process, or instances of non-compliance identified by the organization through established procedures such as management system audits or formal monitoring programs.

- 2.2 State the number of identified incidents of forced or compulsory labor during the reporting period.

- 2.3 Describe the status of, and procedures undertaken in respect of the incidents identified with reference to the following:
- Organization has reviewed the incident;
 - Remediation plan is being implemented;
 - Remediation plan has been implemented and results reviewed through routine internal management review processes; and
 - Incident is no longer subject to action (i.e., resolved, case completed, no further by action by company, etc.

3. Definitions

Forced or compulsory labor

All work and service which is exacted from any person under the menace of any penalty and for which the said person has not offered her/himself voluntarily (*ILO Convention 29, Forced Labour Convention, 1930*). The most extreme examples are slave labor, prison labor and bonded labor; but debts can also be used as a means of maintaining workers in a state of forced labor, as can the withholding of identity papers, or the requirement for compulsory deposits. Forced labor is also present if workers are compelled, under threat of firing, to work extra hours to which they have not previously agreed.

4. Documentation

Potential information sources include the reporting organization's legal and compliance as well as human resources departments.

5. References

- ILO Convention 105 Abolition of Forced Labour, 1957.
- ILO Conventions 29 Forced Labour Convention, 1930.
- ILO Recommendation 35, Forced Labour (Indirect Compulsion), 1930.
- League of Nations (later UN) Slavery Convention, 1927.
- UN Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 226 U.N.T.S.3, 1957.
- Universal Declaration of Human Rights (UN General Assembly Resolution 217 A (III) of 10 December 1948), Articles 4 & 5.

HR8. *Procedures for complaints and grievances filed by customers, employees, and communities concerning human rights, including provisions for non-retaliation.*

1. Relevance

The indicator provides information on whether the reporting organization's practices relating to grievance procedures and other internal adjudication processes incorporate specific aspects of due process. It also demonstrates that its processes for surfacing, investigating and deciding on complaints and concerns from external stakeholders contain mechanisms to support their effectiveness.

The presence of effective non-retaliation and confidentiality policies can contribute to the effectiveness of internal monitoring systems and provide another mechanism for internal management to identify issues early. It can also increase the confidence of employees and external stakeholders.

2. Compilation

- 2.1 State if organization-wide procedures for managing complaints, grievances, and appeals specify any of the following:
 - Submitting complaints or grievances anonymously Yes/No;
 - Establishment of special committee(s) responsible for hearing, processing and settling of disputes related to human rights issues Yes/No;
 - Allowing involved parties to participate in hearings with respect to complaints or grievances Yes/No;
 - Right of appeal to decisions on complaints or grievances Yes/No;
 - Feedback procedure for external stakeholder complaints Yes/No;
 - Programs or procedures to monitor the treatment of employees who file complaints to assure non-retaliation Yes/No.
- 2.2 In responding to the above clarify whether statements refer to:
 - Customers;
 - Employees; and
 - Communities.
- 2.3 If procedures vary for each operation, identify the primary, organization-wide principles which guide individual operations in establishing their own procedures.

3. Definitions

Non-Retaliation

Absence of taking any action against a person or group of persons who directly or indirectly have been involved in submitting complaints, filing grievances or appeals to reporting organization's decisions in return for such involvement.

Grievance

Action taken to bring to the attention of those in authority alleging violation of human rights for the purpose of adjudication or to arrive at corrective or remediation action or any other means of remedy or redress for the grievance.

4. Documentation

Potential information sources include the reporting organization's collective agreement, and legal departments records.

5. References

- Declaration of Basic principles of Justice for Victims of Crime and Abuse of Power GA Resolution 40/34 of 29 November 1985 Section B.
- ILO Recommendation 130, 'Examination of Grievances Recommendation', 1967.
- ILO Recommendation 92, 'Voluntary Conciliation and Arbitration Recommendation', 1951.
- ILO Recommendation 94, 'Cooperation at the Level of the Undertaking Recommendation', 1952.
- ILO Recommendation 129, 'Communications within the Undertaking Recommendation', 1963.
- ILO Recommendation 130, 'Examination of Grievances Recommendation', 1967.
- International Convention on Economic, Social and Cultural Rights: GA Resolution 2200A XXI 16 December 1966 (articles 2,25).

HR9. *Percentage of security personnel trained in organization's policies or procedures regarding human rights.*

1. Relevance

Security personnel's conduct towards third parties is underpinned by their training in the human rights issues, particularly regarding the use of force. Training security personnel can help prevent reputation and litigation risks resulting from inappropriate actions or approaches not condoned by the reporting organization. Information provided under this indicator helps to demonstrate the extent of implementation of management systems pertaining to human rights. This measure shows the proportion of the security force that can be reasonably assumed to be aware of the organization's human rights performance expectations.

2. Compilation

- 2.1 Identify the total number of security personnel whom the reporting organization employs directly.
- 2.2 State the percentage of security personnel who have received formal training in the organization's policies or specific procedures regarding human rights issues and their application to security. This can refer either to training dedicated to the topic or a module within a more general training program.
- 2.3 State whether training requirements also apply to contractors providing security personnel.

3. Definitions

Security personnel

Employees of the reporting organization or employees of contracting organizations who are involved in guarding property of the organization, crowd control, loss prevention and the escorting of persons, goods and valuables.

4. Documentation

Potential information sources include the reporting organization's human resources department records of training received by internal security personnel. Contractors may hold similar information in respect to their employees.

5. References

- Commentary on the Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights U.N. Doc. E/CN.4/Sub.2/2003/38/Rev.2 (2003) Section C Right to security of persons para 4.

- ILO Convention 29, 'Forced Labour Convention', 1930.
- ILO Convention 105, 'Abolition of Forced Labour Convention', 1957.

HR10. *Incidents involving rights of indigenous people.*

1. Scope

Indicates the reporting organization's involvement with meeting the specific needs of identifiable groups of indigenous people among its own employees and in communities near its existing operations.

2. Relevance

The reporting organization's recorded incidents involving indigenous peoples reveals the impact of any policies directed at relations with indigenous peoples. This information will help to mediate relations with one of the important stakeholder communities in regions where indigenous people reside or have interests near operations of the reporting organization and provides an additional entry point for support groups.

3. Compilation

- 3.1 Identify incidents involving indigenous rights among own employees and in communities near its existing operations or who are likely to be affected by planned future operations of the reporting organization.

The incidents refer to legal actions, complaints registered with the organization or competent authorities through a formal process, or instances of non-compliance identified by the organization through established procedures such as management system audits or formal monitoring programs.

- 3.2 State the number of identified incidents involving indigenous rights during the reporting period.
- 3.3 Describe the status of, and procedures undertaken in respect of the incidents identified with reference to the following:
- Organization has reviewed the incident;
 - Remediation plan is being implemented;
 - Remediation plan has been implemented and results reviewed through routine internal management review processes; and
 - Incident is no longer subject to action (i.e., resolved, case completed, no further by action by company, etc.

4. Definitions

Indigenous people

Indigenous people are those whose social, cultural, political and economic conditions distinguish them from other sections of the dominant national community, or who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present State boundaries

and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

5. Documentation

Potential information sources include the reporting organization's operating procedures and guidelines on the issue. Other information may be supplied by country managers and by legal specialists of the reporting organization. Data on indigenous people within the workforce may be obtainable from employee records.

6. References

- Charter of the United Nations, Preamble, San Francisco, 1945.
- The Convention on the Rights of the Child: GA Resolution 44/25 of 20 November 1989.
- Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief; GA Resolution 36/55 of 25 November 1981.
- Declaration on the Principles of International Cultural Cooperation; General Conference of UNESCO 14th session 4 November 1966.
- Declaration on Race and Racial Prejudice: General Conference of the UNESCO, 20th session 27 November 1978.
- Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities; GA Resolution 47/135 18 December 1992.
- Declaration on the Right to Development; GA Resolution 41/128 of 4 December 1986.
- Draft UN Declaration on the Rights of Indigenous Peoples, OHCHR, Sub-Commission on the Promotion and Protection of Human Rights, Working Paper, E/CN.4/Sub.2/1994/2/Add.1 (1994).
- ILO Convention (No. 169) Concerning Indigenous and Tribal Peoples in Independent Countries 1991.
- International Convention on Economic, Social and Cultural Rights: GA Resolution 2200A XXI 16 December 1966 (articles 2,25).
- The International Convention on the Elimination of All Forms of Racial Discrimination GA Resolution 1904 (XV111) of 20 November 1963.
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; UN High Commission for Human Rights Document a/RES/45/158. No.39481,Art. 87(1) 1 July 2003.
- (United Nations Guide for Indigenous Peoples, OHCHR, Geneva, 2001).