

The background features a pattern of stylized hands in various shades of green, from light lime to dark forest green. The hands are depicted in a simplified, graphic style, with some showing outlines and others as solid shapes. They are arranged in a way that suggests a crowd or a group of people, with some hands raised higher than others.

# **Business and Human Rights in Ireland**

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NATIONAL PLAN  
ON BUSINESS AND  
HUMAN RIGHTS  
2017 - 2020

- A whole of government initiative, which seeks to give effect to the UN Guiding Principles on Business and Human Rights in Ireland



The  
State Duty  
to Protect  
Human Rights



Pillar I

The  
Corporate  
Responsibility  
to Respect  
Human  
Rights



Pillar II

Access  
to Remedy



Pillar III

# KEY ISSUES

Remedies

Procurement

Workers' Rights

Human Rights Due Diligence

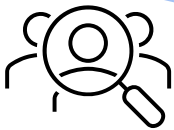
Data Protection



Equality and Anti-Discrimination

Environment

Non-Financial Reporting



Anti-Trafficking

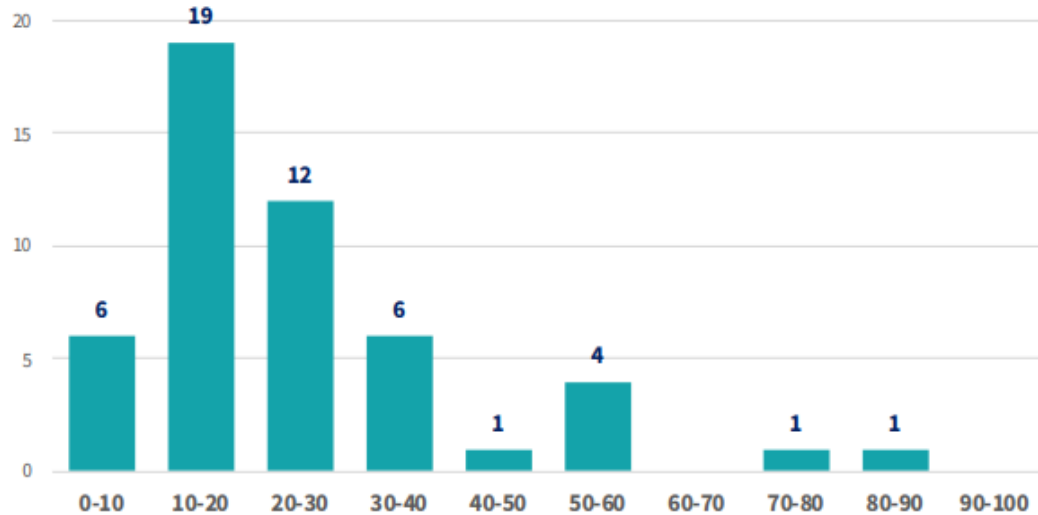


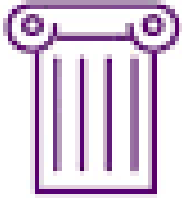
Supply Chain

- 88% of the companies - below 50%
- Half of the companies - equal or below 20%



Figure 1: Company scores, by percentage band

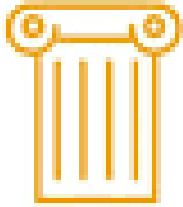




## Governance and policy commitments

- The average score for this theme was 2.79 of a possible 8 points (34.9%)

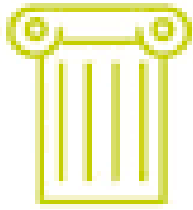
Commitment to human rights	Commitment to respect the human rights of workers
Commitment to engage with stakeholders	Commitment to remedy



# Embedding respect and human rights due diligence

- Theme B was the lowest-scoring of the three themes, with the average company scoring just 1.53 of a possible 12 points (12.75%). 17 companies (34%) scored a zero overall on the theme

Responsibility and resources for day-to-day human rights functions	Identifying: Processes and triggers for identifying human rights risks and impacts	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
Integrating and Acting: Integrating assessment findings internally and taking appropriate action	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	Communicating: Accounting for how human rights impacts are addressed



# Remedies and grievance mechanisms

- The average company scored 2.19 of a possible 6 points on this theme (36.5%)

Grievance channels/mechanisms to receive complaints or concerns from workers

Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities

Remedying adverse impacts and incorporating lessons learned



OK! NOW WHAT?



- On 10 March 2021, the European Parliament voted by a large majority for new EU laws that would oblige companies to conduct environmental and human rights due diligence within their value chains



- In order to ensure effective reparation for victims, national authorities in Member States will be empowered to conduct investigations of due diligence activities and integrity of related statements and impose fines where inadequate action has been taken. Civil action may also be brought by victims against companies for any potential or actual harm suffered.

# Plans and Reports:

[Irish Business and Human Rights: A snapshot of large firms operating in Ireland \(TCD\)](#)

[National Plan on Business and Human Rights 2017 - 2020](#)

[NATIONAL PLAN ON BUSINESS AND HUMAN RIGHTS BASELINE ASSESSMENT OF LEGISLATIVE AND REGULATORY FRAMEWORK, March 2019](#)