



GUIDANCE FOR FEDERAL & PROVINCIAL ORGANIZATION – PROPOSED ACTION POINTS AND TIMELINE

In line with Action Points 31-36 of NAP-BHR, and the feedback received from the nationwide consultations, the following voluntary and proposed legally binding actions are suggested as a roadmap with respect to introducing HRDD Framework in Pakistan in future:

Action 31: Develop policy, including a proposed regulatory model, on the requirement of human rights due diligence for the approval of large-scale projects.	
Relevant Organization(s)	Guidance/Proposed Action
Ministry of Human Rights	<ul style="list-style-type: none">➤ Develop HRDD Guidelines and framework and liaison with concerned departments.
Public Procurement Regulatory Authority & Relevant Provincial Procurement Authorities	<ul style="list-style-type: none">➤ Insert human rights provisions into Public procurement Rules, 2004 and liaise with MoHR for technical guidance on human rights<ul style="list-style-type: none">• Include human rights clauses in procurement contracts and agreements• Encourage public sector organizations to preferentially select bidders with a strong human rights track record• Develop mechanisms for addressing human rights grievances in procurement projects➤ Develop and implement training programs for procurement officers to raise awareness about human rights principles
Environment Protection Agency (EPA)	<ul style="list-style-type: none">➤ Amend existing requirement of EIAs to incorporate HRDD with specific focus on community impacts.
Planning Commission & Provincial Planning Development Departments	<ul style="list-style-type: none">➤ Introduce HRDD Guidelines in Public Sector Development Projects, frameworks, policies, and checklists; liaise with MoHR for technical guidance on human rights➤ Integrate human rights principles into relevant policies and rules;
Securities and Exchange Commission of Pakistan	<p>Liaise with MoHR for technical guidance on human rights specifically to increase female representation in BoDs</p>
Action 32: Conduct feasibility study of human rights certification and provision of market incentives for businesses	



Relevant Organization(s)	Guidance / Proposed Action
Ministry of Human Rights	<ul style="list-style-type: none"> ➤ Conduct the feasibility study, ➤ Hold consultations with public sector & business entities ➤ Conduct capacity-building exercises of relevant public institutions and awareness raising for the general public ➤ Consultations with relevant public sector organizations including Ministry of Commerce, Industries & Production as well as provincial Commerce & Industries Departments on introduction of an ISO type of certification system as a tool to add credibility, by demonstrating that businesses meet the expectations of protecting human and labour rights.
Action 33: Conduct feasibility study on the future enactment of mandatory human rights due diligence legislation in Pakistan	
Relevant Organization(s)	Guidance/Proposed Action
Ministry of Human Rights	<ul style="list-style-type: none"> ➤ Conduct the feasibility study, ➤ Hold consultations with public sector organizations as well as public & private business entities ➤ Coordinate with relevant stakeholders on implementation of existing laws related to HRDD
Action 34: Conduct a study on the potential impact of the future enactment of mandatory human rights due diligence legislation by major trading partners, such as the European Union, on Pakistan's competitiveness in export markets, inflows of foreign direct investment, Pakistan's role in global supply chains, and schemes such as GSP	
Relevant Organization(s)	Guidance/Proposed Action
Ministry of Human Rights	<ul style="list-style-type: none"> ➤ Conduct the feasibility study
Action 35: Develop and launch a Human Rights Due Diligence Partnership Project with the private sector	
Relevant Organization(s)	Guidance/Proposed Action
Ministry of Human Rights	<ul style="list-style-type: none"> ➤ Hold consultations and awareness sessions with Business entities to encourage them to develop HRDD practices
Federation of Pakistan Chambers of Commerce & Industries (FPCCI)	<ul style="list-style-type: none"> ➤ Liaise with NAP Steering Committee to foster public-private collaboration on BHR ➤ Institutionalise a BHR Desk and raise awareness of members on HRDD
Action 36: Establish voluntary and common standards for conducting and reporting human rights due diligence in business activity	



Relevant Organization(s)	Guidance/Proposed Actions
Ministry of Commerce Ministry of Industries & Production. Ministry of Overseas Pakistanis & Human Resource Development Provincial Human Rights Departments Provincial Labour Departments Provincial Commerce & Industries Departments	<p>➤ Coordination with business entities from both public and private sector for adoption of following nine guidelines:</p> <ul style="list-style-type: none">• Guideline 1: Business should be cognizant of Pakistan's NAP on BHR, including its priority areas, actions pledged by the Government of Pakistan, and its expectations of businesses as stated in the NAP• Guideline 2: Businesses should be cognizant of their corporate responsibility to respect human rights under the UNGPs and should conduct internal trainings to raise awareness of the UNGPs amongst their staff, including senior management.• Guideline 3: Businesses must establish a clear policy for the protection of human rights within their operations. This may take the form of a voluntary code of conduct to establish a commitment to respect human rights within their activities and must be approved and endorsed by senior management.• Guideline 4: Businesses must conduct an exercise to identify the human rights risks and impacts that their activities have and must, at the minimum, strive to prioritize those rights which have been identified in Pakistan's NAP on BHR.• Guideline 5: Businesses should conduct HRDD as a corporate best practice within their operations and across their value chains, which must be contextualized to the specific locations or unique operating context of their activities. To this end, tools such as self-assessment checklists, and guidelines developed at an international level must be used.• Guideline 6: Businesses should identify the potential impact that their operations and value chains may have on the rights of local communities and should take efforts to consult local communities in decisions which impact their rights.• Guideline 7: Businesses should establish effective redressal mechanisms to provide remedies in cases where they have caused or contributed to human rights impacts throughout their operations and value chains.• Guideline 8: Businesses operating in conflict or post-conflict areas should conduct heightened HRDD.• Guideline 9: Businesses must present annual strategic reports highlighting the material human rights impacts that have taken place and how they have dealt with it. These reports may be aligned with the Sustainable Development Goals as well to identify which activities have been conducted in pursuance of a specific goal.