

The European Network for Corporate Social Responsibility & Disability
Contribution to the Discussion Paper
'Developing Global Standards for the Reporting and Assurance of Company Alignment
with the UN Guiding Principles on Business and Human Rights'
produced by Mazards and Shift
and officially supported by the UN Working Group on Business and Human Rights

INTRODUCTION

The European Network for Corporate Social Responsibility & Disability¹ (hereafter CSR+D) is a project led by Fundación ONCE and co-funded by the European Social Fund (ESF) operating in connection with the most significant milestones within this field (such as the UNCRPD², Europe 2020 Strategy for Smart, Sustainable and Inclusive Growth, the European Disability Strategy 2010-2020 among others). It is worth to refer, among CSR+D Network's achievements, that the EC's 2011 Communication on CSR has explicitly recognized, for the first time, the integration of people with disabilities as part of the European CSR agenda. The CSR+D Network is part of the European initiative Enterprise 2020.

The CSR+D Network aims to mainstream the disability issue in the political and corporate CSR agendas. Its ultimate aim is to enhance social inclusion and employment of people with disabilities in Europe, contributing at the same time to the development of responsible competitiveness.

People with disabilities are the world's largest minority (more than 1 billion worldwide and 80 million in the EU, 16% of the population) and a relevant stakeholder group. Their participation in society and the workplace is a matter of rights at the individual level, of diversity, talent and business opportunities and benefits at the company level and of social economic development at the country level and of global social cohesion and social inclusion.

Through a broader and standardized coverage of disability issues in CSR and sustainability reports organizations can be accountable for their contribution to disability-inclusive initiatives, and also for meeting and overcoming the increasing legislation on non-discrimination, equal opportunities and human rights.

¹ <http://www.csr-d.eu/en>

² United Nations Convention on the Rights of People with Disabilities (2006).
<http://www.un.org/disabilities/convention/conventionfull.shtml>

In order to advance on CSR and Disability reporting the CSR+D has undertaken, among others, the following activities:

- › Development of specific **CSR-Disability Indicators**³ to help organizations in standardizing their disability reporting on the performance of all the initiatives under the different disability relevant issues: Employment, Accessibility, Supply Chain, Employees and Customers, Social Action and Strategy.
- › **Analysis of Disability Disclosure in CSR Reports**⁴. The study identifies gaps and best practices that may be used as references by organizations looking to expand and improve their disability mainstreaming in CSR & strategy, monitoring and reporting.
- › **Contributions and proposals for advancing in the mainstreaming of disability reporting recognized frameworks**, among others: GRI, Global Compact, IIRC, **and also to the Institute of Human Rights and Business consultations on how the Guiding Principles should apply in specific industry contexts**, in particular in the Employment & Recruitment Agencies and Information and Communication Technologies sectors.

CONTRIBUTION

The CSR+D recognizes the relevance of the Guidance Principles as the key reference global standard on the respective roles of business and governments for ensuring business respect for human rights, and its increasingly prominent place within the CSR and Sustainability landscape.

The CSR+D welcomes the launch by Mazards and Shift of a project to develop global standards for the reporting and assurance of company alignment with the UN Guiding Principles on Business and Human Rights. The CSR+D wants to contribute to this consulting process by sharing the following proposals:

- › **The inclusion in the Discussion Paper, of a reference** to the commentary to **Guiding Principle 12** that makes clear that businesses may need to consider additional international standards, for example, where they may impact upon individuals belonging to groups at heightened risk of vulnerability, including among others, people with disabilities.
- › Incorporate to **Key References** the international standards referred in Article 12, by including, among others, the '**United Nations Convention on the Rights of People with Disabilities**'. The UNCRPD², signed in 2006 and ratified so far by over 130 countries worldwide and the EU (the first time in history the EU has become a party to an international human rights treaty) considers non-discrimination, equal opportunities and social inclusion of people with disabilities a matter of human rights.
- › Make **explicit reference to components of vulnerable groups, such as people with disabilities**, among the criteria to be considered **when Scoping Materiality**.
- › The incorporation, as **External References**, of **useful documents that can assist organizations in managing and reporting on particular human right topics** to help '**Measuring the Effectiveness of Company Responses to Human Rights impacts**' (Annex

³ http://www.csr-d.eu/static/attached/CSR_Disability_Indicators_EN.pdf

⁴ http://www.csr-d.eu/static/attached/Analysis_of_Disability_Disclosure_in_Sustainability_Etiquetado.pdf

B. 5). Among those references it is suggested to include the **CSR+D Indicators** ⁴ to facilitate organizations the management and reporting of relevant disability issues.

The CSR+D remains at your disposal to discuss any aspects of this document with you. For inquiries please contact secretariat@csr-d.eu.

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Founding partners



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