

BUSINESS AND HUMAN RIGHTS REGULATION UNDER INTERNATIONAL ORGANIZATION AND NON-GOVERNMENTAL ORGANIZATION

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Abstract

International organizations and non-governmental organizations have a major role in the business world; thus, this article would like to examine how international organizations and non-governmental organizations deal with the UN Resolution on Business and Human Rights obligation and its guiding principles. The study shows that international organizations such as OECD and ILO and Non-governmental organizations like Global Compact have implemented the UN Resolution on Business and Human right on its regulation. Although the form is a guideline or code of conduct, hence is not binding as a convention, which has authority as a law-making treaty.

Keywords: *Human Rights, Human Rights and Business, corporation and human rights, International Organization, non-international Organization.*

1. Introductions

The importance of international organizations in implementing the UN Protects Respect and Remedy framework (UN Framework) is to oblige companies to comply with the international human rights standard. Moreover, UN Framework aims to protect people's human rights from business actors and help the business actor to implement the UN Framework in its operations. The UN Guiding Principle on

Business and Human Rights (UNGPs)¹ outline that companies shall assess and address human rights risks and impacts associated with their business activities, including the operations of subsidiaries and suppliers.² The obligation to respect human rights is concentrated not only by the United Nations through UN resolutions on business and human rights as called UN Protect, Respect and Remedy Framework and UNGPs as an international organization but also by other international organizations engaged in trade, such as the OECD³ and

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¹ López Latorre, Andrés Felipe. 2020. "In Defence of Direct Obligations for Businesses Under International Human Rights Law." *Business and Human Rights Journal* 5 (1): 56-83. doi:10.1017/bhj.2019.27. <https://www.cambridge.org/core/article/in-defence-of-direct-obligations-for-businesses-under-international-human-rights-law/EEB34BECDE016C2E6BC1F18BFE2F10A5>.

² Gustafsson, Maria-Therese, Almut Schilling-Vacaflor, and Andrea Lenschow. 2022. "Foreign Corporate Accountability: The Contested Institutionalization of Mandatory Due Diligence in France and Germany." *Regulation & Governance* n/a. doi <https://doi.org/10.1111/rego.12498>.

³ Ruggie, John Gerard and Tamaryn Nelson. 2016. "Human Rights and the OECD Guidelines for Multinational Enterprises: Normative Innovations and Implementations Challenges Multinational Corporations." *Brown Journal of World Affairs* 22 (1): 99to128. <https://heinonline.org/HOL/P?h=hein.journals/brownjwa22&i=103>

ILO in regard protecting workers under the ILO Conventions. Interestingly, the non-government organization also contributes to developing respect for human rights by businesspeople, such as those carried out by Global Compact.

This study becomes important because the operation of a business can harm people's human rights. I will assess from two international organizations and one non-governmental organization how these three organizations organize the UN Protect Respect and Remedy within member states or in their organization member (companies). Moreover, there is the relation between this paper and the already existent specialized literature because other written might see how OECD, ILO, or global compact in relation to human rights, but my study purpose is to be finding how these three organizations implant the UN protect on business and human rights on their daily activates as organizations. UN Framework adding on OECD Guidelines for Multinational Enterprises and OECD Due Diligence for Responsible Business Conduct, meanwhile International Labor Organization (ILO) on Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy International Labor Organization (ILO) and Global Compact (GC) on the Ten Principle on Global Compact.⁴

2. The Organization Economic Co-Corporation Development (OECD)

The Organization for Economic Cooperation and Development (OECD) is

an international organization that works to build better policies and well-being for life. The organization aims to shape policies that foster prosperity, equality, opportunity, and well-being for all. OECD established since 1960 and entered into force in 1961.⁵ In the beginning, OECD was encouraged by the Organization for European Economic Cooperation (OEEC), established in 1948 to administer the US-Financed Marshall Plan for the reconstruction of a continent ravaged by war and the focus area to the recovery of Europe after World War II.⁶ Afterward, Canada and the US joined OEEC. They signed the OECD convention, expanding their job to the world. Now, OECD has a 38-member country, four accession country candidate, and five countries as key partners, and OECD work in six regional initiatives (Africa, Eurasia, Latin America, Middle East, North Africa, Southeast Asia, and Southeast Europe). In human rights protection in business, OECD has two guidelines for corporations and states. Which are:

a. OECD Guidelines for Multinational Enterprises

This guideline was established in 1976 but has changed several times, and last made changes in 2011 because there is a provision of the UN resolution on Protect, Respect and Remedy Framework in human rights and business. The OECD included a chapter on human rights in this guideline. OECD Guidelines for Multinational Enterprises, especially in human rights responsibility, is written in part 1 (one) chapter IV under

<https://heinonline.org/HOL/PrintRequest?handle=hein.journals/brownjwa22&collection=0&div=12&id=103&print=section§ion=12>.

⁴ Williams, Oliver F. "The UN Global Compact: The Challenge and the Promise." *Business Ethics Quarterly* 14, no. 4 (2004): 755–74. doi:10.5840/beq200414432.

⁵ OECD, Key milestone, <https://www.oecd.org/60-years/timeline/> last access: 24.12.2022.

⁶ The OECD at 60, https://read.oecd-ilibrary.org/view/?ref=1059_1059103-who5k2wv7w&title=OECD-at-60, last access: 26.12.2022.

Human Rights. There are 6 (six) chapeau that says the state's duty to protect human rights and corporations within international human rights obligations both must.

1) Respecting human rights, which mean that both the state and corporation should refrain from violating the rights of others and should deal with any negative effect on those rights that include the state or corporate. No of their size, sector, operational context, ownership or organizational structure, business should respect human rights wherever they operate. According to the first paragraph of this guidance,⁷ state and corporation must address actual and potential adverse human right impacts and entails taking adequate steps for their identifications, prevention, and mitigation of potential impact on human rights, remediations of actual impacts and keeping track of how the impacts are addressed. The term 'infringing' refers to adverse impacts an enterprise may have on the human rights of individuals;

2) In the realm of business operations, it is imperative for both states and businesses to refrain from engaging in or facilitating any actions that may result in negative consequences for human rights. Furthermore, they are obligated to take appropriate measures to rectify any human rights violations that may occur. Paragraph 2 advises firms to refrain from engaging in actions that may result in or contribute to negative human rights consequences as a result of their operations. Furthermore, it emphasizes the importance of promptly addressing any adverse human rights impacts that may arise. The term 'activities' encompasses both deeds and omissions. When a company is responsible for or has

the potential to produce a negative impact on human rights, it is imperative for the enterprise to undertake measures to halt or mitigate such damage. If an enterprise is found to be contributing to or has the potential to contribute to such an impact, it is imperative for the enterprise to undertake the appropriate measures to halt or prevent its contribution. Furthermore, the enterprise should utilize its influence to minimize any lingering impact to the maximum extent feasible. The concept of leverage is applicable when one organization possesses the capacity to influence the actions of another institution, resulting in negative consequences for human rights. (42);

3) It is imperative for both states and corporations to actively pursue strategies aimed at preventing or alleviating negative human rights consequences that are directly associated with their business operations, products, or services, even in cases when they are not directly responsible for causing such impacts. Paragraph 3 delves into intricate scenarios wherein an organization has not been involved in the perpetration of a detrimental human rights consequence. Nonetheless, the influence of that impact is intricately connected to the activities, products, or services of the organization, owing to its business affiliation with another firm. Paragraph 3 aims to clarify that it is not the intention to absolve the entity of responsibility for any negative human rights consequences that may arise from its economic relationship with the enterprise. To fulfil the requirements outlined in paragraph 3, an organization would need to utilize its influence, either independently or in collaboration with other organizations as deemed suitable, in order to exert pressure

⁷ Kilanowski, Marcin. 2023. "Evaluating the Polish NAPs: Lessons for the Future Implementation of the UN Guiding Principles on Business and Human Rights." *Business and Human Rights Journal*: 1-6. doi:10.1017/bhj.2023.4. <https://www.cambridge.org/core/article/evaluating-the-polish-naps-lessons-for-the-future-implementation-of-the-un-guiding-principles-on-business-and-human-rights/DC3EA71AE140727ACDBC70B36343EEC3>.

on the entity responsible for the negative human rights consequences. The objective would be to prevent or alleviate the impact on human rights. The term "business relationships" encompasses the connections a company has with its business partners, businesses within its supply chain, and any other non-State or State entity that is directly associated with its business operations, products, or services. Several factors must be considered when deciding the appropriate course of action in such circumstances. These factors include the level of control the enterprise has over the entity in question, the significance of the relationship to the enterprise, the magnitude of the impact, and the potential negative human rights consequences that may arise from terminating the relationship with the entity;

4) Both states and corporations have made a policy commitment to uphold and protect human rights. Paragraph 4 proposes that organizations should demonstrate their dedication to upholding human rights by issuing a policy statement that fulfils the following criteria: (i) it is endorsed by the highest level of authority within the organization; (ii) it is developed with input from relevant internal and/or external experts; (iii) it outlines the organization's expectations regarding human rights for its employees, business partners, and other entities directly associated with its operations, products, or services; (iv) it is publicly available and effectively communicated to all individuals within the organization, as well as external stakeholders; (v) it is integrated into operational policies and procedures to ensure its comprehensive implementation throughout the organization;

5) Conduct a thorough assessment of human rights obligations commensurate with the organization's scale, the characteristics and circumstances of its activities, and the gravity of potential

negative human rights consequences. Paragraph 5 suggests that it is advisable for firms to conduct human rights due diligence. The process involves the evaluation of both current and potential human rights effects, the incorporation of these assessments into decision-making processes, the implementation of appropriate actions based on the findings, the monitoring of responses, and the dissemination of information regarding the measures taken to address these impacts. The incorporation of human rights due diligence into comprehensive enterprise risk management systems can be achieved by extending its scope beyond the identification and mitigation of risks that directly affect the enterprise, to encompass issues that impact the rights of individuals. The recognition of human rights hazards is a continuous endeavor, acknowledging that these risks may vary as the enterprise's operations and operational circumstances undergo changes. Additional guidance on doing due diligence, specifically in connection to supply chains, as well as recommended actions to address risks that may arise within supply chains, can be found in paragraphs A.10 to A.12 of the Chapter on General Policies and their Commentaries. Enterprises are advised by the Guidelines to establish mechanisms for Remediation when they become aware, either through their human right's due diligence process or other methods, that they have played a role in causing or contributing to an unfavorable impact. Certain circumstances necessitate collaboration with judicial or non-judicial procedures that are based on the state level. Operational-level grievance mechanisms, when they satisfy the essential criteria of legitimacy, accessibility, predictability, equitability, compatibility with the Guidelines, transparency, and are grounded in dialogue and engagement to pursue mutually agreed solutions, can serve as an effective avenue for addressing the concerns

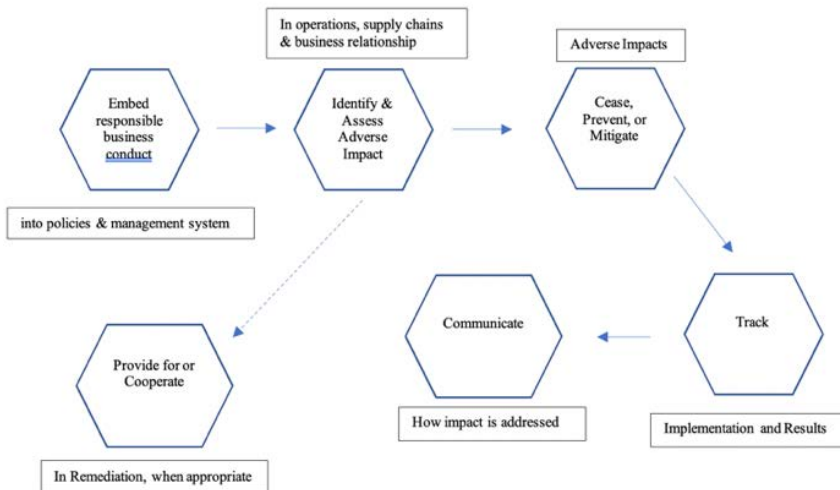
of individuals who may be affected by the activities of enterprises. These methods have the potential to be used by a company independently or in partnership with other stakeholders and can serve as a means of ongoing knowledge acquisition. The utilization of operational-level grievance mechanisms should not be employed in a manner that undermines the significance of trade unions in resolving labor-related conflicts. Additionally, these mechanisms should not impede the ability to access judicial or non-judicial grievance processes, such as the National Contact Points outlined in the Guidelines.

6) State and corporations engage in collaborative efforts within authorized frameworks to address and rectify adverse human rights consequences. This collaboration occurs when both the state and the corporate acknowledge their role in causing or contributing to these impacts.

b. OECD Due Diligence for Responsible Business Conduct

Moreover, on May 2018, OECD launched OECD Due Diligence Guidelines for Responsible Business Conduct. This code of conduct aims to provide practical support to the implementation of OECD Guidelines for Multinational Enterprises, which relate to Chapeau 5 (five) Chapter IV: Human Rights, Chapter V: Employment and Industrial Relations, Chapter VII: Environment, Chapter VII: Combating bribery bribe solicitation and Extortion, Chapter VII: Consumer Interests and Chapter III: Disclosure. Due diligence process and supporting measures futures in the figure below:⁸

Figure. Due Diligence Process and Supporting Measures⁴⁴

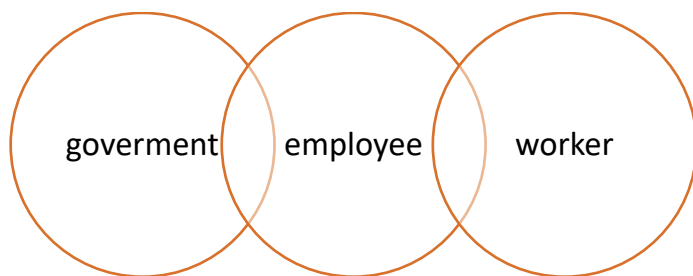


⁸ OECD (2018), OECD Due Diligence Guidance for Responsible Business Conduct, <https://www.oecd.org/investment/due-diligence-guidance-for-responsible-business-conduct.htm> last access: 29.12.2022.

3. Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy International Labor Organization (ILO)

International labor organization (ILO) was established in 1919 after World War I

and, in 1946, became UN Special Agency. Today ILO has a 187-member state. ILO is an organization where the stakeholder is the state, employee, and worker. That is why many times it is called a tripartite constituent because ILO has unique tripartite structures, which are⁹:



In human rights and business, ILO have principles called the Tripartite Declaration of Principle concerning Multinational Enterprises and Social Policy (MNE Declaration). This policy was founded in 1997 but had several revisions, and today's Tripartite Declarations are from the 5th amended 2017. The amendment adopted the UN Guiding Principle on Business and Human Rights and the Development of Sustainable Development Goals (SDGs) 2015. The purpose of the Tripartite Declaration purpose is to¹⁰

"...encourage the positive contributions which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties their various operations may give rise..."

Moreover, the tripartite declaration offers¹¹

a. A global instrument developed, adopted, and supported by governments, employees, and workers' organizations;

b. A substantially on principles contained in tripartite-agreed international labor standards (Conventions and Recommendations);

c. Connect regulation with the UN Guiding Principles on Business and Human Rights and the goals and targets of the 2030 Agenda for Sustainable Development.

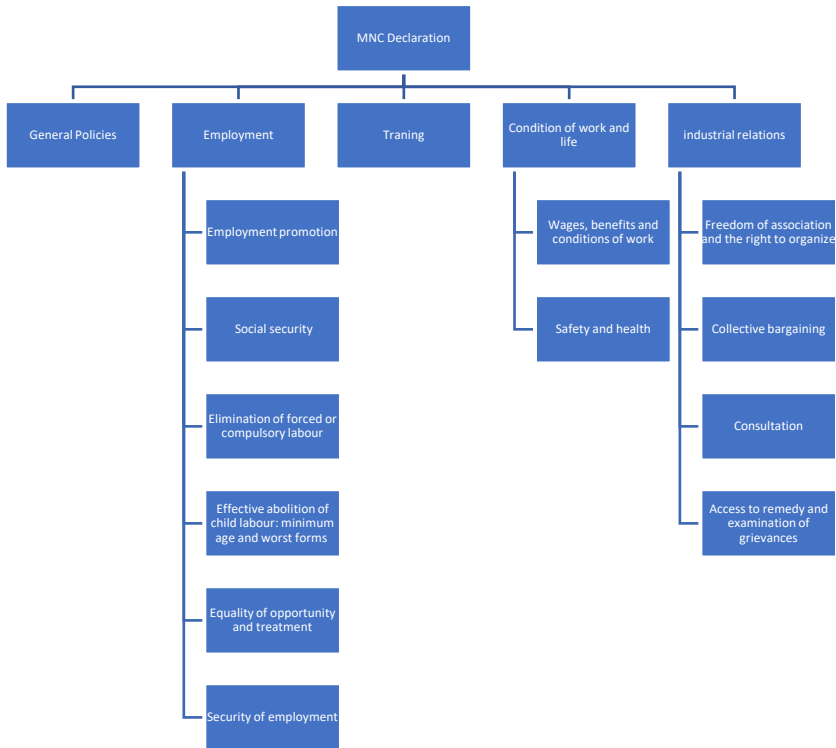
Furthermore, the tripartite declaration is not mandatory, nor is it a code of conduct, but rather "a checklist or reference point for around human rights or corporate social responsibility) The Tripartite contains 68 paragraphs, divided into 5 (fifth) scopes, as shown in the table below.

⁹Biondi, Anna, *New Life for the ILO Tripartite Declaration on Multinational Enterprises and Social Policy.* International Journal of Labour Research 7, no. 1 (2015): 105-116,6. <https://www.proquest.com/scholarly-journals/new-life-ilo-tripartite-declaration-on/docview/1774151557/se-2>.

¹⁰ OECD, the structure of Tripartite Declaration concerning Multinational Enterprises and Social Policy: An Employers' Guide, https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_094386.pdf last access: 11.12.2023.

¹¹ OECD, the ILO MNE Declaration: What is in for Workers, https://ilo.primo.exlibrisgroup.com/discovery/fulldisplay/alma995003690902676/41ILO_INST:41ILO_V2, last access: 04.01.2023.

Table. The Structure of Tripartite declaration concerning Multinational Enterprises and Social Policy¹²



Overall, the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy establishes a framework for multinational corporations to promote responsible business conduct and contribute to sustainable development, while also promoting decent work and social justice, human rights respect, and environmental protection.¹³

4. Global Compact on the Ten Principle of Global Compact

The Global Compact is an effort focused on corporate responsibility that operates on a voluntary basis.¹⁴ It establishes the Ten Principles of Global Compact. The Ten Principles of the Global Compact are based on international agreement, including the Universal Declaration on Human Rights, The International Labor Organization

¹² ILO, https://www.ilo.org/empent/areas/mne-declaration/WCMS_570332/lang--en/index.htm, last access: 19.04.2023.

¹³ Diller, Janelle M. "ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy." *International Legal Materials* 41, no. 1 2002: 184–201. doi:10.1017/S0020782900009256.

¹⁴ Bremer, J.A., How global is the Global Compact?. *Business Ethics: A European Review*, 17: 2008, 227-244. <https://doi.org/10.1111/j.1467-8608.2008.00533.x>.

Declarations on Fundamental Principles and Rights to Work, the Rio Declarations on Environment and Development, and the United Nations Convention Against Corruption. The Global Compact is a United

Nations initiative launched in 2000, which aims to promote corporate social responsibility and sustainable development. The initiative is based on ten principles, namely.

Human Rights	Labor	Environment	Anti-corruption
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Ensure they are not complicit in human rights abuses.</p>	<p>Principle 3: Businesses should uphold the freedom of association and effectively recognize the right to collective bargaining.</p> <p>Principle 4: The elimination of all forms of forced and compulsory labor</p> <p>Principle 5: The effective abolitions of child labor</p> <p>Principle 6: The elimination of discrimination in respect of employment and occupation</p>	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Principle 10: Businesses should work against corruption, including extortion and bribery.</p>

The Global Compact is voluntary, and companies are encouraged to incorporate the ten principles into their operations and strategies.¹⁵ Companies are also expected to publicly report their progress in implementing the principle. The initiative has more than 12.000 signatories from over 160 countries, including businesses, non-governmental organizations, labor unions,

academic institutions, and the government. The Global Compact provides a platform for collaboration and dialogue among different stakeholders,¹⁶ and it promotes partnerships between businesses, government, and civil society to address social and environmental

¹⁵ Volker Türk, The Promise and Potential of the Global Compact on Refugees, *International Journal of Refugee Law*, Volume 30, Issue 4, December 2018, Pages 575–583, <https://doi.org/10.1093/ijrl/eeey068>

¹⁶ Newland, K. (2018). The global compact for safe, orderly and regular migration: An unlikely achievement. *International Journal of Refugee Law*, 30(4), 657-660.

challenges.¹⁷ Each principle has emphasized which are;

a. Principle 1 emphasizes the imperative for businesses to actively endorse and uphold the safeguarding of human rights as proclaimed on an international scale. The initial principle of the Global Compact emphasises the obligation of businesses to uphold and advance human rights within their activities, as well as to contribute to endeavors aimed at safeguarding human rights on a global, national, and local scale;

b. Principle 2 ensures that individuals or entities do not engage in or support activities that violate human rights. The second principle emphasizes the obligation of corporations to prevent their involvement in human rights violations, whether through direct or indirect means, and to respond appropriately when such violations are detected;

c. Principle 3 emphasizes the importance for businesses to protect the fundamental right to freedom of association and properly acknowledge and respect the right to engage in collective bargaining. The third principle of the Global Compact places significant emphasis on the preservation of the freedom of association and the ability to engage in collective bargaining as essential labour rights. It urges corporations to demonstrate respect for and actively encourage these rights within their operations and supply chains;

d. Principle 4 pertains to the eradication of all types of coerced and obligatory labour. The fourth principle of the Global Compact emphasizes the significance of maintaining the eradication of all types of forced and coercive labor. It urges firms to proactively implement steps to avoid and resolve occurrences of forced

labour within their operations and supply chains;

e. Principle 5: The Efficient Eradication of Child Labour The fifth principle of the Global Compact places significant emphasis on the imperative of maintaining the successful eradication of child labour. It urges firms to proactively implement measures to prevent and resolve instances of child labour within their operations and supply chains;

f. Principle 6 pertains to the eradication of job and occupational discrimination. The significance of eradicating employment and occupation discrimination is underscored by the sixth principle of the Global Compact. This concept urges businesses to adopt proactive actions in order to foster equality and non-discrimination throughout their operations and supply chains;

g. Principle 7 posits that enterprises ought to endorse and uphold a precautionary stance when confronted with environmental predicaments. The seventh principle of the Global Compact highlights the significance of endorsing a precautionary stance towards environmental concerns and urges enterprises to proactively mitigate their environmental footprint while promoting sustainable development;

h. Principle 8 emphasizes the importance of implementing measures that aim to foster increased environmental responsibility. This principle underscores the significance of implementing efforts aimed at fostering heightened environmental responsibility and urges businesses to adopt proactive actions in order to mitigate their environmental footprint and contribute to the advancement of sustainable development. This entails the implementation of sustainable business

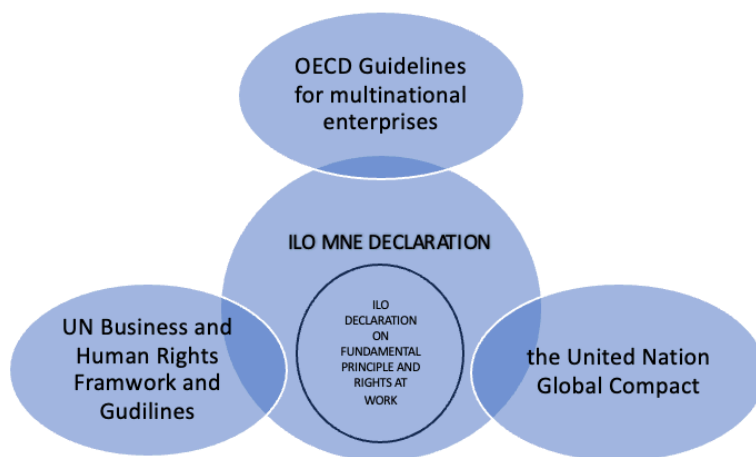
¹⁷ Schembera, S. (2018). Implementing corporate social responsibility: Empirical insights on the impact of the UN Global Compact on its business participants. *Business & Society*, 57(5), 783-825.

practices, which encompass the utilization of renewable energy sources, the mitigation of greenhouse gas emissions, the preservation of natural resources, and the effective management of waste pollution;

i. Principle 9 emphasizes the promotion and dissemination of ecologically sustainable technologies. This principle underscores the significance of promoting the advancement and dissemination of ecologically sustainable technologies. It urges businesses to allocate resources towards research and development, embrace and advocate for existing environmentally friendly technologies, and engage in collaborative efforts with other stakeholders to expedite the shift towards a sustainable economy;

j. Principle 10 emphasizes the imperative for businesses to actively combat corrupt practices, such as extortion and bribery. The final principle underscores the significance of combating corruption, encompassing acts such as extortion and bribery. It urges businesses to develop and execute robust anti-corruption policies and procedures, foster transparency and accountability, and engage in collaborative efforts with other relevant parties to prevent and address instances of corruption.

The picture below pictures the relation between OECD Guidelines for Multinational Enterprises, ILO MNC Declaration, UN Business and Human Rights Framework and Principles, National Global Compact, and ISO 26000 Social Responsibility¹⁸



Overall, these frameworks and standards are interconnected and complementary, and businesses can use them in combination to develop comprehensive and effective approaches to responsible and sustainable business practices. By aligning their operations with

these frameworks, businesses can contribute to the achievement of global sustainability goals and create value for themselves and society as a whole.

¹⁸ ILO, https://ecampus.itcilo.org/pluginfile.php/104547/mod_scorm/content/23/index_lms_html5.html, Last access: 06.01.2023.

5. Conclusion

The OECD Guidelines for Multinational Enterprises, the ILO MNC Declaration, the UN Business and Human Rights Framework and Principles, and the National Global Compact are all established frameworks or standards that offer businesses direction on the implementation of responsible and sustainable business practises. Although each framework possesses distinct focal points and methodologies, they exhibit shared objectives and concepts, and are interconnected in many manners. The OECD Guidelines and the ILO MNC Declaration offer comprehensive guidelines to multinational firms regarding responsible business practises, encompassing areas such as human rights, labour standards, and environmental sustainability. The UN

Business and Human Rights Framework and Principles expand upon existing guidelines and declarations, offering a more comprehensive structure for enterprises to uphold human rights across all aspects of their activities. The National Global Compact initiative is a localised implementation of the United Nations' Global Compact, which offers a framework of principles and rules for enterprises to harmonise their activities with universally recognised sustainability principles and undertake measures that promote social objectives. The framework presented below is founded upon 10 fundamental principles, encompassing the domains of human rights, labour standards, and environmental sustainability. It is crucial to note that this framework holds applicability across many industries and scales of corporate operations.

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