



**Competence Centre**  
for Human Rights  
Due Diligence



**Introducing the  
Competence Centre  
for trade unions**

# Mission

To ensure that human rights due diligence strengthens respect for workers' rights throughout value chains, especially the enabling rights of freedom of association and collective bargaining.

## What is 'human rights due diligence'?

Human rights due diligence (HRDD) is a proactive process for companies to ensure they respect human rights, including workers' rights, in their operations and value chains. HRDD includes a risk assessment as well as measures to remedy violations of those rights.


## HRDD to strengthen workers' rights

For HRDD to be effective in strengthening workers' rights, three key elements are important:

- A board-level commitment to respect labour rights, including freedom of association and collective bargaining
- Dialogue with trade unions and worker representatives for risk assessment and remedy
- Complaints mechanisms for workers established in line with UN Guiding Principle 31

## Enabling trade union involvement

There are important factors which will enable trade unions to engage effectively with companies and authorities in the implementation of HRDD laws:

- Knowledge of the laws, for trade unions in countries with HRDD laws, as well as those across value chains
  - Good practices to share in dialogue with companies
  - Clear and accessible value chain and company information, allowing trade unions to participate fully in risk analysis
  - Trade union cooperation across sectors and borders
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# Competence Centre role

## 1. Building capacity of trade unions globally, through a centralized source of expertise on HRDD



The Centre's helpdesk will support trade unions on:

- Applicable HRDD laws and guidelines
- Potential routes to remedy
- Corporate engagement for effective HRDD

## 2. Supporting strategic interventions, using HRDD laws to address specific and systemic worker rights issues



Pilot programmes in priority value chains will:

- Support global unions to train affiliates and integrate HRDD across entire value chains, through production, logistics, transport and retail
- Take action to prevent and remedy workers' rights issues:
  - Value chain mapping
  - Risk assessment
  - Company/investor/regulator engagement
- Monitor outcomes, review & adjust approach, share learning

## 3. Advocating for effective HRDD and amplifying the experiences of trade unions



The Centre will play an important role in sharing and promoting good practices for effective implementation of due diligence laws:

- Engagement with companies, industry groups and policy-makers
- Set expectations for worker-led HRDD
- Share learning and tools from value chain pilots

# Strengthen workers' rights throughout value chains

To discuss how the Centre could support you, or to receive updates about the launch, please contact:

[hrdd-centre@uniglobalunion.org](mailto:hrdd-centre@uniglobalunion.org)

## Governance

UNI Global Union, IndustriALL Global Union and the German trade union confederation DGB will form the Steering Committee for the Centre. An Advisory Group will be established to inform the Centre's priorities including FES, trade unions in pilot value chain programmes, and HRDD experts from different regions globally.

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Zusammenarbeit (GIZ) GmbH

The establishment of the Competence Centre is supported by the Initiative for Global Solidarity (IGS), a global programme of Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ), on behalf of the German Ministry for Economic Cooperation and Development (BMZ).

**Project  
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