

# United Nations Guiding Principles on **BUSINESS & HUMAN RIGHTS (UNGPs)**

## UNGPs (United Nations Guiding Principles on Business & Human Rights)

complements CEDAW by providing the framework and outlining practical steps to ensure corporations respect, protect, and fulfil the rights of women.

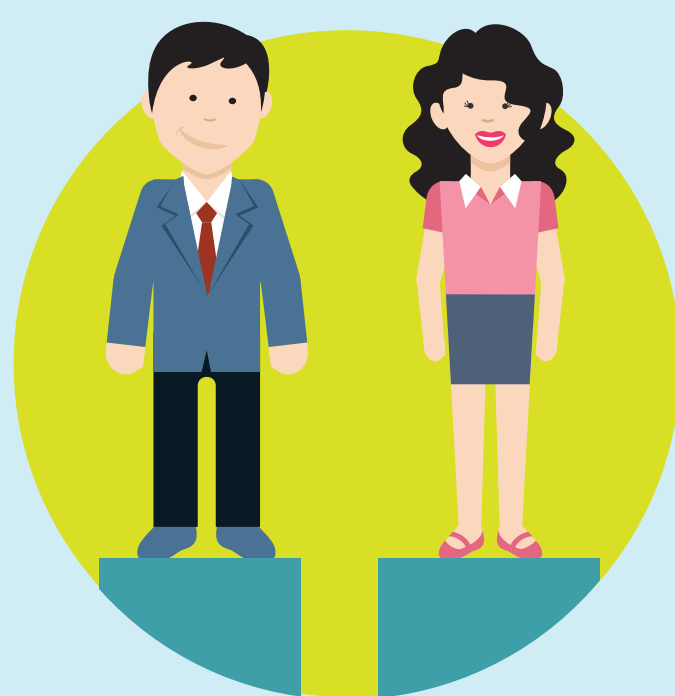
UNGPs also enforce rights protected under other international human rights treaties such as the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICMWF).



## Using All These Instrument Together



Ensures proper and fair minimum wages



Ensures equal treatment of women workers



Ensures equal opportunity in job promotions



Ensures rest and leisure



Ensures periodic holidays with pay



Ensures company sexual harassment policy



Ensures no wrongful dismissal of women on the grounds of pregnancy or maternity leave.

## Providing Safe and Healthy Working Conditions of Women:

Businesses to adopt policies that challenge stereotyping of women. For example, it is a woman's duty to bear and take care of children.

To challenge this stereotype a company could reward male employees who take paternity leave, or provide childcare facilities for both male/female employees.



CEDAW, used together with the UN Guiding Principles on Business and Human Rights and the Women's Empowerment Principles provides a comprehensive approach for the promotion of gender equality in the private sector.