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**Comments on the Issues Presented in the Discussion Paper on
Developing Global Standards for the Reporting and Assurance of
Company Alignment with the UN Guiding Principles
on Business and Human Rights**

Foreword

Taken from the standpoint of workers' rights being inalienable from human rights and given the fact that the workers, including their dependents, comprise a significant majority among the stakeholders. Thus, the following comments were arrived at:

1. ***As to what a company should be required to disclose and what the assurance provider would need to review***

Actions against workers need to be disclosed. These usually manifest in the form of suspensions down to terminations and when the affected worker sought external legal remedy where a labor case later develops, this also should be included in the disclosure. The assurance provider would need to review records from HR and the Legal Department of the company and hear the side of the affected worker or the union in case the company is unionized.

2. ***What constitutes materiality in each issue***

The bigger the scope of the human rights risk and the gravity of its resultant effects as to deprive the stakeholders their basic needs, these constitute materiality.

3. ***The balance between forward-looking human rights risk management and the assessment of past human rights impacts***

Reduction of poverty is paramount on a forward-looking human rights risk management and past human rights impacts should never be repeated but should serve as learning lessons. The fact that poverty breeds crime, when ultimately addressed towards this end, would be beneficial even to the company. A safer world to live would ensue undoubtedly!

4. ***The integration of perspectives of affected stakeholders in the assurance***

This is a factor *not to be missed* in the assurance as this is the very intent of the UN Guiding Principles – the integration of perspectives of affected stakeholders, one of which is allowing workers to form unions freely and with no covert or overt company interference. Of course, it's taboo to have company unions! This defeats the workers' genuine aspirations to live a humane life.

Conclusion

As a trade union leader, I am truly eager to see these Standards get going and my hope no matter how small its beginnings may be, I am confident that workers and people worldwide will be in the receiving end of its fruits.

Submitted by

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