

NATIONAL ACTION PLAN ON HUMAN RIGHTS AND BUSINESS

REPORT ON ADVANCEMENTS IN IMPLEMENTATION

Colombia - Updated Version: May 2017



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ACRONYMS AND ABBREVIATIONS

ACR	Agencia Colombiana para la Reintegración - Colombian Agency for Reintegration
CME	Comité Minero Energético - Energy Mining Committee
Colciencias	Departamento Administrativo de Ciencia, Tecnología e Innovación – Administrative Department for Science, Technology and Innovation
Coldeportes	Departamento Administrativo del Deporte, la Recreación, la Actividad Física y el Aprovechamiento del Tiempo Libre - Administrative Department for Sports, Leisure, Physical Activity and Free Time
CREER	Centro Regional de Empresas y Emprendimientos Responsables - Regional Center of Companies and Responsible Enterprises
DIHR	Danish Institute on Human Rights
EITI	Extractive Industries Transparency Initiative
EPM	Empresas Públicas de Medellín – Public Companies of Medellín
FENALPER	Federación Nacional de Personerías - National Federation of Ombudsman's Offices
FIIAPP	International and Ibero-American Foundation for Public Policy and Administration
GAT	Grupos de Apoyo Técnico - Technical Support Groups
GRI	Global Reporting Initiative
HR	Human Rights
IHL	International Humanitarian Law
IOM	International Organization for Migration
IWG	Inter-institutional Working Group
LGBTI	Lesbian, Gay, Bisexual, Trans- and Intersex
M&E	Monitoring and Evaluation
NAP	National Action Plan on Business and Human Rights
NCP	National Contact Point
NTC	National Tripartite Committee
OAAS	Oficina de Asesoramiento en Asuntos Socioambientales - Office of Environmental and Social Affairs
OAP	Operational Action Plan
OECD	Organization for Economic Cooperation and Development
SDG	Sustainable Development Goals
SENA	Servicio Nacional de Aprendizaje – National Learning Service
SIC	Superintendencia de Industria y Comercio – Superintendence of Industry and Commerce
SINTRADEM	Sindicato Nacional de Trabajadores Enfermos y Discapacitados del Sector Minero – National Union of Ill and Disabled Workers of the Mining Sector
UNGPs	UN Guiding Principles on Business and Human Rights
UPME	Unidad de Planeación Minero Energética - Mining and Energy Planning Unit
USO	Unión Sindical Obrera – Labor and Working Union

*Some of the acronyms and abbreviations are kept in Spanish, since they are commonly used in Colombia.



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1. INTRODUCTION

Colombia, in the current peace building process, assumes the commitment to embrace the highest international standards for the protection and guarantee of Human Rights in the relation to business activity. On December 9, 2015, the Colombian President, Juan Manuel Santos Calderón, adopted the National Action Plan on Human Rights and Business (NAP)¹ as the Colombian response to national implementation of the ‘Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework’ (UNGPs). Colombia became the first non-European State to adopt a NAP in this subject.

The UNGPs, presented by the UN Secretary-General’s Special Representative for Business and Human Rights, Professor John Ruggie, were unanimously endorsed by the United Nations Human Rights Council in June 2011 through Resolution 17/4. As a result, the Guiding Principles are today a global standard of conduct that guides States and the private sector with regards to business activities and human rights. The framework describes how the State should act in order to protect human rights in business contexts; how the companies should act to make sure that they respect human rights; and how to improve access to effective remedy, both judicial and non-judicial, when people are negatively affected by business operations.

In the process of strengthening the global agenda for human rights and sustainable development, in September 2015, at a historic United Nations summit, world leaders approved the 17 Sustainable Development Goals (SDG), also known as Agenda 2030, to eradicate poverty, protect the planet and ensure prosperity for all, within the next 15 years.

The SDGs recognize that companies have a fundamental role to play in ensuring the successful implementation of the goals. The contribution of the private sector to sustainable development however begins with ensuring that the human rights, of those affected by company operations, are respected. As recognized in by the UNGPs, companies are required to conduct due diligence processes across their value chains, in order to ensure respect for human rights.

There are several tools available for the private sector, to evaluate its impact, such as the SDG Compass², which allows the companies to measure their contribution to all of the 17 Sustainable Development Goals, and several multinational corporations have already started reporting their contributions through the use of such tools.

In the commitment of aligning to the global agenda and responding to common challenges, the Colombian Government adopted the NAP as a three-year public policy instrument that focuses on harmonizing protection and guarantee of human rights with economic development. Three sectors (mining, energy, and agriculture and road infrastructure) were prioritized based on their potential higher risk to generate social conflict due to impacts on human rights and the environment. For this reason, the NAP emphasizes the construction of strategies, for companies belonging to these sectors, to improve their engagement with the communities.

The NAP is aligned with the National Strategy on Human Rights 2014-2034 as well as the Guidelines for a Public Policy on Business and

1. Available at: http://www.ohchr.org/Documents/Issues/Business/NationalPlans/PNA_Colombia_9dic.pdf

2. Available at: <http://sdgcompass.org/> A tool that guides companies on how to align their strategies, measure impact and orient their contribution to the SDGs.

Human Rights (adopted in 2014), and was formulated in a participatory manner with involvement of civil society organizations, representatives of the different entities of the State, and the private sector. The process was also benefited by support and expertise from international community.

The NAP assigns great importance to the need of addressing tension and new challenges that may arise as a consequence of private sector interventions in the territory. With this being said however and with special regards to the current phase which Colombia finds itself in, the NAP also represents a tool for peace-building that recognizes that vital role that companies, the state and civil society have in securing sustainable development of the territories.

The implementation of the NAP is gradual and continuous, at the same time the document in itself is a dynamic organizational tool that allows reflection, evaluation and follow-up among all the actors involved in its implementation. The document is not a binding instrument. However, it seeks to join efforts of all actors, in light of the fulfillment of their respective obligations, and jointly contribute to the achievement of common goals.

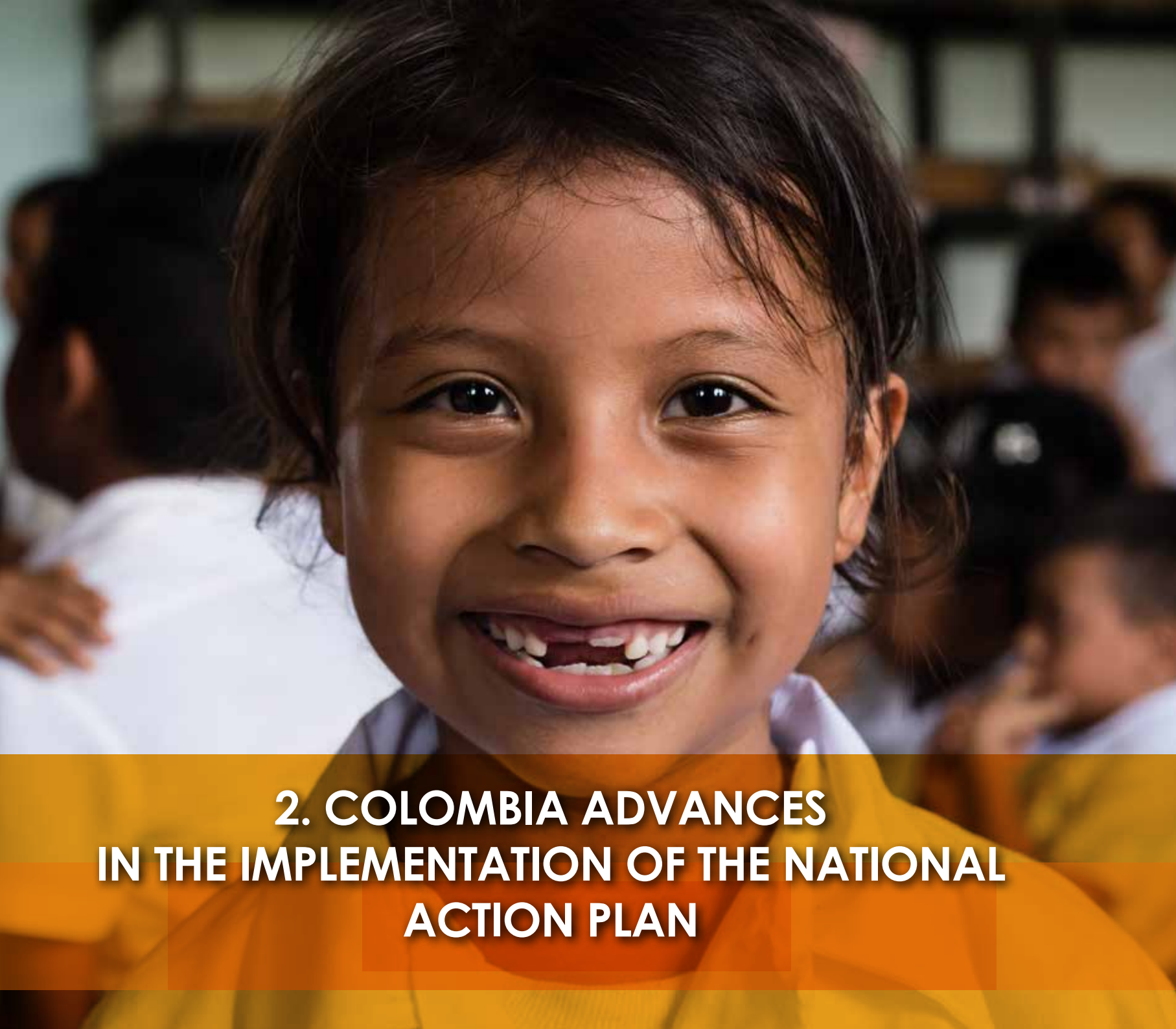
The NAP is an instrument of public policy considered a “live document”, which implies that it is in constant revision and that modifications and adjustments therefore can be made to the extent that the governance mechanisms (the Inter-institutional Working Group and the Advisory Commission) consider it relevant, while maintaining the spirit in which it was built.

At this point, we want to take the opportunity to extend our gratitude to all the entities of the Inter-Institutional Working Group for their commitment and support in the preparation of this report. It is also an excellent occasion to recognize the commitment of relevant State entities that have demonstrated their commitment and interest in implementing their lines of action in the NAP. Finally, we also recognize, and welcome the engagement and support of: social organizations, companies, embassies, academia, civil society and international organizations in the development as well as implementation of the NAP.

The Office of the Presidential Advisor on Human Rights manifests its full disposal and commitment to achieve real impact on the life of communities in the territories. Through alliance with very diverse social sectors, we will work to ensure the protection and respect for human rights and thereby achieve the sustainable peace and development that we yearn for the country.

Paula Gaviria Betancur
Presidential Advisor on Human Rights



A close-up photograph of a young girl with dark hair, smiling broadly. She is wearing a yellow school uniform. The background is a blurred classroom with other children and a teacher.

**2. COLOMBIA ADVANCES
IN THE IMPLEMENTATION OF THE NATIONAL
ACTION PLAN**



This first annual report on the implementation of the Plan responds to the fulfillment of the State's obligation to report challenges, advances and opportunities with regards to business and human rights. In addition, it aims to position the agenda of the UN Guiding Principles in Colombia; visualize good practices and to share lessons learned from the implementation process; inform companies of their obligation to respect human rights in the context of business activities; serve as an initial input for the work of companies, civil society and state entities in assuming ownership of Colombia's business and human rights policy; and recognize achievements and challenges that must be overcome in the process going forward.

This report is a product of inter-institutional collaboration and includes information from approximately 30 government departments, agencies and other institutions responsible for implementing the NAP in Colombia.

In the process of reviewing information provided by the different entities in light of their respective responsibilities in the NAP, great challenges were identified with regards to organizing and systematizing information and assigning indicators of progress for measurement. Due to the above, the information is presented following the structure of the pillars of the UNGPs (protect, respect and remedy) and the 11 chapters of the NAP have been grouped into

new categories that allow a comprehensive and orderly vision, responding to the progress made by the Colombian State. To date, Colombia is advancing in the implementation of 59% of the actions in the NAP.

The exchange of experiences between the different actors is fundamental to secure a successful implementation and therefore the Office of the Presidential Advisor for Human Rights will continue to work with all stakeholders to achieve acknowledgement of the NAP as a peacebuilding tool, this while departing from the recognition of the different characteristics in the territory, the integral and complementary action of the State, and the relationship of all the actors involved.

OUR PILLARS



PROTECT



RESPECT



REMEDY



3. PILLAR 1

THE DUTY TO PROTECT

Pillar 1 of the UN Guiding Principles refers to the duty of the State, to protect against human rights violations committed in its territory and / or its jurisdiction by third parties, including companies. Therefore, appropriate measures should be taken to prevent, investigate, punish and remedy such abuses through appropriate policies, modification of norms, and mechanisms for access to justice.

Within the framework of the duty to protect, states are required to:

- Implement laws that have the purpose or effect of requiring companies to respect human rights and periodically assess the suitability of such laws and address gaps.
- Ensure that other laws and policies governing the creation and continued operation of commercial enterprises, such as corporate law, do not limit, but allow companies to respect human rights.
- Provide effective guidance to companies on how to respect human rights in all their operations.
- Encourage and, where appropriate, require companies to communicate how they address their human rights impacts³.



3. Office of the United Nations High Commissioner for Human Rights, *Guiding Principles on Business and Human Rights* (principle 3), p.4



3.1. THE NATIONAL ACTION PLAN ON HUMAN RIGHTS AND BUSINESS IN THE NATIONAL AND TERRITORIAL AGENDA

One of the main areas of progress during 2016 and the first months of 2017 has been coordination between the national level and the territory. For the Colombian State, the implementation and adaptation of the UNGPs to local contexts represents one of its main objectives. In this sense it is essential to understand that there is no single formula that can be applied to all, and that the dynamics of territories requires effective participation of national, departmental and local authorities, as well as civil society. The foregoing, in order to achieve the harmonization between already existing processes and the business and human rights agenda.

The Guiding Principles provide an opportunity for States to take actions under the principle of complementarity of institutions, so as needs and requirements identified in the regions are taking into account, also following the principles of efficiency and transparency in State activities and programs.

In this regard, UNGP Principle 8 proclaims the importance of ensuring policy coherence and that 'in order to strike the right balance, States should adopt a comprehensive approach to managing the business and human rights agenda.' In this scenario, the Inter-Institutional

Working Group (hereinafter IWG) on Human Rights and Business, is the primary tool through which policy coherence, as well as coordination between state programs, municipalities and governorates, is achieved. The IWG allows for articulation between entities of the National Government, at highest level, prioritization of actions, and development of joint working methodology. This advancement has in turn become reference for other countries in the region that are in the process of developing their own NAPs. The main progress made with regards to coordination with the national and territorial agenda are presented below:

3.1.1. Interinstitutional working group on business and human rights (iwg)⁴

The IWG is in charge of monitoring the progress and implementation of the NAP. It was conformed in 2016, and it represents one of the main governance mechanisms of the NAP, together with the Advisory Commission. The Office of the Presidential Advisor on Human Rights holds the secretariat of the IWG. As set out in line of action 1.1. of the NAP, the IWG is made up of the following 21 entities, which from their respective competencies and responsibilities, contribute to the execution of plans, programs and projects related to the implementation of the NAP: Department for Social Prosperity, National Department of Planning, Ministry of Interior, Ministry of Education, Ministry of Culture, Ministry of Labor, Ministry of Environment, Ministry of Agriculture, Ministry of Commerce, Ministry of Mines, Ministry of Finance, Ministry of Foreign Affairs, Ministry of Health, Ministry of Transport, Ministry of Housing, SENA, Coldeportes, Colciencias, the Ombudsman's Office, the Comptroller General of the Republic, the Office of the Attorney General, and the Office of the Senior Presidential Advisor for the Post-conflict, Human Rights and Security.

The IWG is collectively responsible for the implementation of 25% of the actions established in the NAP. Departing from the collective expertise of these actors and at the same time ensuring that actions are sustainable in the long term and have a true impact is fundamental. The IWG has developed and adopted internal rules of procedure to fulfill its monitoring and evaluation obligation set forth in the NAP, as well as to prioritize the actions identified as necessary to

ensure accurate dissemination, adoption and implementation of the NAP. It should be noted that the NAP is a document that can be subject to changes and revisions, and that all decisions in this regard are taken through the IWG.

In the periodic sessions of the IWG, themes related the following will be addressed: Monitoring and Evaluation (M&E), institutional articulation, actualization of information and review of cases related to prevention and mitigation of risks associated with business activity in the territory. The IWG's thematic sessions are summoned on an ad-hoc basis stemming from requests by members, and should address topics that require primary attention, in line with established requirements. Likewise, IWG should analyze requests delivered by the Advisory Commission, exploring the possibilities of specialized working sessions with competence to address specific needs.

The three most important challenges in the process of the IWG are: the unification and coordination of the initiatives and spaces where guarantee of human rights in relation to business activity are discussed, in order to avoid fragmentation and duplication of efforts; the need to continue to assume the NAP and adapt it to the functions and competencies of each entity; and to achieve articulated, timely and productive work with the Advisory Commission. In the periodic sessions of the IWG, themes related the following will be addressed: Monitoring and Evaluation (M&E), institutional articulation, actualization of information and review of cases



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4. This category is related to actions 1.1 and 1.2 in the NAP.

3.1.2. Integral sectoral evaluation on human rights impacts

In the purpose of realizing strategic planning of the mining sector, the Energy Mining Planning Unit (UPME), together with the Governments of Norway, the United Kingdom and the Netherlands, participated in the Estudio Integral Sectorial de Impactos en Derechos Humanos – La Minería que no se ve ('Integral Study on Human Rights Impacts – The mining that is not seen'). The study incorporates a focus on human rights and was carried out between November 2014 and May 2016 by the Regional Center of Entrepreneurs and Responsible Companies (CREER) and published in June 2016.

The research presented a number of findings in seven thematic blocks: (i) the relationship between institutions and territory; (ii) environment issues and health; (iii) the perspective of security and conflict; (iv) the use of local resources; v) conditions of dignity that should be achieved in the development of mining activity, vi) migration and resettlement vii) conflicts and the possibilities of access to remedy in mining scenarios. The above findings represent a baseline of comprehensive mining impacts and contain recommendations from an integrative and systematic perspective of rights.

The recommendations identified for the mining sector management in order to implement a human rights approach, are presented in the following categories: i) sector planning with a territorial focus ii) institutional alignment - coordination, iii) better relationship between

mining and environmental authorities (iv) management of information for the prevention of impacts, (v) protection of vulnerable populations in mining environments, (vi) effective engagement between enterprises and communities (vii) inter-institutional coordination for the protection of rights, (viii) citizens' access to remedy and (ix) peace-building.

These recommendations aim, among other things, to promote that corporate activity is carried out within the framework of the National Action Plan on Business and Human Rights and of the national and international standards of due diligence in human rights.

3.1.3. Inclusion of a rights-and-business approach into the departmental development plans

From the Office of Presidential Adviser for Human Rights, an analysis was carried out on the integration of components of the National Human Rights Strategy 2014-2034 in the Departmental Development Plans. The analysis showed that 13 of the 33 Development Plans have included Business and Human Rights. This diagnosis will be fundamental for the development of the actions of the IWG and the Advisory Commission.

In the effort to provide territorial public policies with tools to guarantee human rights in business activities, several training and dialogue initiatives have been supported in the cities of Bogota, Cali, Buenaventura, Arauca, Medellín and Turbo. In this scenario, during 2016 the Operational Plan

of Action (OPA) of the Departmental Human Rights Committee of Antioquia and the OPA of the Subregional Table of Urabá have specifically integrated, within one of its actions, culture and education in human rights and business.



3.1.4. Projects, initiatives and working groups involving state, civil society and private sector⁵

Bringing the NAP, and making it relevant, to the territory is the responsibility of all sectors. In this regard companies, the state and civil society have articulated actions in various scenarios to work within the business and human rights agenda. Some of these initiatives that have proven successful in the implementation of the NAP are illustrated below:

Working Group on Human Rights and Coal

During the first half of 2015, the Office of the Presidential Advisor for Human Rights, the Vice Ministry of Mines, the National Mining Agency and the companies Drummond Ltda., The Prodeco Group in Colombia and Cerrejón Ltda., agreed to implement the ‘Pilot on best practices in human rights with coal-producing companies located in Cesar and Guajira’, in order to exchange experiences in risk management and contribute to the development of the NAP. In the first phase of the pilot, the parties held four workshops on the following issues: complaints and grievances in Albania (Guajira) by Cerrejón; Risk analysis in Barranquilla (Atlántico) by Prodeco; Dialogue with communities in Valledupar (Cesar) by Drummond; and a final workshop on dialogue and consultation with the Public Ministry and local authorities in Valledupar (Cesar), under the responsibility of the National Government.

In 2016, the members of the group focused on review and analysis of various reports and studies on the impacts and risks in terms of Human Rights left by the coal mining sector at large scale in Caesar and Guajira. In light of this analysis, in 2017, the group referred to as Working Group on Human Rights and Coal will deepen its actions with regards to non-judicial remedy (both state and company mechanisms) in the context of the dialogue exercises with communities that are present in areas of influence of mining projects.

“Arauca: the Right to the Future”

It is a project initiated by the State institutions, the productive sector and the Araucan community to reflect on the future of Arauca and collectively define the path to

5. This category is related to action 6.2 and the implementation of a territorial focus.





implement, in a progressive and successful manner, the NAP in the department. The project focuses on outreach and training of public institutions, civil society and private sector in terms of their roles and responsibilities, as well as the generation of inputs for the development of a road map to promote a culture of respect for human rights in the department.⁶

Public-Private Alliances

The Department for Social Prosperity has been working since 2013 together with the mining and energy sector, through the development of integral alliances to overcome extreme poverty in a selected number of municipalities. One example of such an alliance is Cerro Matoso S.A, which focused from 2013 in areas of intervention such as education, health, early childhood care, social infrastructure, food security, water and basic sanitation. Another example is the alliance with Prodeco, initiated in 2015 to develop interventions in areas such as: basic care, education and literacy, generation of income and skills, social infrastructure and habitat, and reconciliation and peace-building.

Strengthening of multi-actor scenarios

The existing multi-actor initiatives in Colombia represent scenarios for collective construction, in which horizontality, recognition of capacities, and continuous learning are essential components of the strengthening of their work. In dialogue with various enterprises, it has been demonstrated that the work that is done through these scenarios are fundamental for exchanging experiences and perspectives related to

human rights and private sector activities. The Colombian Government accompanies these spaces and promotes proliferation of good practices at the regional and municipal level by facilitating spaces for dialogue and consultation between companies, the State and civil society.

Guías Colombia⁷

The initiative has given rise to seven guides to assist members in the management of their operations in the territory. These include: safety guide; guidelines for complaints and grievances; decent work guide; best practice guide on decent work; guide for purchase of land and rights and use of land. In addition, two guides are to be approved during the first half of the 2017 on due diligence in supply chains, and institutional strengthening.

6. The project includes participation of the Office of the Presidential Advisor for Human Rights, the Chamber of Commerce of Arauca, Ecopetrol, OXY – Eastern Colombia, the Arauca Governorate, the National Hydrocarbons Agency, the Ministry of Defense, the Ministry of Mines and Energy, the Archdiocese of Arauca, Fundación Algaraván, and youth platforms via Colombia Joven. It was facilitated by Trust Consultores.
7. This multi-actor scenario is composed of: Enterprises: Equión, Empresa de Energía de Bogotá, ABB, Pacific, AngloGold Ashanti, EPM, Tipiel, Nestlé, Indupalma, Isagén, Coca Cola Company, Telefónica, Ecopetrol, Bavaria, Palmares; Civil Society: IHRB – CREER, Fundación Renacer, Redprodepaz, Sisma Mujer, International Alert, Codhes; Associations and guilds; Andi; International Organizations: International Organization for Migration (IOM), UN Global Compact Colombia, Office of the United Nations High Commissioner for Human Rights; State: Office of the Presidential Advisor for Human Rights, APC-Colombia, the Ombudsman's Office. Fundación Ideas para la Paz, the Embassy of Switzerland in Colombia, and International Business Leaders Forum also support the initiative.

One of the most important achievements reached in 2016 was the publication of the mechanism for reporting GRI-G4 for Colombia. This publication contains an adaptation of the GRI-G4 indicators to the Colombian context derived from existing guides. This, in order to offer tools for the private sector to report results as well as information on the processes

1. **Dissemination, awareness-raising and knowledge management:** For Guías Colombia, it is important to spread information on the NAP and guides in companies and organizations, not only in those that are part of the initiative. To achieve this goal, the initiative has planned several events, elaborated strategies to disseminate materials and the publication of new guides.
2. **Training and follow-up:** Once the reporting tool is published, Guías Colombia seeks to verify that companies know how to use the tool to improve the quality of their reports and accountability with regard to human rights.

Mining and energy committee on security and human rights⁸

The mission of the Mining and energy committee on security and human rights (CME) is to promote better performance of the sector and the institutions of the Colombian State in human rights. Its main objectives are to contribute to the strengthening of State and corporate management with regard to human rights and security; share, promote and generate good practices; be a forum for discussion of human rights and security issues among its members, civil society and other State institutions; promote the implementation of the Voluntary Principles on Security and Human Rights and interact with the World Plenary of this international initiative.

8. This multi-actor initiative is composed of: Enterprises: Ecopetrol, Occidental de Colombia, Cerrejón, Isa, Isagen, Río Tinto, Anglo American, Anglo Gold Ashanti, Equión Energía, and Repsol; Associations and guilds: Asociación Colombiana del Petróleo; Embassies: United Kingdom, USA, Canada, and The Netherlands; Civil Society Organizations: Fundación Ideas para la Paz and International Alert; the Colombian State: Office of the Presidential Advisor for Human Rights, Vicepresidency of the Republic, Ministry of Defense, Ministry of Foreign Affairs, Military Forces, National Army, Superintendence of Surveillance and Private Security.





UN Global Compact

The Global Compact Network Colombia is a UN initiative, whose primary objective is to promote the commitment of the private and public sector as well as civil society to the organizations ten principles.⁹ One of the priorities of the initiative is to contribute to achievement of the Sustainable Development Goals (SDGs).

In coordination with State entities, the Global Compact has developed various agendas with the Ministry of Labor, the Colombian Family Welfare Institute, UNICEF and other organizations to advise and accompany the private sector in the implementation of the UN Guiding Principles.

Global Compact and the Externado University have been offering since 2012 a Human Rights and Business Diploma, which aims to provide participants with tools to identify and generate strategies within organizations regarding situations and processes sensitive to human rights.

During 2017, the Global Compact and the office of the Presidential Advisor on Human Rights have advanced in the socialization and of the NAP with its member organizations, to strengthen public policy on Business and human rights.

3.1.5. Creation of social dialogue mechanisms¹⁰

Several State agencies and entities have generated mechanisms of agreement and social dialogue with the communities and the enterprises in order to generate formal environments between actors with different interests. Some state programs and strategies have advanced in the creation of mechanisms for social dialogue with communities and companies in order to generate formal spaces for dialogue between actors with different interests. Some programs and strategies that have had an impact in the regions are mentioned below:

National Mining Agency's Relationship Program in the Territory

The program was created in 2016 with the objective of achieving an effective, continuous, representative and long-term relationship with the strategic agents present in the territory and related to the development of mining projects.

This is due to the State's obligation to generate consensus and to establish with the communities and territorial entities the granting of new mining titles, so as to contribute to a compatible mining system aligned with the planning and territorial ordering of the areas where the activity is developed, according to the principles of coordination, concurrence and subsidiarity.

Territorial Strategy for Hydrocarbons

This National Government strategy, created in 2013, promotes participatory visions of sustainable human development in regions with hydrocarbon activity, as an instrument for the construction of territorial peace. The strategy manages the strengthening and institutional articulation, prevents and transforms conflicts through processes of dialogue between communities, government and companies, and promotes initiatives that enhance the capacities of the citizens and the territory, for the generation of confidence and development of the regions with hydrocarbons-related activities. Although the strategy was created prior to the adoption of the NAP, it is important to highlight this initiative that includes within its objectives the Plan's lines of action related to conflict resolution, construction of dialogue mechanisms and others that generate formal spaces for dialogue and which contribute to the construction of peace and respect for human rights in the territories.

9. All the ten principles are compiled in four thematic blocks: human rights, labor standards, environment, and fight against corruption, in coordination with the new development agenda.

10. This category is related to action 3.2. and 3.4 in the NAP.



3.2. PARTICIPATION AS A FUNDAMENTAL PRINCIPLE

For the Colombian Government, participation is a key principle of the Human Rights policy, and especially of the Human Rights and Business one. That is why it acknowledges the challenges and keeps on strengthening the role of civil society in the implementation of the NAP.

In spite of the participative process that led to the elaboration of the NAP, there are still challenges for its implementation and monitoring. The Colombian Government has intensely worked for the last year and a half, on the one hand, in the dialogue with different social movements, civil society organizations, international bodies, and academics to disseminate the NAP, and on the other hand, in the promotion of consensus

and analysis around the governing mechanism established by the NAP for the active participation of the different civil society sectors, that is to say, the Advisory Commission.

3.2.1. The advisory commission¹¹

The Advisory Commission is an ad honorem body in charge of advising the Inter-institutional Working Group (IWG) and guiding those actions related to the implementation of the NAP. This Commission has vital importance for the implementation of the Guiding Principles and is a new mechanism in comparison to other NAPs in the world.

It is precisely through the Advisory Commission that the participation of the actors involved will materialize so that, from their experience and knowledge, they contribute to the process of monitoring and implementing the National Action Plan on Human Rights and Business.

At present, the Commission is composed as follows: one representative of the National Indigenous Organizations; a representative of Afro-Colombian Organizations; a representative from the National Confederation of NGOs; a representative of the Confederation of Workers' Unions; a representative of the Colombian

11. This category is related to action 1.3 in the NAP.

Association of Universities; three representatives of the National Guild Council; and a representative of Multi-actor Initiatives. In addition, a representative of multilateral organizations that carry out activities related to business and human rights and a representative appointed by the international community will be invited as guests.

To date, the Office of the Presidential Advisor for Human Rights has advanced the steps required to request the delegation of representatives to the Advisory Commission. To do so, it has built an agenda with representatives of peasant, union, communal and community movements; the Ethnic Commission, the Human Rights Commission of indigenous peoples, the platforms of human rights defenders, youth, victims and women's organizations, among others.

As a result of these dialogues prior to the establishment of the Commission, two main challenges were identified in relation to this governance body. The first has to do with the importance of incorporating the peasant population into this body of representation not only because it is one of the most impacted by the actions of companies in the territories, but also because the NAP is clear in prioritizing the agribusiness sector, with whom the peasant movement dialogues and works permanently. The second has to do with incorporating fundamental principles or approaches in the functioning of the Commission, so as to promote the active participation of civil society in the territories, as well as the incorporation of thematic agendas or sub groups for the development of the Plan, depending on the expertise and nature of the actors. Some social movements have emphasized the importance of incorporating specific agendas regarding environment, labor rights and consultation mechanisms, among others.

Bringing the Plan to the territory means progressing in institutional strengthening, restoration of the social fabric, building trust and collective construction, through spaces for dialogue that allow us to advance in the promotion of a culture that respects human rights on the part of companies operating in the country. Likewise, it represents an opportunity to consolidate good practices in the implementation, consolidate information, systematize results and make an adequate knowledge management. The official installation of the Advisory Commission took place on March 29, 2017.





3.3. ADOPTION AND DISSEMINATION OF THE NAP

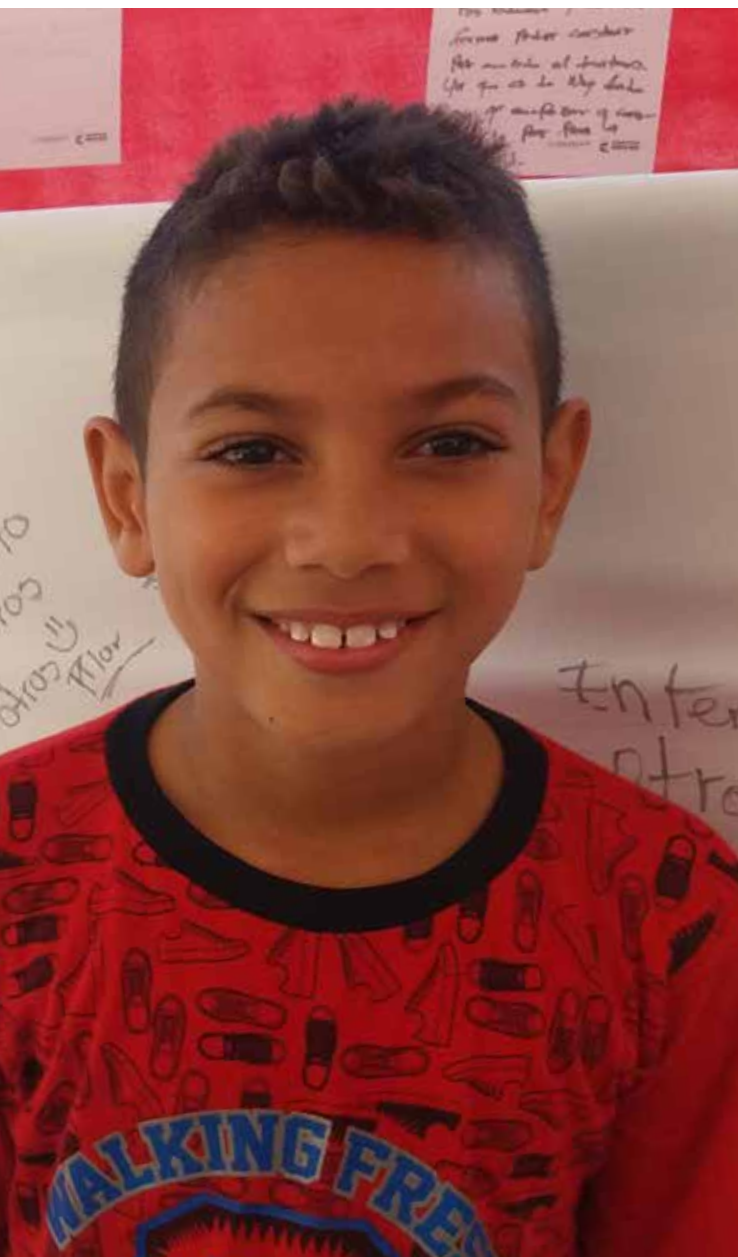
The National Government recognizes that the first step to implement the NAP is through pedagogy and training on its scope and content. Therefore, during the first year of implementation of the Plan, several workshops were held with strategic partners to strengthen knowledge on the subject and to position the business and human rights agenda in the different sectors.

During 2016, the Presidential Counseling for Human Rights, in collaboration with the Global Reporting Initiative (GRI), led four workshops in Bogotá and Medellín. Two workshops were held with the participation of civil society, to provide training in sustainability and transparency reports and to strengthen the impact of civil society in this area. Since 2014, GRI has organized events with the participation of more than 2,500 people in Colombia, through the

support of cooperation development projects of the Government of the Netherlands and the Secretariat for Economic Affairs of Switzerland.

The Ministry of Labor and the Ministry of Information and Communication Technologies, in collaboration with SENA, have designed a training module on culture that respects Human Rights, which includes a chapter on the subject of Business and Human Rights. This module, initially conceived for organizations of human rights defenders, is part of the several tools that are being designed for different audiences. To date, the course is available on the SENA platform and, with the support of the Ministry of Information Technology and Communications, it is expected in 2017 to take it to 'Vive Digital' points for consultation.

On the other hand, based on the collaborative work of the Office of the Presidential Adviser for Human Rights, four workshops were held in Bogotá, Cali, Buenaventura, Medellín and Turbo between 2016 and 2017, entitled 'Training for Dialogue on Business and Human Rights'. These workshops have had the participation of companies, social organizations and state entities of the national and territorial order. This training strategy has addressed the three pillars of the UN Guiding Principles. Thanks to the joint work developed in these training workshops, the action plans of the Departmental Human Rights Committee of Antioquia and the Subregional Human Rights Bureau of Urabá have integrated a line of training in culture and education in human rights and business.



Moreover, the Office of the Presidential Advisor for Human Rights has identified opportunities for coordination with the academy. Taking into account that they have developed autonomous agendas for the implementation of the NAP, the Office will build alliances with the Javeriana University (Instituto Pensar) and the University of Rosario for the joint elaboration of diplomas to strengthen the knowledge that companies, State entities and civil society organizations on the Guiding Principles and the Plan.

3.3.1. Dissemination of the NAP and the UN Guiding Principles

During the first year of implementation, the Presidential Council for Human Rights has participated in more than 15 national scenarios to publicize the Plan and its contents. Through coordination with the Ministry of Foreign Affairs, the Colombian State has also participated in seven international scenarios with the purpose of disseminating the content of the Plan and exchanging experiences with other actors, in particular the United Nations Human Rights Council. Some of these include:

At the national level:

- Presentation of the NAP at the National Infrastructure Convention in Cartagena in December 2016.
- Presentation of the NAP at the Ibero-American Workshop on Prior Consultation in Cartagena in December 2016. This event was attended by representatives of the continent's ethnic communities, as well as delegates from institutions in Ibero-America.
- Presentation of the NAP to UNICEF Child Rights and Business Global Deputy.
- Presentation of the NAP to the Directorate of the National Youth System of the Presidency of the Republic.
- Business training and human rights training in partnership with the Global Reporting Initiative, with entrepreneurs from the agribusiness, extractive and infrastructure sectors and civil society organizations in 2016.
- Regional trainings in Valle, Antioquia and Bogotá on the NAP's formulation process and scope during March, July and August 2016 and March 2017.

- Presentation of the NAP in the Entrepreneurship and Reconciliation Forum of the Universidad del Valle, in Buga in 2016.
- Joint work with the assembly, entities and organizations of the Energy Mining Committee during 2016 for the implementation of the Voluntary Principles Initiative.
- Summit of Social Organizations Alliances in the Congress in September 2016.
- Presentation at the National Participation Council on the NAP's process of formulation and scope in 2016.
- Presentation and coordination with territorial entities and control bodies in Valle, Antioquia, Santander, Norte de Santander, Arauca and Chocó, to identify routes related to the fulfillment of goals established in their local development plans in 2016.
- Presentation of the NAP to the community of El Hatillo, in Cesar.
- Presentation of the NAP to the Governorate of Cesar.
- Presentation of the NAP to the Asociación Nacional de Usuarios Campesinos ('National Peasant Users Association') in the so-called 'momposina region'.¹²
- Policies for the Implementation of the UN Guiding Principles on Business and Human Rights, in Santiago, Chile, in March 2016.
- Participation in the Seminar on Public Enterprises and Human Rights in Buenos Aires (Argentina) in August 2016.
- Participation in the Regional Workshop on Business and Human Rights in Ecuador in October 2016.
- Participation in the Session of the Working Group on Business and Human Rights of the United Nations for the elaboration of a legally binding instrument in October 2016. Participation in the Fifth Business and Human Rights Forum of the United Nations Human Rights Council in November 2016.
- Participation in the Second Regional Consultation for Latin America and the Caribbean on the implementation of the UN Guiding Principles on Business and Human Rights, within the framework of the Agenda 2030 for Sustainable Development in Santiago, Chile, in January 2017.
- Bi-national agreement with Peru for the formulation of the Enterprise and Human Rights chapter of the National Human Rights Policy of Peru. Colombia has been supporting the transfer of experiences and sharing lessons learned between both countries, and the regional strengthening in the matter.

At the international level

- Participation of Colombia in the inauguration of the Regional Consultation for Latin America and the Caribbean on Public
- Colombia as the host country of the OECD Regional Workshop: Responsible Supply Chains for Minerals, in 2016.



12. More than 900 peasant workers of the so-called Depresión Momposina region participated in the event. They came from the south parts of Cesar, Magdalena and Bolívar departments.



3.4. LEADING BY EXAMPLE

The duty to protect human rights takes on special relevance when it comes to State enterprises and State entities¹³, as they should be an example for other companies operating in Colombia. It could be said that everything that is preached from the State in matters of business and human rights must start 'at home'. For this reason, it is essential to lead from the example with: due diligence exercises, identification of negative impacts of its activities, strengthening of corporate governments and guaranteeing access to remedy when necessary.

In this scenario, the Ministry of Finance has been working on strengthening initiatives with state enterprises, with the aim of knowing the National Government's expectations on state-owned enterprises. In 2015 the Ministry

developed a study that identified the following weaknesses in State enterprises:

- Absence of a centralized entity that coordinates state-owned enterprises.
- The need for a coherent system for the nomination of directors.
- The need for a robust mechanism to monitor and evaluate boards of directors and the policies of State enterprises.
- Low level of State companies' disclosure and reporting.
- Absence of an explicit Government's mandate to companies.

In response to these findings, the Ministry adopted in 2015 a legal document (CONPES 3851) that gave rise to a new section of the Ministry of Finance (Decree 2384 of 2015), in charge of the management and centralization of state enterprises. A nomination process has also been established for the selection and evaluation of board members, to improve allocation processes and transparency in decision-making. In order to improve traceability and the ability to monitor board decisions, a reporting format was also introduced. In addition, the Ministry of Finance has developed a General Corporate Governance Code for state enterprises, which includes important commitments on governance and corporate transparency.

13. This section is relevant for the implementation of Chapter II of the NAP.

3.4.1. Contractual matters – Empresas Públicas de Medellín (EPM)

The EPM includes clauses of respect for human rights in all its contracts, as well as an early termination clause in cases where the provisions of the Code of Conduct for Suppliers and Contractors -which includes commitments associated with Human rights, labor standards and the fight against corruption-, are not met. Work is now under way to raise awareness of and train its contractors on the respect for human rights and their obligations.

3.4.2. Construction of historical memory - a good practice of Ecopetrol

In 2013, within the framework of the Collective Labor Convention, Ecopetrol and the Unión Sindical Obrera (USO, for its initials in Spanish) decided to implement a project of historical memory in the Magdalena Medio region. To that end, Ecopetrol made contact with the National Center for Historical Memory to explore the potential lines of work. The result was the project Centro de Memoria Histórica: un aporte a la paz ('Historical Memory Center: a contribution to peace'), which seeks to 'contribute to the recovery of the historical memory for the construction of peace, reconciliation, the promotion of human rights and the reconstruction of the social fabric of the Magdalena Medio [region]'.

In 2015, Ecopetrol S.A. began working on the Memory Stories Museum initiative, focused on the reconstruction of different experiences, perspectives and perceptions about the armed conflict, based on the vision of the company's workers, contractors and their relationship with their surroundings. As a result, museum participants and managers produced a series of stories that, together with a representative object, began exhibiting in a virtual and itinerant museum since September 2016. Fundación Ideas para la Paz and Ecopetrol documented the initiative in order to present the lessons learned and a series of recommendations that provide inputs for other companies to get involved in this type of processes.



3.4.3. Extractive Industries Transparency Initiative (EITI)¹⁴

In October 2014, Colombia was recognized by the EITI Board of Directors as a candidate member country, starting from that month with the fulfillment of the requirements, challenges and commitments established by the initiative. The Ministry of Mines and Energy was appointed as the lead institution of the process and three instances were established to guarantee the governance of the actions: Comité Tripartito Nacional ('the National Tripartite Committee'), Grupos de Apoyo Técnico ('Technical Support Groups') and Secretaría Técnica Nacional ('the National Technical Secretariat').

In addition, and as a planning mechanism, the NAP was set to 'provide accurate, timely, contextualized and socially useful information to strengthen transparency in the value chain of the extractive sector for the benefit of local and national sustainable development.' The foregoing in order to produce the information within the overall EITI Colombia objective; disseminate the information that is produced ensuring compliance with the EITI standard; promote the effective use of information obtained under the EITI standard; and ensure the organization, operation and functioning of the EITI Colombia structure for the implementation of the action plan and the initiative.

Among the main results obtained between 2014 and 2017 are: the articulated work between private sector, civil society and National Government in the extractive sector;

Among the main results obtained between 2014 and 2017 are: the articulated work between private sector, civil society and National Government in the extractive sector; standardize and validate a process for collecting and producing EITI reports; the application of the principle of progressiveness in strategic issues such as subnational payments, transport and small and medium-sized mining; and the design and implementation of a communications strategy for the visibility of the EITI initiative at national and regional level.

3.4.4 Transparency Covenants¹⁵

The Transparency Secretariat of the Presidency has been working in support of the adhesion of Transparency Pacts in the private sector, specifically with bi-national Chambers of Commerce, guilds and/or associations, so that entrepreneurs adopt transparent practices both within their corporation and with their competitors. The Transparency Pacts are signed by the companies adhering to it, with the support of the Transparency Secretariat. Some examples are:

- Transparency Pact of Swedish Companies in Colombia
- Sectorial Pact for Transparency and Fight against Corruption – CAMPETROL
- Transparency Pact - Acción Colectiva – Electric Sector

All these covenants unite collective and individual efforts to create a policy of zero tolerance for corruption. In them, businessmen commit to the fight against corruption and all its forms through good practices, elaboration of policies and a new regulation that allows highlighting organizations' good actions. This shows the co-responsibility work led by the private sector, as an important actor in society and in the commitment to transparency. In addition, the adhering companies undertake to strengthen their anticorruption compliance programs, which must take into account the due diligence performed by the organization, as an important point to verify information, not only within the company, but also with the actors involved in its value chain. At the moment, the Transparency Secretariat is working on the elaboration of Transparency Pacts with the Colombian-American Chamber of Commerce (AMCHAM Colombia), the Colombian-Canadian Chamber of Commerce and the Colombian-Chinese Chamber of Commerce.

With the support of the International and Ibero-American Foundation for Public Policy and Administration (FIIAPP), the Secretariat is preparing a Guide on Transparency and Anti-Corruption Business Pacts. This document seeks to gather information, step by step, on the guidelines for the construction of pacts, in order to thoroughly follow the commitments acquired by the guild and/or the associations.

14. This category is related to action 4.12 in the NAP.

15. This category is related to action 7.5 in the NAP.



3.4.5. Voluntary principles on security and human rights¹⁶

The Voluntary Principles on Security and Human Rights are a voluntary code of business conduct aimed at facilitating the management of risks related to public and private security in terms of human rights, particularly those derived from operating in areas affected by the actions of illegal armed groups. In 2016, the Global Plenary of Voluntary Principles was held in Colombia (for the first time in South America), and the Colombian Government reiterated its intention to contribute in initiatives that allow the collective construction and standardization of good practices for the respect of Human rights.

The Colombian Government has prioritized the following issues within the framework of the VP implementation process in Colombia:

- Security agreements between the Armed Forces and companies.
- Training in human rights and IHL issues within the Public Force.
- Good practices of extractive sector companies operating in Colombia to promote a culture that respects human rights.
- The experience of joint work and institutional coordination through the Energy Mining Committee (CME).¹⁷

Government entities involved in the initiative (Office of the Presidential Advisor for Human Rights, the National Hydrocarbons Agency, the Ministry of Mines and Energy, the Ministry of the Interior, the Ministry of National Defense and the Ministry of Foreign Affairs) have coordinated their work through the Mesa permanente de los Principios Voluntarios ('Voluntary Principles Permanent Table'). Progress on the ground is one of the priorities for 2017 and the NAP should be a tool that allows the prioritization and coordination of specific actions in the regions.

Training on Voluntary Principles

FENALPER, which is the National Federation of Ombudsman's Offices, strategically worked with the security company Fortox Security Group, training 4,777 guards in cities such as Cali, Bogotá, Pereira, Buenaventura, Bucaramanga and Cartagena, as part of a project that, within the framework of the Voluntary Principles, sought to promote -from private enterprise- the principle of non-discrimination and the fundamental rights to equality, human dignity and free development of personality, which involve the right to free sexual choice.

In 2011, the Constitutional Court endorsed, through Sentence T-909, the demonstrations of affection in public to same-sex couples, after an action of guardianship was filed in defense

16. This category is related to action 5.4 in the NAP.

17. CME promotes the initiative among the sector companies and seeks to coordinate actions to meet needs in terms of security and human rights. Moreover, CME is involved in the preparation of guides for companies to adopt and work for the promotion of a culture that respects Human Rights.



and protection of the rights of a homosexual couple that had been expelled from a mall in Cali by a guard from the Fortox company. This situation gave rise to the strategic alliance with FENALPER to contribute to the change of stereotypes and cultural models, strengthening the knowledge, understanding and respect of the company's collaborators for human rights.

Based on this process, a leaflet on human rights and non-discrimination was elaborated to educate and train its collaborators

3.4.6. Coordinating actions to generate opportunities for the victims of the armed conflict

The Victims Unit has approached private sector companies to identify and articulate their offer to the different needs of the victims of the internal armed conflict that are not covered by the public sector. There have been multiple actions, such as the alliance with Asocolflores to employ victims in 73 municipalities of Cundinamarca, the Eje Cafetero region, and Antioquia department;

the access of victims to house public services in alliance with Andesco; the alliance with the Chamber of Commerce of Bogotá for the strategy called Ruta de oportunidades para la población víctima ('Route of opportunities for the victim population'), by means of its methodology of accompaniment to victims in their process to gain access to employment in Cundinamarca; and the alliance with Fundación ANDI to join the Unit's strategy to support the clothing sector.

3.4.7. Reintegration of demobilized persons¹⁸

About 650 companies are cooperating with the reintegration policy led by the Colombian Agency for Reintegration (ACR, for its Spanish initials), by generating 2,000 formal jobs. Companies can contribute to reintegration processes through various mechanisms, such as:

- **Providing Time:** Voluntary service where CEOs and university students donate time to train people who are reintegrating

in aspects such as financial education, entrepreneurship and finance.

- **Procurement:** Companies hire as suppliers people in the reintegration process, thus strengthening their business plans.
- **Financing of reconciliation projects:** The people who are being reintegrated share spaces with the communities that welcome them and, at the same time, develop social service actions.
- **Employability:** Entrepreneurs and others can provide employment for people in the process of reintegration.

During 2016, ACR provided access to employment for 117 people and training for 324 more in the process of reintegration (work practice, tailor-made training). A total of 2,130 people in reintegration benefited from volunteer programs and were able to strengthen 180 businesses.

18.. This category is related to action 6.4. in the NAP.

3.4.8. Dialogue between companies and consumers¹⁹

The Ministry of Commerce, Industry and Tourism, in conjunction with the Superintendence of Industry and Commerce (SIC), has developed different initiatives to promote dialogue between companies and consumers, such as 'SIC Móvil'. This strategy is aimed at strengthening the regional presence with all the entity's services, sharing SIC's competences, and identifying and seeking solutions to regional issues. Through the program, guilds, universities, research centers, businessmen and consumers carry out joint meetings and attention to citizen complaints and demands is provided. To the date, there have been 18 'SIC Móvil' sessions in 19 regions of the country. In particular, in 2016, the 'SIC Móvil' strategy visited the departments of Amazonas and Boyacá.

In addition, thanks to the 'SIC Facilita' virtual tool, the Superintendence acts as a facilitator for consumers and entrepreneurs to meet through a chat, with which it generates fast and effective solutions for both, promotes a culture of customer service, and seeks to avoid the risks arising from the judicial settlement of disputes over consumer rights.

3.4.9. Institutional social responsibility programs²⁰

In 2016, as a body attached to the Ministry of Commerce, Industry and Tourism, the Superintendence of Companies carried out the 'First Steps in Social Responsibility' campaign, in collaboration with the Externado University of Colombia. This program starts with a diagnosis of companies regarding their economic, labor and environmental dimensions, as well as other aspects such as human rights, transparency, and relationship with communities and clients. Later, it finishes with the elaboration of the action plan for each company. During 2016, 15 companies were part of the program.²¹ The main conclusions were as follows:

- The commitment of companies towards social responsibility becomes visible from the initial diagnosis and is consolidated when setting the activities of the action plan.
- There are great opportunities to intervene in all societies, based on social responsibility. The management approach of these SMEs is aimed at the fulfillment of the legal provisions. In the areas of human rights, transparency and community, there is a greater opportunity to implement actions in terms of corporate social responsibility.²²

19. This category is related to action 7.4. in the NAP.

20. This category is related to action 9.1. in the NAP.

21. Yeapdata SAS, Travelclub Ltda, Inversiones Parra Piñeros y Cia Ltda, Vifares SAS, DicerMex SA, Paantec SAS, Telmacom Ltda, Dreamteam Publicidad SAS, Dipex Ltda, Forteco S.A., Servicios Online S.A.S., Solutions Group, Xperience Construction Group S.A.S., Arbo S.A.S., and Tecnología Ecología del Oriente SAS.

22. Informe de resultados. Programa primeros pasos en responsabilidad social, by the Superintendence of Corporations, 2016.





3.4.10. Safe work pact for the construction of road infrastructure

The Ministry of Transport, the National Infrastructure Agency, SENA and the Ministry of Labor have developed a Safe Work Pact for the construction of fourth generation (4G) national transport infrastructure. This consists of joint strategies that allow the prevention of occupational accidents and diseases and the promotion of workers' health, regardless of their form of recruitment and/or linking, thus promoting a culture of prevention and zero

tolerance with the occurrence of serious or fatal accidents and occupational diseases. Many actors in the international arena have begun to discuss the type of leadership required for the successful implementation of the National Action Plans on Human Rights and Business. Ensuring a long-term commitment and, therefore, the sustainability of the efforts is essential. By adopting a human rights strategy extending to 2034 and recognizing the importance of human rights and business, efforts to ensure protection, respect and remedy in relation to commercial operations have become priority of the states.

Colombia also leads by example, specifically on issues related to respect for human rights by state enterprises. Particularly in 2016, structural efforts have been undertaken in line with the recommendations of the United Nations Working Group on training, expectations and transparency. Working with state-owned enterprises will continue to be a priority during 2017. At the same time, the Colombian government also takes this opportunity to encourage all companies to assume the ambition to lead by example in the field of human rights.



3.5. STRENGTHENING THE DIFFERENTIAL APPROACH

From a broad perspective based on human rights, the differential approach should be understood as the guiding principle based on the recognition, respect and guarantee of human rights and universal freedoms inherent to human beings, without distinction of any kind and whose purpose is to guarantee conditions of dignity in all areas of the individual and collective life of the citizens.

Conceptually, the differential approach has two complementary functions: the first, as an analysis tool that makes it possible to see discrimination against individuals or groups, as well as the recognition of their vulnerabilities and vulnerabilities; and the second, as a guide for action that allows the incorporation of

this analysis in the concrete practice of care, prevention, protection and guarantee of rights.²³ Some initiatives and good practices are:

‘Equipares’ labour equality seal²⁴

The Office of the Presidential Advisor for Women’s Equity, in collaboration with the United Nations Development Program (UNDP) and the Ministry of Labor, created the EQUIPARES labour equality seal in 2013, to support women’s entry into the labor market in equal conditions as men do. In the companies involved in the initiative, there is a representation of 32% of women in the governing bodies and 19.4% of women in the boards of directors. One of the 12 companies that currently have the seal joined in 2016.²⁵

Examples of measures implemented by companies include: labor flexibility; ‘Short-Friday’; nursery room; voluntary extension of maternity and paternity leave; gradual return; time use checkbooks (days off, birthdays off, first school day, dad on immunizations); strengthening of labor coexistence committees; and teleworking, among others. Efforts have also been made to increase the presence of women in non-traditional professions such as operators of heavy machinery, messenger and electrical engineers.

23. National Strategy on Human Rights 2014-2034.

24. This category is related to action 4.6. in the NAP.

25. Telefónica, Proactiva, Argos, Unilever, Surtigas, Nutresa, Soforesta LTDA., Proactiva Aguas de Tunja S.A., Belleza Express S.A, Sanofi, Prosegur, Universidad Cooperativa de Colombia in Cali.

Tax incentive for companies to employ women²⁶

The Office of the Presidential Advisor for Women's Equity, the Ministry of Labor, the National Tax Authority and several territorial entities, with the support of UN Women, have promoted the implementation of a tax incentive for companies that employ women victims of gender violence. In this sense, information on the tax benefits has been disseminated in the Programa Nacional de Equidad Laboral con Enfoque de Género ('National Program for Labor Equity with a Gender-Based Approach'), especially in those of the initiative of the Equipares seal, guilds, chambers of commerce, the employment agency, territorial entities and women's organizations.

Creation of the gender sub-commission in the permanent commission on salary and labor policies²⁷

In order to follow up the State policy on gender issues, the Gender Subcommittee was created, which reports to the Permanent Commission for the Agreement on Wage and Labor Policies of the Ministry of Labor. Resolution 758 of March 7, 2016 states that the activities of the Gender Subcommittee will be coordinated with the Observatory on Gender Issues, which monitors national and international standards related to gender equality and programs with a differentiated impact between men and women. It is a permanent body made up of guilds, trade unions, and the National Government. It has been recognized as one of the most relevant achievements to strengthen social dialogue on issues related to gender equity in the workplace..

Good practices on empowerment of women: initiative of the administration of the department of cesar "casa taller de la mujer"

The Governorate of Cesar included in its own agenda the creation of the Departmental Office of Women, which was established as a serious 4-year-term commitment to the formulation, implementation and follow-up of strategies and affirmative actions directed to address the problems of women in the department.

One of the priorities of the strategy is the economic autonomy of women, so it was decided to create Casa Taller de la Mujer ('Women's Workshop House'), in order to train women for work and for starting their own business. With the support of SENA, more

28. This category is related to actions 4.7, and 4.8. in the NAP.

27. This category is related to action 4.6. in the NAP.



than 500 women will be trained during 2017 in areas such as designing and confectionery, bakery, leather goods and footwear, culinary and handicrafts. The program is aimed at disabled women, female ex-combatants, older women, LGBTI population, Afro-Colombian or indigenous women, mothers who are head of household and victims, among others.

Self-diagnostic tool for the protection of children against commercial sexual exploitation²⁸

The Technical Secretariat of the Inter-sectoral Commission for the Prevention of Recruitment, Use and Sexual Violence against Children and Adolescents (Secretaría Técnica de la Comisión Intersectorial para la Prevención del Reclutamiento, la Utilización y la Violencia Sexual contra Niños, Niñas y Adolescentes); the entities that participate in it, UNICEF, Fundación Renacer, Plan International, several civil society organizations, as well as the National Family Welfare System and the National Youth System in Colombia have promoted the relationship with private companies for the implementation of special plans, programs and projects that help guaranteeing the rights of this population. This project is specifically focused on joining the private sector so as children and adolescents are protected against violations of their rights, particularly against commercial sexual exploitation.^{29,30} Processes developed in 2016 involve companies from the tourism, extractive and infrastructure sectors.

The aim is to jointly assess the level of responsibility of the private sector in relation to the rights of children and adolescents, establish a principle of co-responsibility in the comprehensive protection of the rights of children, and reiterate the obligation to prevent, repair, remedy, and management possible risks on their rights. In this sense, we have worked on the implementation of a work route for the awareness and diagnosis of risks in the sector, as well as for the construction of the risk and opportunity management plan. One of the key achievements during 2016 is the development of UNICEF's Self-Diagnostic Tool, designed to identify risks as part of the process of due diligence by companies.

28. This category is related to actions 4.7, and 4.8. in the NAP.

29. Colombia's National Action Plan on Human Rights and Business, p. 15, points 4.7 and 4.8.

30. Intervention regarding Commercial Sexual Exploitation of Girls, Boys and Adolescents means generating cultural transformation processes that question existing collective imaginaries and suggest new behavior patterns, so as it is understood as a human rights violation and a punishable crime. This implies a long-term, synergistic and articulated work between different actors and from different fronts, which Fundación Renacer has called 'construction of protective environments for children'. The lines of work to create protective environments are: institutional strengthening; community empowerment; strengthening of private companies in the territories, and elaboration and implementation of communication strategies and social mobilization for the protection of children.



LGBTI-Based Approach³¹

The LGBT Chamber of Commerce of Colombia, established in 2012, has created the Friendly Biz certification seal, which certifies companies as business friendly with the LGBT community. The certification process consists of five stages in which the work group is trained, and institutional policies for the inclusion and standardization of LGBT customer service are created. There are more than 15 certified companies. The Chamber also has an internationally diverse supplier registry that allows certified companies to access new global markets in more than 50 countries and represents, in turn, new partnership opportunities with preferential access to more than 150 large companies of the United States who are allied with the National Gay & Lesbian Chamber of Commerce-NGLCC.³²

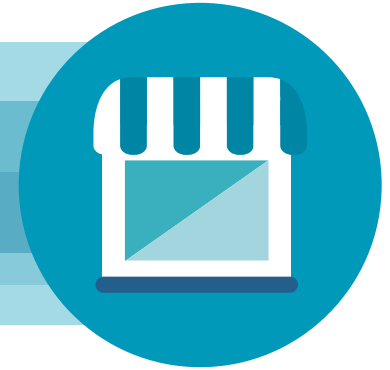


31. This category is related to action 4.4 in the NAP.

32. Cámara de Comercio LGBT. Available at: <http://cclgbt.co/certificaciones/#>

4. PILLAR 2

THE DUTY TO RESPECT



Within the framework of the UN Guiding Principles, States are not obliged under this pillar. It is companies who have a specific obligation to respect human rights in the framework of their business activities. For this reason, in this chapter, although no progress is reported by the Colombian State, tools, guides and initiatives to guide business actions are mentioned.

The State would like to take this opportunity to remind companies of their obligations in terms of human rights, so it presents some basic elements of the 'duty to respect' pillar, including those of due diligence³³, which are expected to be incorporated within their management systems:

Policies:

- Compliance with national and international laws and respect for human rights in the places where they operate.
- Commitment at the highest level to respect human rights.

33. According to Principle 17 of the UN Guiding Principles, '[i]n order to identify, prevent, mitigate and account for how they address their adverse human rights impacts, business enterprises should carry out human rights due diligence. The process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.'



Procedure:

- Identify and monitor risks across the value chain (employees, business partners, suppliers, distributors, and channel customers) and assess responsibility for risk.
- Establish in the company an integrated and continuous process of due diligence,³³ to identify, prevent and manage human rights risks and opportunities.
- Cooperate and consult with other civil society organizations and companies on human rights challenges.
- Initiate processes to remedy the impacts.

Report:

- Be transparent, that is, inform and communicate the risks and opportunities, as well as their impact on society, both favorable and adverse.

In relation to the commitments made at the highest level, it is worth highlighting the Declaration of members of the British business community in support of peace and respect for Human Rights in Colombia, held in May 2016 by a group of around 20 British companies with presence in the country³⁴.

Regarding the procedure, it is important to mention that the possible impacts generated by the business operations can be both direct and indirect. Direct impacts refer to the violation of human rights within the framework of their own production process, for example, by working conditions, impact on workers' health and contamination of water sources, among others.

On the other hand, the indirect impacts refer to the contracting of suppliers that employ child labor and to the increase of the consumption of alcohol and other psychoactive substances in the area of direct influence of the operation among other impacts. Due diligence in human rights must be effective in both scenarios, since

respect for human rights in business is not optional.

Finally, in relation to the procedure and report mentioned above, the State of Colombia recognizes the importance of the different national and international guides and guidelines elaborated for the respect of human rights in business activities. The following are some tools that are expected to be used by small, medium and large companies:

34. Amerisur Exploration Colombia Ltda, Baker Tilly Colombia Ltda, Cambridge English Language Assessment, Cambridge University Press, Cerrejón, Cerrematoso (BHP Billiton/South 32), Control Risks – Control de Riesgos S.A., Diageo Colombia S.A., Ernst and Young S.A.S. – EY, Executive English Training S.A.S., G4S Secure Solutions Colombia S.A., Hold rade, Howden Wacolda, HRG Trafalgar Tours Ltda., Indigo Vision, Lloyd's Colombia, McBains Cooper, SteerDavis Glave, Unilever.

- OECD Guidelines for Multinational Enterprises (2011).
- OECD due diligence guide for responsible mineral supply chains in conflict or high risk areas (2013).
- OECD Guide for Due Diligence for Significant Engagement of Extractive Sector stakeholders (2016).
- Due diligence in the Colombian gold supply chain: general outlook, OECD (2016).
- Due diligence in the supply chain of Colombian gold: gold mining in Antioquia, OECD (2016).
- OCDE-FAO Guide to responsible agricultural supply chains (2016).
- *Guías Colombia on Human Rights and DIH - Safety Guide* (2014).
- *Guías Colombia on Human Rights and IHL - Mechanisms for Complaints and Claims*.
- *Guías Colombia on Human Rights and IHL - Guide to Good Practices in Decent Work Guides Colombia*.
- *Guías Colombia on Human Rights and IHL – Guide to Decent Work*.
- *Guías Colombia on Human Rights and IHL: Guide for the Purchase and Acquisition of Land Rights, and Use Rights*.
- UN Guiding Principles Reporting Framework (2015): Guide developed by Shift, Mazars, which contains a set of questions for companies to be guided towards fulfilling their obligation to respect human rights.
- Guía País: The document prepared by the FIP and the Danish Institute for Human Rights (DIHR) contains information on the main human rights impacts as a result of business activity in Colombia.
- SDG Compass: The guide for business action in ODS, developed by Global Compact, GRI, and WBCD, which provides specific indicators, related to the 17 SDGs, so that companies can show their contribution and impact.
- SDG Compass: La guía para la acción empresarial en los ODS, elaborado por Pacto Global, GRI, y WBCD, que ofrece indicadores específicos, relacionados con los 17 ODS, para que las empresas puedan mostrar su contribución e impacto.
- Global Reporting Initiative (GRI): Los estándares GRI son una de las herramientas más conocidas globalmente, para reportar públicamente impactos económicos, ambientales y sociales. Informes basados en estas normas proporcionan información sobre las contribuciones positivas o negativas de una empresa u organización al desarrollo sostenible. Según la base de datos de GRI, la cantidad de informes bajo estándares GRI aumentó un 59% entre el año 2012 y 2015, y en el año 2015 Colombia ocupó el séptimo lugar a nivel mundial en la cantidad de informes bajo estándares GRI. Con el apoyo del Gobierno de Holanda y la Secretaría de Asuntos Económicos de Suiza, GRI en Colombia ha desarrollado eventos de capacitación dirigidos a más de 2.500 personas desde el 2014.

- International Organization for Standardization (ISO): International standards and guides, based on best practices, targeting the private sector and the public sector. They have specific standards for application in several sectors: technology, food security, agriculture among others. One of the most important tools is the Social Responsibility Guide (ISO 26000).
- Global Compact: It offers several guides and webinars for the implementation of the ten principles and SDGs. During 2017, an extensive toolbox will also be offered, including best practice resources, executive briefings, new action platforms and events for companies at all stages of sustainability, from beginners to leaders.
- Compromiso Ético Suizo ('Swiss Ethic Commitment').³⁵ Through the initiative and with the support of the Swiss Embassy and Fundación Ideas para la Paz, the following guidelines have been developed: Guideline on discrimination and inclusion; Guideline on Transparency; Guidance on environmental issues.

These guides and guidelines are published in the Human Rights and Business website³⁶, available at: www.derechoshumanos.gov.co

35. In 2011, due to the initiative of the Swiss Embassy in Bogota, 18 Swiss companies met to formalize their commitment to respect human rights in their commercial operations. The initiative resulted in a formal commitment called Promesa de valor de las empresas suizas en Colombia.

36. This is related to action 4.2 in the NAP.





5. PILLAR 3

ADVANCES IN TERMS OF JUDICIAL AND NON-JUDICIAL REMEDY

Pillar 3 of the UN Guiding Principles refers to the duty to remedy in the event of human rights violations in connection with business activities. As part of their duty to protect, States must take appropriate measures to ensure, by judicial, administrative, legislative or other means, that when such abuses occur in their territory and/or jurisdiction, effective remedy mechanisms can be accessed to. The remediation mechanisms do not only correspond to the States. Therefore, companies must collaborate with judicial mechanisms and establish their own operational mechanisms to deal with particular cases and communities that may be adversely impacted by their operations.

The actions undertaken within the framework of the implementation process of the National Plan of Action have been aimed at developing inputs for a coherent system of judicial and non-judicial mechanisms³⁷ for the prevention of human rights violations, to provide satisfactory solutions for the parties and to address the need to strengthen access to remedy for those who have suffered violations related to companies. This requires clarification of the ways in which citizens can access an effective remedy, strengthen social dialogue,



build confidence among stakeholders, and empower civil society for equal participation with business actors.

Within the framework of the Local Justice Systems strategy, a baseline will be created with the Ministry of Justice, which will give an account of the judicial and non-judicial

Map of judicial and non-judicial remediation mechanisms

37. This category is related to actions 10.1, 10.2, 10.3, 11.1, 11.3 and 11.4 in the NAP.

mechanisms existing in the national territory, through a survey of formal justice operators, not formal and territorial leaders in the 34 municipalities prioritized for this first stage of 2017, in Antioquia (Argelia, Nariño, San Carlos and San Luis), Bolívar (Cantagallo, Santa Rosa del Sur and Simití), Caquetá (Cartagena del Chairá, Currillo, El Doncello, El Paujil, La Montañita, Milán, Puerto Rico, San Vicente del Caguán, Solano and Solita), Cauca (Argelia, Balboa, Caldono, Caloto, El Tambo, Guapi, Jambaló, López, Mercaderes, Patía, Suárez, Timbiquí and Toribío), and Nariño (Cumbitara, El Rosario, Leiva and Policarpa).

In the baseline diagnostic tool, questions have been incorporated to identify the nature of conflicts related to business activity, the mechanism of response to each type of conflict, the access routes to each mechanism, their effectiveness and efficiency, as well as the obstacles they present. Once these criteria are integrated according to the established schedule, the collection of information will be made during the first half of 2017 and, at the end, the information will be analyzed and systematized. After this, the instrument will be applied in the 13 municipalities prioritized for the second phase of 2017, in Antioquia (Amalfi, Dabeiba, Remedios, Vegachi), Guaviare (San José del Guaviare), Meta (Lejanías, Puerto Concordia, Puerto Gaitán, Puerto Lleras) and Norte de Santander (Convention, Sardinata, Teorama and Tibú).

Typology of conflicts associated with mining activity

Following the Evaluación Integral Sectorial de Impactos en Derechos Humanos

(‘Comprehensive Sectoral Evaluation of Impacts on Human Rights’) elaborated by CREER, UPME supported the elaboration of the Tipología de conflictos asociados a la actividad minera y metodología para una política de remedio en el sector minero document (‘Typology of conflicts associated with mining activity for a remedy policy in the mining sector’). Three types of major conflicts were identified, namely, conflicts associated with institutional actions and the effectiveness and application of standards; conflicts associated with failures in the due diligence of companies and mining enterprises, and conflicts associated with the absence or illegitimacy of information. Conflicts are grouped according to the different types of actors involved: conflicts between institutions and communities/individuals; conflicts between enterprises and communities/individuals; conflicts between companies and workers/unions; conflicts between individuals and conflicts between members of the same community.

This typology of conflicts shows the need to advance in the development of a basis for a policy of conflict resolution in mining environments, in order to generate conditions for the conflict to diminish and to strengthen access to remedy with equity criteria for the parties.

Recommendations for a system of access to non-judicial remedy

Following the above, the Office of the Presidential Advisor for Human Rights and CREER, with the support of the British

Embassy, allied to develop the project ‘Elements of a system for access to non-judicial remedy for companies and human rights’. It seeks to develop the NAP in terms of establishing a coherent system that provides efficient and effective access to non-judicial remedy mechanisms for affected parties in the context of business operations, particularly in the energy, agro-industrial and road infrastructure sectors, defined as priorities both in the NAP and in the National Strategy for Human Rights. This project will be articulated with the mapping of judicial and non-judicial mechanisms already mentioned.

This project seeks to respond to the need to build alternative mechanisms for access to citizens, reduction of conflict and greater legitimacy at the institutional level, directly benefiting citizens, government entities responsible for strategic economic sectors, companies and investors.

During the first implementation phase of the Project, a series of systematization and information analysis tools were designed and applied based on a series of variables deemed as relevant and necessary to assure remedy in the field of business activity and human rights. These analysis variables comprise 56 indicators of evaluation, 10 axes of observation and are explained in three main pillars or elements of the remedy: access, attention and non-repetition.

To date, activities planned for the diagnosis and mapping of actors, institutional offer for dealing with conflicts and complaints in the three prioritized sectors, have been developed, based on a field work focused on three regions (Antioquia, Meta and Valle del Cauca) and,



at a national level, with about 18 State institutions. In addition, in 2017, a process of multi-actor dialogue was also carried out at the national level, through workshops held with the participation of companies, civil society and public institutions, with the aim of jointly identifying the specific bodies, barriers and opportunities in the sectors of agro-industry, mining-energy and road infrastructure, to guarantee access, attention and non-repetition of the circumstances and impacts that give rise to the non-judicial remedy.

As a result of these workshops, institutions, companies and civil society organizations jointly elaborated a document with a sectorial approach, which shows, among other aspects, the main conflicts that arise in business activities and operations, the most relevant complaints from the communities associated with such conflicts; related rights; and considerations about the actors responsible for care, access and non-repetition, as well as barriers to remedy and possible opportunities to overcome them.

In the following months, efforts will be made to bring the multi-actor dialogue to regional scenarios and, based on them, proposals and recommendations will be built on the operational, administrative, legal and technological parameters for the construction of a non-judicial remedy access system for groups affected by business operations in the aforementioned areas.

In addition, as a result of the coordinated work of the Interinstitutional Working Group, in 2016, working sessions were held with public entities, social organizations and companies, with the purpose of sharing recommendations and good practices related to the three pillars. With regard to the remedy pillar, issues relating to obstacles and opportunities for improvement of non-judicial remedy mechanisms were addressed, which will be validated within the framework of the Inter-Agency Working Group. Prevention is the most effective way to protect human rights, and remedy mechanisms must seek to identify, address and prevent human rights violations. In this sense, the Colombian State has developed multiple

strategies and actions for the prevention of violations, mitigation of risks and attention and remediation of impacts. It is highlighted that the National Agency of Mining, the National Hydrocarbons Agency and the National Agency of Infrastructure have developed relationship strategies and contractual clauses.

Moreover, the Autoridad Nacional de Licencias Ambientales ('National Environmental Licensing Authority') establishes environmental requirements, so that companies develop social management plans and promote dialogue environments with the communities, as effective mechanisms for conflict prevention and confidence building.

Other entities, such as the Ombudsman's Office, the Ministry of Justice, and the Ministry of Commerce, Industry and Tourism, have carried out actions whose continuity will strengthen local and community capacities in the prevention and management of conflicts caused by the impacts of business operations on human rights.

OECD guidelines' national contact point

The National Contact Point of the OECD Guidelines is the one responsible for dealing with requests related to the possible non-compliance with the application of the OECD Guidelines by a multinational company. It also promotes the knowledge and effectiveness of the Guidelines among State entities and bodies, the business sector, trade unions, non-governmental organizations and other stakeholders.

The Ministry of Commerce, Industry and Tourism established, through Decree 1400 of 2012, the National Point of Contact of Colombia, and assigned the following main functions:

- a. Disseminate the Guidelines among State entities and bodies, the business sector, trade unions, non-governmental organizations and other stakeholders.
- b. Examine the specific cases that arise in relation to the application of the Guidelines by a multinational company in Colombia.
- c. To contribute to the resolution of specific cases arising in relation to the application of the Guidelines, in an impartial, predictable, fair and consistent manner with the principles and norms of the Guidelines.
- d. Serve as a discussion forum, helping stakeholders to resolve issues raised in specific cases, in an efficient, timely manner and in accordance with the Guidelines.
- e. Cooperate with the National Contact Points of the other countries adhered to the Guidelines.
- f. Respond timely to consultations on the Guidelines formulated by other National Contact Points, the business sector, trade union organizations, non-governmental organizations, governments of countries that have not signed the Guidelines and other stakeholders.

In this scenario, any natural or legal person who feels directly or indirectly affected may submit a specific case to the National Contact Point explaining possible breach of the Guidelines by a multinational company.

Regarding the mining and energy sector, in July 2016, the Sindicato Nacional de Trabajadores Enfermos y Discapacitados del Sector Minero (SINTRADEM – 'National Union of Sick and Disabled Workers of the Mining Sector') and the Trade Union Confederations CGT Cesar and



CGT Colombia requested the opening of a specific case against the multinational company Drummond LTD. This is the first case presented to the National Contact Point of Colombia and is currently under evaluation.

The role of the Ombudsman's Office

The role of the Ombudsman's Office in the promotion, exercise and dissemination of human rights in business operations contexts is of great importance in relation to the National Action Plan on Human Rights and Business. Its constitutional and legal powers include protecting and defending human rights, to prevent their violations, to provide access to the administration of justice in cases identified by law³⁸, and to ensure the promotion and exercise of human rights vis-à-vis authorities and individuals³⁹. So, the Ombudsman's Office monitors the implementation of the NAP, in order to promote the protection and respect of human rights by the State and economic actors.

In addition, the Ombudsman's Office has adopted measures and carried out actions in matters of business and human rights, including the following in 2016:

Through Resolution 1142 of July 15, 2016, the Ombudsman established the Working Group on

- Business and Human Rights and delegated its leadership to the Vicedefensoría del

- Pueblo ('Office of the Vice-Ombudsman'). The Group is coordinated by the Delegate Office for Economic, Social and Cultural Rights and is responsible for designing and implementing strategies to promote and disseminate the content and scope of human rights standards applicable to companies, aimed at social leaders, and platforms of human rights organizations at the national and territorial levels.

- Elaboration of the Derechos Humanos y empresas: Marcos normativos, estándares de política y mecanismos de acceso a reparación ('Human rights and business: Legal Framework, Policy Standards, and Mechanisms to Access Remedy') leaflet as a first approximation in the purpose of consolidating the Ombudsman's doctrine in the matter of human rights and companies, and to promote the knowledge of the standards that must be respected both by the State and the companies.

- Training workshops on Human Rights and Business, and access to remedy, aimed at social organizations, entrepreneurs and the community in general, as a strategy to strengthen local and community capacities, and as a guide for the design of routes for the protection, respect and enforceability of human rights.

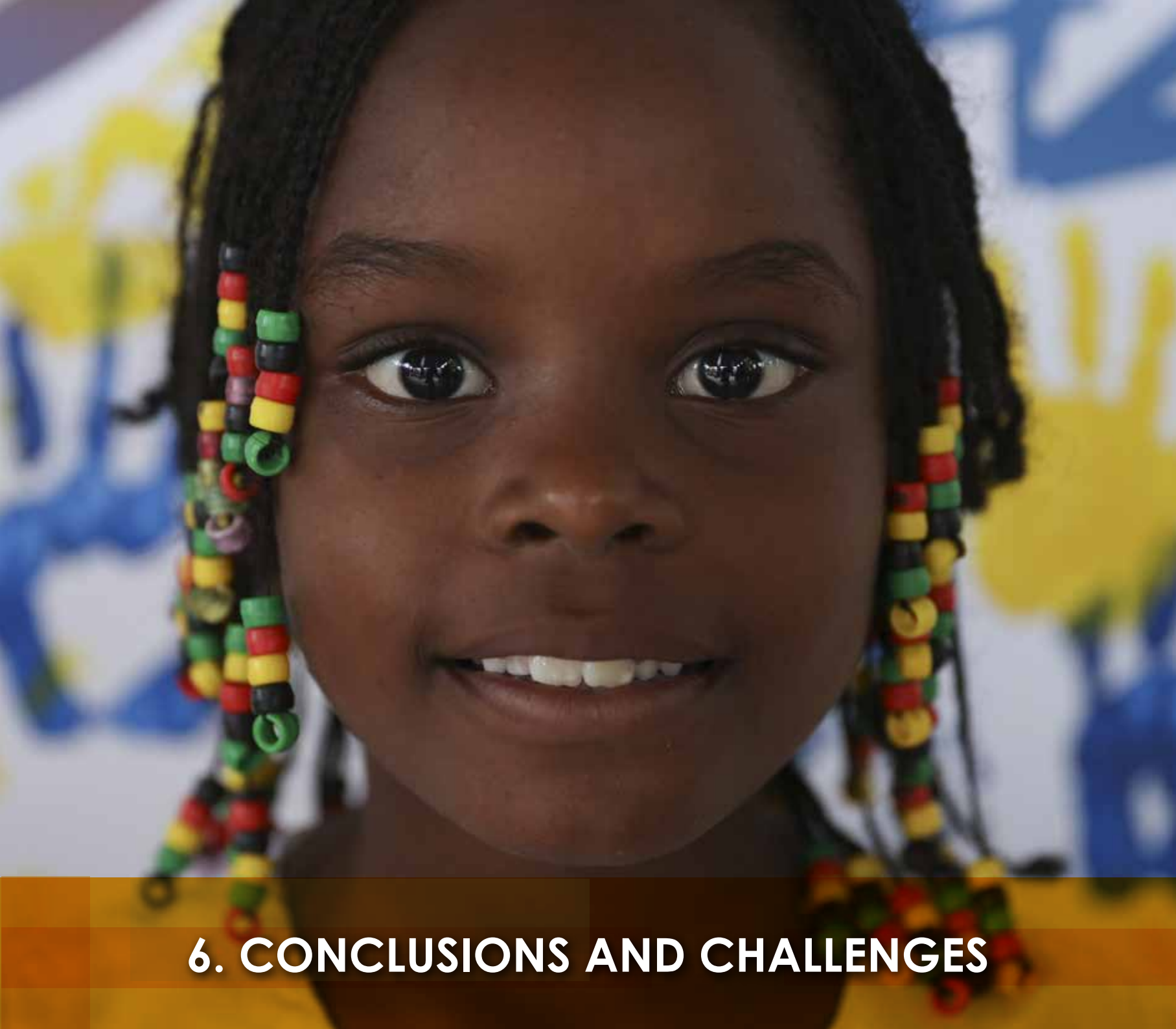
- Training sessions on Human Rights and companies, aimed at public defenders and officials of the Regional Ombudsman Offices,

with the following objectives: i) Promote basic concepts and main areas of discussion on human rights and companies, ii) Promote the study and pedagogy of standards, policy frameworks and mechanisms for access to reparation in the area of human rights and companies and iii) Provide tools and inputs to contribute to the design of routes of protection, enforceability and application of justice that allow prevent or counteract risks arising from business operations.

38. Decree 025/2014. Art. 2.

39. Decree 025/2014. Art. 5.2





6. CONCLUSIONS AND CHALLENGES



The Colombian State recognizes the importance of continuing to disseminate the Guiding Principles and Plan with the objective of strengthening its appropriation and knowledge in a strategic way. It is hoped that this report will contribute to this goal so that different state entities, companies and civil society organizations join this collective effort.

The Human Rights and Business website of the Office of the Presidential Advisor for Human Rights serves as an important platform for the collection of good practices, tools for implementing the Guiding Principles and the NAP, and for gathering information on initiatives and progress in implementing the NAP. The site is available on: www.derechoshumanos.gov.co

The National Government considers it particularly important to examine the opportunities to strengthen evaluation systems to successfully monitor the implementation of the NAP. Colombia's NAP has probably the most ambitious approach in the world as it establishes the commitment of annual reporting and a final evaluation. However, there is an explicit intention to explore the possible strengthening of the NAP by means of the creation of a National Baseline during 2017. This will help to establish priorities for a possible second version, after it expires at the end of 2018 and, above all, will allow the next progress report to have indicators for the measurement of impacts.

Since the installation of the Advisory Commission, the parties involved have the

challenge of ensuring harmonization and coordination between the Commission and the Inter-Agency Working Group for the successful implementation of the NAP and for the development of initiatives in the territories that can lay the foundations for the construction of sustainable and lasting peace.

In the framework of the IWG and the Advisory Commission, new strategies will be designed to achieve greater impact in the regions. In addition, there is a commitment on the part of the Colombian State to strengthen the role of civil society and the spaces for participation. The installation of the Advisory Commission is a transcendental step on this path.



Without prejudice to the other bodies created for these purposes, from the National Human Rights System and territorial human rights bodies, institutional strengthening and territorial appropriation of the National Plan of Action on Human Rights and Business will be promoted.

For all of the above, Colombia has become a regional leader in the adoption of National Action Plans on Human Rights and Business. Today, the State reiterates the importance of becoming an example, this time, in the implementation of the NAP, and assumes its commitment to continue working to make it so.

The identification of the main mechanisms of non-judicial remedy and its access route is a challenge in providing a comprehensive response to the conflicts derived from these operations in the territories and of establishing clearly the competences when attending community needs. The leadership of the Ministry of Justice and the Ombudsman's Office are crucial in building the system of judicial and non-judicial mechanisms, as they can strengthen local and community capacities in preventing and managing conflicts caused by the potential impacts of business operations on human rights. Likewise, the Interagency Working Group and the Advisory Commission should be organized in a working table, with the leadership of the Ministry of Justice and the Ombudsman's Office, to analyze and study existing initiatives to prevent and mitigate risks and conflicts.

This report is an opportunity to encourage all State entities, companies and civil society to continue their efforts to ensure respect for human rights in business activities. The collaborative work will allow us to reach a Colombia with human rights, development and in peace.



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