

Responsible Business Conduct (RBC) Resource page

Better Business Botswana

Introduction

This resource hub is designed to support enterprises, both domestic as well as FDI in Botswana in understanding and applying international frameworks, tools, and training opportunities that promote responsible, productive, and sustainable business operations in line with international RBC principles and RBC standards.

What is Responsible Business Conduct

Responsible business conduct sets clear expectations for all businesses to operate with integrity and respect for people and the planet.

RBC invites enterprises to align their operations to the following principles:

- Prevent, mitigate, address, and remedy adverse human rights impacts through effective Human Rights Due Diligence (HRDD).
- Ensure their operations, products, and services are responsibly managed throughout their business relationships and supply chains.
- Contribute to sustainable development in the countries where they operate by promoting decent work and inclusive, sustainable and sustained economic growth.

By embracing these principles, businesses can create positive social and environmental impact while fostering trust and resilience across global value chains.

Why RBC matters for you

In today's global economy, responsible business conduct (RBC) is not just a moral imperative — it is a strategic advantage. For Botswana's enterprises, integrating RBC principles into daily operations strengthens business productivity, competitiveness, and resilience, while helping companies meet international expectations and access global markets.

As Botswana continues to diversify its economy and attract investment under Vision 2036 and the Economic Transformation and Recovery Plan, responsible

and sustainable enterprise practices are increasingly seen as key drivers of inclusive growth and decent work.

Businesses that respect human rights and international labour standards, and minimize environmental harm are better positioned to:

- Enhance productivity and innovation by fostering motivated, skilled, and safe workforces.
- Strengthen competitiveness through improved efficiency, governance, and reputation.
- Attract investors and partners who expect compliance with global social and environmental standards.
- Access finance and export markets or establish business linkages with multinational enterprises, as responsible conduct is often a prerequisite for trade and investment partnerships.
- Contribute to national development goals and priorities, including through the creation of more and better jobs and competitive and sustainable enterprises.

What are the main international recognized RBC standards

Botswana enterprises are encouraged to align their practices with internationally recognized frameworks that provide guidance on responsible and sustainable business conduct. The following key instruments outline global standards and expectations for enterprises:

The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)

The ILO MNE Declaration offers comprehensive guidance to enterprises on employment, training, working and living conditions, and industrial relations. It helps businesses contribute positively to social and economic progress in line with international labour standards.

Access the MNE Declaration and other relevant resources

UN Guiding Principles on Business and Human Rights (UNGPs)

The UNGPs set out a global standard for preventing and addressing adverse human rights impacts linked to business activity. They establish the State duty to protect, the corporate responsibility to respect through human rights due diligence, and the need for access to remedy.

Access the UNGPs and other relevant resources

OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

The OECD Guidelines provide guidance to companies in areas such as employment, human rights, the environment, anti-bribery, and consumer interests. They help enterprises operate in harmony with government policies and contribute to sustainable development.

Access the OECD MNE Guidelines on RBC and other relevant resources

https://www.oecd.org/en/publications/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_81f92357-en.html

Where to start: tools and resources for Business

The following tools, self-assessments, and learning platforms can help Botswana businesses apply RBC principles in practice:

ILO/IOE Enterprise Self-Assessment Tool

A practical online tool that helps enterprises assess their policies and practices against the principles of the ILO MNE Declaration and identify areas for improvement.

Access the self-assessment tool

ILO Helpdesk for Business on International Labour Standards

An online service that provides tailored guidance on how international labour standards relate to business operations and how to apply them effectively.

Visit the ILO Helpdesk

UN Global Compact Academy – Labour and Human Rights

An e-learning platform offering courses, webinars, and case studies to help companies integrate the Global Compact's principles into their strategies and

operations.

Explore the Global Compact Learning Hub

ITCILO Training on Responsible Business Conduct

The International Training Centre of the ILO (ITCILO) offers online and on-site training programmes on responsible business, social dialogue, sustainability, and corporate social responsibility. Both free and paid courses are available.

Browse ITCILO training opportunities

International Organisation of Employers (IOE)

The IOE supports businesses globally by providing guidance, advocacy, and resources on responsible labour practices, sustainability, and business and human rights.

 **Visit the IOE (<https://www.ioe-emp.org/policy-priorities/human-rights-and-responsible-business-conduct/human-rights-and-responsible-business-conduct-policy-working-group>)**

OECD

The OECD has developed several practical tools related to human rights due diligence in different sectors.

Visit the OECD Centre for RBC>

<https://www.oecd.org/en/topics/policy-issues/responsible-business-conduct.html#tools-for-practitioners>

Additional ILO Resources on the Decent Work Agenda

Beyond Responsible Business Conduct, the ILO provides a wide range of resources aligned with the Decent Work Agenda. These support enterprises in creating fair, safe, and inclusive workplaces. Key topics include:

- **Elimination of child labour and forced labour**
- **Gender equality and non-discrimination**
- **Occupational safety and health (OSH)**
- **Social dialogue and collective bargaining**

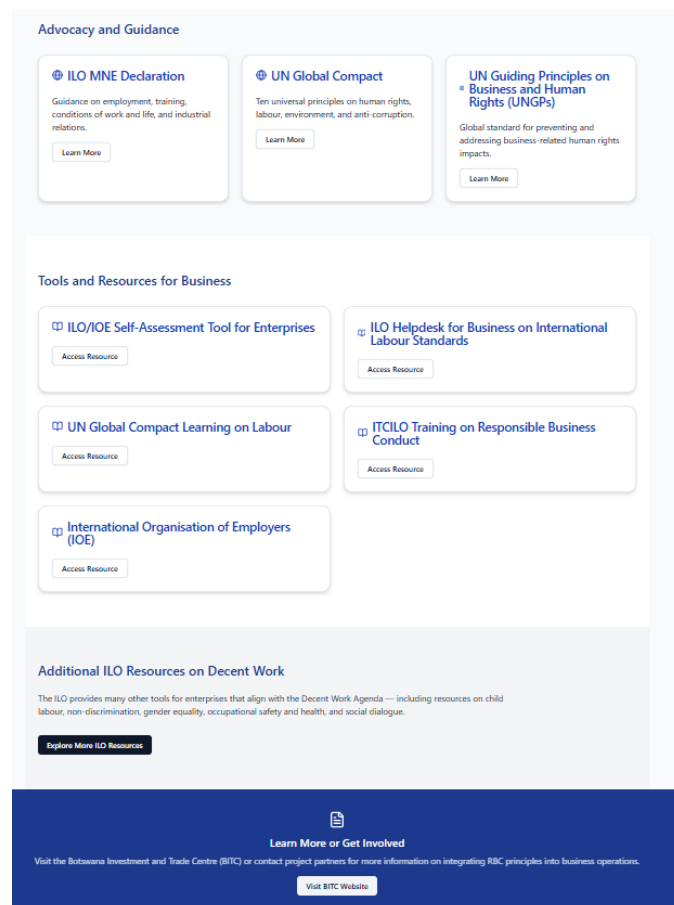
- **Skills development and sustainable enterprise growth**

Explore more ILO resources on Decent Work

Get Involved

Botswana businesses, investors, and stakeholders are encouraged to engage with national and international partners promoting responsible and sustainable enterprise development.

For more information, collaboration, or to access tailored support, please contact or visit:



The image is a screenshot of a webpage titled "Advocacy and Guidance" from the International Labour Organization (ILO). The page is organized into several sections. The top section, "Advocacy and Guidance", features three white boxes with blue borders. The first box is for the "ILO MNE Declaration", the second for the "UN Global Compact", and the third for the "UN Guiding Principles on Business and Human Rights (UNGPs)". Each box contains a brief description and a "Learn More" button. Below this is a section titled "Tools and Resources for Business" which contains five white boxes with blue borders. These boxes are for the "ILO/IOE Self-Assessment Tool for Enterprises", "ILO Helpdesk for Business on International Labour Standards", "UN Global Compact Learning on Labour", "ITCILO Training on Responsible Business Conduct", and "International Organisation of Employers (IOE)". Each box includes an "Access Resource" button. At the bottom of the main content area is a section titled "Additional ILO Resources on Decent Work" with a paragraph of text and an "Explore More ILO Resources" button. The entire page is set against a light blue background. At the very bottom, there is a dark blue footer with white text that says "Learn More or Get Involved" and "Visit the Botswana Investment and Trade Centre (BITC) or contact project partners for more information on integrating RBC principles into business operations." Below this text is a "Visit BITC Website" button.

Advocacy and Guidance

- ILO MNE Declaration**
Guidance on employment, training, conditions of work and life, and industrial relations.
[Learn More](#)
- UN Global Compact**
Ten universal principles on human rights, labour, environment, and anti-corruption.
[Learn More](#)
- UN Guiding Principles on Business and Human Rights (UNGPs)**
Global standard for preventing and addressing business-related human rights impacts.
[Learn More](#)

Tools and Resources for Business

- ILO/IOE Self-Assessment Tool for Enterprises**
[Access Resource](#)
- ILO Helpdesk for Business on International Labour Standards**
[Access Resource](#)
- UN Global Compact Learning on Labour**
[Access Resource](#)
- ITCILO Training on Responsible Business Conduct**
[Access Resource](#)
- International Organisation of Employers (IOE)**
[Access Resource](#)

Additional ILO Resources on Decent Work

The ILO provides many other tools for enterprises that align with the Decent Work Agenda — including resources on child labour, non-discrimination, gender equality, occupational safety and health, and social dialogue.

[Explore More ILO Resources](#)

Learn More or Get Involved

Visit the Botswana Investment and Trade Centre (BITC) or contact project partners for more information on integrating RBC principles into business operations.

[Visit BITC Website](#)

Responsible Business Conduct (RBC)

Supporting Botswana's enterprises to grow sustainably, ethically, and competitively in the global economy.

Why RBC matters for you

- Enhance productivity and innovation through motivated, skilled, and safe workforces.
- Strengthen competitiveness via improved efficiency, governance, and reputation.
- Attract investors and partners aligned with global standards.
- Access export markets and global value chains that demand responsible conduct.
- Contribute to Botswana's national development goals for decent jobs and sustainable growth.

RBC Standards

ILO MNE Declaration

Guidance for enterprises on employment, training, working conditions, and industrial relations.

UN Guiding Principles (UNGPs)

Global standards for preventing and addressing human rights impacts linked to business activities.

OECD Guidelines

Principles for responsible business across employment, human rights, environment, and anti-bribery.

Where to Start: Tools and Resources

ILO/IOE Enterprise Self-Assessment Tool

Evaluate your business practices and identify areas for improvement.

[Access the tool](#) —

Where to Start: Tools and Resources

ILO/IOE Enterprise Self-Assessment Tool

Evaluate your business practices and identify areas for improvement.

[Access the tool →](#)

ILO Helpdesk for Business

Tailored guidance on applying international labour standards in your operations.

[Visit the Helpdesk →](#)

UN Global Compact Academy

E-learning hub with webinars, case studies, and training on human rights and sustainability.

[Explore the Learning Hub →](#)

ITCILO Training on Responsible Business

Online and on-site training on sustainability, social dialogue, and CSR.

[Browse training opportunities →](#)

International Organisation of Employers (IOE)

Global guidance, advocacy, and resources on human rights and responsible business conduct.

[Visit IOE →](#)

Additional ILO Resources on the Decent Work Agenda

- Elimination of child labour and forced labour
- Gender equality and non-discrimination
- Occupational safety and health (OSH)
- Social dialogue and collective bargaining
- Skills development and sustainable enterprise growth

[Explore ILO Resources →](#)

Get Involved

Botswana businesses, investors, and stakeholders are encouraged to engage with partners promoting responsible and sustainable enterprise development.

[Contact Us](#)