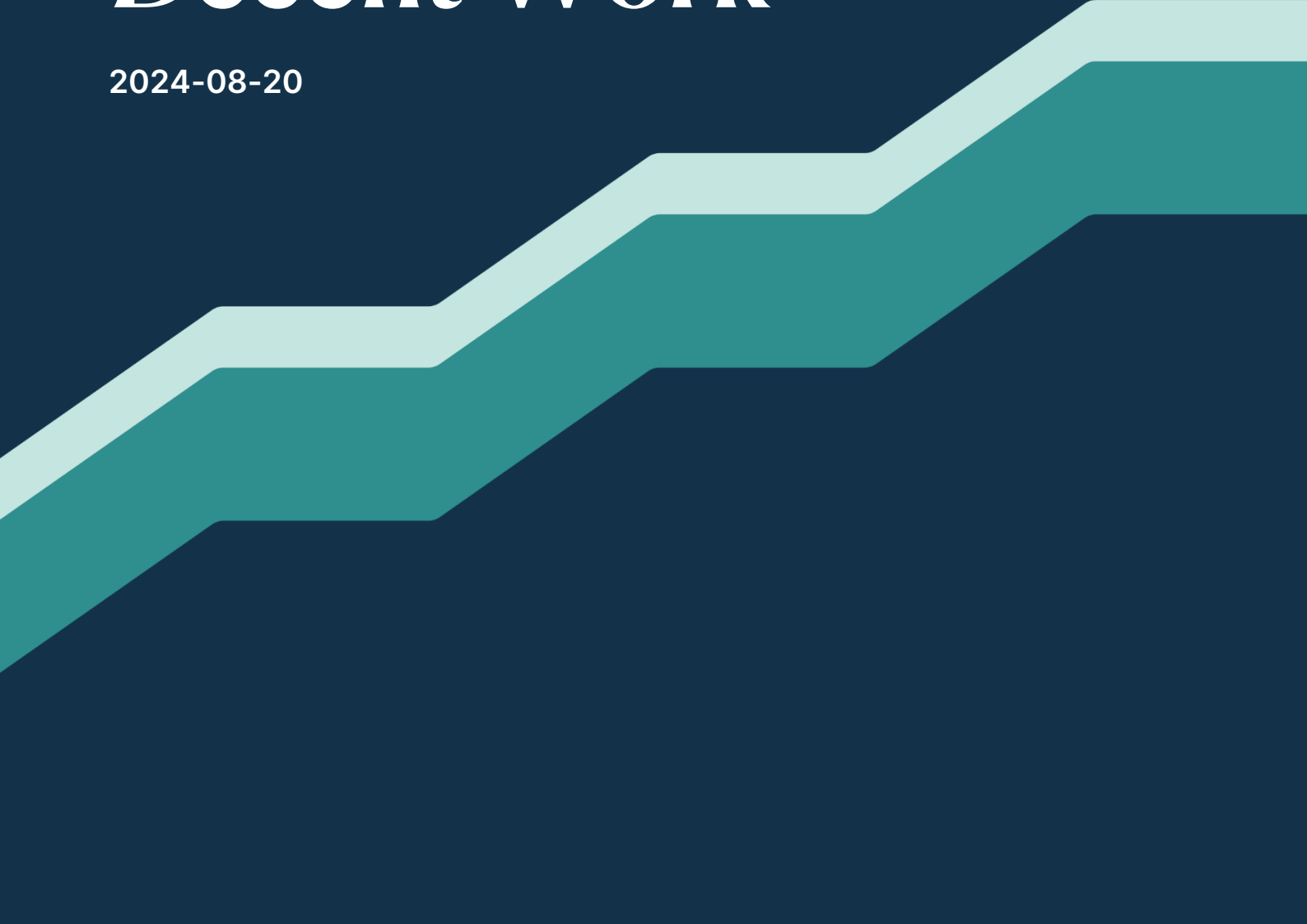


Swedfund

# Swedfund's Technical Assistance – Human Rights and Decent Work

2024-08-20



This information is aimed to provide Swedfund's portfolio companies with an overview of how Technical Assistance related to Human Rights and Decent Work can be utilised.

## 1. What is TA?

Swedfund's funds for technical assistance (TA) is a strategic tool that is used for quality-enhancing initiatives to strengthen the performance of our portfolio companies in line with our mission and goals. The funds will mainly be used to strengthen the companies' work on development impact, gender equality and sustainability, including the environment and climate, decent work and business ethics, and anti-corruption. This can be done for example through training programs, development of management systems or new processes and tools.

## 2. TA Related to Human Rights and Decent Work

TA support for Human Rights and Decent Work can be provided as a tailor-made offering based on the identified needs of a portfolio company. A TA project normally results in new and improved processes, tools and methodologies as well as conducted trainings, thereby contributing to strengthening and developing the capacity of a portfolio company. Below is a list of examples of previously approved TA projects.

### Examples of TA-activities related to Human Rights and Decent work

- **Human Rights Due Diligences** and Human Rights Impact Assessments
- Heightened Human Rights Due Diligences and Human Rights Impact Assessments in conflict, post-conflict and fragile states situations
- **Human Rights trainings**
- **Decent Work-related trainings**
- **Decent Work risk assessments**, such as labour audits to ensure compliance with Good International Industry Practices
- **Skills and capacity building**; to support upskilling of employees to enable career progression
- Support for **retrenchment** plans and support for staff in retrenchment situations
- **Living wage assessments**; to support portfolio companies in evaluating and potentially closing a living wage gap for employees through known living wage assessment methodologies

- **Working on customer protection**, including gap-assessments, improvement of internal policies and processes and certification against the Client Protection Principles, as applicable