



United Nations Global Compact

The Human Rights Working Group as a forum for endorsing good practices in implementing the Global Compact human rights principles

On 29 April 2008, the Global Compact Human Rights Working Group decided that one of its functions would be to act as a “**forum**” for identifying good business practice in implementing the Global Compact human rights principles. Good practices might be practical solutions to commonly occurring dilemma situations or specific management practices proven to be helpful in enabling a company to respect and/or support human rights.

Good practices are distinct from case studies including because they are not focused on any one company, but rather should reflect the experiences and practices of a number of companies. They are also distinct from good practice guides because they will be much more specific.

Suggestions of topics for good practices to be considered by the Human Rights Working Group can arise from a variety of sources. They may be submitted by members of the Human Rights Working Group; by the Global Compact Office; or by any other company, organization or stakeholder participating in the UN Global Compact.

Good practices that are already written up may also be submitted. If the good practice is not already written up as a draft good practice note, the submission should indicate the plan for how the good practice will be developed and written up as a draft good practice note, for example, that the good practice will be written up by a graduate student or by the organization that is submitting the proposal. Ideas for good practices that lack this plan, but are still considered worthy by the HRWG may be posted on the Global Compact website to encourage interested persons to consider developing them.

There is no specific format for draft good practice notes. However, they should be concise and practical.

Before a good practice will be endorsed by the Human Rights Working Group, there must be:

- **Transparency** about how the good practice was developed. The HRWG must be informed of the process by which the good practice was developed.
- **Multi-stakeholder buy-in to the proposal.** While some stages of a process to develop a good practice may only comprise one of the Global Compact stakeholder groups, the proposal must have been tested and supported by key affected stakeholder groups at some

stage during the process. Ideally, the existence of multi-stakeholder support for the proposal would be determined before the proposal is made to the HRWG. However, the HRWG, which itself has a multi-stakeholder composition, can provide this multi-stakeholder input or suggest ways in which multi-stakeholder support for the proposal can be tested.

- **An explicit human rights dimension.** The proposed good practice must be explicit about how and why it relates to human rights, including which human rights, and how the good practice will impact the enjoyment of human rights.
- **Substantive content.** The proposed good practice must be practical and informative so that it gives helpful guidance to business on how to respond to a dilemma or how to implement the management practice that is the subject of the good practice.

Once a good practice has been written up and has been endorsed by the HRWG, it will be **posted on the Global Compact website at a dedicated link** and will be part of the resources that the UN Global Compact recommends to companies.

For further information or to suggest ideas for good practices or draft good practice notes, please contact Ursula Wynhoven (wynhoven@un.org) or Lene Wendland (lwendland@ohchr.org).

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