

Sporting Chance Forum

2017 Meeting Report

30th November & 1st December 2017
Geneva, Switzerland



Schweizerische Eidgenossenschaft
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About the Sporting Chance Forum

The second annual Sporting Chance Forum convened in Geneva, Switzerland from 30 November to 1 December 2017. Hosted by the Swiss Federal Department of Foreign Affairs, the Institute for Human Rights and Business (IHRB) and the Mega-Sporting Events Platform for Human Rights (MSE Platform), the Forum brought together over 175 representatives from across many stakeholder groups. Participants came together to explore the human rights opportunities and risks associated with mega-sporting events (MSEs) and sport in general, and to assess progress made and challenges remaining since the first Sporting Chance Forum in October 2016.

The Mega-Sporting Events Platform for Human Rights

The Mega-Sporting Events Platform for Human Rights (MSE Platform) is an emerging multi-stakeholder coalition of international and intergovernmental organisations, governments, sports governing bodies, athletes, unions, employers, sponsors, broadcasters, and civil society groups.

The MSE Platform will formally transition to a permanent Centre for Sport and Human Rights, launching in June 2018.

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Contents

1. Opening Addresses	4
2. Advancing Women’s Rights Through Sport	9
3. Plenary Speeches	12
4. Host Actors Parallel Session	15
5. Sponsors Parallel Session	17
6. Broadcasters Parallel Session	19
7. Sport, Development, and Peace Parallel Session	21
8. Meeting the Needs of Affected Groups	23
9. The Nature of the Challenge	27
10. The Governing Body Perspective	29
11. The Host Perspective	32
12. The Work Ahead: A Permanent Body for Collective Action	35
Annex: Agenda	38
Annex: Participants	42



1

Opening Addresses

The unique power of sport was evoked in welcoming remarks from **Pascale Baeriswyl** (State Secretary of Foreign Affairs, Government of Switzerland) and **Mary Robinson** (Chair, MSE Platform). Sport at its best brings people together and mega-sporting events can deliver meaningful economic and social benefits. Human rights, however, have been and are infringed within the world of sport, threatening sport's legitimacy. The full potential of sporting events to promote human rights is also unrealised. An effective and sustainable response is needed.

“*Through collaborative efforts and an independent body that involves all stakeholders in its work, we believe we can make lasting contributions that build capacities, share knowledge and help strengthen mechanisms of transparency and accountability at every level of sport.*

Mary Robinson

Impressive progress was made during 2017 as a result of collective leadership and individual initiatives. Sports bodies like the Fédération Internationale de Football Association (FIFA)¹ and Commonwealth Games Federation (CGF)² adopted human rights policies and practices that align with international human and labour rights standards, notably the UN Guiding Principles on Business and Human Rights (UNGPs), which are increasingly being embraced as the roadmap for all involved in sport.

1 See further, FIFA “FIFA publishes landmark Human Rights Policy” (8 June 2017) at: <http://www.fifa.com/governance/news/y=2017/m=6/news=fifa-publishes-landmark-human-rights-policy-2893311.html>

2 See further, Commonwealth Games Federation “Transformation 2022 Strategy – A Human Rights Commitment” (5 Oct 2017) at: <https://www.thecgf.com/about/CGF-Human-Rights-Policy-Statement-17-10-05.pdf>



By the end of 2017 all the MSE Platform's sports body members - the CGF, FIFA,³ IOC⁴ and UEFA⁵ – had embedded human rights provisions into their future event bid and hosting documents,⁶ and reported various measures to embed human rights into their already awarded events.⁷

Landmark achievements are not limited to sports bodies. **Zeid Ra'ad Al Hussein** (United Nations High Commissioner for Human Rights) affirmed in his remarks to Forum participants that sport and mega-sporting events must be grounded in human dignity and human rights. He highlighted the partnership that the International Olympic Committee (IOC) has forged with his office (OHCHR), and the steps taken over recent years to secure human rights assurances from host governments, including by working alongside the International Labour Organization (ILO), for example to ensure unpaid wages distributed to hundreds of workers in Russia building Olympic infrastructure.

Guy Ryder (Director General, International Labour Organization) recalled the significance of the ILO's formal agreement with the Government of Qatar as it prepares to host the 2022 World Cup on a joint programme to improve compliance with international labour standards,⁸ and with the Tokyo 2020 Organising Committee to ensure implementation of decent work standards. The global trade union movement has also been very active. Building and Wood Worker's International

3 See further, FIFA "FIFA publishes guide to bidding process for the 2026 FIFA World Cup" (7 Nov 2017) at: <http://www.fifa.com/about-fifa/news/y=2017/m=10/news=fifa-publishes-guide-to-bidding-process-for-the-2026-fifa-world-cuptm-2916170.html>

4 See further, IOC "IOC Strengthens Its Stance In Favour Of Human Rights And Against Corruption In New Host City Contract" (28 Feb 2017) at: <https://www.olympic.org/news/ioc-strengthens-its-stance-in-favour-of-human-rights-and-against-corruption-in-new-host-city-contract>

5 See further, UEFA, "Germany and Turkey receive bid requirements for hosting UEFA EURO 2024" (1 May 2017) at: <https://www.uefa.com/insideuefa/mediaservices/newsid=2463164.html#/>

6 From 2022 for CGF, 2024 for IOC and UEFA, and 2026 for FIFA.

7 From Gold Coast 2018 (CGF), Russia 2018 (FIFA), Pyeong Chang 2018, Tokyo 2020, and Beijing 2022 (IOC), and Euro 2020 (UEFA).

8 See further, ILO "ILO Governing Body welcomes Qatar's commitment to bolster migrant worker rights" (8 Nov 2017) at: http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_592473/lang--en/index.htm



(BWI), for example, is delivering projects on sport facilities in Qatar,⁹ Russia,¹⁰ and South Korea.¹¹ The World Players Association is in the process of preparing a Universal Declaration of Players Rights.¹² Human rights organisations have also achieved tangible results, such as helping to precipitate an increase in the number of women from the Middle East being allowed to participate in certain sports.¹³

New voices joined the MSE Platform during 2017 to strengthen its international reach and diversity, including the governments of Germany and the United Kingdom, the Tokyo Organising Committee for the 2020 Olympic & Paralympic Games (TOCOG), and intergovernmental bodies like the Organisation Internationale de la Francophonie, UNESCO, and Commonwealth Secretariat. There is a recognised need to enlist more sports bodies and regional and global South representation in the work of the Platform and future Centre.

Everyone has a role in protecting and respecting human rights. States have the primary obligation to respect, protect, and fulfil peoples' rights. Yet sports bodies and other commercial actors linked to the world of sport do have a complementary role to play, with a responsibility to avoid infringing the rights of workers, communities, fans, children, journalists, athletes, and others, and to address the adverse impacts with which they are involved. The twin principles of political neutrality and the autonomy of sport remain, but - as **Thomas Bach** (President, International Olympic Committee) affirmed in his remarks - with autonomy comes responsibility, and for sport that means ensuring good governance, following international standards, and leading by example.¹⁴

9 See further, FIFA "Supreme Committee for Delivery & Legacy and BWI sign MoU for joint inspections on Qatar 2022 Stadiums" (25 Nov 2017) at: <http://www.fifa.com/worldcup/news/y=2016/m=11/news=supreme-committee-for-delivery-legacy-and-bwi-sign-mou-for-joint-inspe-2850955.html>

10 See further, BWI "Russia: BWI and RBWU sign cooperation agreement with FIFA for Russia 2018" (date unknown) at: <https://www.bwint.org/cms/russia-bwi-and-rbwu-sign-cooperation-agreement-with-fifa-for-russia-2018-419>

11 See further, BWI "BWI General Secretary Raises Concerns about 2018 PyeongChang Games" (Sep 2017) at: <https://www.bwint.org/cms/news-72/bwi-general-secretary-raises-concerns-about-2018-pyeongchang-games-807>

12 See further, UNI Global Union "World Players Association launches Universal Declaration of Player Rights" (14 Dec 2017) at: <http://www.uniglobalunion.org/news/world-players-association-launches-universal-declaration-player-rights>

13 See for example, Human Rights Watch "Saudi Arabia: State Schools to Allow Girls' Sports" (13 July 2017) at: <https://www.hrw.org/news/2017/07/13/saudi-arabia-state-schools-allow-girls-sports>

14 See further, IOC "The IOC Committed To Collective And Proactive Action On Human Rights Protection" (20

“

Within our area of responsibility, we stand for the promotion and the respect for human rights. This is our commitment. This reflects the values we are standing for. This is what the Olympic athletes demonstrate to the world. This is why the Olympic Games demonstrate that our values of a shared humanity are stronger than all the forces that want to divide us.

Thomas Bach

Key Takeaways

- **Embedding human rights in sport is a marathon, not a sprint.** As we look to the future, it is important to reflect on how collective approaches have enabled all actors involved to deliver so much more than could have been achieved through individual efforts alone. Yet there is still a great deal of work left to do.
- **A people-centred approach is needed.** The rights and well-being of people affected by mega-sporting events and sport more broadly must be a central focus for all actors involved in sport. The local communities and small businesses, the workers and volunteers, the athletes, fans and journalists, and vulnerable groups – including women, children and the LGBTI+ community - all have a right to be consulted and have a say in decisions that affect their lives. These groups should come first in event planning, and have access to effective remedies if plans go wrong.



Nov 2017) at: <https://www.olympic.org/news/the-ioc-committed-to-collective-and-proactive-action-on-human-rights-protection>



- **All actors should unify around a clear statement of common purpose** if the world of sport is to build on the collective action the MSE Platform has delivered to date, and if a more integrated and permanent structure is to succeed over the long term. The Sporting Chance Principles - to which all members of the MSE Platform have signed up - provide that foundation.¹⁵
- **A permanent Centre for Sport & Human Rights is needed.** Speakers unanimously supported the MSE Platform's proposal to set up a permanent Centre for Sport and Human Rights in 2018 that seeks to foster learning and accountability across the world of sport.¹⁶ To achieve this common goal, governance processes must be put in place that equip the Centre to deal with the complexities of addressing human rights and labour rights issues across not just the MSE lifecycle but within sport more broadly.



15 MSE Platform, "Sporting Chance Principles" (2016), at: <https://www.ihrb.org/megasportingevents/sporting-chance-principles>

16 MSE Platform, "Diverse Coalition Commits to Establishing Centre for Sport & Human Rights in 2018" (30 Nov 2017) at: <https://www.ihrb.org/megasportingevents/mse-news/coalition-commitment-centre-sport-human-rights-2018>



Advancing Women's Rights Through Sport

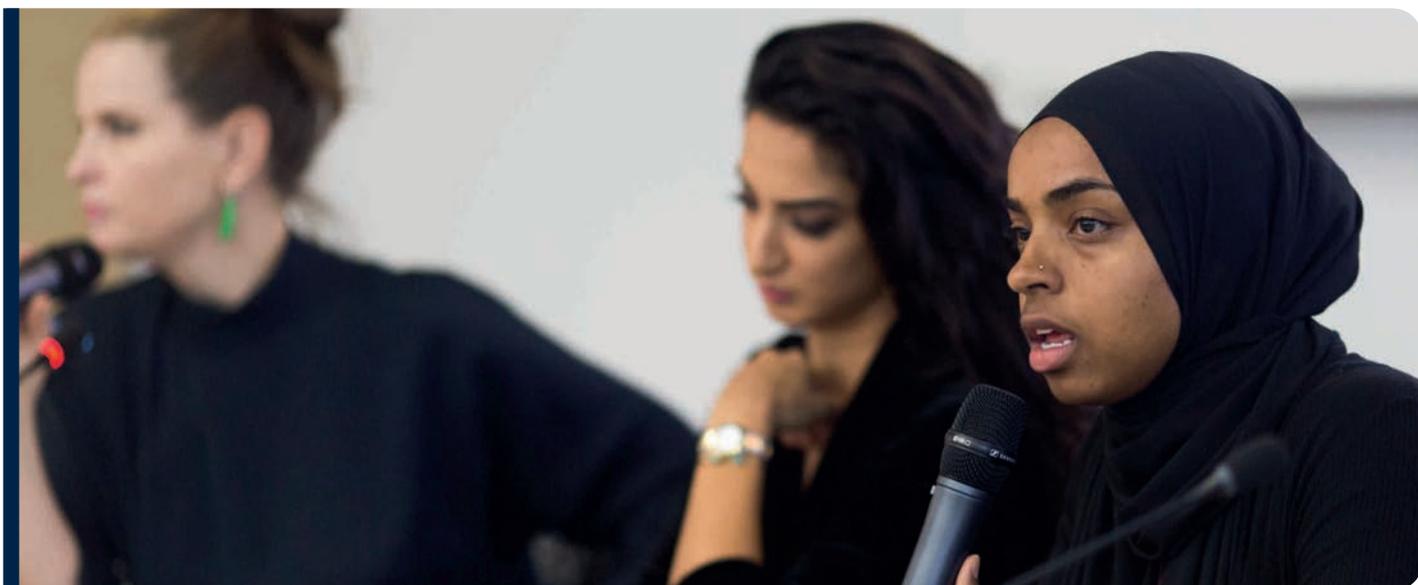
2

The right to participate in physical activity, professional sport, or even to watch elite sport is still denied to women in a number of countries. Where women are able to play sport freely, barriers to success remain. Muslim women - who exercise the right to observe their religious beliefs by wearing athletically appropriate headscarves or body coverings - have been barred from competing at the elite level for exercising their religious freedoms.

Professional sportswomen often compete on less equal terms than men, for example having to play on inferior pitches or facilities. Even where viewership figures are broadly on par with male sport, there is often less media coverage, and fewer sponsorship and other opportunities are open to elite women athletes. In many sports, women continue to receive a fraction of the pay of their male counterparts. Chaired by **Minky Worden** (Director of Global Initiatives, Human Rights Watch), this session left no doubt of the scale of the challenge and set out clear expectations for all actors from those represented on the panel.

Raha Moharrak, the first woman from Saudi Arabia to summit Mount Everest, spoke of the barriers facing Saudi women's participation in physical activity and sport, and the health ramifications that result, such as high rates of obesity and brittle-bone disease among Saudi women. There is a need for more female role-models. Ms Moharrak is working to raise awareness abroad and at home, including in Saudi schools, on the need for all people to play sport, and to help other women achieve what she could not, including the dream of being the first Saudi person to win an Olympic gold medal.

An Iranian woman sports fan and long-time stadium ban activist, introduced as "**Sara**", spoke of the challenges women sports fans face in Iran. Their experience differs, for example, from that of other women in the region who can attend matches, such as in Saudi Arabia, Syria, and Iraq. Iranian women and girls cannot buy tickets for football matches, go into football stadiums, or since 2014 attend basketball and volleyball games as they could



previously. The ban has led to protests in Iran outside football stadiums, riot police being stationed outside volleyball venues, and women protestors risking jail. “Sara” and other human rights defenders urged the relevant sport governing bodies including FIFA (football), the FIVB (volleyball), and FIBA (basketball), and others influential in the world of sport to use their leverage with Iran’s authorities to support their cause, highlighting the possible window of opportunity provided by Iran’s participation in the men’s FIFA 2018 World Cup.

Kathryn Gill (Former captain, Australian national football team) spoke of her evolution from being Australia’s top football goal scorer to becoming a players’ rights activist. The need for her to take a stand became clear when she realised Australia’s women footballers were not being treated as professionals. Leading the Australian women’s football team in their drive for better wages and conditions, and working through the Players Association in Australia, resulted in a collective bargaining agreement with the Football Federation of Australia.¹⁷ A global movement involving other national teams in the fight for equal treatment and pay equity is now taking shape.

Bilqis Abdul-Qadir, a top-scoring American basketball player, talked of the changes that have taken place in her life and sport since she drew attention at the 2016 Sporting Chance Forum¹⁸ to a FIBA ban imposed on women wearing the hijab. The FIBA hijab ban was overturned in May 2017 after Athlete Ally, the World Players Association, and others on the MSE Platform took up her case.¹⁹ Despite the overturn of the ban, for athletes like Ms Abdul-Qadir there may be lasting consequences as it still uncertain if she can fulfil her dream of playing professional basketball following years of delay overturning the rule. Yet as an athlete activist, Ms Abdul-Qadir has started an academy to teach Muslim girls to play basketball and break down social barriers.

17 See further, Fox Sports “W-League season draw, collective bargaining agreement: FFA, PFA announce new CBA” (11 Sep 2017) at: <https://www.foxsports.com.au/football/matildas/wleague-season-draw-collective-bargaining-agreement-ffa-pfa-announce-new-cba/news-story/4e2586c771d02320a850c93c6b6adcad>

18 See further, MSE Platform “The Sporting Chance Forum - Collective Action on Mega-Sporting Events and Human Rights” (14 Dec 2016) at: <https://www.ihrb.org/focus-areas/mega-sporting-events/sporting-chance-forum-collective-action-mega-sporting-events-human-rights>

19 See further, Athlete Ally, “Athlete Ally and Shirzanan Demand FIBA Overturn its Hijab Ban” (1 May 2017) at: <https://www.athleteally.org/fibahijab/>

Key Takeaways

- **Challenging stereotypes and norms cannot be done by women alone.** No matter how motivated women are to play or watch sport, they need support, whether from loyal families, role models who can lead by example, the lobbying efforts of human rights defenders and players associations, or members of the public who use social media and signing of petitions to help overturn injustices.
- **Leadership from sport governing bodies and sports federations is imperative** on issues of gender equality in sport. Most international sports bodies prohibit discrimination and several have publicly committed to achieving gender equality in sport. The IOC, for example, has pressed several countries to field more women athletes and increase opportunities for women and girls to play in schools and grassroots sport. The CGF has set targets for equal numbers of male and female technical officials at its future events. Sports bodies can build on such efforts to address pay inequalities, lobby for an end to stadium bans on women fans, eliminate constraints on female journalists covering sport, and increase the numbers of women within coaching, officiating, and in leadership positions in sport's administration (see also Plenary: Governing Bodies below).
- **Major sports sponsors and broadcasters have key roles to play.** The fact that Nike brought out its first sports hijab just as FIBA was considering over-turning its ban may have had a bearing on the final decision to rescind the ban. Sponsorship and media coverage of women's sport is on the rise. Leading international sponsors and broadcasters within the MSE Platform are committed to complying with the UN Guiding Principles, promoting human rights good practice among their peers, and using leverage with those they have business relationships with in the world of sport.
- **We must think about the long- and short-game for advancing women's rights in sport.** The short game involves helping athletes, activists, and fans overturn current injustices. The long game - and task for the proposed Centre – is to affect systemic change.





3 Plenary Speeches

The role of sport and the lessons it teaches young people are important in a volatile world. Future leaders who carry lessons learnt from sport and the values it instils can help create a better, more prosperous, and peaceful world.

Adolf Ogi (Former President of Switzerland and former Special Advisor to the UN Secretary General, Sport for Development & Peace) emphasised that the UN must continue to play a key role in sport. The UN does not score goals or break records, but it builds bridges between communities, fights for human rights and women and youth empowerment, combats hunger and poverty, and fosters peace. The UN can leverage the power of sport to do good. Mr. Ogi urged a rethink on the 2017 decision to close the UN Office on Sport for Development and Peace, stressing the importance of preserving the independence of the Sport for Development and Peace (SDP) movement from vested interests, and the need to bring these discussions together with those on human rights.

Hassan Al Thawadi (Secretary General, Supreme Committee for Delivery & Legacy, Qatar 2022) spoke of Qatar's decision to host the 2022 World Cup being driven in part by a vision to catalyse social change in his country and the region. Implementation of the Supreme Committee's Worker Welfare Charter (2012) has been an important landmark, requiring that all contractors working on stadium projects meet human rights and labour standards. Efforts by Qatar to grapple with worker protection and the enforcement of its labour laws have been greatly strengthened by collective action and international co-operation. Notable examples include the joint-inspection agreement with BWI²⁰, and a technical co-operation agreement concluded between

20 See further, ILO "ILO Governing Body welcomes Qatar's commitment to bolster migrant worker rights" (8 Nov 2017) at: http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_592473/lang--en/index.htm



Qatar and the ILO in October 2017, which is expected among other things to lead to a new minimum wage and the replacement of the kafala system with a visa system based on worker contracts.²¹

Qatar is aware that the spotlight of international attention is on its efforts and recognises that it needs to deliver on its promises. Mr. Al Thawadi stated that Qatar is open to scrutiny from and dialogue with human rights defenders. He reported that the Supreme Committee is engaging with domestic stakeholders, including those overseeing major infrastructure projects. The Supreme Committee supports, and sees itself as a future partner of, the Centre for Sport and Human Rights and is keen to share learnings, and show how multi-stakeholder action can yield reforms and leave a positive legacy.

“ Contrary to popular opinion, we did not wake up one day, read an exposé in a newspaper and realise that we had a problem on our hands. Protecting the welfare of our workers was at the forefront of our planning from the very beginning.

Hassan Al Thawadi

In the UK, an initiative is underway to set up an All Party Parliamentary Group across both Houses of Parliament, which looks to work with the proposed Centre for Sport and Human Rights. Among other objectives, the aim of this Group, championed by **Baroness Lola Young of Hornsey**, is to strengthen legislation and ensure that football clubs and other leading actors in sport take responsibility for adverse human rights impacts in their supply chains for sporting goods and merchandise – the responsibility for which, until now, has arguably been outsourced along with the manufacturing process for these goods.

Bakary Bamba Junior (Counsellor for Peace, Security and Human Rights, Organisation Internationale de la Francophonie) emphasised that governments and stakeholders

21 See further, FIFA “Supreme Committee for Delivery & Legacy and BWI sign MoU for joint inspections on Qatar 2022 Stadiums” (25 Nov 2017) at: <http://www.fifa.com/worldcup/news/y=2016/m=11/news=supreme-committee-for-delivery-legacy-and-bwi-sign-mou-for-joint-inspe-2850955.html>

from all continents must be engaged in efforts to promote human rights in sport. The work cannot be left to a handful of governments or organisations from the global North. It is important to promote linguistic diversity and engage, for example, with the Francophone Games and sports bodies in developing countries.

Key Takeaways

- **Mega-sporting events are huge global businesses.** Like other areas of business such as the fashion industry, sport needs to take responsibility for putting systems in place to safeguard workers and respect people's rights.
- **Sport has so much to contribute to society, and cannot allow its positive impacts to be tainted by bad practices.** Efforts to bring the spheres of SDP, integrity, and human rights into alignment are important, but should also preserve their distinctiveness, independence, and impartiality.
- **Transparency and communication must be unwavering.** Organising committees, sports bodies, and others should disclose efforts being taken to identify, prevent, and mitigate human rights abuses, and unearth human trafficking in supply chains and wider operations. They also need to be open to scrutiny and share findings so mistakes can be learned from and future efforts improved.
- **Collective action must be truly global.** Each speaker gave their support to the proposed Centre for Sport and Human Rights and offered to share learning, but stressed the need to make the Centre a truly global, multi-lingual, and inclusive body. The Sporting Chance Principles offer a firm basis for moving forward.²²



22 MSE Platform, "Sporting Chance Principles" (2016), at: <https://www.ihrb.org/megasportingevents/sporting-chance-principles>



Host Actors Parallel Session

4

Even in the best case scenario where both the awarding sports body and government hosting an MSE commit to making human rights central to the event, one of the great challenges at present is a lack of capacity and know-how, including on how to implement the UN Guiding Principles on Business and Human Rights. The MSE Platform's Host Actors Task Force, chaired by **Sandra Lendenmann Winterberg** (Head of Office of Human Rights Policy, Swiss Federal Department of Foreign Affairs) and **Ambet Yuson** (General Secretary, Building and Wood Workers International) has developed a web-based resource designed to lend support. This session, moderated by Ms. Lendenmann Winterberg included **Kathryn Dovey** (Manager for National Contact Point Coordination, OECD), **Lucy Amis** (Sports & Human Rights Specialist, UNICEF) and **David Russell** (Chief Executive, Northern Ireland National Human Rights Commission).

Key Takeaways

- **Access to quality expertise is essential.** Sports bodies and Organising Committees are skilled at delivering elite sports events, some are conversant with environmental sustainability, but few are familiar with human rights or the UN Guiding Principles. Human rights experts meanwhile often know little about the technical or commercial aspects of the sports industry or how major events function, nor are all expertly conversant with the UN Guiding Principles. Quality technical assistance provided by MSE Platform members, and the future Centre for Sport and Human Rights, should help fill this gap. Independent National Human Rights Institutions offer another potential channel of expert support. They benefit from local knowledge and familiarity with domestic stakeholders. Academic bodies like universities can also help.



- **Mega and medium-sized sporting events are often run under acute time pressures and limited budgets** (for example global multi-sport youth games or single-sport world championships). Knowledge management transfer systems and the dissemination of learning on human rights is often poorly resourced, with the result that emerging good practice and insights from expert professionals on how to correct mistakes risk being lost. Sports bodies and the future Centre should address this gap, and promote and resource human rights learning and knowledge transfer.
- **Remedy can be a catalyst for dialogue.** Access to remedy is one of the three pillars of the UN Guiding Principles, and effectiveness criteria need to be met for remedy to work, such as legitimacy and accessibility. In the MSE context, grievance channels for victims are rare, and where the few exist are often poorly communicated. There are multiple routes to remedy: no one size fits all scenarios. The OECD Guidelines on Multi-National Enterprises and its system of National Contact Points operate in many countries and mediate disputes between victims and willing enterprises. Several cases have been brought and resolved on sport on human rights.²³ NHRIs also receive complaints and offer remediation. The proposed Centre is set to carry out a mapping exercise of channels like these and could sign-post existing channels to victims, or build local capacity. For example, the MSE Platform is currently offering to help the Tokyo 2020 Olympics Organising Committee with its grievance mechanism.²⁴



23 See further, OECD, Database of specific instances (accessed Mar 2018) at: <http://mneguidelines.oecd.org/database/>

24 See further, MSE Platform, "Consultation on Grievance Mechanism for Tokyo 2020 Olympic Games" (15 Nov 2017) at: <https://www.ihrb.org/news-events/news-events/consultation-grievance-mechanism-tokyo-2020>



Sponsors Parallel Session

5

For many sports sponsors and licensees, implementing human rights due diligence according to the UN Guiding Principles is unfamiliar. The MSE Platform's sponsor companies have been conducting human rights due diligence prior to their work with the MSE Platform and used this experience to create a set of guiding questions on human rights for sports sponsors. The questions aim to equip new sponsors lacking a deep knowledge of human rights to get started and put the basics in place. The questions are universally applicable, intended to be relevant for large and small sponsors of any sporting event, covering all contexts including poorly regulated or higher risk markets. This session, moderated by **Andres Franco** (Director for Private Sector Engagement, UNICEF) included **Brent Wilton** (Global Head of Workplace Rights, The Coca-Cola Company), **Bill Anderson** (Vice President, Social & Environmental Affairs, Asia Pacific, adidas Group), **Matt Galvin** (Legal & Compliance Director, AB InBev) and **Chikako Miyata** (Vice President, ANA Holdings).

Key Takeaways

- **Dialogue with stakeholders is integral to effective human rights due diligence.** Experienced sponsors say the more they engage, the more they learn, and that they benefit from setting up multi-stakeholder groups to better understand how their activities and business relationships affect people. This is new territory for many firms in Japan, but some domestic sponsors of the Tokyo 2020 Olympics now see the Games as an opportunity to generate awareness on human rights, and to learn from global sponsors and the MSE Platform. They want to facilitate a legacy of learning among sponsors across the Japanese market, for which the MSE Platform global sponsors stand ready to support.
- **Sponsors come under pressure to use their influence with sports bodies or hosts to intervene on human rights matters.** Although the largest sums of money going into sport typically come from broadcasting rights, sponsors still play an important role; some civil society actors believe global sponsors have been

instrumental in getting the biggest sports bodies to apply the UN Guiding Principles. There is a symbiotic relationship between sports bodies and sponsors; neither party wants to see the brand value of sports events damaged on human rights grounds.

- **Identifying effective leverage points is critical.** Sponsors have to decide when to engage, and in different environments consider whether being more transparent or working behind the scenes will get results. For long-term sponsors the pre-contract negotiation is the principle moment for dialogue, but there are important moments requiring engagement when there is an urgent need to recast views on critical areas. For these long-term sponsors, finding out where a sports event is to be held can change the conversation, especially if the host country's human rights position is inconsistent with the sponsors' own values, for example on respect for LGBTI+ rights.
- **Sponsors must grapple with commercial realities.** Sponsorship is a competitive global market and sports bodies can always find replacement sponsors. In the past there was little engagement between sponsors and sports bodies on human rights; neither carried out due diligence into their mutual relationship, and discussions were often left until after problems had arisen. Some sponsors now see Sochi as a missed opportunity to raise concerns on LGBTI rights in Russia, amidst new calls for bold action ahead of the Russia 2018 World Cup.
- **Sports bodies are beginning to ask their own questions.** Leading sports bodies now recognise that their own human rights due diligence requires them to engage with sponsors on the topic of human rights. Both sponsors and sports bodies say they derive benefit from collective action and multi-stakeholder feedback, such as via the MSE Platform. All parties agree work is needed to bring improvements in upcoming events that were not properly considered when bids were awarded, and build on good practice.





Broadcasters Parallel Session

6

The role of broadcasters is highly visible to sport's global audiences, and their licensing deals for the rights to broadcast the world's largest sports events contributes a majority of the revenue generated by sports bodies and host actors. Yet broadcasters' current leverage and influence under the present governance structure for these events is not as considerable as their visibility and collective financial clout might suggest. During 2017, several broadcast corporations working to align their internal policies and practices with the UN Guiding Principles joined an MSE Platform Taskforce to develop tools and resources for assessing and mitigating potential risks to people and their rights arising from the broadcast of sporting events. This session, moderated by **Gigi Alford** (Head of Sport and Human Rights, World Players Association) included **Moira Oliver** (Head of Policy & Chief Counsel, Human/Digital Rights, BT plc), **Steve Leroy** (Senior Vice President Public Policy & Regulatory Affairs, Discovery), and **Courtney Radsch** (Advocacy Director, Committee to Protect Journalists).

Key Takeaways

- **Ratings and audience demand have been a factor.** Conducting human rights due diligence and mitigating human rights risks in a commercial organisation that derives revenue from subscription and advertising presents a particular challenge.
- **Companies cannot be just passive receivers of broadcast rights.** There should be proper inclusion of human rights clauses in contracts, in line with the UN Guiding Principles. The senior executives in the sport broadcasting world should use their leverage with high-level officials at sport governing bodies, in government, and in the advertising industry to push for meaningful, systemic change.



- **Journalists can affect rights and be affected.** Journalists and reporters have human rights, but can also work with people whose rights may be affected by a sporting event or sport decision. Even if sport broadcasters deny that sport coverage constitutes general news coverage, they still have the responsibility to respect press freedom, as they do all human rights, especially since they are the window for the public into the events.
- **Press freedom and safety is a salient risk.** Broadcasters should think through the risks for journalists, production crews, and other media workers they employ for upcoming MSEs. Some of these risks include restricted access into a country, restriction of movement within country, surveillance, retaliation against whistleblowers and sources, digital and physical harassment and intimidation, and in some cases complete shutdown of operations. Local journalists and media outlets are particularly vulnerable.
- **There is a need for greater care over the human rights implications of the content that sport broadcasters present,** including what is happening outside the stadiums. What sport broadcasts show the world becomes what the public knows about the event. Thus, broadcasters must ensure inclusive representation in their coverage and cannot ignore the wider story of negative impacts involving sport. The artificial line separating the news division and broadcasting functions cannot hinder sport broadcasters' responsibility to respect human rights, including in their portrayal of the events.



Sport, Development, and Peace Parallel Session

7

The concept of sport, development and peace (SDP) refers to the use of sport and/or physical activity to attain specific development and peace objectives, such as advancing education, promoting health, empowering certain groups, and fighting diseases, amongst others. Too often, SDP initiatives tend to be viewed as separate from initiatives on sport and human rights. Session Chair, **Guido Battaglia** (Outreach Manager, IHRB) introduced a research project to map this field which has identified gaps and proposed recommendations to more broadly integrate a human rights approach into the activities undertaken by a wide range of actors within the SDP field, including by governments, NGOs, sports bodies, and others. The objective of the research was also to understand how those involved in SDP programmes interact and what attention they give to human rights. The panel discussion included **Oliver Dudfield** (Head of Sport for Development and Peace, Commonwealth Secretariat), **Eli Wolff**, Director, Sport and Society Initiative, Brown University) and **Delphine Schmutz**, (Manager, Taekwondo Humanitarian Foundation).

Key Takeaways

- **The gaps between the fields of SDP and human rights can be attributed to problems in lack of shared definitions**, including on the meaning of human rights, peace, and development, as well as to the fact that at present very few

actors from each community are fully engaged with each other's initiatives. For example, few actors from the SDP field were present at the Sporting Chance Forum. Deepening this engagement would strengthen legitimacy for their respective fields and ultimately sport in general.

- **The Sustainable Development Goals (SDGs) offer a vehicle for the SDP movement** to integrate human rights, by serving as a global framework and reference point, providing common vocabulary, and making clear the intersection and indivisibility of economic, social, and environmental dimensions of sustainable development. For example, it was noted that SDP activists and human rights activists are often responding to different perceived crises in sport (for example, governance crises, doping crises, integrity crises), and the SDGs can help bridge these different responses and bring different actors together in a coherent framework. SDP initiatives must involve those affected by their outcomes in designing projects to ensure they respect human rights, and these kinds of multi-stakeholder processes take time and resources. SDP and sport and human rights initiatives should find ways to join projects, align efforts, and standardise approaches to optimise resources and raise the bar on impact. Including human rights due diligence as a best practice in SDP projects could be one way to achieve this.
- **The envisioned Centre for Sport and Human Rights could potentially contribute** to SDP initiatives in a number of ways, including by playing a third-party human rights capacity building and monitoring role in the areas where projects are implemented, by helping define the SDP sector and set standards, and by ensuring that sport played at the community level is part of the scope of the discussion concerning human rights and development.





Meeting the Needs of Affected Groups

8

Chaired by **Brendan Schwab** (Executive Director, World Players Association), this session sought to bring further voices of people affected by MSEs to the fore of the Forum's agenda. Panellists shared personal stories illustrating a wide range of human rights risks associated with sport, spanning multiple sport bodies, geographies, and affected groups, including indigenous peoples, LGBTI+, human rights defenders, persons with disabilities, construction workers and children.

Ahead of the Commonwealth Games in the Gold Coast, Australia, in 2018, the CGF and Gold Coast Organising Committee established a governance council formed in part by Aboriginal representatives, including young, old, male, and female. The council meets regularly and according to **Mary Graham** (Associate Adjunct Professor, University of Queensland) has led to meaningful outcomes. Most notably, an advanced form of Reconciliation Action Plan (RAP), which recognises, respects, and celebrates the cultures of the local Aboriginal and Torres Strait Islander peoples. The RAP creates lasting employment and workforce skills, enables procurement, and showcases arts and cultures and the sale of related goods at the event. Aboriginal people have had influence on the design of the event itself.²⁵

Gender testing in elite sport is under scrutiny. Concerns have been raised as to whether the present system is supported by sufficient scientific data, and whether the process and its outcomes result in adverse human rights impacts. The experience of **Kristen Worley** (Cyclist and President, Human Diversity in Sport Foundation) with

25 See further, GOLDOC, "The Gold Coast 2018 Commonwealth Games Reconciliation Action Plan" (2017) at: <https://www.gc2018.com/rap>



gender testing by five different sport bodies occurred at a vulnerable time, when she was transitioning from XY male to XY female, and highlighted the strong impact that global administration of sport can have on an athlete's life. Yet, through the Human Rights Tribunal of Ontario, Ms. Worley was able to bring her case against the national and international sports bodies involved to change their policies to allow her to compete in the women's field with a therapeutic use exemption for the hormones she must take to support her health. The Tribunal found in Ms. Worley's favour, calling for the sport of cycling in Canada and internationally to commit to help advocate for issues facing XY female athletes.²⁶

Governments often apply to host MSEs for international prestige and status. According to **Rachel Denber** (Deputy Director for Europe & Central Asia, Human Rights Watch) hosting MSEs is often seen as "a big coming out party", with recent examples including Baku, Azerbaijan which hosted the European Games in 2015, and Ashgabat, Turkmenistan which hosted the 2017 Asian Indoor and Martial Arts Games. Despite facing well-documented human rights challenges, these cities were selected to host events that can affect athletes, journalists, fans, communities, children, and workers from all over the region. Ms. Denber reported that during the games in Turkmenistan, journalists were often closely followed by authorities and intimidated, including threatened with deportation. It was also reported that homes of more than 10,000 families were demolished and homeowners received insufficient compensation. Numerous letters to government and sport federation officials went unanswered.²⁷

The work of human rights defenders like **Semyon Simonov** (Researcher & Photographer, Human Rights Watch) is crucial. Mr. Simonov's documentation of labour rights abuses against construction workers building stadiums and other infrastructure for the Sochi 2014 Winter Olympics and 2018 FIFA World Cup has given sports governing bodies and other actors insights into the human rights situation surrounding the planning

26 See further, Sports Integrity Initiative, "Athlete health and fair play: Kristen Worley case puts women's sport policy in the dock" (24 July 2017) at: <http://www.sportsintegrityinitiative.com/athlete-health-fair-play-kristen-worley-case-puts-womens-sport-policy-dock/>

27 See further, Human Rights Watch, "Turkmenistan Treating Sporting Event Like National Emergency" (15 Sep 2017) at: <https://www.hrw.org/news/2017/09/15/turkmenistan-treating-sporting-event-national-emergency>



and construction of these events. After Mr. Simonov met with the IOC following his first report on the issues, the Russian government began investigating labour rights abuses. Mr. Simonov has faced delays, threats, and challenges in gathering his evidence. He filed hundreds of complaints on behalf of the workers with the local authorities, but it was not until Human Rights Watch published his report that the IOC and state officials reacted, initiating in-person inspections, and began to ensure workers received their salaries. Other issues reportedly went unresolved. It was reported that many of the same violations are being repeated in the build-up to the 2018 FIFA World Cup, and Human Rights Watch called for FIFA to take action.²⁸ Harassment by law enforcement officials against Mr. Simonov has intensified.²⁹

Under Article 30 of the UN Convention on the Rights of Persons with Disabilities, states parties commit to enabling persons with disabilities to participate on an equal basis with others in recreational, leisure, and sporting activities. **Eli Wolff** (Director, Sport and Society Initiative, Brown University) shared five characteristics of the journey towards inclusion in sport, and particularly mega-sporting events. First, historically marginalised people understand they are visible in a powerful way and valued. Second, those on the journey from invisibility to visibility contribute towards innovation and opportunity along the way. Third, MSEs incorporate universal design as a core principle. Fourth, the non-discrimination provisions of Principle 6 of the Olympic Charter are expanded to include protection for persons with disabilities. Fifth, the voice of the community of people with disabilities is amplified in promoting their rights and all people's rights.

28 See further, Human Rights Watch, "Time for FIFA to Act on Human Rights" (22 Nov 2017) at: <https://www.hrw.org/news/2017/11/22/time-fifa-act-human-rights>; and FIFA, "First Report of FIFA's Human Rights Advisory Board Published (9 Nov 2017) at: <http://www.fifa.com/governance/news/y=2017/m=11/news=first-report-of-fifa-s-human-rights-advisory-board-published-2919234.html>

29 FIFA subsequently supported Human Rights Watch efforts to overturn legal charges against Siminov. See further, Human Rights Watch, "Welcome Support for Workers' Rights Advocate in Russia" (26 Feb 2018) at: <https://www.hrw.org/news/2018/02/26/welcome-support-workers-rights-advocate-russia>

Key Takeaways

- **Too often sports body involvement is not timely enough**, and their proactivity is crucial to address the wide range of human rights risks associated with sport. Sport bodies large and small need to be more proactive in preventing negative human rights impacts, resolving them before they worsen to crisis point, or if all else fails, providing or supporting remediation in an effective and timely manner. Sport federations should act to ensure that local host actors do not retaliate against individuals reporting human rights violations associated with MSEs.
- **Meaningful consultation with potentially and actually affected groups is essential.** Regular, inclusive, open, and representative dialogue with those who stand to be affected by mega-sporting events is critical in safeguarding a positive social legacy once an MSE has concluded.
- **Statements and commitments are just the first step.** To consolidate the human rights commitments that sport federations have made and ensure policies are implemented, there is a need for accountability measures, continuous monitoring, and transparent reporting on prevention and mitigation efforts, and access to effective remedies.





The Nature of the Challenge

9

Drawing together the remarks of plenary and parallel speakers, the first day of the Forum concluded with a high level panel charged with articulating the key challenges for collective efforts to address human rights issues in sport. Chaired by **John Morrison** (CEO, IHRB), the Forum heard from **Don Fehr** (President, World Players Association), **Louise Martin** (President, Commonwealth Games Federation), **David Rutherford** (Chief Commissioner, New Zealand Human Rights Commission) and **Moya Dodd** (Former member, FIFA Council).

Key Takeaways

- **Collective action is a central theme.** Success is possible when people come together - whether as sports bodies, governments, businesses, civil society, and others – to discuss and better understand the nature of the common human rights challenges linked to sport. It is important to design solutions collectively, based upon the widest possible consensus. These then have to be implemented and meet the needs of a particular individual or group of individuals with a problem. All non-judicial channels for remedy ought to be fair and be perceived to be fair by those that use them. They should meet the UN Guiding Principles effectiveness criteria, be affordable, and fast – justice delayed is justice denied.
- **Sports bodies should reflect on past events with harmful consequences for people, and take corrective action.** Steps include reaching out to communities and human rights experts for feedback and guidance, putting new strategies, policies, and systems in place based on human rights standards and best practice. The MSE Platform's new human rights guide for sports bodies offers a roadmap

and illustrates emerging good practice.

- **Engagement with inter-governmental and governmental bodies can be constructive.** Input from the CGF, Commonwealth Secretariat, and New Zealand Human Rights Commission in 2017 has resulted in the Commonwealth Advisory Body on Sport (CABOS) committing to better integrate its efforts on sport for development and peace, and integrity, with a new vision for human rights that embeds the UN Guiding Principles “Protect, Respect and Remedy” framework. This will build on existing sport related efforts to help achieve the Sustainable Development Goals (SDGs).
- **Representative bodies and respected intermediaries can help bring parties together,** especially when they command the trust of affected people. Such groups can support dispute resolution. Trade unions like the World Players Association, for example, already work closely with workers, including athletes, as a matter of routine. National Human Rights Institutions (NHRIs) provide another avenue for dialogue and resolving disputes, especially in countries where they are recognised as independent from government, and have experience of handling cases like those found in sport, such as discrimination and harassment disputes. However, the capacity of many NHRIs to handle such matters requires strengthening.
- **Sport should lead society, but often lags behind.** Sports leadership needs to be more representative of its base, reflecting both its players and society. Parity of male and female events at MSEs is only a start. Systemic reform is required. National associations and federations must all provide grassroots programmes for girls, and protect young swimmers, gymnasts, para-athletes and more from abuse by coaches. Mechanisms are needed to enforce anti-harassment complaint rulings. Innovative use of new technologies could facilitate participatory democracy in sport, while social media can allow the authentic voice of athletes and fans to be heard by the public and decision-makers.
- **Collaboration is necessary between initiatives promoting integrity and human rights in sport.** Governance reform in sport must promote transparency and align with the UN Convention against Corruption. Several governments are pioneering initiatives on transparency and integrity in sport, and have promoted a UN resolution on the topic of corruption in sport. Corruption must not filter out the voices of athletes and local people, otherwise sport risks being disconnected from its base.





The Governing Body Perspective

10

Since the 2016 Sporting Chance Forum, the four leading sports governing bodies currently represented on the Steering Committee of the MSE Platform have included human rights requirements within the host bid manuals/questionnaires and host city/country contracts for future major events. **Rachel Davis** (Managing Director, Shift) chaired a discussion with **Patrick Gasser** (Head of Football and Social Responsibility, UEFA), **Becky Edwards** (Strategic Communications Director, IOC), **Federico Addiechi** (Head of Sustainability & Diversity, FIFA) and **David Grevemberg** (CEO, CGF). The panellists were asked to respond to a number of cross-cutting themes noted throughout the Forum, and examined progress to date and persistent challenges across the sector.

Key Takeaways

- **High level commitments have been made by sports bodies and work is underway to embed them throughout each organisation.** During 2017 the CGF³⁰ and FIFA³¹ both adopted formal human rights statements of policy. The audience heard that the IOC is conducting an audit of its policies to assess how it is performing on the UN Guiding Principles, and UEFA is looking to cascade its reforms from the Executive Committee through to its national affiliates. An immediate challenge for all four governing bodies is how to tackle human rights issues for events that were awarded prior to these forward looking reforms, and

30 See further, Commonwealth Games Federation "Transformation 2022 Strategy - A Human Rights Commitment" (5 Oct 2017) at: <https://www.thecgf.com/about/CGF-Human-Rights-Policy-Statement-17-10-05.pdf>

31 See further, FIFA "FIFA publishes landmark Human Rights Policy" (8 June 2017) at: <http://www.fifa.com/governance/news/y=2017/m=6/news=fifa-publishes-landmark-human-rights-policy-2893311.html>



this is fuelling human rights outreach with current organisers, such as for the Tokyo 2020 Olympics and Russia 2018 FIFA World Cup, and with host governments.

- **Ensuring engagement with affected stakeholders is paramount.** Panelists noted that collaboration with the MSE Platform and experts like Professor John Ruggie and Shift has underscored the need to engage communities and stakeholders to help identify, understand, prevent, and mitigate human rights risks before people are harmed. The audience heard that: the IOC supports such conversations for the Paris 2024 Olympics and is in talks with the Beijing 2022 Winter Olympics organisers, as well as engaging 10,000 athletes on a charter for athletes' rights; that UEFA is aware that risks could arise in Euro 2020 cities like St Petersburg and Baku and understands the need for proactive assessments of risks and prevention measures; that FIFA undertook stakeholder engagement on its new human rights policy; and that the CGF backs the Gold Coast 2018 Commonwealth Games organisers in their Aboriginal community engagement and resulting Reconciliation Action Plan.³²
- **External experts can help plug gaps in knowledge.** Each of the sports bodies acknowledge the need to work with human rights experts to plug current gaps in their knowledge. FIFA has hired a human rights manager and set up an independent Advisory Board³³ to support its implementation of Professor Ruggie's Recommendations³⁴ and with its wider human rights efforts. CGF has engaged UNICEF to increase its human rights and child safeguarding capacity, build the know-how of its Board and management team, and embed human rights in future partner agreements.³⁵ NHRIs also have a role to play. Both IOC and UEFA also regularly seek expert support.

32 See further, GOLDOC, "The Gold Coast 2018 Commonwealth Games Reconciliation Action Plan" (2017) at: <https://www.gc2018.com/rap>

33 See further, FIFA "First report of FIFA's Human Rights Advisory Board published" (9 Nov 2017) at: <http://www.fifa.com/governance/news/y=2017/m=11/news=first-report-of-fifa-s-human-rights-advisory-board-published-2919234.html>

34 See further, FIFA "Report by Harvard expert Professor Ruggie to support development of FIFA's human rights policies" (14 April 2016) at: <http://www.fifa.com/governance/news/y=2016/m=4/news=report-by-harvard-expert-professor-ruggie-to-support-development-of-fi-2781111.html>

35 See further, Inside the Games "UNICEF to appoint staff member to oversee children's rights within all aspects of Commonwealth Games" (22 Sep 2016) at: <https://www.insidethegames.biz/articles/1041895/unicef-to-appoint-staff-member-to-oversee-childrens-human-rights-within-all-aspects-of-commonwealth-games>

- **Multi-stakeholder engagement is not only necessary but invaluable.** The four sports governing bodies value the convening power of the MSE Platform, notably the opportunity for shared learning and technical assistance. They support the proposed Centre for Sport and Human Rights, and are keen to see more sport bodies join the collective initiative.³⁶ Several civil society actors are urging them to do more to bring additional sports bodies on board.
- **Gender is a cross-cutting salient risk.** The sports bodies are reviewing their gender equality approaches. FIFA is striving to increase the number of women at all levels of governance including within the FIFA Council, and is using its leverage with member associations, as well as conducting an audit into gender equality and the player gender pay-gap. The IOC's new gender-equality working group is looking at women's participation in sport and its governance, the portrayal and funding of women's sport, and how it handles harassment and abuse cases. The CGF among other issues has set targets for parity of women sports officiating at the Birmingham 2022 Games and is strengthening female coaching opportunities.
- **Press and human rights defenders' freedom to openly report issues is a key area requiring greater action.** The sports bodies reported how they are working to guarantee press freedom. The IOC is promoting a press reporting framework, while FIFA is developing a complaints tool for journalists and human rights defenders, and pledged to ensure accredited journalists have the requisite access at its events.



36 See further the joint statement of the MSE Platform Steering Committee, available at: <https://www.ihrb.org/megasportingevents/mse-news/coalition-commitment-centre-sport-human-rights-2018>



The Host Perspective

Hosts are judged not on policies but on positive results. **Steve Gibbons** (Director, Ergon Associates) chaired a discussion with **Darren Turnquest** (Director of Youth, Ministry of Youth Sports & Culture, Government of the Bahamas), **Rik Desmet** (representing BWI), **Dionne Harrison** (Director, Impactt), and **Takeo Tanaka** (Head of Sustainability, TOCOG) exploring the practical challenges host organisers have faced or are facing in diverse contexts, and the opportunities for learning and legacy.

Key Takeaways

- **Child safeguarding is a salient risk, even for smaller MSEs and host nations.** The Bahamas hosted the 2017 Commonwealth Youth Games and was tasked with protecting the rights of over one thousand visiting athletes between 14-18 years from over sixty countries, and ensuring a positive and safe experience for them and the host community. The organising committee and Bahamian government had little previous experience on child safeguarding. Building on safeguarding training provided by UNICEF and work done by the CGF on the previous Youth Games in Samoa, the organisers put a team, policy, and set of procedures in place on safeguarding. These went beyond social services and took a wider child rights approach. The process was not always easy. Safeguarding was not part of the host contract for the Games, and dismissed at first as a check-box exercise. Budget constraints and pressure on hotel rooms further compounded the challenge to ensure a presence of safeguarders across all venues and athlete hotels. There were lessons too around responsibility gaps, highlighting how a safeguarder's duty to protect a child's health can in some cases pit them against a commercial or other imperative, for example defending the health of a sick child athlete against



the wishes of their parent or coach, or in educating visiting team officials. Yet by the end of the Games the safeguarding function was well embedded across the committee's various units, and Bahamian public officials, the police, and medical profession support the need for safeguarding at all future sporting and non-sporting events involving children. Together with national sports federations, each stakeholder group will receive further safeguarding training from UNICEF to leave a sustainable legacy.

- **Relationship building can take time**, but is worth the effort. BWI, which represents around 500 millions construction workers globally, has been active in several MSE host contexts. In the case of Qatar, BWI first lobbied FIFA and entered into discussions with the Supreme Committee from 2014. Initially progress was slow, with several large construction firms interested in social dialogue, but because of legal barriers to freedom of association, were wary of entering into collective bargaining agreements for fear of losing contracts. Gradually, however, BWI was given access to labour camps, and now has a joint-inspection agreement with the Supreme Committee.³⁷ There is a long journey ahead, and one ongoing priority is to access sites beyond the stadiums and inspect wider infrastructure projects, without which the World Cup will be unable to function.
- **Independent audits of workers welfare standards are a crucial part of converting policies and procedures into something meaningful.** To make a difference for workers on the ground, MSE organisers must go beyond mere legal compliance. In Qatar, Impactt has worked with the Supreme Committee and construction contractors to find out the actual priorities for workers.³⁸ These often include not just pay levels, but income security, respect, having a voice, and feeling valued, as well as opportunities for personal development and that of their families. Putting a human face on worker welfare is hugely important.

³⁷ See further, FIFA "Supreme Committee for Delivery & Legacy and BWI sign MoU for joint inspections on Qatar 2022 Stadiums" (25 Nov 2017) at: <http://www.fifa.com/worldcup/news/y=2016/m=11/news=supreme-committee-for-delivery-legacy-and-bwi-sign-mou-for-joint-inspe-2850955.html> BWI subsequently signed a collective agreement with Qatari construction company QDVC that covers human rights at work, accommodation, fair recruitment and employment rights, due diligence with sub-contractors, as well as systems for reporting, monitoring, inspection, and auditing. See further, IHRB, "New Framework Agreement - Significant Progress in Protecting the Rights of Migrant Construction Work" (22 Jan 2018) at: <https://www.ihrb.org/focus-areas/migrant-workers/bwi-vinci-qdvc-framework-agreement>

³⁸ See further, Impactt "On the path of progress: SC's journey to 2022" (5 April 2017) at: <https://impacttlimited.com/on-the-path-of-progress-scs-journey-to-2022/>

- **It is never too late to start.** The Tokyo Organising Committee for the 2020 Olympic & Paralympic Games (TOCOG) has developed a Sustainability Plan that references human rights and labour issues and advances the Sustainable Development Goals.³⁹ TOCOG is currently developing its objectives, including a potential ban on the mistreatment of foreign and migrant workers (including under Japan's 'technical intern training programme'). Separately, TOCOG has begun to implement a Sustainable Sourcing Code upon which it received expert input including from a multi-stakeholder Sustainable Sourcing Working Group and which encourages suppliers to follow the UN Guiding Principles.

TOCOG is committed to access to remedy and is putting in place a grievance procedure, seeking to build on the London 2012 Olympic model. The Sustainable Sourcing Working Group will oversee the mechanism, and emphasis will be put on resolution through constructive dialogue. TOCOG is working with the ILO and the MSE Platform. Several civil society actors noted shortcomings with the Code and urged TOCOG to be more transparent as it develops its grievance mechanism and ensures greater accessibility. Whilst TOCOG acknowledges the early stage implementation efforts, it is determined to leave a positive legacy, and to introduce the UN Guiding Principles across Japan.



39 See further, TOCOG, Sustainability (last accessed Mar 2018) at: <https://tokyo2020.org/en/games/sustainability/>



The Work Ahead: A Permanent Body for Collective Action

12

All members of the MSE Platform's Steering Committee have committed to setting up a Centre for Sport and Human Rights (the Centre) and to continuing to lend their support and expertise to the process.

Moderated by **Mary Robinson**, the Advisory Group of the MSE Platform represented by **Tim Noonan** (Director, Campaigns & Communications, International Trade Union Confederation), **Linda Kromjong** (Secretary General, International Organisation of Employers), **Giovanni Di Cola** (Special Adviser, Office of the Deputy Director General, ILO) and **Lene Wendland** (Chief, Human Rights and Economic and Social Issues Section, OHCHR) expressed unanimous backing for the formation of the Centre.

Key Takeaways

- **Sometimes new, creative, non-traditional approaches are needed.** Each individual pledged their continued leadership and expertise toward establishing the Centre in 2018. This marks a new leg in the marathon journey that began with a meeting of some two-dozen stakeholders in late 2015.⁴⁰ Since then a

40 See further, IHRB and Wilton Park, "Human Rights and Mega-Sporting Events - Wilton Park" (12 Jan 2016) at: <https://www.ihrb.org/focus-areas/mega-sporting-events/meeting-report-human-rights-and-mega-sport->

community of actors with diverse agendas has been built. The Advisory Group commended Mary Robinson and IHRB for their leadership and for steering the process from its inception, when many parties were tentative or defensive, to one of often-harmonious collaboration that has begun achieving tangible results. The MSE Platform has shown that non-traditional approaches like collective action can produce results, develop best practice, and offer practical guidance to be taken up by diverse actors.

- **The Centre, like sport, must reflect its base.** The new Centre needs to preserve the work ethic and collegiate atmosphere of the MSE Platform, which allows for frank and open, but respectful dialogue between participants. The Sporting Chance Forum of 2017 was a testament to this spirit, and to the people who shared personal stories and candid opinions, and stood up for their rights and positions.⁴¹ At a time when globalisation is under scrutiny over its inclusivity, it is important to get the power relations of this initiative right. The Centre cannot be a club of global North and West elites. The Centre must be a space in which affected people and those from the global South, as well as new sports bodies and others, feel safe, welcome, respected, and included as equal partners.
- **Significant initial progress has been achieved.** Collective action has achieved a great deal. There have been victories on paper for individuals like Bilqis Abdul-Qadir and her fellow hijab-wearing basketball players, and Forum attendees pledged to continue taking up their cause to ensure genuine implementation of reforms. For the first time too, four of the world's leading sports bodies were on a public platform together discussing human rights progress and challenges – a prospect unforeseen just a few years ago. FIFA and the CGF should be especially commended. Host governments and Organising Committees from Qatar to Japan are acting too, including by instituting long awaited labour reforms and committing to the provision of access to remedy. However, no one should underestimate the scale of the task ahead.
- **A people-centred approach is essential.** The voices of people whose rights are affected by sport - the children, fans, communities, journalists, workers, and athletes - are reminders of the ongoing work required to ensure respect for all human rights. Decision-makers have for too long kept a distance from people adversely affected or at risk by sport. Meaningful engagement, and effective external communication, has to improve. People not only need to be consulted, they need a say in decisions that affect them. Victims need access to effective remedy, including being ready for remedy; being better prepared so that action can be taken more quickly. The work of the Centre and its supporters will require analysis and research, with concerted effort going into enhancing the effectiveness of the range of existing mechanisms. Close attention needs to be paid to monitoring mechanisms, as well as methods of knowledge transfer, so the wheel does not have to be reinvented every time a new sporting event is awarded. As steps are taken to establish the permanent Centre for Sport & Human Rights,

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41 See further, MSE Platform, "The Sporting Chance Forum - Collective Action on Mega-Sporting Events and Human Rights" (14 Dec 2016) at: <https://www.ihrb.org/focus-areas/mega-sporting-events/sporting-chance-forum-collective-action-mega-sporting-events-human-rights>

the watchwords of “protect, respect and remedy” must underpin all efforts. The Sporting Chance Principles and international human rights standards should be the common reference point.

- **The Centre must have legitimacy.** It must be based in a jurisdiction that engenders trust and promotes transparency. The Centre must be financially sound and independent. It needs strong processes and accountability mechanisms, and though this will require careful planning and some level of bureaucracy, it must strive to remain flexible and agile. Outreach will also be needed to align with parallel efforts in relation to SDP and Integrity.

In her concluding remarks, **Mary Robinson** called for ideas for short-term goals that will make a difference in peoples lives, and around which we can galvanise in 2018 as the world marks the 70th Anniversary of the Universal Declaration of Human Rights. FIFA committed to take up the cause of women spectators in Iran, welcoming others to join them. Modern times are still difficult, with racism spreading and sometimes legitimised in the highest political circles. Human rights standards and institutions are increasingly threatened, and human rights defenders at significant risk. It is important to grasp this moment, and to combine forces to bring various areas of technical expertise to bear to defend shrinking civic space, improve women’s access to sports participation, safeguard the rights of children athletes or labourers, promote worker representation, guarantee press freedom, and confront bigotry wherever found, including against transgender athletes.

Closing remarks were made by **John Morrison** (IHRB) and **Heidi Grau** (Head of Human Security Division, Swiss Federal Department of Foreign Affairs). Each noted that the future Centre must be answerable to its mission and mandate: to build a world of sport that protects, respects, and upholds the human rights of those affected by sport, including athletes, workers, communities, children, fans, volunteers, and the press by promoting effective approaches to prevent, mitigate, and remedy human rights impacts associated with sport. The Centre should not be an end in itself, but rather a means by which to make a positive difference in people’s lives.



AGENDA

DAY 1: Thursday 30th November 2017

08.15–08.45 REGISTRATION & BREAKFAST

09.00–10.00 WELCOMES & SPEECHES (livestreamed)

Welcomes:

- Pascale Baeriswyl, State Secretary of Foreign Affairs, Government of Switzerland
- Mary Robinson, Chair, Mega-Sporting Events Platform for Human Rights; Former President of Ireland; Former UN High Commissioner for Human Rights

Speeches:

- Zeid Ra'ad Al Hussein, High Commissioner for Human Rights, United Nations
- Guy Ryder, Director General, International Labour Organization
- Thomas Bach, President, International Olympic Committee

10.00–11.15 PLENARY: ADVANCING WOMEN'S RIGHTS THROUGH SPORT

Chair: Minky Worden, Director of Global Initiatives, Human Rights Watch

Panelists:

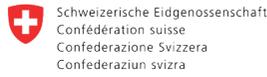
- Raha Moharrak, First Saudi woman to climb Mt Everest
- Bilqis Abdul-Qadir, NCAA Division I basketball player, Memphis University and Indiana State University
- Sara, @OpenStadiums activist
- Kathryn Gill, Player Relations Executive, Professional Footballers Australia; Former captain, Australian women's national team; Asian Football Confederation Women's Player of 2010

11.15–11.45 TEA / COFFEE

11.45–12.45 PLENARY: SPEECHES

- Adolf Ogi, Ambassador, Peace & Sport; Former President, Swiss Confederation; Former Special Advisor to the UN Secretary General, Sport for Development & Peace
- Hassan Al Thawadi, Secretary General, Supreme Committee for Delivery & Legacy, Qatar 2022
- Lola Young, Baroness Young of Hornsey, House of Lords, United Kingdom
- Bakary Bamba Junior, Counsellor for Peace, Security and Human Rights, The International Organisation of La Francophonie (OIF)

12.45–13.45 LUNCH



SPORTING CHANCE FORUM

HUMAN RIGHTS • MEGA-SPORTING EVENTS • COLLECTIVE ACTION

13.45-14.45 PARALLEL SESSIONS

NB: Sports bodies will be discussed in the opening plenary of Day 2.

HOST CITIES & GOVERNMENTS

Room: Geneve

Chair: Sandra Lendenmann, Head of Office of Human Rights Policy, Swiss Federal Department of Foreign Affairs

Panelists:

- Kathryn Dovey, Manager for National Contact Point Coordination, OECD
- Lucy Amis, Sports & Human Rights Specialist, UNICEF
- David Russell, Chief Executive, Northern Ireland National Human Rights Commission

SPONSORS

Room: Lausanne

Chair: Andres Franco, Director for Private Sector Engagement, UNICEF

Panelists:

- Brent Wilton, Global Head of Workplace Rights, The Coca-Cola Company
- Bill Anderson, VP, Social & Environmental Affairs, Asia Pacific, adidas Group
- Matt Galvin, Legal & Compliance director, AB InBev
- Chikako Miyata, Vice President, ANA Holdings. INC., with translation support from Hiroshi Ishida, Caux Roundtable Japan

BROADCASTERS

Room: Vevey

Chair: Gigi Alford, Head of Sport and Human Rights, World Players Association; Coordinator, Sport & Rights Alliance

Panelists:

- Moira Oliver, Head of Policy & Chief Counsel, Human/Digital Rights, BT plc
- Steve Leroy, Senior Vice President Public Policy & Regulatory Affairs, Discovery
- Courtney Radsch, Advocacy Director, Committee to Protect Journalists

SPORT FOR DEVELOPMENT & PEACE

Room: Nyon

Chair: Guido Battaglia, Project Officer, Institute for Human Rights and Business

Panelists:

- Oliver Dudfield, Head of Sport for Development and Peace, Commonwealth Secretariat
- Eli Wolff, Director, Sport and Society Initiative, Brown University; Olympic footballer
- Delphine Schmutz, Office Manager, Taekwondo Humanitarian Foundation

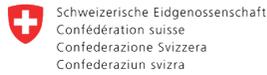
14.45-15.15 TEA / COFFEE

15.15-16.30 PLENARY: MEETING THE NEEDS OF AFFECTED GROUPS

Chair: Brendan Schwab, Executive Director, World Players Association, UNI Global Union

Panelists:

- Mary Graham, Associate Adjunct Professor, University of Queensland; Aboriginal representative
- Kristen Worley, Cyclist; Educator & Diversity Development Adviser; President, Human Diversity in Sport Foundation (HDiS), Canada
- Rachel Denber, Deputy Director for Europe & Central Asia, Human Rights Watch
- Semyon Simonov, Researcher & Photographer, Human Rights Watch
- Eli Wolff, Director, Sport and Society Initiative, Brown University; Olympic footballer



SPORTING CHANCE FORUM

HUMAN RIGHTS • MEGA-SPORTING EVENTS • COLLECTIVE ACTION

16.30–17.30 PLENARY: THE NATURE OF THE CHALLENGE

Chair: John Morrison, Chief Executive, Institute for Human Rights and Business

Panelists:

- Don Fehr, President, World Players Association, UNI Global Union
 - Louise Martin, President, Commonwealth Games Federation; Chair, Commonwealth Advisory Board on Sport
 - David Rutherford, Chief Commissioner, New Zealand Human Rights Commission
 - Moya Dodd, Partner, Gilbert + Tobin; Former member, FIFA Council; Former international footballer
-

17.30 DAY 1 CLOSING REMARKS

- Closing remarks from Mary Robinson, Chair, Mega-Sporting Events Platform for Human Rights; Former President of Ireland; Former UN High Commissioner for Human Rights
-

18.00–20.00 EVENING RECEPTION

- Hosted by the US Mission in Geneva (see Logistics Note for directions).
-

DAY 2: Friday 1st December 2017

08.15–08.45 REGISTRATION & BREAKFAST

09.00–09.15 REFLECTIONS FROM DAY 1

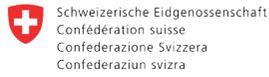
- John Morrison, Chief Executive, Institute for Human Rights and Business
-

09.15–10.30 PLENARY: THE GOVERNING BODY PERSPECTIVE

Chair: Rachel Davis, Managing Director, Shift

Panelists:

- Patrick Gasser, Head of Football and Social Responsibility, Executive Office, Union of European Football Associations (UEFA)
 - Becky Edwards, Strategic Communications Director, International Olympic Committee (IOC)
 - Federico Addiechi, Head of Sustainability & Diversity, Fédération Internationale de Football Association (FIFA)
 - David Grevemberg, Chief Executive Officer, Commonwealth Games Federation (CGF)
-



SPORTING CHANCE FORUM

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10.30–11.00 **TEA / COFFEE**

11.00–12.15 **PLENARY: THE HOST PERSPECTIVE**

Chair: Steve Gibbons, Director, Ergon Associates

Panelists:

- Takeo Tanaka, Head of Sustainability, Tokyo Organising Committee of the Olympic Games, with translation assistance from Hiroshi Ishida, Executive Director, Caux Round Table Japan
 - Rik Desmet, Representative, Building and Wood Workers' International (BWI)
 - Darron Turnquest, Director of Youth, Ministry of Youth Sports & Culture, Government of the Bahamas
 - Dionne Harrison, Director, Impactt
-

12.15–13.15 **PLENARY: THE WORK AHEAD – A PERMANENT BODY FOR COLLECTIVE ACTION**

Chair: Mary Robinson, Chair, Mega-Sporting Events Platform for Human Rights;
Former President of Ireland; Former UN High Commissioner for Human Rights

Panelists:

- Linda Kromjong, Secretary General, International Organisation of Employers (IOE)
 - Lene Wendland, Chief of Directorate, Office of the UN High Commissioner for Human Rights (OHCHR)
 - Giovanni Di Cola, Special Adviser, Office of the Deputy Director General, International Labour Organization (ILO)
 - Tim Noonan, Director, Campaigns & Communications, International Trade Union Confederation (ITUC)
-

13.15–13.30 **CLOSING REMARKS**

- Heidi Grau, Head of Human Security Division, Swiss Federal Department of Foreign Affairs
 - John Morrison, Chief Executive, Institute for Human Rights and Business
-

13.30 **CLOSE OF FORUM & LUNCH PROVIDED**

PARTICIPANTS

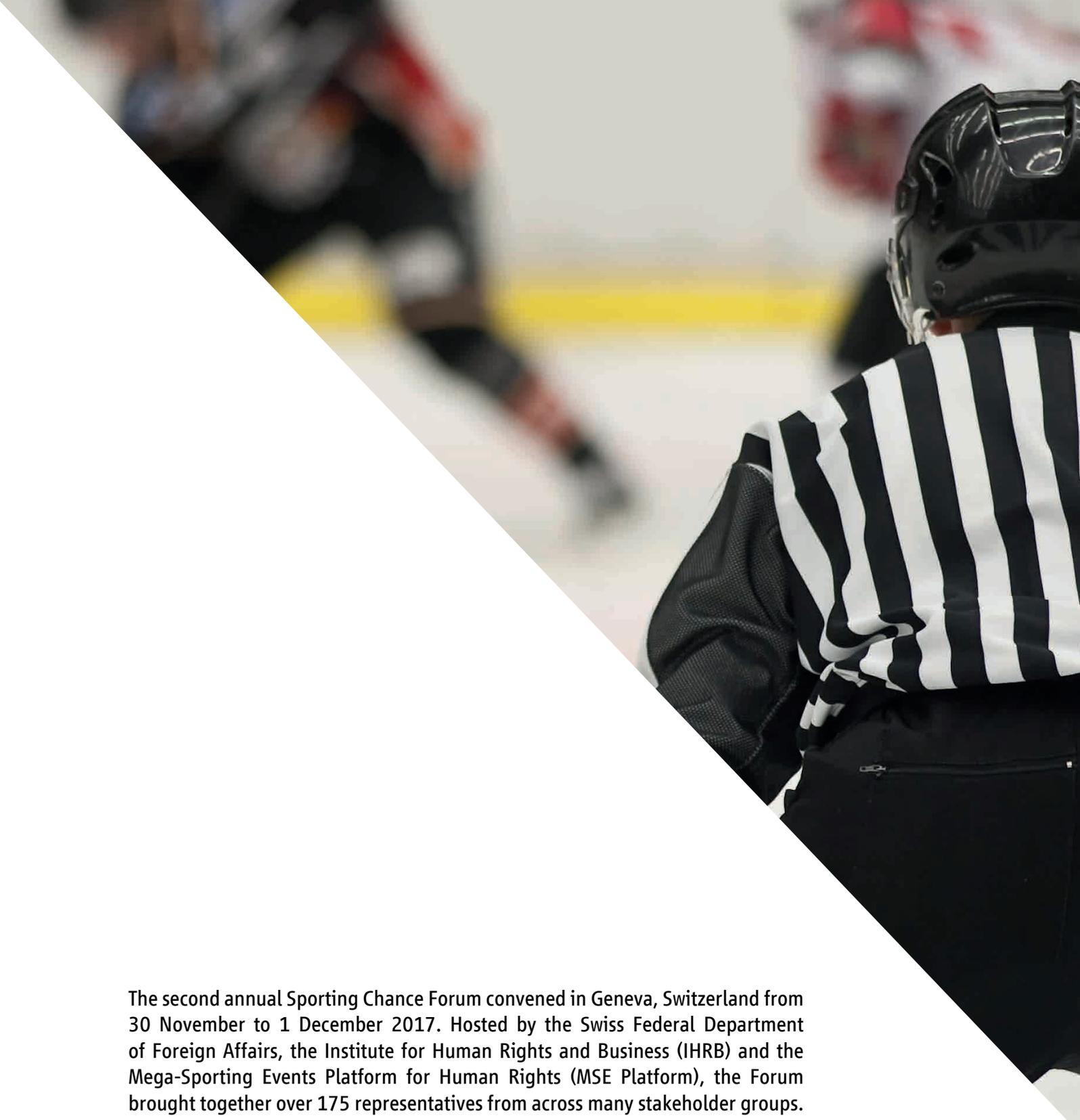
Bilqis Abdul-Qaadir*	NCAA Division I basketball player, Memphis University and Indiana State University
Federico Addiechi*	Head of Sustainability & Diversity, Fédération Internationale de Football Association (FIFA)
Zeid Ra'ad Al Hussein*	High Commissioner for Human Rights, United Nations
Khalid Al Kubaisi	Chief of the Advisory Unit , Supreme Committee for Delivery and Legacy, Qatar 2022
Hassan Al Thawadi*	Secretary-General, Supreme Committee for Delivery and Legacy, Qatar 2022
Almuhannad Al-Hammadi	First Secretary, Permanent Mission of Qatar to the UN in Geneva, Government of Qatar
Talal Al-Naama	Third Secretary, Permanent Mission of the State of Qatar in Geneva, Government of Qatar
Mahmood Al-Siddiqi	Second Secretary, Permanent Mission of Qatar in the UN in Geneva, Government of Qatar
Gigi Alford*	Head of Sport and Human Rights, World Players Association; Coordinator, Sport & Rights Alliance
Lucy Amis*	Human Rights and Sport Specialist, Unicef UK
Mohamed-Saleem Amjad	Manager: Protection, Inclusion and Engagement, International Federation of Red Cross and Red Crescent National Societies (IFRC)
Bill Anderson*	Vice-President, Environmental and Social Affairs, adidas Group
Anastasia Anthopoulos	Programme officer, Child Abuse programme, Oak Foundation
Hilary Awad	Director, Global Partnerships - Sports & Entertainment, EverFi
Thomas Bach*	President, International Olympic Committee (IOC)
Pascale Baeriswyl*	Secretary of State, Federal Department of Foreign Affairs, Government of Switzerland
Radha Balani	Director of Strategy & Business Development, Beyond Sport
Bakary Bamba Junior*	Conseiller paix, sécurité et droits de l'homme, Organisation internationale de la francophonie (OIF)
David Barrett	Consultant, Supreme Committee for Delivery and Legacy, Qatar 2022
Guido Battaglia*	Project Officer, Mega-Sporting Events, Institute for Human Rights and Business (IHRB)
Fanny Bellier	Advocacy and Communication Officer, Terre des Hommes
Jerome Bellion-Jourdan	Senior Policy Advisor, European Union
Paolo Bertaccini	Advisor to the Head of Department, Office for Sport, Government of Italy
Alison Biscoe	Project Coordinator, Mega-Sporting Events, Institute for Human Rights and Business (IHRB)
Clarissa Brack Burdeu	Private Sector Engagement Specialist, UNICEF
Lerina Bright	Executive Director / Founder, Mission 89
Scott Busby	Deputy Assistant Secretary of State, Department of State, Bureau of Democracy, Human Rights and Labor, Government of the United States of America
David Carrigy	Head of Development and International Relations, World Rugby
Ezequiel Gerd Chamorro Petersen	Second Secretary, Permanent Mission of Brazil to the UN in Geneva, Government of Brazil
Christie Constantine	Director of Corporate Social Responsibility, Baker & McKenzie

Kevin Coon	Managing Partner-Canada, Labour, Employment and Regulatory Law, Baker & McKenzie
Dirk Craen	President, EU Business School
James Cranston	Senior Associate, Clifford Chance
Kathleen Cravero	President, Oak Foundation
Daniel D'Ambrosio	Associate, DLA Piper
Rachel Davis*	Managing Director, Shift
Lilamani de Soysa	Director International Relations, Tsukuba International Academy for Sport Studies
Rachel Denber*	Deputy Director for Europe & Central Asia, Human Rights Watch
Giovanni Battista Derchi	Project Manager, International Academy of Sport Science and Technology (IASTS)
Rik Desmet*	Representative, Building and Wood Workers International
Rebecca Diaz	Media Consultant, Supreme Committee for Delivery and Legacy, Qatar 2022
Giovanni di Cola*	Special Adviser, International Labour Organization (ILO)
Darren Dick	Director - Policy and Programs, Australian Human Rights Commission
Moya Dodd*	Partner, Gilbert + Tobin
Kathryn Dovey*	Manager - National Contact Point coordination, Organisation for Economic Co-operation and Development (OECD)
Nikki Dryden	Olympian and Human Rights Attorney, Olympic Athlete and Human Rights Lawyer
Oliver Dudfield*	Head of Sport for Development and Peace, Commonwealth Secretariat
Julie Dufuss	Olympic Movement Sustainability Manager, International Olympic Committee (IOC)
Bjorn Edlund	Chair of Trustees, Institute for Human Rights and Business (IHRB)
Becky Edwards*	Director of Strategic Communications, International Olympic Committee (IOC)
Jan Eijsbouts	Professor, Maastricht University
Martin Endemann	Senior Project Manager, Football Supporters Europe
Ronan Evain	Chief Executive Officer, Football Supporters Europe
Francesca Fairbairn	Coordinator, Institute for Human Rights and Business
Don Fehr*	President, World Players Association
Markus Feller	Ethics in Sport, Swiss Federal Office of Sports
Andres Franco Vasco*	Deputy Director, Private Sector Engagement, Private Fundraising and Partnerships Division, UNICEF
Rémy Friedmann	Senior Advisor, Human Security and Business Desk, Federal Department of Foreign Affairs, Government of Switzerland
Stanislas Frossard	Executive Secretary, Enlarged Partial Agreement on Sport, Council of Europe
Matt Galvin*	Legal Counsel, Global, Anheuser-Busch InBev
Patrick Gasser*	Head of Football and Social Responsibility, Executive Office, Union of European Football Associations (UEFA)
Steve Gibbons*	Director, Ergon Associates Limited
Kathryn Gill*	Player Relations Executive, Professional Footballers Australia
Martina Giuffredi	Regional Counsel, E-IMEA, The Procter & Gamble Company (P&G)
Christoph Good	Secretary of the Board of Trustees, Robert F. Kennedy Foundation Switzerland
Andreas Graf	Human Rights Manager, Fédération Internationale de Football Association (FIFA)
Mary Graham*	Associate Adjunct Professor, School of Political Science and International Studies, University of Queensland
Heidi Grau*	Head of Human Security Division, Federal Department of Foreign Affairs, Government of Switzerland

David Grevemberg*	Chief Executive Officer, Commonwealth Games Federation
Leonid Grishin	Director, Uralski Dom
Frank Grothaus	Public Affairs Manager, Fédération Internationale de Football Association (FIFA)
Mara Gubuan	Founder, Sports Equality Coalition
Peter Hall	Adviser, Business & Human Rights/CSR, International Organization of Employers (IOE)
Poul Hansen	Officer in Charge, Trade Facilitation section, United Nations Conference on Trade and Development (UNCTAD)
Dionne Harrison*	Director, Impactt Limited
Mary Harvey	Principal, Ripple Effect Consulting
Antonio Hautle	Managing Director, Global Compact Network Switzerland
Conal Heatley	Executive Officer, Northern Ireland Commonwealth Games Council (Belfast 2021)
Daniela Heerdt	PhD Candidate, Tilberg Law School
Frank Henke	Senior Vice President, Global Social & Environmental Affairs, adidas Group
Sarah Hillyer	Director, Center for Sport, Peace, and Society, University of Tennessee, Knoxville
Frances House	Deputy Chief Executive, Institute for Human Rights and Business (IHRB)
Paul Hughes	Head of Media Relations , Supreme Committee for Delivery and Legacy, Qatar 2022
Paul Hunt	Project Manager, Swiss Academy for Development
Odile Inauen	Federal Department of Foreign Affairs, Government of Switzerland
Hiroshi Ishida	Executive Director, Caux Round Table-Japan
Jon Jacoby	Program Officer, Open Society Foundations
Fatou Jeng	Broadcast Compliance Manager, BT Sport
Scott Jerbi	Senior Adviser, Institute for Human Rights and Business (IHRB)
Marc Joly	Head of campaign, Terre des Hommes
Gizem Kara	Policy Advisor, German Institute for Human Rights (DIMR)
Nick Keller	Founder and President, Beyond Sport
Steve Kenzie	Executive Director, UK Global Compact Network
Gilles Klein	Secretary-General, World Sports Alliance
Amelia Knott	Director of Consulting, twentyfifty
Theologia Kostopoulou	Manager of International Relations, Supreme Committee for Delivery and Legacy, Qatar 2022
Linda Kromjong*	Secretary-General, International Organization of Employers (IOE)
Nicolas Lanza	First Secretary, Permanent Mission of Switzerland to the UN in Geneva, Government of Switzerland
Alex Lee	Global Sports Specialist, UNICEF
Sandra Lendenmann Winterberg*	Head of Office of Human Rights Policy, Federal Department of Foreign Affairs, Government of Switzerland
Steven Leroy*	Senior Vice President Public Policy & Regulatory Affairs, Discovery Networks International, Discovery Communications
Shaoxuan Liu	Second Secretary, Permanent Mission of China to the UN in Geneva, Government of China
Christine Löw	Director, Liaison Office Geneva, UN Women
Stephen Lowe	Team Leader, Human Rights and Democracy Department, Foreign and Commonwealth Office, Government of the United Kingdom
Phil Lynch	Director, International Service for Human Rights (ISHR)
Silvia Magnoni	Head of Civil Society Communities , World Economic Forum

Marc-Ivar Magnus	Vice President Trade, Corporate Responsibility and Legal, World Federation of the Sporting Goods Industry (WFSGI)
Suad Mahamed	Founder/CEO, Somali Women Foundation
Chris Marsden	Interim Chair of International Advisory Council, Institute for Human Rights and Business (IHRB)
Louise Martin*	President, Commonwealth Games Federation
Katia Mascagni	Head of Relations with International Organisations, International Olympic Committee (IOC)
Robert McVeigh	Chairman, Northern Ireland Commonwealth Games Council (Belfast 2021)
Kaveh Mehrabi	Head of Athlete Programmes, Sports Department, International Olympic Committee (IOC)
Chikako Miyata*	Vice President, ANA Holdings inc
Gamal Mohamed	Media Relations, Supreme Committee for Delivery and Legacy, Qatar 2022
Raha Moharrak*	Athlete/Advocate, Athlete
Daniel Morris	Advisor, Human Rights and Development, Danish Institute for Human Rights
John Morrison*	Chief Executive Officer, Institute for Human Rights and Business (IHRB)
Tim Noonan*	Director, Campaigns and Communications, International Trade Union Confederation (ITUC)
Adolf Ogi*	Ambassador, Peace & Sport
Moira Oliver*	Head of Policy & Chief Counsel, Human/Digital Rights, BT plc
Ignacio Packer	Former Secretary General, Terre des Hommes
Desmond Parker	Protocol Manager, Supreme Committee for Delivery and Legacy, Qatar 2022
Fiona Pelham	CEO, Positive Impact Events
Sara Phung	Researcher & Policy Advisor, German Institute for Human Rights (DIMR)
Ruth Pojman	Senior Adviser, Organization for Security and Co-operation in Europe (OSCE)
Thomas Pollan	Human Rights Officer, Office of the United Nations High Commissioner for Human Rights (OHCHR)
Zara Porter	Communications and Public Affairs Officer, Northern Ireland Human Rights Commission
Mustafa Qadri	Executive Director, Equidem Research
Karl Quade	EU and international sports matters, German Federal Ministry of the Interior
Mahmoud Qutub	Senior Advisor , Supreme Committee for Delivery and Legacy, Qatar 2022
Courtney Radsch*	Advocacy Director, Committee to Protect Journalists (CPJ)
Anna Ranki	Director, Public Affairs, Burson Marsteller
Michael Roberts	Development Division, World Trade Organisation
Sally Roberts	Executive Director , Wrestle Like A Girl
Mary Robinson*	Patron; Chair, Mega-Sporting Events Platform for Human Rights, Institute for Human Rights and Business (IHRB)
William Rook	Programme Manager, Mega-Sporting Events; Regional Manager, Middle East, Institute for Human Rights and Business (IHRB)
Ken Roth	Executive Director, Human Rights Watch
Laura Rubbo	Director, Responsible Governance and Supply Chain, Walt Disney Company
David Russell*	Chief Executive, Northern Ireland Human Rights Commission
David Rutherford*	Chief Commissioner , New Zealand Human Rights Commission
Guy Ryder*	Director-General, International Labour Organization (ILO)

Lisa Salza	Campaigner on Major Sports Events and Human Rights, Amnesty International
Sara	Activist, @OpenStadiums
Sylvia Schenk	Chair of the Working Group on Sport, Transparency International Germany
David Schilling	Senior Program Director, Interfaith Center on Corporate Responsibility
Rafaela Schmid	Project Manager, Fair Build Foundation
Delphine Schmutz*	Office Manager, Taekwondo Humanitarian Foundation
Brendan Schwab*	Executive Director, World Players Association, World Players Association
Semyon Simonov*	Researcher and Photographer, Human Rights Watch
Corinne Soukharev-Derivaz	Senior Advisor, Political Division, Swiss Embassy Moscow
Haley St. Dennis	Communications Manager; Programme Manager, Mega-Sporting Events, Institute for Human Rights and Business (IHRB)
Peter Stafford	Managing Director, Stafford Consulting
Gareth Sweeney	Advocacy and Campaigns Manager, Crisis Action
Hiroshi Tagami	Advisor (Human Rights), Permanent Mission of Japan to the International Organisations in Geneva, Government of Japan
Takeo Tanaka*	Senior Director of Sustainability, The Tokyo Organising Committee of the Olympic and Paralympic Games (TOCOG)
Hudson Taylor	Executive Director, Athlete Ally
Robert Thompson	Attorney, Lawyers for Better Business
Caroline Turner	Chair of the Board of Trustees, Oak Foundation
Darron Turnquest*	Director of Youth, Ministry of Youth Sports & Culture, Government of the Bahamas
Lise van Long	Corporate Sustainability Manager, International Olympic Committee (IOC)
Vincent Vleugel	Coordinator Sport and Human Rights, Amnesty International
Tara Wadhwa	Associate Director, NYU Stern Center for Business and Human Rights
Anja Wanjohi	Student, School of Oriental and African Studies, University of London (SOAS)
Torsten Weiden	Policy Officer, Federal Ministry of the Interior, Government of Germany
Lene Wendland	Adviser on Business and Human Rights, Office of the United Nations High Commissioner for Human Rights (OHCHR)
Brent Wilton*	Director, Global Workplace Rights, The Coca-Cola Company
Eli Wolff*	Program Director, Sport and Development Project, Brown University
Minky Worden*	Director of Global Initiatives, Human Rights Watch
Kristen Worley*	Co-Founder, Human Diversity In Sport Foundation
Takuya Yamazaki	Attorney at law, Field-R Law Offices, World Players Association / FIFPro
Chris Yates	Partner, Clifford Chance
Joji (George) Yoshimoto	General Manager, Global CSR Sustainability Department, ASICS
Kira Youdina	Community Specialist, Civil Society, World Economic Forum
Lola Young*	Peer, UK House of Lords
Valentin Zellweger	Ambassador, Permanent Mission of Switzerland to the UN in Geneva, Government of Switzerland



The second annual Sporting Chance Forum convened in Geneva, Switzerland from 30 November to 1 December 2017. Hosted by the Swiss Federal Department of Foreign Affairs, the Institute for Human Rights and Business (IHRB) and the Mega-Sporting Events Platform for Human Rights (MSE Platform), the Forum brought together over 175 representatives from across many stakeholder groups. Participants came together to explore the human rights opportunities and risks associated with mega-sporting events (MSEs) and sport in general, and to assess progress made and challenges remaining since the first Sporting Chance Forum in October 2016.

