



MEETING REPORT

**SPORTING CHANCE
FORUM**

PARIS, 12-13 DECEMBER 2018

Hosted by:



THE 2018 SPORTING CHANCE FORUM MEETING REPORT

UNESCO, PARIS, 12-13 DECEMBER 2018

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HOSTS

The [Centre for Sport and Human Rights](#) brings together an unprecedented alliance of intergovernmental organisations, governments, sports bodies, athletes, hosts, sponsors, broadcasters, civil society representatives, trade unions, employers and their associations, and national human rights institutions to collectively address human rights challenges within the world of sport.

Founded in 2009, the [Institute for Human Rights and Business](#) is the leading international think tank on business and human rights. IHRB’s mission is to shape policy, advance practice and strengthen accountability in order to make respect for human rights part of everyday business.

[UNESCO](#) is the United Nations Educational, Scientific and Cultural Organization. It seeks to build peace through international cooperation in Education, the Sciences and Culture. UNESCO’s programmes contribute to the achievement of the Sustainable Development Goals defined in Agenda 2030, adopted by the UN General Assembly in 2015.



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BACKGROUND

Click this icon to watch each speaker's full remarks, recorded live from Paris.

The third annual Sporting Chance Forum took place at UNESCO headquarters in Paris, from 12 to 13 December 2018. The Forum was hosted by the Institute for Human Rights and Business, the Centre for Sport and Human Rights, and UNESCO. It brought together over 300 high-level delegates from a variety of institutions and stakeholder groups. The 2018 Forum covered a diverse range of issues including sexual abuse in sport, athletes' rights, worker safety, fan monitoring, media freedom, child rights, and community wellbeing.

This report, written by the Centre for Sport and Human Rights, provides an overview of Forum sessions as well as the key messages of each panel discussion. [Annex I](#) includes the full Forum Agenda and participants list.

This third edition of the Forum also provided an opportunity to take stock following previous fora in [Geneva in 2017](#) and [Washington D.C. in 2016](#). [Annex II](#) reproduces the key takeaways from the 2017 Forum to trace progress made over the past twelve months.

The Forum was chaired by Mary Robinson, former President of Ireland and UN High Commissioner for Human Rights, in her role as Chair of the Centre for Sport and Human Rights. A [statement by Mary Robinson](#) was published on the eve of the Forum, calling on all delegates to use the Forum to respond to the urgent need for greater collective action.

Shortly following the Forum, the Institute for Human Rights and Business also published a [series of reflections from participants](#) giving their take on the impact and outcomes of the Forum's discussions. In the series, participants share their priorities on where the future work of the Centre for Sport and Human Rights should focus in order to best support and improve the human rights of those affected by sport.

The Forum was conducted in both English and French, with simultaneous translation provided throughout the two days of discussion. The Forum was also [recorded live](#) in its entirety, and each speaker image included in this report links directly to their remarks for ease of viewing.



DAY 1 OPENING

Key Takeaways

- Visible progress on human rights by some of the leading sports governing bodies is notable, but significant and very real risks remain that require a deepening of action, engagement, and collaboration.
- Normative human rights standards, including the indivisibility of all human rights, must be the foundation on which commitments, policies, systems, and activities are built.
- Attention and efforts to prevent and remedy human rights impacts cannot be limited to mega-sporting events alone, and must cover day-to-day sport at all levels.
- By also using sport to promote human rights more generally, sport is being humanised; Human rights and sporting values are fundamentally aligned.

Nada al Nashif (Assistant Director-General for Social and Human Sciences, UNESCO) opened by presenting the two frameworks that guide UNESCO's work on sport and human rights. The first, resting on the UN Sustainable Development Goals (SDGs) and the Universal Declaration of Human Rights (UDHR), is UNESCO's [Charter of Physical Education, Physical Activity, and Sport](#). The second framework is the [Kazan Action Plan](#), adopted in July 2017. The Kazan Action Plan entails three commitments: ensuring the right to access sport, preventing violations of rights, and using sport to promote rights. Al Nashif stressed the need to look beyond mega-sporting events and focus on the real impact that sport can have in day-to-day life and in terms of education and empowerment, as well as the promotion of gender equality.

“ Sport has a unique potential for education, to foster citizenship, nurture solidarity and consolidate peace. Without rights, none of that would be possible.

Reflecting on the 70 years since the UDHR was adopted in Paris, **Mary Robinson** (Chair, Centre for Sport and Human Rights) noted that while great progress has been made to ensure improved respect for human rights in certain areas of sport, significant challenges remain, including worrying indicators of a shrinking space for civil society and ongoing discrimination both in and



“ We need to work together to support the sports sector to undertake its own needed reforms, build its human rights capacities, and take full responsibility for its societal impacts.”

outside the world of sport. Robinson urged all participants to work together to ensure that sport “walks the talk” when it comes to enacting needed reforms and building human rights capacities. She cited the case of Bahraini footballer Hakeem al-Araibi as one example of this.¹ Those leading sport organisations as well as leaders from other sectors must step up and take action with support from all stakeholders. Robinson praised the work done already by the newly established Centre, and welcomed its incoming CEO Mary Harvey. One of the Centre’s central roles is to provide a safe space for dialogue, in particular for affected groups who were the focus of the 2018 Forum.

Christoph de Kepper (Director General, IOC) explained that the Olympic Movement is active in promoting equality and non-discrimination, which together with human dignity and fair play, make up the founding principles of the Olympic Movement. De Kepper referred to the IOC’s Sustainability Strategy and stressed the Olympic Movement’s commitment to tackling harassment and abuse through developing safeguarding policies and procedures. A number of related initiatives include the recently adopted [Declaration on Athletes’ Rights](#), the new task forces set up by the International Partnership against Corruption in Sport (IPACS), as well as activities to highlight the role of sport as an important enabler for development. De Kepper pledged that embedding human rights more in the daily practice and mega-events of the IOC is a priority for the organisation and he referred to the recently created IOC Advisory Committee on Human Rights, chaired by former UN High Commissioner for Human Rights Zeid Ra’ad Al Hussein, as an example in this respect. He also recognised the efforts of other actors in the world of sport, such as the Commonwealth Games Federation and FIFA, and stressed that collaboration between all sports bodies is critical to identify gaps and address sport’s potential negative impacts on individuals and communities.

“ Only by encouraging collective action will be able to provide adequate remedy when needed and to proactively adjust policies and practices to reduce negative impact on people in sport.”

The Commonwealth Games Federation (CGF) is committed to collective action to better respect, protect, and promote human rights in sport, which in the words of **Louise Martin** (President, CGF) means to be responsible first and foremost and to maximise positive impacts on society.

1 Hakeem Al-Araibi is a Bahraini national and football player who fled to Australia where he was granted refugee status. When he travelled to Thailand for his honeymoon in November 2018, he was arrested at the request of Bahrain via an Interpol red notice. An international campaign was launched, “#SaveHakeem”, to ensure Hakeem’s immediate and safe return to Australia, which was finally secured, on February 11th 2019, after over 60 days in a Thai jail.



Sport is a force that can be used to promote human rights more generally. The actions taken around the Commonwealth Games in the Gold Coast showed that restorative justice and the promotion of equality and rights of LGBTI+ people were both important components of the Games. Martin emphasised that such efforts do not lead to sport being politicised, but rather ‘humanised’. Results of CGF’s work to date include the revision of host city contracts to create new versions that integrate the [UN Guiding Principles on Business and Human Rights](#) (UN Guiding Principles), and important discussions on ensuring respect for the rights of athletes.

“ When asked why we’re choosing to politicise sport by including focus on restorative justice and the promotion of equality we answer: we are not, we are humanising it.

“ If you trust the the people who are most affected by sport, the athletes, and you tell them the truth, and you involve them in the process, you’ll get about as far as you can go. And you can’t ask for more than that.

Brendan Schwab (Executive Director, World Players Association) stressed the importance of equal treatment, regardless of an athlete’s gender or origin. Commonly agreed standards, such as the UN Guiding Principles and the [Sporting Chance Principles](#), which are both represented in the [Universal Declaration of Player Rights](#), are of utmost importance. Schwab highlighted four basic points around which consensus must be built. First, sports governing bodies (SGBs) are commercial entities with responsibilities under the UN Guiding Principles. Secondly, no one can do it alone and collective action is critical to achieving full scale. Thirdly, human rights are universal, indivisible, independent, and interrelated and no one can pick and choose which rights apply and which rights do not. Schwab referred to the recently adopted

[Athletes’ Declaration](#) of the IOC, which in the view of the World Players Association, too narrowly defines the rights of athletes and fails to fully acknowledge internationally recognised human rights standards. Fourth and finally, access to justice is critical to ensure protection of these fundamental rights.

The OECD’s efforts to ensure that the world of sport lives up to its own values and implements applicable standards were presented by **Gabriela Ramos** (Chief of Staff and Sherpa to the G20, OECD). For the OECD, sport stands for respect, fair play, and playing by the rules. Sport-related instances of corruption and human rights violations are in stark opposition to sport’s values. Ramos discussed three OECD initiatives to address these challenges.

“ The key is implementation – it is great to have standards, but we have to make them count.



The International Partnership Against Corruption in Sport (IPACS), which focusses on public procurement and bidding standards, the Specific Instance Procedure of OECD National Contact Points, which provides a grievance mechanism for sport-related violations, and finally, the [OECD Recommendation on Global Events and Local Development](#), which applies to sporting events and sets the framework conditions for these events to deliver on the local development potential they offer.

Federico Addiechi (Head of Sustainability & Diversity, FIFA) presented steps taken over recent years by world football's governing body. He referred to a number of important milestones including the development of FIFA's Human Rights Policy and the hiring of a dedicated Human Rights Manager, improvements to FIFA's in-house operations including the appointment of an ombudsperson and the promotion of FIFA staff diversity, the integration of human rights considerations into future bidding requirements, strengthened engagement with player unions, and efforts to implement and engage with remedy mechanisms. It is obvious that challenges remain, which cannot be addressed overnight. He called for the Centre to act as an objective voice, independent advisor, and important stakeholder and facilitator of joint action to improve respect for human rights in the world of sport.

“ *FIFA is part of the solution. We are part of the discussion and need to continue being part of it, in order to bring about lasting and positive change for all human beings in and around sport.* ”

“ *It is the structures in sports that make athletes particularly vulnerable to abuse, but because it is a structural problem, there are ways to change this.* ”

Turning to the burning issue of sexual abuse in sport, **Nancy Hogshead-Makar** (CEO, Champion Women; Board member, Equality League) highlighted the lack of statutory protections as one of the biggest problems in promoting human rights in the world of sport. In the U.S., which counts more than 16 million athletes, until recently there was no remedy for victims of abuse relating to sport, nor were there societal norms or a rulebook that applied. Even though this has changed, until today, the more elite a female athlete is, the more likely it is that she experiences abuse from someone

within her sport. The recent scandal around Dr. Larry Nassar² and the lack of action by the U.S. Olympic Committee showed the extent and structural character of the problem. Hogshead-Makar urged every participant at the Forum to believe victims and be considerate of the depth of their emotional harm when hearing individual testimonies during the event.

2 Larry Nassar, the former doctor of the USA Gymnastics team, was sentenced to life imprisonment in 2018 for several charges of sexual abuse of children. Reports show that he abused hundreds of child and adult athletes.



THE HUMAN RIGHTS OF CHILDREN

Key Takeaways

- No country and no sport is exempt from cases of abuse to children, ranging from sexual, physical, and psychological abuse to neglect and bullying.
- All athletes, but particularly child athletes, need representation. Relying on the athletes themselves to report issues to people in power can easily create conflicts of interest.
- Many football clubs still do not have children's rights policies and those that do have generally not taken steps to operationalise them.
- Safeguarding is a logical starting point for any sporting body beginning to consider child rights issues. A lesson learned from leaders is that collaboration and partnership can help to inform the development of standards and build capacity to implement effective systems.
- Japan provides an example of progress being made at the national level to provide independent expert guidance for embedding a child rights-based approach within local sports institutions and organisations.

The first thematic panel of the Forum focused on children's rights in the world of sports. It was chaired by **Anastasia Anthopoulos** (Oak Foundation), who opened the session by applauding the ongoing processes of consultation with children undertaken by many organisations within the world of sport. At the same time, she stressed the need for more meaningful processes to involve children meaningfully and more effective ways to ensure their active engagement.

Gretchen Kerr (Vice Dean, Programs, School of Graduate Studies, University of Toronto) spoke about the issue of child maltreatment in sport. Sport has numerous potential benefits for children and youth, but sport has to be safe in order to realise these benefits. No country and no sport is exempt from cases of abuse, ranging from sexual, physical and psychological abuse, to neglect and bullying. Psychological abuse is most common and can occur in different forms, such as repeated patterns of

“ To really value rights of children, we should adopt an ethics of care approach and add the dimension of fulfilment of means to ensure the health of children and youth. ”



yelling, personal insults, or threats of physical violence as a means of intimidation. Despite its prevalence, such abuse receives less scholarly and public attention, for various reasons. First, it tends to be normalised in sport as coaching practice or a method of developing athletic talent, even though it runs against all pedagogical knowledge. Secondly, the autonomous character that sport enjoys makes athletes very vulnerable.

Different strategies can address the issue of child abuse in sport, on the micro as well as macro level. Training and professional oversight bodies for coaches are important as are confidential places for those affected to report abuse. Athletes of all ages need to have representatives and a space to share experiences. It is important to be aware of the dangers of self-regulation as athletes reporting their experiences to people positioned in power can easily create conflicts of interest about the welfare of athletes involved and the employment of a successful coach for example.

Clare Briegal (CEO, International Netball Federation) highlighted the importance of safeguarding children in sport and gave an introduction to netball, a sport played by over 20 million people, the majority of which are girls and women. Netball's safeguarding journey started in 2012, with awareness raising among members of the community and developing partnerships with UK Sport and the Australian Sports Commission, amongst others, as well as tools provided by UNICEF. An essential step was a self-assessment, which brought to light that some member associations had policies in place, while the international federation did not. The International Federation has responded by developing principles setting out expected actions from members to protect, safeguard, and promote the welfare of children in netball, including their right to participate in a fair and safe sporting atmosphere free from abuse and exploitation. With the support of partners, the safeguarding guidelines have been promoted at the netball World and Youth Cups. Furthermore, a welfare office has been established and the Organising Committee in Botswana partnered with the Norwegian Olympic and Paralympic Committee to organize trainings for counsellors and other parties involved. The welfare officer is now embedded in all events and an advisory board for child safeguarding has been appointed by the international federation. A lesson learned from this process was that by reaching out and collaborating with partners, more can be learned about how to positively impact the lives of children and strengthen safeguarding measures.

“ *Once you open up your eyes to what is going wrong, you cannot close them again. International federations have a responsibility to make sure that athletes are safe and secure, especially when it is a child athlete.* ”

James Esson (Loughborough University) discussed new and innovative research projects carried out with UNICEF on the risks to children in football. Esson opened by asking the audience to picture a child playing sport, and ask themselves whether children should be allowed to migrate internationally to compete. When asked the audience confirmed by show of hands that the majority had been



“ *While most football clubs have good intentions, the issue lies with implementation of the child rights framework.*

picturing a white, European, boy, playing football. And while most of what is covered in the media relating to child migration involves trafficking, the majority of children who play football do not migrate internationally. Esson went on to note that in most cases national and international policies and regulations are not informed by geography and scale – meaning there is no connection between global rules and regulations around child participation in sport and the individual experience of playing. The voices of children themselves were absent, which raises doubt about how the best interests of the child can be

guaranteed. Moreover, the core principle of non-discrimination under the UN Convention on the Rights of the Child (UNCRC) needs to be embedded more strongly to ensure that all children are taken into account.

The second phase of the research identified three key tensions for why professional football clubs struggle with integrating respect for children’s rights into their policies and practices. The first tension involves problematic aspirations of winning at all costs and the commercialisation of sport. Secondly, most applicable principles concerning child rights are addressed by governments, not private sector actors such as sports bodies and corporations. Finally, ongoing questions relating to the autonomy of sport continue to be in tension with the need for adherence to relevant international standards. Many clubs still do not have children’s rights policies and those that do have generally not taken steps to operationalise them. Some clubs are making efforts to improve their performance in this area, but an open conversation must take place at the highest levels to steer the direction.

Hiromasa Nakai (Japan Committee for UNICEF) introduced the recently launched [Children’s Rights in Sport Principles](#). The Principles were developed in recognition of the fact that the Sourcing Code for the Tokyo 2022 Olympic Games did not adequately address children’s rights. The initiative to develop the Principles received support from the Japanese government and relevant stakeholders and has been shared with sporting bodies and schools. While children were not engaged directly in the development of the Principles, future iterations will reflect consultations with both children and their parents. Training sessions and workshops are being developed to further operationalise and roll out the Principles across sporting institutions and actors at all levels in Japan. Although the Principles were initially intended to be a child-safeguarding document, they are also serving as a useful tool for advancing UNICEF’s work as well as that of organisations active in supporting children’s rights in sport.

“ *All stakeholders, including the relevant Japanese sports governing bodies, reacted positively to the development of the Children’s Rights in Sport Principles and provided constructive feedback.*



SUPPORTING SURVIVORS OF SEXUAL ABUSE IN SPORT

Key Takeaways

- Child sexual abuse is one of the largest silent epidemics of the modern era, and sport is a particularly vulnerable place for children due to the power differentials between athletes and coaches compounded by limited forms of recourse or safety nets.
- The culture in sport contributes to the risk of sexual and other forms of child abuse. Sporting organisations must ensure a culture where victims of abuse can safely come forward with concerns.
- Accountability must extend to those who knew that abuse was occurring and looked the other way.
- Victims should be given a voice and role in making sure that abuse is not part of sport. Having this voice in decision making processes is part of the solution.
- Child sexual abuse in sport is not a problem that one actor will solve alone. Sporting organisations must take action, in collaboration with expert and independent organisations that can support, learning from existing policies, programmes, and interventions.

Moderator **Daniela Ligiero** (CEO, Together for Girls) opened the session by sharing statistics developed by Together for Girls, UNICEF, and US Centre for Disease Control revealing that 1 in 4 girls experience some form of sexual violence or abuse before the age of 18, and 1 out of 9 boys experience some form of sexual abuse. In the majority of cases, the perpetrators are known to the child and could be their coach, priest, teacher, or family member. The statistics also show that most children never mention the abuse to anyone, out of fear and shame. Only half of girls speak up about abuse and only one third of boys. Another study done in the UK on grassroots sport found that there is one allegation of child abuse a day, and most of these cases are sexual in nature.

“ There is one allegation of child abuse every day in grassroots sport, and most of these cases are sexual in nature. The silence around this issue is deafening



It does not have to be this way – there are solutions – employed Ligiero, who also saluted the courage of the panelists who agreed to share their stories. She emphasised the ethical and moral responsibility to convene difficult conversations about child sexual abuse, which is a global problem and in her view the single largest silent epidemic of our time. Sport is a particularly vulnerable place for kids, due to the power differentials primarily between athletes and coaches and the limited forms of recourse or safety nets. No one actor can fully address this problem but cooperative efforts can prevent harms. Certainly part of the solution involves ensuring that the voices of survivors are heard. Three survivors shared their personal stories in this session.

“ We have got to break the silence and do more to protect young children and adults at risk. It is a big picture and not just sexual abuse but also emotional, physical, and mental abuse.

Karen Leach spoke movingly of the personal impacts of her experience on her life, her family, and her health. Her dream to swim for Ireland at the Olympics was destroyed by the abusive actions of her coach. She and her family had been ‘groomed’ by the coach through a process of building emotional connections that made them believe he would work in her best interest when in fact his actions would lead to sexual abuse. Because her coach enjoyed governmental support and was not questioned about his actions, his abuse was enabled to continue and worsen. From the age of 10 to 17, Leach’s coach abused her sexually, physically, and emotionally and for years she did not report his behaviour to anyone.

Ms Leach now speaks up to raise awareness because she does not want any child to face similar circumstances. Her mission is to support victims in finding their voices and she called upon the entire sporting community to create space for victims and see them as individuals with strengths and talents that can help to make sure that abuse is no longer part of sports.

Colin Harris shared his story of being abused by his coach when he played football at Chelsea from the age of 11 to 18. At the age of 15, he started to play football full time and the abuse from the head coach started. It took him 45 years to decide to speak to his wife and children about the abuse he experienced as a teenager. Now he works for change in sport that will help ensure that what happened to him will not happen to other children.

“ It is important that sport walks the talk. I have heard lots of talk in the short time that I am involved in this and I am impatient and want actions.

Harris pointed out that boys and men are less likely to disclose their stories in part due to the perception that admitting they had been abused would undermine their masculinity. He



acknowledged the difficulty of accepting that the depression, feelings of shame and guilt, and struggles with self-esteem he experienced were long-term effects of the sexual and mental abuse he was exposed to as a child. He stressed the need for more research and evidence on the long-term effects of abuse. The current practice of covering-up abuses is employed by many clubs out of image and institutional concerns, which he asserted are deemed more important than children's health. Clubs often deny problems of this kind and claim they have had no reports. However, an absence of reports is related to power differentials between coaches and athletes and change will only start if clubs admit that safeguarding needs to be prioritised and if top leaders are on board.

Before sharing her own story, **Jessica Howard** acknowledged the similarities of her experiences with those of the other panelists. When she was 10, she fell in love with rhythmic gymnastics and developed the will and drive to dedicate her life to it. At the age of 12, she changed coaches, and as her skill improved and she became more competitive internationally and for the Olympic team, emotional and physical abuse formed part of her daily life. Many people from the coaching staff and US Gymnastics took no action to stop the abuse.

At the age of 15, Howard suffered from severe hip pain and was sent without her parents to the Karolyi Ranch in the US state of Texas to recover from her injury. What seemed to be a vacation from her abusive coach at first, quickly turned into a nightmare. The doctor who treated her was Larry Nassar, the US Gymnastics team doctor at the time, who was sexually abusing what was

later revealed as hundreds of gymnasts. For years, Howard tried to deal with the abuse she had been exposed to without telling anyone. However, when reports concerning Larry Nassar finally became public, her memories of the abuse returned and she realised that as long as he was the Olympic team doctor, other gymnasts faced the same risk. She decided to share her story to make sure that other athletes would be protected from similar abuse.

“ *After predators are found guilty, the process should not stop. Those who were involved and looked the other way need to be held accountable as well.*



THE HUMAN RIGHTS OF WORKERS

Key Takeaways

- Difficulties faced by workers rights organisations are often rooted in a lack of maturity in the employer-worker relationship.
- It is critical to engage both worker and employer representatives in the decision making processes of a major sporting event from the beginning to the end of the event lifecycle, including at Board level and on the ground through the deployment of joint labour inspections.
- Protecting worker rights is more effective and the risks of adverse impacts is lower when levels of sub-contracting are limited.
- Infrastructure related to a sporting event has to be planned purposefully and responsibly to ensure a long-lasting positive legacy for local communities and groups affected by the event.

Sport affects the rights of workers in many ways, most significantly in activities surrounding the organisation and staging of mega-sporting events. This session, moderated by **Giovanni Di Cola** (Special Advisor to the Deputy Director General for Field Operations and Partnerships, ILO), discussed best practices and efforts from event organisers and workers' representatives on mitigating and eradicating harms to the workers building sport's buildings and infrastructure.

Marie Barsacq (Head of Legacy, Paris 2024 Organising Committee) presented a new model for organising the Olympic Games based on a Social Charter, which places the themes of economic and social responsibility at the heart of delivery. The Social Charter adopted for the Paris 2024 Olympics requires a new organising model that will support the good governance of the Games at every level. The overall ambition is to ensure responsible decision making and implementation based on a series of commitments, of which increasing employability of people already in Games

“ *On propose un nouveau modèle d'organisation des Jeux qui place ces sujets de responsabilité sociale et économique au cœur de l'ensemble de ces sujets. Ce n'est pas un sujet isolé.*

We are proposing a new model for organising the Games which places these themes of economic and social responsibility at the heart of everything. This is not an isolated topic.



locations comes first. The Charter addresses many concrete objectives, such as catalysing local economic development through hosting the Games in one of the poorest areas in France, Seine-Saint-Denis. Barsacq emphasised that the presence of social partners in governance structures is essential to ensuring that worker rights issues are brought to the attention of the Organising Committee. An operating mode and monitoring mechanism have been adopted that allow for regular checks within the years that remain until the 2024 Games, to assess if the Charter and its implementation is effective and whether structures are being built that can last. Barsacq stressed that the idea for the monitoring mechanism is to go beyond issues relating to worker rights and she hopes collaboration with the OECD will help them achieve that ambition.

“ *Pour la réalisation des grands évènements sportifs, il faut le concours des milliers, parfois des dizaines des milliers des travailleurs pour rendre possible.*

Hosting these mega-sporting events takes the support of thousands, sometimes tens of thousands, of workers to make it possible.

Bernard Thibault (Board Member, Paris 2024 Organising Committee) highlighted that organisers of mega-sporting events have to consider the work and working conditions of thousands of people. The fact that workers’ representatives are on the advisory council of the Paris 2024 Organising Committee integrates a social dimension into the Games, which should help ensure the Games succeed not just in organisational terms, but also in the eyes of the population impacted.

The Paris Organising Committee approaches its activities in three stages. The first involves preparations for the Games, in which the Committee is prioritising local employment and working with recruitment plans. In this context, some cities hosting major events require less new construction when infrastructure is already largely in place. However, a number of projects are almost always required regardless of existing infrastructure. The second stage concerns the event itself and here the focus is on ensuring adequate terms of employment for volunteers and other workers. The third stage covers legacy, where Paris has the ability to improve local conditions thanks to the legacy of the Games. This includes helping those that worked for the Olympics to find jobs afterwards. Charter provisions apply to all three stages and range from clauses on responsible supply chains of contracted companies, to those referring to relevant international standards including the prevention of all forms of discrimination in employment. Thibault noted that the monitoring committee will meet regularly and intervene whenever issues may arise. If certain employers fail to live up to agreed standards, the Committee can ask government representatives to intervene.

Jean-Lou Blachier (Vice President Confédération Générale des Petites et Moyennes Entreprises (CGPME)) drew attention to the fact that Paris 2024 was the first time that employers and workers have come together in this way to deliver such an event and stressed the importance of building infrastructure that can be repurposed for future use. For example, while several venues will be constructed throughout Paris, it has been decided that the area of Seine-Saint-Denis will host the



Athletes Village in order to repurpose the housing for local use following the Games. He also highlighted the role for business in such transformations. Paris 2024 organisers have created a platform called “Entreprises 2024” which will allow all businesses, including smaller businesses, to access calls to tender enabling them to benefit from these Games.

“ *C’est la première fois que les organisations salariales et patronales se mettent ensemble dans une organisation comme celle-ci.*

This is the first time that employers and employees have come together in an organisation like this.

Ambet Yuson (General Secretary, BWI) discussed critical issues BWI faces in its work, due in part to a lack of maturity of the worker-employer relationship. He praised the Paris 2024 Organising Committee for its innovative approach and creating a tripartite mechanism already at the bidding stage and highlighted the scope of the Social Charter, which includes measures on procurement, health standards, the treatment of temporary workers, as well as issues relating to suppliers and sub-contractors.

He noted that responsibilities apply to contracts between contractors and subcontractors as well. Two key challenges in any context are the health and safety of workers and measures known as “social dumping” (ie lack of basic protections). For example, if Romanian workers are employed by an Italian company, but are working in France, they often lack social protection in France due

“ *The Paris model of organising the Games can show the rest of the world that trade unions in Organising Committees are a good thing.*

to their non-citizen status. An additional key concern involves workplace language used in different contexts where migrant workers are employed. Yuson noted that in the case of Paris 2024, the Social Charter and French legislation is well equipped to address labour related issues. Nonetheless, BWI has asked the IOC to consider the possibility of joint labour inspections to further strengthen labour processes. Yuson also stressed that such legislation is not the norm in all cases and pledged that BWI and the construction unions in France can contribute to making this the norm.



THE HUMAN RIGHTS OF ATHLETES

Key Takeaways

- Parallel developments and initiatives from different stakeholders to promote and protect athlete rights should be more closely aligned.
- A central challenge is to ensure access to effective remedies, including for the vast majority of athletes who are not members of athlete unions.
- No difference should be made between team sports and individual sports in terms of the rights and protections that athletes and players enjoy.
- Sports governing bodies should encourage space for athlete activism, including by taking necessary measures to ensure that athletes do not face risks when they stand up for their rights and the rights of others.

The most directly affected individuals in the world of sports are the athletes. Athletes face a number of risks including with respect to privacy, labour protections, and health, among others. The risk of harm and abuse does not only exist on the individual level, but expands to entire groups of athletes and to more structural levels of abuse. **Rachel Davis** (Managing Director, Shift) chaired the session on athlete's rights.

“ *Models of organising sports are changing and these must be aligned with the human rights of athletes.* ”

Jonas Baer-Hoffmann (Policy Officer, FIFPro), highlighted the changing dynamics of professional sports, triggered by changing economic models and new organisational structures, emphasising that these changes must be aligned with the human rights of athletes. FIFPro is one of a few organisations that currently has an agreement on player rights with a major sports governing body. However, challenges remain, in particular with regard to the terms of player contracts. These contracts often only last a year and approximately 40% of athletes are not paid on time. Other issues of concern include gender equality issues, the transfer system that football works with, which creates great risks for children's rights, and the lack of collective bargaining and freedom of association rights in many countries.



With regard to remedy, Baer-Hoffman highlighted the critical importance of unions. He noted that labour courts are often too slow to deal with abuse cases, as athletes cannot wait for years to have disputes resolved. He expressed the view that the Court of Arbitration for Sport (CAS) is not accessible to many athletes and too expensive for the majority of players seeking remediation of impacts they experienced. Most existing mechanisms are currently unable to deal with human rights issues while balancing the commercial interests of the organisations.

Rozle Prezelj (Ombudsman for athletes in Slovenia) started in his role as Ombudsman in 2014 when he was still an athlete himself. Within three years he had dealt with more than 100 cases and educated more than 1000 athletes on their rights. Through these cases, the approach of the Ombudsman was developed into three levels of support to athletes. First, athletes are provided with information about their rights. In this context, the Athlete's Declaration adopted by the IOC is one of the foundations for further development in this area. Secondly, the Ombudsman provides independent legal advice to athletes. Thirdly, athletes are supported in settling disputes. Due to the success of his work, the government of Slovenia established an official mandate for the Athletes Ombudsman Institute in 2018. Prezelj stressed that while he operates under a mandate of the Government of Slovenia, he works independently from sports bodies.

“ Even the sport federations find an Athlete Ombudsman useful because sometimes disputes can be solved by taking a fresh perspective on the matter.

“ Player associations and player advisory boards from different sports need to connect and learn from each other's experiences to help players and to grow sports.

Conrad Smith (former New Zealand international rugby player) stressed the role of player representatives in counterbalancing sports governing bodies. He presented the work of the New Zealand rugby players union and stressed that its success is the result of hard work and long years of building a partnership with the New Zealand rugby federation. What he learned from playing rugby in France is that player organisations and representation can differ significantly from country to country and that the sport itself can suffer when

players organisations are not as effective as they should be. His work on the international level has provided important insights into how difficult it is to help players in countries that have no player associations.



“ *Players should be aware that they are given a special chance, which is not going to last long. They are in a period of their life in which they have a platform, which allows them to leave things a little bit better than they found it.* ”

Eric Winston (President, National Football League Players Association) works with players on a range of issues, including those who are fighting for social justice. Some decide to use their platforms as professional players to help bring about change for communities in need, which may include leading efforts to build schools, strengthen access to medical care, or improve education. Winston sees his job as raising awareness about opportunities players have to create positive change, and bringing them together to address issues of common concern where they can make an impact. In particular, in cases where players might be fighting for a social justice or drawing attention to problems that may be controversial, they need extra support from their representative associations.



DAY 1 REFLECTIONS

Baroness Lola Young (Peer, UK House of Lords) moderated the final panel, which reflected on the day's discussions. She noted that the various challenges discussed are interconnected and that developing solutions in part requires making sure that structures and laws in place are working effectively. Many of those who can make that possible are part of the community participating in the Forum, but some key actors are still missing and it is important to engage with all relevant stakeholders moving forward.

“ We need to develop ways that enable us to act quickly and think more holistically, and we should explore ways to learn from other sectors and their way to address human rights risks and abuses.

For **Prince Ali Bin Al Hussein of Jordan**, the main takeaways of the day came in the panels on player rights and in the voices of survivors of abuse in sport. With regard to the latter, he stressed the need for a safe environment for individuals to tell their stories because knowing what happened is a necessary step in ensuring change in the future. Knowing the realities of current practices is

“ More participation of those affected is crucial for identifying and getting the issues and challenges on the table.

also important in the context of protecting player rights. He gave the example of athletes from Africa who are at great risk of being exploited as they are often willing to do anything to succeed when they have opportunities abroad, making them vulnerable to abuse. Prince Ali also underlined the point that social responsibility is often understood in the world of sport as a means of limiting damages, when in fact it should also mean commitments to preventing harm and actively engaging in good works that benefit all stakeholders involved in sport.

Viet Nguyen (Founder, Human Trafficking and Forced Labour Prevention Class) founded a programme that empowers indigenous women at risk of human trafficking through a combination of martial arts and economic education. Because of this initiative, he was invited to a UNESCO sports and young people workshop in 2017, which led to the creation of the UNESCO Youth and Sport Task Force. As a member of this task force, he is one of many young people who make a difference in the world through sport. He stressed that sport on the local and grassroots levels can be used to amplify human rights awareness. Nguyen's main reflection of the day was the low level of representation of the Global South. He stressed the need for more efforts to ensure



that people from the Global South are able to participate in events like this Forum, in part because human rights is a complex subject with varying levels of understanding and approaches from country to country.

Brent Wilton (Global Head of Workplace Rights, The Coca-Cola Company) reflected on the limited representation of corporate sponsors at the Forum. The Coca-Cola Company has supported the movement to link human rights to the world of sport from the beginning. Acknowledging the significant progress in past years, Wilton urged that the

focus must now be on rights-holders, including athletes, because without them there is no sport. Their voices and those of other affected individuals need to be heard and supported, to be able to focus on the issues that should be addressed. Since change comes from the top, he would like to see more CEOs and heads of sports organisations present at the Forum in the future. Likewise, more corporate sponsors of sport should be present to discuss how they can live up to their own due diligence responsibilities and better understand with what is expected from them.

“ *Sports Governing Bodies need to move beyond the question of whether the UN Guiding Principles on Business and Human Rights apply to them or not and finally accept that they do..*

“ *We should also consider how sport can be a powerful tool for creating change in communities where human rights abuses remain a key risk.*



DAY 2 OPENING

Key Takeaways

- The Centre for Sport and Human Rights is an unprecedented multi-stakeholder effort that has great potential to support the improvement of the global sports architecture.
- Sports bodies and other actors with power must recognise their responsibilities under the UN Guiding Principles on Business and Human Rights, underpinned by collaboration and collective action.
- The scale of the challenge is such that prioritisation is essential, focusing first on those areas where bringing added value and achieving change on the ground are possible.

Mary Robinson chaired the opening panel, which began with remarks by **Moussa Oumarou** (Deputy Director-General for Field Operations and Partnerships, ILO), who highlighted the range of instruments and programmes adopted by the ILO that touch upon the world of sports and underpin the historic relationship between the ILO and sports governing bodies. This was particularly the case in relation to the ILO's involvement in efforts to protect and promote worker rights in the context of construction for the 2022 FIFA World Cup in Qatar.

Oumarou also stressed that the new Centre for Sport and Human Rights has an important opportunity to highlight links between human rights and the 2030 UN Development Agenda and to partner with existing regional and local initiatives, for instance on anti-corruption, and to do so in ways that support these organisations and complement their ongoing work.

Sharan Burrow (General Secretary, International Trade Union Confederation) congratulated Mary Robinson and the Centre for the creation of a new "global architecture" in the area of sport and human rights. She reflected on the fact that mega-sporting events are marked as a force for good, yet at the same time, too often result in human rights violations, including within the supply chains for these events.

“ *Les principes énoncés dans la déclaration des principes fondamentaux de travail de l'OIT de 1998...restent plus pertinent que jamais et devront continuer de servir la base de notre travail.*

The principles stated in the ILO's Declaration of Fundamental Principles and Rights at Work 1998... remains more important than ever and must continue to form the basis of our work.



She called on sports governing bodies to take responsibility for people affected by forms of modern slavery and play their part in ending systemic corruption linked to sport. She welcomed progress made in Qatar to improve protection of worker rights which has become a model for labour laws among the Gulf States.

Burrow stressed that the UN Guiding Principles on Business and Human Rights must be at the heart of all efforts in this area and it is therefore important that the Centre continues to work for their implementation in the world of sports. She emphasised the need to address sports-related violations and stressed that those with the most power have to recognise their responsibilities, in particular with regard to conducting due diligence and identifying risks.

“ *Good business and mistreating people cannot exist together.* ”

“ *Sports can help improve conditions, change mentality and change perspectives in daily life.* ”

Serge Betsen (former French national rugby player) shared his experience of discovering rugby at age 12, after having left his home country Cameroon at 9 to live in Paris. As a teenager, he realised the ethical values that rugby taught him, such as fair play and solidarity, enabling him to become the man and father he is today. The great chances that sport offers children to develop values and push their limits motivated him to use rugby to help children in Cameroon.

Through a rugby centre that he created in 2004, more than 350 children a year receive education, health checks, and medical aid. This work not only helps improve living conditions but also transforms the mentalities and school success rates of the children involved.

Matthias Thorns (Director of Stakeholder Engagement, International Organization of Employers) acknowledged the efforts that led to the Centre’s establishment in 2018. The members of IOE are national employer associations that represent companies, many with connections to sport. Corporate due diligence has highlighted systemic issues that no individual company can address alone. This is where the new Centre can come in, bringing together different groups to jointly address challenges requiring collective responses. Thorns stressed the importance of continuity and avoiding activities that replicate processes that have proved to work, such as ongoing activities to improve worker protections in Qatar. He highlighted three areas where significant further change is possible: raising awareness, building partnerships with companies, and speaking up collectively on human rights issues - companies cannot speak up alone. He stressed the importance of access to remedy focusing improvement efforts in local contexts and partnering with existing grievance mechanisms, before moving to the international level.

“ *We have to make sure that whatever we do adds value and not just replicates processes that could have been done better by others.* ”



ORIENTING SPORTS POLICY, HUMAN RIGHTS, AND SUSTAINABLE DEVELOPMENT

Key Takeaways

- There are significant examples of sport contributing to peace, reconciliation, and development. Even small and individual projects can make a difference, and contribute to the building of the political will that is key for achieving change.
- Resources need to be available and distributed equally among the various sport disciplines.
- The UN Sustainable Development Goals are a key tool that can support the adoption and implementation of sports policies that align with changing times.
- In seeking to tap into sport's positive potential, sports bodies cannot ignore their responsibility to embed human rights into every part of their business; doing good in one area does not offset the fundamental expectation to do no harm.

Sport regulations need to reflect human rights and sustainable development on various levels. Moderated by **David Rutherford** (Special Advisor, Centre for Sport and Human Rights; former Chief Commissioner, New Zealand Human Rights Commission), this panel provided an overview of efforts by different actors to align sports policies with the UN Sustainable Development Goals and human rights.

Gert Oosthuizen (Chair, Intergovernmental Committee for Physical Education and Sport), referred to South Africa's 100 years celebration of Nelson Mandela and how the Rugby World Cup and FIFA World Cup were examples of the contribution of sport to peace. He stressed that sport can foster reconciliation

“ The one key factor identified for the development of human beings and contributing to social development and peace-building is enhancing physical activity, especially in young people.



and noted that well-tailored sport programmes can enhance development efforts. The Kazan Action Plan provides an important framework to implement corresponding policies in this area. The Intergovernmental Committee for Physical Education and Sport (CIGEPS) has developed guidelines and monitoring systems to track progress on the implementation of the Kazan Action Plan, which eventually should help States to contribute to the achievement of the UN Sustainable Development Goals. Even small and individual projects can make a difference.

“ *Instead of just elite sport, attention must also be paid to traditional sport to get as many people as possible involved in physical activity.* ”

Michael Shamsu Mustapha (Deputy Director of Sports, Government of Sierra Leone) gave an overview of efforts in Sierra Leone to adopt policies that change the culture of sport in a human rights compatible way. The country is facing great challenges in combining access to sport with access to school. Resources are limited and 80 % of all funds available for sports currently go to supporting football. To initiate change, a campaign was launched to raise awareness of the negative impacts of a lack of physical activity. In cooperation with the Commonwealth Games Federation, the government adopted a national strategy and a code of conduct, which replaced outdated sports

policies. It was a difficult process and required the support and involvement of many actors and organisations. The goal is to empower those active in and affected by sports with priorities aimed at strengthening the development of unions, encouraging inclusiveness, and ensuring access for people with disabilities.

Maja Makovec Brenčič (former Minister of Sport, Government of Slovenia) spoke highly of the potential of the new Centre to contribute to positive changes in the world of sport. She introduced the new sports law in Slovenia, which thanks in part to open dialogue during the drafting process ensures that human rights-related issues are included. Following the adoption of the law, Slovenia is the first country with an Ombudsman for sport. The new law has also regulated sports access for every citizen and investment of public money to allow everyone to access sport facilities. This has triggered work on the institutionalisation of the status of athletes and those working in sport, as well as the promotion of health centres and the full autonomy of sport in government status. All these efforts were taken with awareness of what sport can teach us in terms of inclusiveness and integrity.

“ *Sport is a universal language that everyone understands. Human rights are as well universal and go very much along with this universal language of sport.* ”



David Grevenberg (Chief Executive, Commonwealth Games Federation) reflected on the history of the Commonwealth Games and its current journey of empowering athletes, communities, and fans against a standard of accountability in changing times. He presented the five strategic areas that the CGF has developed, all of which incorporate human rights commitments and considerations. These include: i) Innovation and inspiring people as can be seen in the regulations for Birmingham 2022; ii) Governance and management; iii) Partnerships; iv) Communication and; v) Commitment to collective impact.

“ *It is not just conforming to human rights, but rather it is about performing human rights.* ”

In all these areas, the CGF is working with athletes to help in their efforts to make the world of sport a better place. He underlined that the approach taken by the CGF goes beyond philanthropy and is focused on embedding human rights into every part of the organisation’s business.



GOVERNANCE AND ANTI-CORRUPTION

Key Takeaways

- Good governance and respect for human rights are inextricably linked; you cannot achieve one without the other.
- While the concepts of human rights and corruption are both universally accepted, this does not suggest that the relevant international standards are being effectively implemented in sport.
- Where public money is going to support sports bodies, national authorities should take necessary actions to ensure effective regulation of sports governance.
- Future mega-sporting events have new human rights and anti-corruption provisions in their contracts and are happening in countries with emerging mandatory due diligence legislation, which will in turn accelerate the implementation of these laws locally. All of this points to a potential turning point in the world of sport.
- Athletes can use their influence and credibility to demand more transparency.

“ *Fighting corruption in sports does not need more standards but rather practical tools that can help the key stakeholders like international sports organisations and national federations to implement these standards.* ”

Lord Colin Moynihan (Peer, UK House of Lords, former UK Minister for Sport) moderated this panel that heard diverse perspectives on issues relating to governance and corruption in sport. The first speaker, **Nicola Bonucci** (Director of Legal Affairs, OECD) gave an overview of the OECD’s efforts and stressed that where there is corruption, harm will be done to human rights without the victim necessarily being aware of it. The OECD launched the International Partnership against Corruption in Sport (IPACS) in February 2017, bringing together international sports organisations, governments, inter-governmental organisations, and other relevant stakeholders. The aim of IPACS is to collectively fight corruption in sport. He emphasised the conflicts of interest that national sport organisations face with respect to their relations with international organisations or federations. In his view, where



public money is going to support sports bodies, national authorities should take necessary actions to ensure effective regulation. The OECD Guidelines on Multi-National Enterprises also address the links between corruption and human rights. The OECD National Contact Points are a valuable mechanism for making business conduct more responsible, including in the world of sport. Bonucci warned that with respect to strengthening accountability, a single grievance mechanism relevant for sport will likely not be effective and instead efforts should focus on improving coordination between existing mechanisms.

Andy Spalding (Professor of Law, University of Richmond) offered his views on the intersection between human rights and corruption. While both concepts are universally accepted, this does not suggest that related international standards are effectively implemented in the world of sports. Mega-sporting events can be perceived as a symbol for corruption being entrenched and inherent to human society. However, sport has the power to represent something different.

“ A new governance legacy will be shaped in Paris 2024, based on improved legal protections for human rights and improved measures to fight corruption.”

Spalding pointed to three developments over the past year that could be seen as important turning points. The first is the IOC adopting new provisions for [Host City Contracts for the 2024 and 2028 Olympic Games](#). These require National Olympic Committees, Local Organising Committees, and the IOC to have anti-corruption policies in place and to protect and respect human rights. The 2026 Winter Olympic Games will operate under the same contractual conditions. A second development is the adoption in France of a [corporate duty of vigilance law](#), which requires actors subject to the law to establish mechanisms to prevent human rights violations and environmental impacts. Finally, the Paris 2024 Games means that a country in the forefront of the corruption and human rights movements is organising and hosting an upcoming Olympic Games which will accelerate the implementation of these laws in ways that are likely to endure after the Games have ended.

Maggie Murphy (Director of Public Policy & Sport Integrity, SIGA) echoed Spalding’s encouraging prognosis, but reminded participants that corruption in sports can be related to many actors, from sponsors to sports betting companies. The Sport Integrity Global Alliance (SIGA) has developed three sets of standards on good governance, financial integrity, and match-fixing. These standards are broken down into a system of medals that are awarded to different stakeholders. She shared the story of a female football player who had won a national championship and made plans on how to invest the prize money, when an official from her sports association took the money away telling her he would take care of it. This athlete never saw the money again. This is not an isolated case, according to Murphy.



“ *Where there is secrecy, corruption and resulting human rights violations are common. Sports governing bodies are so far behind compared to other actors and industries in terms of a basic understanding of transparency.*

Addressing these situations involves overcoming two main challenges. First, sports governance is not often the most exciting topic to many people. To be effective, human rights and corruption also need to be considered in conjunction with each other. Second, secrecy and closed door decision making remains a feature of sport in many contexts, and where there is secrecy corruption and resulting rights violations are common. Murphy highlighted the following points as being essential in achieving change: anti-corruption and human rights policies cannot just be a compliance or ‘check-the-box’ exercise; the network of people who understand what is at stake needs to be expanded;

women should have a more prominent role at all levels of a sports body; transparency should be the aim and the default question should be why something was not published; efforts to eliminate silence and secrecy are essential.

Sylvia Schenk (Chair of the Working Group on Sport, Transparency International) stressed that the world of sport cannot be successful in protecting human rights without fighting corruption and nepotism. The UN Guiding Principles on Business and Human Rights need to be implemented together with baseline standards of good governance. Change is needed in the mind-set and culture of sports organisations to address issues such as the use of corruption money to cover up doping cases, and sport-related human trafficking linked to corruption. Schenk also noted other examples where corruption results in rights abuses, such as cases of sexual abuse in sports where people fear to speak up as well as money laundering linked to the sports business, that may not harm the sport directly, but can adversely impact local populations.

In addition, young athletes have been corrupted by match fixers and efforts to prevent such occurrences have been ineffective. Schenk stressed that instead of sanctioning young athletes, sports organisations should focus on developing adequate prevention and protection mechanisms for whistle-blowers. Athletes can use their influence and credibility to demand more transparency. To tackle corruption in sports, sports organisations need support in moving towards good governance that is relevant and effective for the world of sport.

“ *Good governance without human rights is not good governance. They go hand in hand and any advice to sport federations on good governance has to include human rights.*



THE HUMAN RIGHTS OF FANS

Key Takeaways

- A progressive fan base is important to achieve an inclusive culture in sport, but clubs and teams must also be part of the solutions and take responsibility for engaging in active dialogue with their fans.
- Fans can be a diverse group but should be considered as one collective to be engaged. The fan experience should be considered holistically.
- Ensuring an event is truly accessible means being inclusive and creative about all fan's entire sporting experience, including considering the full diversity of disability. Early inclusion of persons with differing abilities in the planning process is far more effective than having to change or reverse decisions and plans later on in the process.
- Having laws or policies in place that prohibit discrimination against LGBTI+ people is a first step, but active implementation and culture change is necessary to ensure the reality on the ground matches that intention.

Fans who attend sporting events present another group of potentially affected people and risks to their safety and wellbeing proactively prevented. **Steve Gibbons** (Director, Ergon Associates) moderated the session and started by asking panellists and participants to visualise a "fan", what she/he was doing at a sporting event, how the fan got to the event, and how easy it was for the person they were thinking of to arrive there. This exercise encouraged all participants to reflect on the perspectives of these individuals as the discussion began.

Ronan Evain (CEO, Football Supporters Europe) highlighted the most exposed fans, including the away fan, the away fan in a different country, and the woman fan. Evain works with fans as impacted parties when travelling to international sporting events, to protect their rights and to guarantee safe and fair conditions for them when they attend events. In some countries, these fans are treated poorly at and around the events they attend. The biggest challenge in his work is to identify fans willing to engage with organisers and local authorities to make events more welcoming. A progressive

“ Fans should be able to travel freely and not have to face police violence or unlawful body searches and enjoy football for a fair price.”



fan base is important in efforts to eliminate homophobic and anti-semitic behaviours at events including chanting. Football clubs must be part of the solution and take responsibility for engaging in active dialogue with their fans. Sometimes the only way to change people's attitude is to have them talk directly to affected people.

“ *The issue of rights of people with disabilities should be more mainstream to educate people and promote an understanding of this community as a civil rights collective in full capacity to claim their rights..* ”

Juan Pablo Salazar (Governing Board Member, International Paralympic Committee) remembered his experience in Russia during the World Cup and the inaccessibility around the event's venues and when travelling from one venue to another. In his work, he advises sports organisers on how to make events more accessible and include people with a disability in the planning of an event from the beginning. Early inclusion is more effective than having to change things later on in the process. He stressed that it is not just about having ramps in place but also about being inclusive and creative, for instance to avoid isolating people in a wheelchair in a special section. Furthermore, through his work he raises awareness on the diversity of disabilities and how all

forms of disabilities can best be taken into account. While international standards are in place, there are significant gaps, which need to be addressed. Salazar stressed the cultural dimension of an event's legacy, which provides opportunities to change people's perceptions. This can only be achieved by making an effort to engage all stakeholders. Broadcasters, for example, can play a vital role in triggering more people to become fans of the Paralympic Games.

Mary Harvey (Incoming CEO, Centre for Sport and Human Rights) reflected on an image of 2000 Hondurans driving North through Mexico to the border of the United States and the challenges they would be facing when trying to enter the country to see their team play in the 2026 FIFA World Cup. She stressed that any efforts to mitigate negative impacts on fans should focus on working together with fans and clubs to make stadiums more welcoming and safer for fans. She stressed that the key to understanding the concerns of fans is to accept their perceptions and recognise that even if some words or actions are not meant to be offensive, they can still have a negative impact on certain fans. Fan-related issues that came up in the 2026 World Cup United Bid process dealt mainly with discrimination, as there can be many different types of discrimination fans are exposed to when attending events. Harvey noted as well that issues of freedom of expression for fans, their privacy rights, and their free movement and travel rights also needed attention. Human rights

“ *We should not be talking about fans in segments anymore, but about fans as a group of people that are not separated by gender identity, sexual orientation, or disabilities.* ”



considerations and the legacy of an event have to be the starting and ending points of every plan and the key considerations when choosing hosting cities and countries for sporting events.

Zhan Chiam (Gender Identity and Gender Expression Programme Coordinator, ILGA) brought experiences from LGBTI+ advocacy to the Forum. Chiam reflected on his experience of living in Australia and the behaviours of a certain group of fans, who may be acting aggressively or drinking heavily and the tremendous impacts such actions have on other fans. He emphasised that while there are laws in place that prohibit insulting people, what really matters is what happens on the ground. The lack of enforcement of laws that are supposed to protect fans attending events

“ *Sports should be part of a bigger experience of the human experience and we should think about sporting events as art and culture events as well.* ”

is alarming. However, enforcement of laws is not the only solution. The attitude and mind-sets of people who attend sporting events needs to be changed to accept greater diversity among fans. Different stakeholders can become champions by supporting and welcoming diverse groups of people to participate as fans and by raising awareness to improve attitudes so that all people feel safe and encouraged to attend sporting events. Athletes have an important role to play as leaders in fostering a movement for greater fan diversity.



THE HUMAN RIGHTS OF DEFENDERS, ACTIVISTS, AND JOURNALISTS

Key Takeaways

- Protecting journalists, activists, and human rights defenders can benefit all other potentially affected and vulnerable groups, as they are on the front lines of identifying issues and decisions that can create risk and harm.
- There is a danger of focusing too much on adverse impacts of private actors at the expense of addressing abuses by governments. At the same time, sports bodies and businesses are often involved in impacts to human rights defenders, activists, and journalists, and must do more to protect them.
- Human rights defenders, activists, and journalists should be seen by sports bodies as allies that help to identify and address early any human rights concerns.

“ Sports can be a powerful platform for advancing and promoting social justice, but for human rights defenders to use that platform they need an enabling environment that only states can provide.”

Piara Power (Executive Director, FARE Network) chaired the session on the rights of human rights defenders, activists, and journalists. **Lene Wendland** (OHCHR) reminded the audience of the 70th anniversary of the Universal Declaration of Human Rights and the 20th anniversary of the UN [Declaration on Human Rights Defenders](#). She stressed that human rights defenders need an enabling environment, which starts with States' duty to protect the rights of those who advocate for social justice. Human rights defenders are facing



shrinking civic space in many countries and are under significant threat because of their advocacy.

In the world of sports, there is a danger of focusing too much on adverse impacts of private and individual actors at the expense of highlighting and addressing abuses by governments. At the same time, actors including sports bodies and businesses are involved directly or indirectly in attacks on human rights defenders, and should be doing much more to stand up for and protect human rights defenders. Organisations like FIFA have taken steps to live up to their responsibilities under the UNGPs, and other actors like sponsors or suppliers have roles to play as well.

As a “real life” human rights defender, **Maryam Shojaei** (Founder, My Fundamental Right) works together with the organisation “Open Stadiums” to expand access for women to football stadiums in Iran. In Iran, women are not allowed into stadiums for sporting events. This ban is not based on a law, but on a rule which gradually developed after Iran’s 1979 revolution. Shojaei explained that due to increasing external pressure and fear of sanctions, the Iranian football federation recently staged misleading pictures showing women in stadiums. However, the reality is that no tickets are being sold to women and security authorities at stadiums conduct body searches when they are in doubt about the gender of spectators. She clarified that the 800 women present at the game FIFA President Gianni Infantino and AFC president Salman Bin Ibrahim Al-Khalifa attended were all relatives of players and no tickets were sold to women. This is not an improvement, but merely an effort to counter outside pressure. Shojaei noted that support for the movement to expand access for women has continued to grow not only among Iranian women but also among Iranian men.

“ Raising awareness about a social injustice that has not been questioned for years is the first step to achieve change.

Andreas Graf (Human Rights Manager, FIFA) gave an overview of FIFA’s efforts related to human rights defenders. FIFA regards human rights defenders as a particularly vulnerable group and its approach to ensuring respect for defenders’ rights has already been implemented for the FIFA

“ The key lesson learned so far is that FIFA needs to be strategic in including leverage at the very beginning of the bidding process.

World Cup in Russia. FIFA views human rights defenders as allies that help to raise human rights concerns. In addition to FIFA’s human rights policy, which includes reference to human rights defenders, a more specific policy on human rights defenders was released in May 2018 with the support of many stakeholders present at the Forum. This policy framework sets expectations outside and inside the organisation. In addition, FIFA adopted a complaints mechanism before the start of the FIFA World Cup in Russia and integrated human rights defenders as a rights holder group in all impact assessments and bidding requirements. Provisions on human rights



defenders are also included in the sustainability strategy for Qatar that will be released soon. FIFA works with civil society to learn about risks and incidents relating to human rights defenders and addressed about 20 cases in the past months. This included the engagement with host authorities on a high level and in a preventative manner, which opened up space for influence in Russia. When specific issues came up, a FIFA team raised the issue with local authorities. FIFA continues to speak for human rights defenders and is attending ongoing court cases involving these individuals.

Courtney Radsch (Advocacy Director, Committee to Protect Journalists), emphasised that protecting journalists in the world of sports can benefit all other potentially affected and vulnerable groups. In Iran, not only were women banned from attending sporting events, but all women journalists were banned from covering events as well. This creates a 'double threat', as it affects individuals and their human rights, as well as the rights of others who as a consequence might not be heard. Since 1992, of the 1,331 journalists killed globally, 35 were covering sports and 18 of those were murdered in connection with their journalism. 39 of the 251 journalists imprisoned for their work were covering sport issues, and 2-3 of these are directly related to their sports reporting. The numbers of cases in which journalists experience harassment, threats, or visa denials are impossible to fully track.

“ *All stakeholders have a responsibility to not only have remedy mechanisms in place but also to communicate these mechanisms to journalists and human rights defenders to ensure they can use these mechanisms.* ”

Ms Radsch emphasised that establishing grievance mechanisms for journalists is an important first step, but journalists and human rights defenders also need to know about their existence and these mechanisms need to work effectively in all countries, including those where serious human rights violations are perpetrated against journalists and human rights defenders during mega-sporting events. Radsch drew attention to local events, such as in Ghana, where journalists covering corruption in football faced harassment. In addition, a more focused discussion on gender is needed, as women journalists face more harassment and assaults than men. Broadcasters have a role to play in making the working environment for journalists safer, including by proactive actions such as security support and advice.



THE HUMAN RIGHTS TO NON-DISCRIMINATION & EQUALITY

Key Takeaways

- Discrimination in sports affects girls and women in particular. In many places around the world, women are prevented from participating in sports and in others they struggle to secure equal treatment from sports federations including with respect to resources such as adequate sports gear or access to training facilities.
- Changing discrimination in sports starts with raising awareness and educating both sporting federations as well as local communities to challenge stereotypes and preconceptions.
- Athlete activism is necessary to change mentalities in sport to embrace non-discrimination and equality.

“ *The most important thing for me is to build a safe place for girls in Somalia to be able to play basketball and other sports..* ”

The panel on non-discrimination and equality in the world of sport was chaired by **Minky Worden** (Director of Global Initiatives, Human Rights Watch). **Suad Galow** (Founder, Somali Women Foundation) shared how she experienced discrimination in the world of sport as a woman in Somalia. The civil war in forced her to flee to the US, where she discovered her passion for basketball. In 2009, she returned to her home country for the first time to discover that the Al-Shabaab extremist group did not allow women and girls to participate in sports and regularly threatened, attacked, and murdered women and girls who played. Galow has since dedicated her life to developing basketball in Somalia from the grassroots to elite levels, by training coaches across Somalia, by building courts and gyms to give women and girls a place to train in a safe environment, and organising an international tournament in Somalia. The tournament required extensive security measures and the logistical feat of constructing a new basketball court, as well as facing severe threats made by militants demanding the cancellation of the event.



Nicole Rodriguez (Player, Puerto Rico national football team) shared the story of the Puerto Rico women’s national football team and their fight for equal treatment. Not just men’s club teams, but youth teams, are both prioritised over the women’s national team with regard to resources for, and access to, adequate training and event facilities.

The team used their first-ever international friendly game against Argentina in September 2018 to stage a protest against this treatment. Rodriguez explained that conditions have not improved since. The team still does not have a changing room, nor access to medical assistance or insurance when playing for the national team. The national football federation has refused to pay players’ back medical costs and funds meant to assist the women’s team have been diverted or reallocated elsewhere with no accountability or compensation.

“ You can’t expect what you don’t inspect. We need systems in place based on accountability that provide women the tools to gain access to training facilities at a legitimate level.

“ The challenge is that sport is a gendered and sex-segregated space. The opportunity is that it is invented and we can make up the rules and create more mix-gendered opportunities and progressive solutions.

Hudson Taylor (Executive Director, Athlete Ally) has become a leading voice against homophobia and transphobia in wrestling and sports more generally. Fighting discrimination against LGBTI+ people relies on the support of powerful stakeholders and educating people on LGBTI+ issues. Taylor emphasised that it is often the people with the most power and influence that can make a difference in combatting discrimination who are also the least educated about the issues involved. He stressed the importance of athlete activism and the need for sport policies that reflect the diversity of athletes and address LGBTI+ issues explicitly. In his view, such policies are in place to a certain extent at the highest level but in some cases do not align with policies of host countries, such as in Russia and Qatar. Sport can be a powerful force in changing discriminatory policies at the national level but currently there is still no fully secure environment for LGBTI+ athletes in any country.

Khalida Popal spoke of her experiences as members of the Afghanistan women’s national football team. Popal, who learned football from her brothers, viewed football as a tool to strengthen unity among women in Afghanistan. Together with her mother, she launched campaigns to change the image of football being male dominated. In 2007, she worked with the Afghanistan football federation and made a deal that the team would give the federation the budget they received from FIFA in exchange for their right as women to be allowed to play football. They made history by establishing the first ever women’s national football team in Afghanistan. Popal became the



first woman to be employed by the Afghan football federation.

But these accomplishments were marred by the sexual harassment she faced from her colleagues and men from the Afghan Olympic Committee. She ultimately fled the country and was granted asylum in Denmark, but nevertheless kept fighting for and developing football for women in Afghanistan. When Popal learned that her teammates in Afghanistan faced constant abuse by officials from the Afghan football federation, she joined with others to see to it that Afghan women could play football in a safe space. She and other players celebrated an incremental success with the suspension of the President of the Afghan football federation for his role in the abuses.

"We are challenging the system to raise awareness and tell people who are responsible to take the case seriously and create a system that protects players from being abused."

Shabnam Mobarez, captain of the team and teammate of Popal, is also a refugee in Denmark. As captain, she was working to take the Afghan women's national team to the Women's World Cup when she discovered that members of her team in Afghanistan had been sexually abused by those in power in Afghanistan football. Because these women and girls cannot speak for themselves, Mobarez lent these players her own voice, to tell their stories and help protect them. Together with Popal and their coach, they investigated the cases and exposed their findings to the media. Despite the Afghan Football Federation's attempts to silence them, they have both remained committed to raising their voices on behalf of their teammates.

“ We need to provide a safe environment for young girls in Afghanistan to engage in sports so that they dare to dream.”



DAY 2 REFLECTIONS

John Morrison (Chief Executive, IHRB) moderated the final session of the two day Forum, offering the opportunity for final reflections and summations of all the discussions.

“ *The representation of children and young people is not yet sufficient across sport to hear their voices and adequately represent their views.* ”

Niels de Fraguier (French Committee member, ENGSO Youth) suggested three priorities that in his view were most important to progress the conversation. First, partnerships and collaboration among the actors at the Forum and beyond should not only tackle human rights challenges but also climate change and the links to sport and development. Secondly, all actors should use individual and collective leverage to improve the delivery of mega-sporting events and to strengthen protection of athletes. Finally, youth participation is largely missing in ongoing efforts and this needs to change. The Kazan Action Plan claims to foster inclusion of youth in decision-making processes. However, the representation of children and youth is not sufficient to hear

their voices and adequately represent their views and challenges. De Fraguier suggested that the next Sporting Chance Forum should include a youth panel and called for inclusion of youth representatives in the Advisory Council of the Centre.

Martin Michelet (Ambassador of Switzerland to UNESCO) recognised the contributions of everyone in the room to how far the movement has come and the launch of the Centre is proof of these achievements. He confirmed that the Swiss government is delighted to have the Centre located in Geneva and committed to promoting human rights in sports and supporting the work of the Centre, in collaboration with all other relevant stakeholders. UNESCO and its mandate on education is essential in particular when it comes to fighting discrimination in sport. In the future, Michelet hopes to see more geographical diversity and an even broader coalition to strengthen legitimacy. More support is needed in particular from governments in Southern countries. Given ambitious goals and limited resources, prioritisation of activities and a focus on strengthening alliances will be critical for further success.

“ *Geographic diversity is essential to strengthen the legitimacy of any broad coalition.* ”



“ *More attention is needed at the grassroots level of sports, including increased coordination of international and national actions.* ”

Magnus Magnussun (Director, Partnerships & Outreach, UNESCO), reaffirmed UNESCO’s support for the Centre and reiterated the need to prioritise among the different challenges, and to think about children and youth and their vulnerabilities, as well as supporting those regions that so far have not been represented. Magnussun added that more attention should be given to grassroots levels of sport, which calls for coordinated international and national actions. Policy makers require tools that the Centre can help to develop and disseminate. The Kazan Action Plan is a good starting point, but it can only make a difference if it is implemented.

Mary Harvey (Incoming CEO, Centre for Sport and Human Rights) thanked Mary Robinson, John Morrison, and the IHRB team for their efforts to bring all actors together in creating the Centre. She praised the members of the Sport and Rights Alliance for their strong support in this journey.

Harvey presented three key takeaways from the Forum. The first related to the insufficiency of existing structures to address risks faced by those affected by sport. The Centre’s work will be focused on closing the gaps and making mechanisms credible and effective. Second, Harvey stressed the distinction between collective action and collective value. The coalition that has come together behind the Centre has developed a collective sense of purpose and a collective voice, but this must be turned into value that meaningfully benefits those affected. As a final point, she stressed that sport has to “walk the walk.” In particular, the most powerful actors in sport need to develop and adhere to clear guidelines for how to carry out their activities to the highest standards, and do the necessary work to disseminate these practices down into regions, countries, and clubs. Leaders have to be taken through the process of unpacking human rights and what they mean in practical terms for their work.

“ *Senior leaders in sport need to be educated on human rights, unpacking them and what they mean in practical terms for their work..* ”

Mary Robinson (Chair, Centre for Sport and Human Rights) concluded the session by agreeing that more young people have to be represented in future discussions and that the new Centre’s Advisory Council should include young people. In her reflections on the past two days, Robinson noted that each panel was moving and informative in its own way. In particular, she paid tribute to the women from the Afghan football team and praised their courage to speak out and challenge the system. The work ahead should include thinking about how this Forum’s focus on affected groups can translate into the work of the Centre. To live up to the expectations, clear targets need to be set, including the balance between a focus on mega-sporting events and the broader



world of sports. The trust that has been built up through collective action needs to be earned continuously. Spreading the geographical reach of the movement feeds into that and conscious choices concerning the themes and venue for the next Sporting Chance Forum can contribute in this regard. A new global architecture in the world of sport is taking shape and the task now is to ensure that architecture is equipped to tackle the challenges and help those in need.

“ *A new global architecture in the world of sport is taking shape and the task now is to ensure that architecture is equipped to tackle the challenges and help those in need..* ”



SPORTING CHANCE FORUM

Paris, 12th - 13th December 2018

ANNEX 1: AGENDA

WEDNESDAY 12th DECEMBER 2018

8AM-9AM	REGISTRATION & BREAKFAST
9AM-9.15AM	WELCOMING REMARKS <ul style="list-style-type: none">• Nada Al Nashif (Assistant Director-General for Social and Human Sciences, UNESCO)• Mary Robinson (Chair, Centre for Sport and Human Rights)
9.15AM-10.30AM	OPENING REMARKS <ul style="list-style-type: none">• Christophe De Kepper (Director General, International Olympic Committee)• Louise Martin (President, Commonwealth Games Federation)• Brendan Schwab (Executive Director, World Players Association)• Federico Addiechi (Head of Sustainability & Diversity, FIFA)• Gabriela Ramos (Chief of Staff and Sherpa to the G20, OECD)• Nancy Hogshead-Makar (CEO, Champion Women; Board member, Equality League) <p>Moderated by: Mary Robinson (Chair, Centre for Sport and Human Rights)</p>
10.30AM-11.30AM	THE HUMAN RIGHTS OF CHILDREN <ul style="list-style-type: none">• Hiromasa Nakai (Chief of Information and Public Affairs, Japan Committee for UNICEF)• Clare Briegal (CEO, International Netball Federation)• James Esson (Senior Lecturer, Human Geography, Loughborough University)• Gretchen Kerr (Vice Dean, Programs, School of Graduate Studies, University of Toronto) <p>Moderated by: Anastasia Anthopoulos (Programme Officer, Oak Foundation)</p>
11.30AM-12.PM	TEA/COFFEE
12P.M-1.15PM	SUPPORTING SURVIVORS OF SEXUAL ABUSE IN SPORT <ul style="list-style-type: none">• Karen Leach (Former professional swimmer; Psychotherapist and Safe Sport Advocate)• Colin Harris (Former athlete; Academic; Safe Sport Advocate)• Jessica Howard (Former professional gymnast; Advisory Council member, Equality League) <p>Moderated by: Daniela Ligiero (CEO, Together for Girls)</p>

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1.15PM-2.15PM LUNCH

2.15PM-3.15PM THE HUMAN RIGHTS OF WORKERS

- Marie Barsacq (Head of Legacy, Paris 2024 Organising Committee)
- Bernard Thibault (Board Member, Paris 2024 Organising Committee)
- Jean-Lou Blachier (Vice President Confédération Générale des Petites et Moyennes Entreprises (CGPME))
- Ambet Yuson (General Secretary, Building and Wood Workers' International)

Moderated by: Giovanni Di Cola (Special Advisor to the Deputy Director General for Field Operations and Partnerships, International Labour Organization (ILO))

3.15PM-3.45PM TEA/COFFEE

3.45PM-4.45PM THE HUMAN RIGHTS OF ATHLETES

- Rožle Prezelj (former Chair of the IAAF Athletes' Commission)
- Conrad Smith (former New Zealand national rugby player)
- Jonas Baer-Hoffmann (Secretary General, FIFPro Division Europe)
- Eric Winston (President, National Football League Players Association)

Moderated by: Rachel Davis (Managing Director, Shift)

4.45PM-5.30PM DAY 1 REFLECTIONS

- Viet Nguyen (Member, UNESCO Youth and Sport Task Force; Founder, Human Trafficking and Forced Labour Prevention Class)
- HRH Prince Ali Bin Al Hussein of Jordan
- Brent Wilton (Global Head of Workplace Rights, The Coca-Cola Company)

Moderated by: Baroness Lola Young of Hornsey (Peer, UK House of Lords)

5.45PM-7.15PM EVENING COCKTAIL RECEPTION

Celebrating 70 years of the Universal Declaration of Human Rights and 20 years of the ILO Declaration on Fundamental Principles and Rights at Work, [hosted by the ILO](#).

- Moussa Oumarou (Deputy Director-General for Field Operations and Partnerships, ILO)
- Beate Andrees (Chief of the Fundamental Principles and Rights at Work Branch, ILO)
- Lene Wendland (Chief Human Rights and Economic and Social Issues Section, Office of the UN High Commissioner for Human Rights)

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THURSDAY 13th DECEMBER 2018

8AM-9AM

BREAKFAST/TEA/COFFEE

9AM-10AM

DAY 2 OPENING REMARKS

- Moussa Oumarou (Deputy Director-General for Field Operations and Partnerships, ILO)
- Sharan Burrow (General Secretary, International Trade Union Confederation)
- Serge Betsen (former French national rugby player)
- Matthias Thorns (Director of Stakeholder Engagement, International Organisation of Employers)

Moderated by: Mary Robinson (Chair, Centre for Sport and Human Rights)

10AM-11AM

ORIENTING SPORTS POLICY, HUMAN RIGHTS, SUSTAINABLE DEVELOPMENT

- Gert Oosthuizen (Chair, Intergovernmental Committee for Physical Education and Sport)
- Michael Shamsu Mustapha (Deputy Director of Sports, Government of Sierra Leone)
- Maja Makovec Brenčič (former Minister of Sport, Government of Slovenia)
- David Grevemberg (Chief Executive, Commonwealth Games Federation)

Moderated by: David Rutherford (Special Advisor, Centre for Sport and Human Rights; former Chief Commissioner, New Zealand Human Rights Commission)

11AM-11.30AM

TEA/COFFEE

11.30AM-12.30PM

GOVERNANCE AND ANTI-CORRUPTION

- Nicola Bonucci (Director of Legal Affairs, OECD)
- Andy Spalding (Professor of Law, University of Richmond)
- Maggie Murphy (Director of Public Policy & Sport Integrity, SIGA)
- Sylvia Schenk (Chair of the Working Group on Sport, Transparency International)

Moderated by: Lord Colin Moynihan (Peer, UK House of Lords, former UK Minister for Sport)

12.30PM-1.25PM

LUNCH

1.25PM-1.30PM

VIDEO ADDRESS TO THE SPORTING CHANCE FORUM

- Aleksander Čeferin (President, UEFA)

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1.30PM-2.30PM

THE HUMAN RIGHTS OF FANS

- Zhan Chiam (Gender Identity and Gender Expression Programme Coordinator, ILGA)
- Ronan Evain (CEO, Football Supporters Europe)
- Juan Pablo Salazar (Governing Board Member, International Paralympic Committee)
- Mary Harvey (Incoming CEO, Centre for Sport and Human Rights)

Moderated by: Steve Gibbons (Director, Ergon Associates)

2.30PM-3.30PM

THE HUMAN RIGHTS OF DEFENDERS, ACTIVISTS, AND JOURNALISTS

- Lene Wendland (Chief Human Rights and Economic and Social Issues Section, Office of the UN High Commissioner for Human Rights)
- Maryam Shojaei (Founder, My Fundamental Right)
- Andreas Graf (Human Rights Manager, FIFA)
- Courtney Radsch (Advocacy Director, Committee to Protect Journalists)

Moderated by: Piara Powar (Executive Director, FARE Network)

3.30PM-4PM

TEA/COFFEE

4PM-5PM

THE HUMAN RIGHT TO NON-DISCRIMINATION & EQUALITY

- Suad Galow (Founder, Somali Women Foundation (basketball))
- Nicole Rodriguez (Player, Puerto Rico national football team)
- Shabnam Mobarez (Captain, Afghanistan national football team)
- Khalida Popal (Player, Afghanistan national football team)
- Hudson Taylor (Executive Director, Athlete Ally)

Moderated by: Minky Worden (Director of Global Initiatives, Human Rights Watch)

5PM-5.45PM

DAY 2 REFLECTIONS

- Niels de Fruquier (French Committee member, ENGSO Youth)
- Martin Michelet (Ambassador of Switzerland to UNESCO)
- Mary Robinson (Chair, Centre for Sport and Human Rights)

Moderated by: John Morrison (Chief Executive, IHRB)

5.45PM-6PM

CLOSING REMARKS

- Magnus Magnusson (Director, Partnerships & Outreach, UNESCO)
- Mary Harvey (Incoming CEO, Centre for Sport and Human Rights)

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PARTICIPANTS LIST

Federico Addiechi*	FIFA
Arili Aguirre	Social and Human Sciences sector, UNESCO
Dana Al Bardawil	Supreme Committee for Delivery and Legacy, Qatar 2022
Khalid Al Kubaisi	Supreme Committee for Delivery and Legacy, Qatar 2022
Nada Al-Nashif*	UNESCO
Gigi Alford	World Players Association/Sport & Rights Alliance
David Alfrey	Clifford Chance
Prince Ali Bin Al Hussein*	Government of Jordan/AFDP Global
Mohammed Hassan Alobaidly	Ministry of Administrative Development, Labour and Social Affairs, Government of Qatar
Lucy Amis	UNICEF UK
Ahoua Anderson	
Lou Anderson	Commonwealth Secretariat
Beate Andrees*	International Labour Organization (ILO)
Jean-Baptiste Andrieu	Business for Social Responsibility (BSR)
Tos Añonuevo	Building and Wood Workers' International (BWI)
Anastasia Anthopoulos*	Child Abuse programme, Oak Foundation
Francis Awaritefe	FIFPro
Jonas Baer-Hoffmann*	FIFPro (World Football Players Union)
Christophe Bamy	OVNI - Films for Sport
Jean Paul Barbier	International Labour Organization (ILO)
Clare Barrel	UK Sport
Marie Barsacq*	France Paris 2024 Local Organising Committee
Paolo Basarri	Fédération Internationale de l'Automobile (FIA)
Guido Battaglia	Centre for Sport and Human Rights
Jerome Bellion-Jourdan	EU External Action Service
Rebekka Benesch	Embassy of Switzerland in France
Paolo Bertaccini	Office for Sport, Government of Italy
Alexis Besson	EVALEO
Serge Betsen*	Former French national rugby player
Nicole Bigby	BCLP Law

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Ross Biggam	Discovery Eurosport
Barbara Bijelic	Organisation for Economic Co-operation and Development (OECD)
James Bischoff	Mission of the United States of America to the UN in Geneva
Alison Biscoe	Centre for Sport for Human Rights
Erin Blankenship	Equal Playing Field
Sarah Boardman	Foreign and Commonwealth Office, Government of the United Kingdom
Nicola Bonucci	Organisation for Economic Co-operation and Development (OECD)
Jacques Bossuges	
Yury Boychenko	Office of the United Nations High Commissioner for Human Rights (OHCHR)
Emine Bozkurt	Amnesty International NL
Maja Makovec Brenčič*	Ministry of Education, Science and Sport, Government of Slovenia
Clare Briegal*	International Netball Federation
Anne-Marie Brigaud	Ministry of Europe and Foreign Affairs (MEAE), Government of France
Lerina Bright	Mission 89
Michal Buchel	FIAS/International SAMBO Federation
Kurt Buffalo	Samson Cree Nation
Sharan Burrow*	International Trade Union Confederation (ITUC)
Blake Caldwell	University of Colorado
Jean-Lou Blachier*	Confédération Générale des Petites et Moyennes Entreprises (CGPME)
Brahima Camara	Trivision Impacts
Jean Francois Cecillon	AFDP Global
Zhan Chiam*	International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA)
David Chikvaidze	United Nations Office at Geneva (UNOG)
Stephen Cockburn	Amnesty International
Rachel Davis*	Shift
Jean-Francois Davoust	General Confederation of Labour (CGT)
Niels de Fruquier*	ENGSO Youth
Christophe de Kepper*	International Olympic Committee (IOC)
Ters de Kock	Ministry of Sport and Recreation, Government of South Africa
Alexandra de Navacelle de Coubertin	Association Familiale Pierre de Coubertin
Amali de Silva	Channel 4 Television Corporation
Audrey Delacroix	Organisation Internationale de la Francophonie (OIF)

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Giovanni Di Cola*	International Labour Organization (ILO)
Amel Selma Djemail	World Players/UNI Europa
Moya Dodd	Asian Football Confederation (AFC)
Phil Doorgachurn	LimeCulture
Kathryn Dovey	Organisation for Economic Co-operation and Development (OECD)
Nikki Dryden	Former Olympic athlete; human rights lawyer
François Duchamp	UNICEF France
Andre du Plessis	International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA)
James Esson*	Loughborough University
Ronan Evain*	Football Supporters Europe
David Evangelista	Special Olympics Europe Eurasia
Francesca Fairbairn	Institute for Human Rights and Business (IHRB)
Romain Fermon	International School Sport Federation
Caitlin Fisher	FIFPro
Andrés Franco	UNICEF
Rémy Friedmann	Federal Department of Foreign Affairs, Government of Switzerland
Natalie Galea	University of New South Wales
Valerie Galley	Assembly of First Nations
Suad Galow*	Somali Women Foundation
Joséphine Garrick	Organisation Internationale de la Francophonie (OIF)
Danaï Gemet	GL Events
Marjorie Gass	Nike
Patrick Klaus Gasser	UEFA
Steve Gibbons*	Ergon Associates
Andreas Graf*	FIFA
Matthew Graham	World Players Association
David Grevemberg*	Commonwealth Games Federation
Frank Grothaus	FIFA
Mara Gubuan	Equality League
Nicolas Hachez	Organisation for Economic Co-operation and Development (OECD)
Arthur Hannoun	Comité Ethique et Sport
Colin Harris*	Former professional footballer
Tracey Harris	
Mary Harvey*	Centre for Sport for Human Rights

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Omar Hassanein	International Rugby Players Association
Daniela Heerd	Tilberg Law School
François Herault	City of Paris - General Delegation to the syly and Paralympic Games and Major Events
Johannes Herber	World Players Association
Nancy Hogshead-Makar*	Olympic champion swimmer; Champion Women
Jostein Hole Kobbeltvedt	Rafto Foundation
Jacob Holmes	Australian Athletes' Alliance
Akihiko Hosoda Barnoux	
Frances House	Institute for Human Rights and Business (IHRB)
Jessica Howard*	Professional gymnast
Jennifer Howard	
Cassandre Huesca	Embassy of Switzerland in France
Tony Irish	Federation of International Cricketers' Associations
Philip Jennings	UNI Global Union
Scott Jerbi	Institute for Human Rights and Business (IHRB)
Sibil Jhaveri	Supreme Committee for Delivery and Legacy, Qatar 2022
Yahya AC-Matarr Jobe	Permanent Delegation of The Gambia to UNESCO, Paris
Martin Kainz	Vienna Institute for International Dialogue and Cooperation (VIDC)
Brigid Kearney	
Marion Keim Lees	The Interdisciplinary Centre for Sports Science and Development, University of the Western Cape
Nick Keller	Beyond Sport
Gretchen Kerr*	University of Toronto
Khalil Ahmed Khan	UNESCO
Rebecca Khoury	MAKO Corporation
Florian Kirschner	FAU Erlangen-Nürnberg
Pavel Klymenko	FARE Network
Theologia Kostopoulou	Supreme Committee for Delivery and Legacy, Qatar 2022
Michele Krech	New York University School of Law
Kia Kyhl	Institute for Human Rights and Business (IHRB)
Yanis Lammari	Youth ID
Karen Leach*	Professional swimmer
Véronique Lebar	Comité Ethique et Sport

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Jin Sook Lee	Building and Wood Workers' International (BWI)
Sandra Lendenmann	Federal Department of Foreign Affairs, Government of Switzerland
Kathryn Leslie	Office of the Special Representative of the UN Secretary-General on Violence against Children
Daniela Ligiero*	Together for Girls
Ramunas Linartas	European Commission
Rae Lindsay	Clifford Chance
Wilton Littlechild	WIN Sports International
Richard Loat	Commonwealth Youth Sport for Development and Peace Network
William Louis-Marie	Former AIBA
Diana Maggiore	International Trade Union Confederation (ITUC)
Magnus Magnusson	UNESCO
Suad Mahamed	Somali Women Foundation
Pia Mann	DISCOVER FOOTBALL
Helen Maroulis	Olympic champion wrestler
Louise Martin*	Commonwealth Games Federation
Katia Mascagni	International Olympic Committee (IOC)
Henriette McCool	Vinci
Nicholas McGeehan	Fair/Square Research
Lawrie McLaren	Burson Cohn & Wolfe
Heather McPhee	National Football League Players Association
Martin Michelet*	Embassy of Switzerland to UNESCO
Charlotte Michon	Vinci
Céline Micoulin	Medef Céline Micoulin
Dennis Mills	Major Events International
Shabnam Mobarez*	Afghanistan national football team
Sandra Monteiro	National Hockey League Players' Association (NHLPA)
Andreanne Morin	World Anti-Doping Agency (WADA) Athlete Committee
Robert Morini	UK Sport
Colette Morris	Organisation for Economic Co-operation and Development (OECD)
John Morrison*	Institute for Human Rights and Business (IHRB)
Debra Mountford	Organisation for Economic Co-operation and Development (OECD)
Lord (Colin) Moynihan*	UK House of Lords
Philipp Müller-Wirth	UNESCO

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Maggie Murphy*	Sport Integrity Global Alliance
Michael Shamsu Mustapha*	Ministry of Sports, Government of Sierra Leone
Hiromasa Nakai*	UNICEF Japan
Viet Nguyen*	Youth and Sport Task Force, UNESCO
Mario Nishihara	Centre for Sport and Human Rights
Tim Noonan	International Trade Union Confederation (ITUC)
Diogo Oliveira Guia	International Centre for Sport Security Insight
Moira Oliver	BT plc
Gert C. Oosthuizen*	Intergovernmental Committee for Physical Education and Sport (CIGEPS), UNESCO
Moussa Oumarou*	International Labour Organization (ILO)
Hervé Ossant	General Confederation of Labour (CGT)
Robert Paratore	World Players Association
Brad Parker	Bureau of Democracy, Human Rights, and Labor, US State Department
Jane Patterson	UK Sport
Alice Pease	Office of Baroness Young of Hornsey, UK House of Lords
Fiona Pelham	Positive Impact Events
Nicolas Perin	International Tourism Partnership
Roger Piarulli	World Taekwondo & Taekwondo Humanitarian Foundation
Laetitia Pinson	OVNI - Films for Sport
Ruth Freedom Pojman	Global Fund to End Modern Slavery
Thomas Pollan	Office of the United Nations High Commissioner for Human Rights (OHCHR)
Carole Ponchon	ENGSO Youth
Floriane Poncet	International School Sport Federation
Ron Popper	Institute for Human Rights and Business (IHRB)
Piara Powar*	FARE Network
Rožle Prezelj*	Former IAAF Athletes' Commission
Farid Qat	Office of HRH Prince Ali Bin Al Hussein
Mahmoud Qutub	Supreme Committee for Delivery and Legacy, Qatar 2022
Courtney Radsch*	Committee to Protect Journalists (CPJ)
Gabriela Ramos*	Organisation for Economic Co-operation and Development (OECD)
Konrad Rehling	Südwind
Valiant Richey	Organization for Security and Co-operation in Europe (OSCE)
Sally Roberts	Wrestle Like a Girl
Nicholas Robinson	

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Mary Robinson*	Centre for Sport and Human Rights
Nicole Rodriguez*	Puerto Rico national football team
William Rook	Centre for Sport for Human Rights
David Rutherford*	Centre for Sport and Human Rights
Nastassia Saint-Severin	Procter & Gamble
Nicole Salazar	BID/Juan Pablo Salazar
Juan Pablo Salazar*	International Paralympic Committee (IPC), Inter-American Development Bank
Andrea Saldarriaga	London School of Economics
Ben Sandford	World Anti-Doping Agency (WADA) Athlete Committee
Nan Sato	Field-R Law Offices
Sylvia Schenk*	Transparency International Germany
Alexander Schischlik	UNESCO Paris
Morten Schmidt	Laureus Sport for Good Foundation
Brendan Schwab*	World Players Association
Claire Seang	Terre des Hommes
Maryam Shoejai*	My Fundamental Right
Vijay Simhan	Humanity United
Alexey Smertin	Football Union of Russia
Larisa Smertina	Football Union of Russia
Benjamin Smith	International Labour Organization (ILO)
Conrad Smith*	International Rugby Players
Andy Spalding*	University of Richmond
Haley St. Dennis	Centre for Sport for Human Rights
Dejan Stefanović	World Players Association
Ana Strnad	Embassy of the Republic of Slovenia in France
Shoichi Sugiyama	Field-R Law Offices
Chong Hwan Sung	Oceanplay Inc, South Korea
Hudson Taylor*	Athlete Ally
Drucil Taylor	Ministry of Sports, Government of Sierra Leone
Cristina Tebar Less	Organisation for Economic Co-operation and Development (OECD)
Sarah Tesei	Vinci
Bernard Thibault*	International Labour Organization (ILO)/Representative of workers for Paris 2024
Hamish Thomson	Channel 4 Television Corporation
Matthias Thorns*	International Organisation of Employers (IOE)

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Jane Thornton	Western Centre for Public Health and Family Medicine/ Fowler Kennedy Sport Medicine Clinic
Orsolya Tolnay	ENGSO/ASPIRE Project
Clara Touillon	GL Events
Liz Twyford	UNICEF UK
Tom Van Haaren	Fair Labor Association
Laurent Viddal	University Paris 1 Panthéon-Sorbonne
Nevena Vukašinić	ENGSO Youth
Torsten Weiden	Federal Ministry of the Interior, Building and Community, Government of Germany
Lene Wendland*	Office of the United Nations High Commissioner for Human Rights (OHCHR)
Neill Wilkins	Institute for Human Rights and Business (IHRB)
Brent Wilton*	The Coca-Cola Company
Eric Winston*	National Football League Players Association (NFLPA)
Minky Worden*	Human Rights Watch
Kristen Worley	Gensler Architecture & Design
Takuya Yamazaki	World Players Association/FIFPro
Baroness (Lola) Young*	UK House of Lords
Laura Youngson	Equal Playing Field
Ambet Yuson*	Building and Wood Workers' International (BWI)



ANNEX II: KEY TAKEAWAYS FROM THE 2017 FORUM

The Key Takeaways from the second Sporting Chance Forum in 2017 in Geneva are summarised below to trace progress made over the past twelve months, with full summaries provided in the [2017 Meeting Report](#). You can also find a summary of the first-ever Forum, hosted in Washington D.C., in the [2016 Meeting Report](#).

OPENING ADDRESSES:

- Embedding human rights in sport is a marathon, not a sprint.
- A people-centred approach is needed.
- 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.
- A permanent Centre for Sport & Human Rights is needed.

ADVANCING WOMEN'S RIGHTS THROUGH SPORT:

- Challenging stereotypes and norms cannot be done by women alone.
- Leadership from sport governing bodies and sports federations is imperative on issues of gender equality in sport.
- Major sports sponsors and broadcasters have key roles to play.
- We must think about the long- and short-game for advancing women's rights in sport.

PLENARY SPEECHES:

- Mega-sporting events are huge global businesses.
- Sport has so much to contribute to society, and cannot allow its positive impacts to be tainted by bad practices.
- Transparency and communication must be unwavering.
- Collective action must be truly global.

HOST ACTORS (PARALLEL SESSION):

- Access to quality expertise is essential.
- 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).
- Remedy can be a catalyst for dialogue.

SPONSORS (PARALLEL SESSION):

- Dialogue with stakeholders is integral to effective human rights due diligence.
- Sponsors come under pressure to use their influence with sports bodies or hosts to intervene on human rights matters.
- Identifying effective leverage points is critical.
- Sponsors must grapple with commercial realities.
- Sports bodies are beginning to ask their own questions.

SPORT, DEVELOPMENT, AND PEACE (PARALLEL SESSION):

- Ratings and audience demand have been a factor.
- Companies cannot be just passive receivers of broadcast rights.
- Journalists can affect rights and be affected.
- Press freedom and safety is a salient risk.
- 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.
- The gaps between the fields of SDP and human rights can be attributed to problems in lack of shared definitions.
- The Sustainable Development Goals (SDGs) offer a vehicle for the SDP movement.
- The envisioned Centre for Sport and Human Rights could potentially contribute to SDP initiatives.

MEETING THE NEEDS OF AFFECTED GROUPS:

- 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.
- Meaningful consultation with potentially and actually affected groups is essential.
- Statements and commitments are just the first step.

THE NATURE OF THE CHALLENGE:

- Collective action is a central theme.
- Sports bodies should reflect on past events with harmful consequences for people, and take corrective action.
- Engagement with inter-governmental and governmental bodies can be constructive.
- Representative bodies and respected intermediaries can help bring parties together, especially when they command the trust of affected people.
- Sport should lead society, but often lags behind.
- Collaboration is necessary between initiatives promoting integrity and human rights in sport.

THE GOVERNING BODY PERSPECTIVE:

- High level commitments have been made by sports bodies and work is underway to embed them throughout each organisation.
- Ensuring engagement with affected stakeholders is paramount.
- External experts can help plug gaps in knowledge.
- Multi-stakeholder engagement is not only necessary but invaluable.
- Gender is a cross-cutting salient risk.
- Press and human rights defenders' freedom to openly report issues is a key area requiring greater action.

THE HOST PERSPECTIVE:

- Child safeguarding is a salient risk, even for smaller MSEs and host nations.
- Relationship building can take time, but is worth the effort.
- Independent audits of workers welfare standards are a crucial part of converting policies and procedures into something meaningful.
- It is never too late to start.

THE WORK AHEAD: A PERMANENT BODY FOR COLLECTIVE ACTION

- Sometimes new, creative, non-traditional approaches are needed.
- The Centre, like sport, must reflect its base.
- Significant initial progress has been achieved.
- A people-centred approach is essential.
- The Centre must have legitimacy.

MEETING REPORT THE 2018 SPORTING CHANCE FORUM

