

ANNUAL ACTIVITY REPORT 2022 IN REVIEW AND LOOKING FORWARD TO 2023



Centre for Sport & Human Rights



BIRMINGHAM 2022

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LONGINES

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2022 A TURNING POINT FOR SPORT & HUMAN RIGHTS

Mary Harvey, Chief Executive Officer

The 2022 Olympic Winter and Paralympic Games in Beijing and the FIFA World Cup 2022 in Qatar brought unprecedented international scrutiny to the human rights dimensions of sport, from planning and implementation of Mega-Sporting Events to their legacies for communities and nations. The past year also witnessed the ongoing conflict in Ukraine which reignited debates on sport's relationships with governments and sponsors, and highlighted difficult dilemmas around athlete eligibility and participation.

At the Centre for Sport and Human Rights, we welcomed the release of the International Olympic Committee's (IOC) Strategic Framework on Human Rights, which will shape the working practices of the IOC, the Olympic Games and the Olympic Movement, and serve as the roadmap in the time ahead to ensure that human rights are respected within their respective remits. We also welcomed initiatives from FIFA, including the Human Rights Volunteers programme, on which our team had the opportunity to collaborate closely.

2022 was also marked by serious setbacks, as seen in one of the worst catastrophes ever in a sports arena.

Police use of teargas at an Indonesian league football game led to panic among spectators, with over 125 people killed in the crush and hundreds more injured. Meanwhile in Paris, the UEFA Champions League Final at the Stade de France was marred by crowd congestion, turnstile closures, and police use of tear gas and pepper spray, which according to an independent six-month investigation only narrowly averted fatalities among fans, and left psychological harm to survivors. These disasters are powerful reminders of how much work remains to embed human rights due diligence in every



aspect of sporting events, including security planning.

Human rights failures linked to sport were also evident in the United States, where the findings of the [Yates Report](#) uncovered systemic abuse and misconduct in the National Women's Soccer League (NWSL).

The climate emergency continues to impinge on sport, with impacts on the health and safety of athletes and grassroots access. As more matches are played in extreme heat, and [winter sports struggle](#) to guarantee safe and fair competition conditions, greater investments will be needed in making sport more climate resilient. The world of sport must do everything possible to address the climate crisis and safeguard participation in countries and areas most at risk.

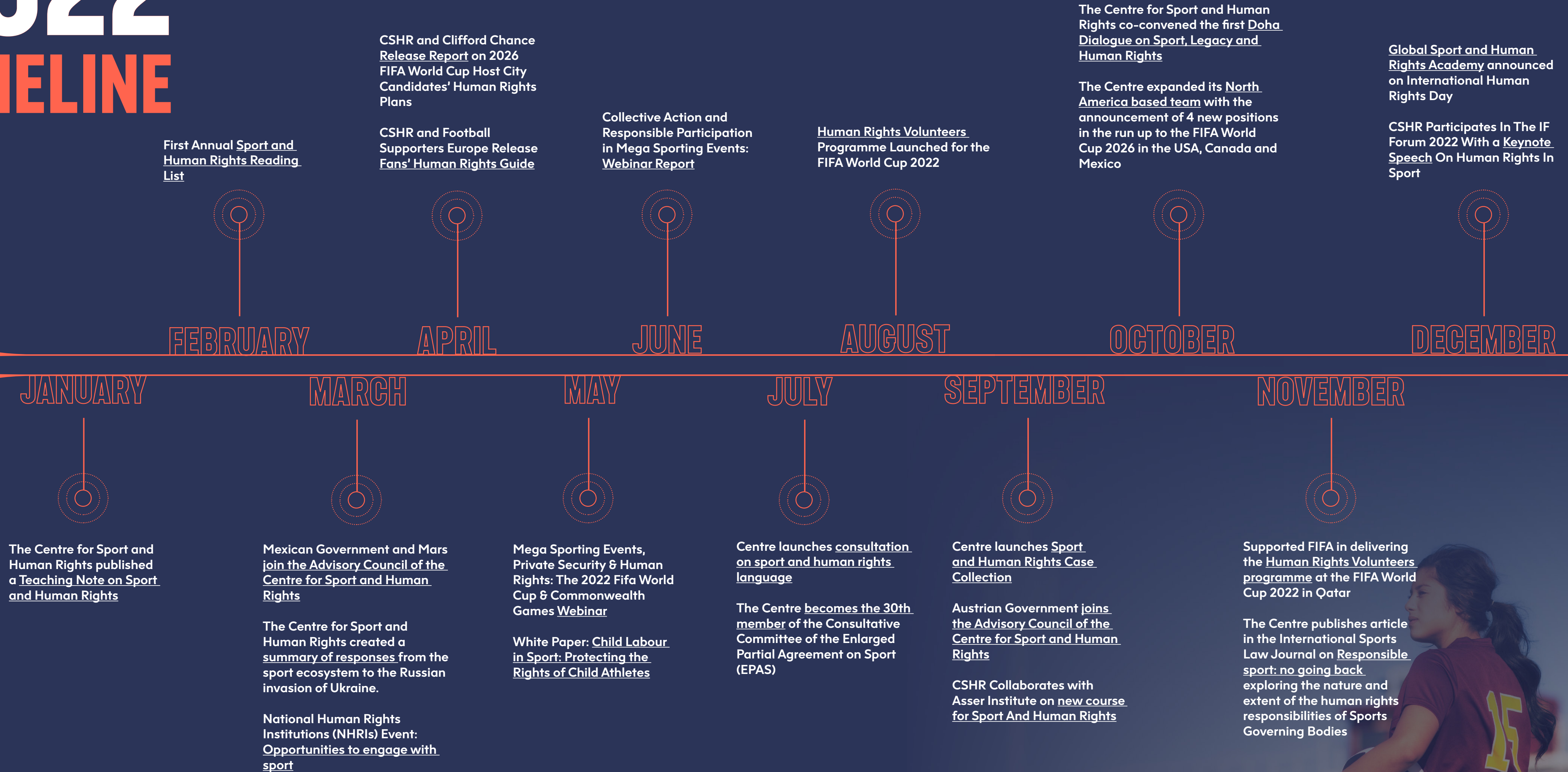
These and other challenges continue to be subjects of athlete activism. Many sportspeople increasingly use their platforms to expose misconduct and campaign on a range of rights issues, from physical abuse and mental health, to social justice and discrimination affecting the LGBTQI+ community. The year ahead will see athletes continuing to speak out, and needing support from a range of allies.

As 2023 activities take shape and we look ahead, all of us at the Centre express our thanks and appreciation to Mary Robinson for serving as our founding Chair and for agreeing to continue her association as the Centre's first Patron. We are grateful that she is joined as a fellow Patron by former ILO Director-General and now Under-Secretary-General for Policy at the United Nations, Guy Ryder, who has contributed so much to our work since the Centre's inception.

2023 holds exciting opportunities and significant challenges for the growing sport and human rights movement. We look forward to continuing to work with our multi-stakeholder alliance and with all actors committed to the collective aim of putting respect for human rights and people at the heart of sport at every level.



2022 TIMELINE



2022 REVIEW

2022 marked CSHR's first full year as an independent organisation as we set about implementing our [Convergence 2025](#) strategy. The following sections provide brief highlights of 2022 activities.

NETWORK

ADVISORY COUNCIL GROWTH

The CSHR [Advisory Council](#) expanded in 2022 with the addition of two governments - the **Austrian Government**, represented by the Federal Ministry for Arts, Culture, the Civil Service and Sport, and the **Mexican Government**, represented by the Ministry of Foreign Affairs - as well as sport sponsor **Mars, Incorporated**. All members of the Centre's Advisory Council commit to support and uphold the [Sporting Chance Principles](#) and to work through our multi-stakeholder convenings to mitigate human rights risks and promote opportunities for responsible sport.

FOCUS ON NORTH AMERICA

The Centre launched a significant new project developed with the [Oak Foundation](#), '[Promoting the Rights of Children in the 2026 FIFA World](#)

[Cup](#)', which will create collaborations to improve knowledge and capacity of key decision makers of host cities, governments, governing bodies and other stakeholders of the World Cup to ensure they take concrete actions and commit resources to ensure that child rights are protected, respected and promoted during preparations to host the 2026 FIFA World Cup. We will work with a total of four host cities initially: two in the United States, one in Mexico, and one in Canada, to: build safer cities for children in and through sport; develop a network of individuals and agencies in leading cities that establish commitments and programmes that respect, protect and promote child rights; and create opportunities across cities for active child citizenship, voice and agency in and through sport and major event hosting. Our North America project team is now in place offering training and resources to all sixteen host cities of the FIFA World Cup 2026.

EDUCATION & THOUGHT LEADERSHIP

DEFINING RESPONSIBLE SPORT

As we work to mainstream human rights expectations into the world of sport, we published a peer-reviewed article in *The International Sports Law Journal* exploring the nature and extent of the human rights responsibilities of sports governing bodies and how the UN Guiding Principles on Business and Human Rights provide the basis, authoritative framework, and roadmap for sport on human rights.

SPOTLIGHT ON CONDITIONS FOR CHILDREN IN ELITE SPORT

We published a [White Paper](#) focused specifically on the work of children in, or on the pathway to, elite sport, and the experiences of children and the situations they may encounter that are analogous to child labour. Although children in high-performance and professional sport are not included in the current

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understanding and measurement of child labour, the paper argued that the conditions and impacts they experience are similar to those of children working in more recognised forms of child labour. Evidence to support the argument was derived from an in-depth review of relevant literature, and from a series of 24 consultations with various expert groups.

NEW RESEARCH ON REMEDY AND REDRESS

We worked with a range of researchers and practitioners to produce a [Special Issue](#) of the *International Sports Law Journal* bringing together different perspectives and expertise on one of the most challenging issues in sport: remedy and redress for sport-related human rights abuses. The goal was to stimulate further research, encourage new perspectives, and to further enrich a growing body of work that is increasingly identifying gaps and proposing a diverse range of solutions. The journal connected with contemporary research from emerging and established researchers.

READING LIST

As part of our educational work, we published the [next edition](#) of our annual sport and human rights

reading list, which contains references and links to carefully selected publications relevant to the broader field of sport and human rights. The first version included key readings on sport and human rights since the Centre's inception in 2018 alongside more recent publications. The 2022 list presents a snapshot of the relevant literature available on sport and human rights that emerged in the year.

TEACHING NOTE

As part of efforts to integrate sport and human rights into university-level education, we developed a [teaching note](#) with support and input from our academic network, intended to serve as inspiration for those involved in teaching sport and human rights related subjects across disciplines. The note provides guidance on how to integrate the topic into existing coursework or new areas of teaching, highlighting a number of sub-themes and core questions to study, as well as ideas for teaching approaches, a selection of resources and case study examples.



EVENTS

SECURITY AND HUMAN RIGHTS

Together with the International Code of Conduct Association (ICoCA) we hosted a discussion on understanding and managing the human rights and labour rights risks at play in ensuring the contracting of responsible private security providers at Mega-Sporting Events. The focus was on how to best ensure human rights are respected throughout a tournament's security supply chain, how the private security companies who are providing these services are chosen and what factors influence the procurement process.

DOHA DIALOGUE

Together with the UN Human Rights Office, the International Labour Organization, the International Organization of Employers, and the International Trade Union Confederation, we co-convened a critical dialogue on the human rights legacy of the FIFA World Cup Qatar 2022. The event in Doha brought together representatives from human rights groups, trade unions, academia, employers, corporate partners, and governments to discuss human rights

risks and labour reforms in the context of the first Mega-Sporting Event of this scale to take place in the Middle East. The dialogue aimed to provide a safe and impartial space for multi-stakeholder action and encourage civil society engagement and reflection on ensuring a positive legacy from major sporting events.

NATIONAL HUMAN RIGHTS INSTITUTIONS

In collaboration with the Commonwealth Forum of National Human Rights Institutions, the Northern Ireland Human Rights Commission and Unicef UK, we hosted an event exploring where National Human Rights Institutions (NHRIs) can facilitate work on sport and human rights to be cascaded down and implemented at a national level. The purpose was to bring together NHRIs and introduce them to the world of sport, including an understanding of which human rights abuses can occur within sport, why the topic is relevant for NHRIs, and what they can do to be more involved.

SUMMER SCHOOL

We partnered with Asser Institute in The Hague to host a one week course bringing together an international group of sport practitioners, athletes,

and students to advance the field of sport and human rights through education. The course covered a range of themes, including historical campaigns by Amnesty International, athlete protests, sports governance, safety of child athletes, and remedies for sport-related human rights abuses - demonstrating the importance of shared responsibility between all actors within the sport ecosystem, highlighting the need for ongoing training and education opportunities.

MEGA SPORTING EVENT DUE DILIGENCE

While the major human rights responsibilities of Mega Sporting Events sit with the hosts, those sponsoring and competing can also play a role in promoting responsible conduct. We hosted a series of events exploring what steps football associations can take to responsibly participate in competitions. With a specific focus on the FIFA World Cup in Qatar, our work in this area unpacks 'responsible participation' by bringing together football associations, organisers, international organisations, civil society and corporate representatives to share lessons learned and promote best practices in conducting due diligence.

2022 REVIEW



TOOLS

FANS' HUMAN RIGHTS GUIDE

CSHR Advisory Council member Football Supporters Europe worked with Centre staff to create a digital guide to help fans ensure sporting events are welcoming, inclusive, and avoid causing harm to workers, residents, players, and others. The guide covers various areas fans should consider, from preparing to travel, choosing accommodation, risks and considerations on arrival, in transit, entering the stadium, at the match, and returning home. The tool contributes to awareness of all stakeholders to ensure that both fans and organisers are prepared for a safe and positive experience that upholds personal dignity and promotes once-in-a-lifetime experiences that sport can offer. The publication builds on our games time guidance for Mega-Sporting Event organisers, and will be further developed in consultation with fan groups and stakeholders.

2026 HOST CITY HUMAN RIGHTS STRATEGIES

As attention began to focus beyond the FIFA World Cup Qatar 2022 to the next edition in 2026, the Centre collaborated with Clifford Chance on a major report

highlighting key trends in the human rights pledges of cities competing to host matches at the FIFA World Cup 2026.

RESPONSES TO THE INVASION OF UKRAINE

Following the Russian invasion of Ukraine, the Centre collated the unprecedented reactions from across the global sport ecosystem, including responses from intergovernmental organisations, governments, international sport organisations and others. Monitoring the sporting implications of tragic events in Ukraine has remained a priority going into 2023.

CHILD RIGHTS AND MEGA SPORTING EVENTS

Together with UNICEF and the Special Representative of the UN Secretary General on Violence Against Children, we developed a Child Rights and Mega Sporting Events Toolkit to bring together decades of experience and knowledge on these issues. The Toolkit provides a set of resources to help benchmark, monitor and evaluate the extent to which entities involved with the organising of a major event are addressing their responsibilities towards the rights and well-being of children across the lifecycle of the event - from the initial bidding phase through to

legacy. It proposes a number of core elements, based on international human rights law, for ensuring Mega Sporting Events are planned and delivered in a child-friendly manner.

CASE COLLECTION

We launched a collection of cases on disputes from the world of sport where human rights are at stake across a range of mechanisms, including the Court of Arbitration for Sport, sport body mechanisms, regional and national courts, and National Contact Points of the OECD. This living collection of cases captures publicly-available information on past and recent cases that have been dealt with by the listed mechanisms in chronological order. The aim of this depository is to support representatives of affected persons, lawyers, civil society, and others working on sport and human rights cases to find relevant precedents and other information on cases that have been addressed.

ADVISORY

HUMAN RIGHTS VOLUNTEERS

The Centre partnered with FIFA to provide technical

support in delivering a pioneering Human Rights Volunteers programme at the 2022 FIFA World Cup in Qatar. We worked with FIFA to train volunteers and coordinate the programme, conducting real-time human rights risk assessments during the event. The programme helped build human rights capacity among an international group of volunteers, and provided a monitoring function by bearing witness to risks associated with the event. The UN Human Rights Office supported the programme by providing skills training on monitoring and observation, which were critical to the programme. Volunteers were deployed to conduct human rights risk assessments around tournament venues, assist fans with complaints, and raise awareness of potential vulnerabilities. Similar activities are planned at other major events, to help organisers respond to challenges and adapt systems in real time, opening the possibility to leaving a positive legacy of increased human rights know-how in local communities and among sports federations and event hosts, while contributing to the growth of the sport and human rights movement. A review of the programme will be published in the first half of 2023.



2023

A YEAR OF ACTION

In 2023, the Centre will continue to catalyse, convene and promote collaboration between actors throughout the sports ecosystem. There is an urgent need to work towards greater “convergence” to deliver sport responsibly, where everyone involved is aware of and implements their individual and collective responsibilities to protect and respect human rights. As we further establish the Centre as a unique institution within the world of sport, we will prioritise incorporating the voices and perspectives of affected groups into our work while focusing on engaging influential actors who can systematically affect and contribute to advancing respect for human rights and labour standards.

2023 A YEAR OF ACTION

NETWORK

The Centre itself is the outcome of extensive multi-stakeholder dialogue. This informs our efforts to grow the sport and human rights movement, connecting and convening all stakeholder groups, including through our [Advisory Council](#), [Engaged Organisations](#), and broader outreach to the world of sport. Through a maturing community of practice, we provide expertise, information, and connections rooted in international standards, informed by the voices of affected groups. As this network expands in 2023, our Engaged Organisations model facilitates participation in our activities among a broad range of organisations working to embed human rights commitments in their activities in sport. [More actors from throughout the world of sport](#) are engaging with our team to develop knowledge and capacity, secure access to valuable networks and insights, and contribute to developing a world of responsible sport. This model helps institutions and organisations within the sport ecosystem as they take steps to recognise their responsibilities and commit to working with others to advance responsible practices.

EDUCATION AND THOUGHT LEADERSHIP

Our theory of change is rooted in generating awareness and building capacity so that all stakeholders are aware of, acknowledge and commit to their duties, obligations and responsibilities, increasing the ability of sport to prevent and mitigate human rights abuses. With learning and education a major focus, we will continue to develop our engagement with academic and other learning institutions, cultivate our network of academics and experts, maintain our up to date [resource library](#), and incubate innovative thinking and new ideas. Our [Summer School](#) with the Asser Institute will return in 2023 in partnership with FIFPRO, taking place in Amsterdam in June. Later in the year, we will launch a landmark publication - [The Routledge Handbook on Mega-Sporting Events and Human Rights](#) - the first book to explore this topic in depth, by offering a range of perspectives on human rights impacts linked to Mega-Sporting Events while considering the potential for promoting human rights in and through the framework of these events.

GLOBAL SPORT AND HUMAN RIGHTS ACADEMY

In cooperation with the World Academy of Sport, we are launching the [Global Sport and Human Rights Academy](#). The Academy's goal is to offer resources for stakeholders around the world to address the subject of human rights within the context of their sport environments. In 2023, the Academy will launch an initial 'Sport and Human Rights 101' module, a three-part introduction to sport and human rights. This module will enable actors from any field - including those working in sport or academia - to gain a basic understanding of the human rights opportunities and risks that exist within sport. This marks the start of the Academy's efforts to build on our existing resources and educational activities and to further our long-standing goal to democratise, disseminate and demystify human rights for all those engaged in sport. A bespoke course on Child Rights and Mega-Sporting Events will be released later in 2023. As the curriculum develops, the Academy will offer learning pathways for different actor groups, culminating in a groundbreaking executive education programme.

2023 A YEAR OF ACTION

EVENTS

We will continue to design, produce and prepare events of all scales both online and in-person, to advance the sport and human rights agenda around the world. These events range from focussed working groups and quarterly meetings of our Advisory Council, to sector specific convenings and sessions focussed on particular major events, right through to our major global stocktaking event - the Sporting Chance Forum.

SPORTING CHANCE FORUM

December 2023 will see the return of our flagship event, the Sporting Chance Forum. It serves as a powerful opportunity to discuss the key sport and human rights issues of the day, to hear from experts and practitioners, and to explore emerging solutions from across the world of sport. We will feature compelling case studies showing progress made, lessons learnt and challenges that remain, and practical solutions for all parties to strengthen respect for human rights in sport. This year's Sporting Chance Forum will take place at the Palais des Nations in Geneva on 5 and 6 December 2023, on the eve of the 75th Anniversary of the United Nations Declaration of Human Rights (UDHR).

TOOLS

As awareness of sport and human rights issues increases, more and more actors within the sport ecosystem are looking to implement human rights commitments and will require support in doing so. We will publish a suite of tools this year to support different areas of the human rights due diligence process in sport. These include:

- 1. Responsible Investigations** - with support from the Clifford Chance Foundation we will launch tools on how to conduct responsible investigations in sport and how to co-create safe, effective and appropriate responses to abuse in sport with affected persons.
- 2. Human Rights Policy Template** - A guide, primarily for sport federations, on how to develop a human rights policy. It will provide step-by-step guidance on all the key questions to ask when developing robust policy commitments.

cont.

3. Human Rights Implementation Framework

- Building off the 2018 flagship publication "Championing Human Rights" on why human rights due diligence was important, and complementing the policy template, this tool will outline how sport bodies can develop a human rights due diligence process.

4. Revised MSE Lifecycle Guide - One of the Centre's flagship tools, published in 2018, the MSE lifecycle guide outlined the different phases of a mega-sporting event, and what human rights good practice would look like in each. 5 years on, and with the changing nature of how MSEs are awarded and operated, now is the time to refresh this guidance to ensure it continues to be fit for purpose moving forward.

5. Integrating human rights into MSE bid requirements - Integration of human rights due diligence processes, commitment to international standards and the UNGPs from the outset is critical to running an event that avoids harm and promotes

a positive legacy for people. This guide will provide template good practice clauses that could be integrated into both bid requirements and hosting agreements.

ADVISORY

In 2023, we are expanding our offering of bespoke advisory services, technical support and expert opinions to organisations in sport committed to human rights with our capacity to support them in developing plans to implement their commitments. Our team has extensive experience in developing human rights strategies, reviewing policy frameworks for compatibility with international standards, and supporting policy development and risk identification. We will also be building on our experience delivering human rights volunteer programmes to partner with more sporting event owners and organisers to develop their own human rights volunteer programmes.



The Sporting Chance Forum returns to the Palais de Nations in Geneva in 2023



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