“Managing Human Rights”

• Adopt a HR Policy
• Identify HR Impacts
• Prevent HR Impacts
• Mitigate/Remedy HR Impacts
• Communicate
“Managing Human Rights”

**EXERCISE #1:** Draft a human rights policy

**EXERCISE #2:** Develop human rights indicators for a HRIA

**EXERCISE #3:** Raising human rights issues at the board level / Applying a human rights lens to corporate functions

**EXERCISE #4:** FPIC case study

**EXERCISE #5:** Respecting human rights in the United States
Exercise:
Develop human rights indicators for a HRIA
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Assigned Readings


Migrant workers have flocked to Qatar since the country was awarded the World Cup in December 2010, and the population has grown by more than a million.

Migrant workers represent 95% of the country’s labour force working mainly in:
- construction
- hospitality
- domestic service

Less than 2% of migrant workers are employed on World Cup construction sites.
“FIFA is committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights.”

- FIFA Statutes, Art. 3
Exercise:
Develop human rights indicators for a HRIA

Stakeholder groups:

1) Fans and athletes
2) Workers and communities
3) Journalists and human rights defenders
Exercise: Develop human rights indicators for a HRIA

For your stakeholder groups, consider the following questions:

1) What rights can be impacted and how?
2) How can due diligence be carried out to identify impacts on rightsholders?
3) What actions can be taken based on the results of a HRIA?

Groups will be asked to map their impacts against potential responsive actions.
## HRIA FIFA Exercise: Communities and workers

<table>
<thead>
<tr>
<th>IMPACTS</th>
<th>DUE DILIGENCE</th>
<th>RESPONSES</th>
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| **Communities** | - FIFA coordinate with external experts to develop a methodology, and execute fieldwork  
  - Includes a designated working group within both FIFA and the host committee with executive backing  
  - Desk research utilizing international expertise (informational interviews)  
  - Stakeholder mapping  
  - Develop modus operandi for fieldwork  
  - Worker and community fieldwork:  
    - Conducted by external, independent experts (e.g. ILO)  
  - Interview participants:  
    - Government labor inspectors  
    - Migration officials  
    - Workers:  
      - Migrant  
      - National  
    - Recruiters in source countries  
    - NGOs in source countries  
    - Camp management  
    - Hospital workers  
    - Religious & community leaders  
    - Households in the vicinity of the construction, camps  
    - Informal & formal economy businesses  | - [Report] Develop recommendations and policies based on findings from HRIA  
  - E.g. ILO Technical Cooperation Agreement  
  - Create an action plan to address gaps identified in fieldwork and analysis  
  - Create a timeline of reassessment and responsibility for addressing:  
    - Whom in FIFA  
    - Whom in the host committee  
  - In the event of non-compliance with the action plan:  
    - Leverage FIFA control over the event, in areas such as:  
    - The volume of ticket sales  
    - Sponsorship agreements  
    - Payout of profits from ticket sales  
  - Publish [either the entire, a section, or the redacted] report  
  - Create a document of lessons learned for future events |
|   - Land rights  
  - Livelihood  
  - Forced displacement  
  - Due process  
  - Freedom of assembly  
  - Unlawful detention  
  - Freedom of movement  
  - Freedom of speech & press  
  - Informal sector → livelihood (if disrupt)  
  - Non-discrimination | | |
| **Workers** | - [Evaluating for workers of both the event & in the supply chain] | |
|   - Economic and social rights  
  - Work  
  - Wage, hours, safety  
  - Health  
  - Leisure  
  - Religion  
  - Freedom of association  
  - Freedom of movement  
  - No forced and bonded labor  
  - Right to practice religion  
  - No child labor  
  - Human trafficking  | | |
Prioritize!

1. DRAFT H.R. POLICY
2. Grievance mechanism in Southern Republic
3. DD
4. Identify Suppliers in Southern Republic re freed labour + as a secondary step, globally
5) I identify an NGO/CSO w/ experience w/ HRAs to help you conduct in SR & in future issues
6) public high level commitment
7) HR assessment on lack of unions
8) Investigate Democratic Republic of Tanzania
Exercise: Respecting Human Rights in the United States
Two Motel 6 locations in Phoenix — including 4130 North Black Canyon Highway, pictured — were the sites of at least 20 ICE arrests between February and August.

Joseph Flaherty

Attorneys Suspect Motel 6 Calling ICE on Undocumented Guests

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