

IF Sustainability Case Study  
**RESPECT FOR  
HUMAN RIGHTS**



## IF SUSTAINABILITY CASE STUDIES

The world faces significant challenges across a wide spectrum of economic, social and environmental matters. The Olympic Movement has both an opportunity and a duty to actively contribute to the global sustainability debate in line with its vision of “Building a better world through sport”.

With this in mind, and in response to recommendation 5 of Olympic Agenda 2020 (“Include sustainability within the Olympic Movement’s daily operations”), the IOC

conducted the International Federations (IF) Sustainability Project in 2016. This allowed the IOC to obtain an overview of IFs’ sustainability initiatives; identify

common topics, good practices and mutual challenges; and share information. One of the Project’s outcomes was a series of case studies, illustrating how IFs are actively contributing towards a more sustainable world.

As part of the IOC’s objective to profile the role of the Olympic Movement in sustainability through the aggregation of information and collective reporting, it was agreed that the identification and

sharing of IF sustainability case studies should be continued. These case studies form part of the enhanced support system provided to the Olympic Movement through the [IOC Sustainability Strategy](#).

Each case study is aligned with one or more of the IOC’s five sustainability focus areas: infrastructure & natural sites; sourcing & resource management; mobility; workforce; and climate. The studies are also aligned with one or more of the United Nations’

(UN) framework of 17 Sustainable Development Goals (SDGs).

This framework is pivotal for the Olympic Movement since in September 2015, the UN General Assembly confirmed the important role that

sport can play in supporting the UN’s 2030 Agenda for Sustainable Development and its SDGs.

The UN’s 17 SDGs provide a common framework for organisations to explain how they plan to contribute to sustainable development and tackle the key global sustainability challenges. The IF case studies attest to the fact that the Olympic Movement contributes to the achievement of many of these.



*“Sport is also an important enabler of sustainable development. We recognise the growing contribution of sport to the realisation of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objectives.”*

*Paragraph 37, UN 2030 Agenda for Sustainable Development*

Each IF sustainability project contributes to one or more of the IOC's sustainability focus areas and one or more of the UN's Sustainable Development Goals (SDGs)

### IOC FOCUS AREAS



SOURCING & RESOURCE MANAGEMENT



WORKFORCE

### UN SDGs



## FIFA HAS STRENGTHENED AND SYSTEMATISED ITS WORK ON ENSURING RESPECT FOR HUMAN RIGHTS IN ACCORDANCE WITH UN STANDARDS

The Fédération Internationale de Football Association (FIFA) is touching the lives of millions of people all over the world. Through football competitions and its operations FIFA also generates jobs and interacts with a wide range of organisations. With this global reach and impact comes a heightened responsibility

**“THIS IS AN ONGOING PROCESS AND CHALLENGES REMAIN, BUT FIFA IS COMMITTED TO PLAYING ITS PART IN ENSURING RESPECT FOR HUMAN RIGHTS AND TO BEING A LEADER AMONG INTERNATIONAL SPORTS ORGANISATIONS IN THIS IMPORTANT AREA.”**

**GIANNI INFANTINO, FIFA PRESIDENT**

to preserve the inherent dignity and equal rights of each individual affected by FIFA's activities. FIFA therefore considers respecting human rights both a social responsibility and moral obligation.

### UN GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS (UNGPS)

FIFA uses the [UNGPs](#) as the central reference for its human rights work. It has established:

- A new human rights commitment in its Statutes, added in 2016, which states: “FIFA is committed to respecting all internationally recognised human rights and shall strive to promote the protection of these rights.” In May 2017, FIFA adopted a comprehensive Human Rights Policy detailing this commitment.
- An ongoing due diligence process to identify and address human rights risks, evaluate the effectiveness of measures taken, and communicate how impacts are addressed.

### OBJECTIVES

FIFA is strengthening and centralising its human rights work in order to:

- Ensure FIFA respects human rights in all its activities.
- Help prevent adverse human rights impacts linked to FIFA's operations that may be caused by other organisations with which FIFA has relationships – for example, in delivering FIFA events.
- Promote the protection of human rights in football.
- Create positive legacies in relation to human rights in the host cities and countries.

- Measures to contribute to the provision of effective remedies for people whose rights have been infringed.

### INTERNAL CAPACITY AND COOPERATION

In 2016 FIFA developed a strategic approach to identify and address gaps in relation to its responsibility under the UNGPs. As part of this approach, FIFA worked with Professor John Ruggie, an international human rights expert, to provide recommendations for further embedding the UNGPs into FIFA's policies and practices. These proposals



were published in the form of an independent report in March 2016. FIFA also hired a Human Rights Manager to develop and lead a number of cross-departmental work processes that would embed FIFA's human rights-related activities in all departments of the organisation. FIFA also set up an independent Human Rights Advisory Board with experts from international organisations, trade unions, civil society and FIFA sponsors to accompany the effort.

**INCREASING THE IMPACT**

Including Human Rights in the Statutes of FIFA's documents gives FIFA important leverage to positively impact businesses and governments when organising or hosting sport events. FIFA takes a proactive approach in that regard, and aims to create long-term positive impacts beyond its own organisation and the timeframe of individual events.

**TEN SALIENT HUMAN RIGHTS ISSUES IDENTIFIED BY FIFA, GROUPED IN THREE CATEGORIES:**

**1: Events**

- construction of event-related infrastructure;
- event-related supply chains;
- recruitment and working conditions of local staff and volunteers;
- provision of safety and security; and
- discrimination linked to events.

**2: Football governance**

- employment and transfer of players; and
- activities of member associations.

**3: In-house operations**

- recruitment and working conditions of FIFA staff;
- procurement of goods and services at FIFA headquarters; and
- licensee supply chains.



**LESSONS LEARNED**

- Integrating human rights commitments in the Statutes and key regulatory documents is a central early step to embed human rights within the organisation.
- You can leverage influence by integrating human rights in bid requirements and contractual agreements related to hosting events.
- Consider prioritising key areas that touch on human rights issues within the organisation's work.
- Experts from outside the sport can fulfil important roles as advisers and collaborators and can assist in the monitoring of the effort.
- It is beneficial to communicate transparently about your work and the challenges you face.

“FOR THE GAME.  
FOR THE WORLD.”



John G. Ruggie  
Harvard University