"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

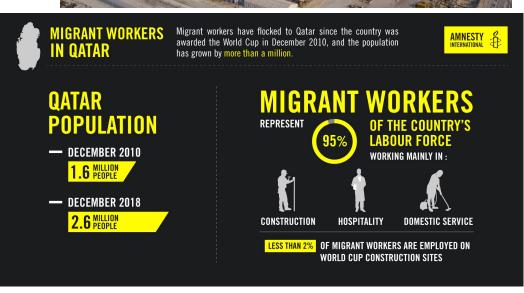
Exercise: Develop human rights indicators for a HRIA

Assigned Readings

- James Harrison, "Human Rights Measurement: Reflections on the Current Practice and Future Potential of Human Rights Impact Assessment," *Journal of Human Rights Practice* (Vol. 3, July 2011), 162-187.
- Lucy Amis, "Mega-Sporting Events and Human Rights—A Time for More Teamwork?" Business and Human Rights Journal (2017), 135.











"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

IMPACTS	DUE DILIGENCE	RESPONSES
 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 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 [Evaluating for workers of both the event & in the supply chain] Poth the supply chain Poth the supply chain No the supply chain Poth the supply chain	 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 Informal & formal economy Description of the construction of the c	 [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:

Prioritize!

DRAFT H.R. POLICY 2 grievane mechanisim in Southern Ropblic. + as a seconday step, globally 5) I dentify an NGO/(SO w/ experience)
W/ 1/1/As to help you Conduct in S.R. & in to the issues 6) public high level commitment 7) HR assessment on lack of unions 8) In vestigate Domocratic Republic of Zanzania

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

ANTONIA NOORI FARZAN, JOSEPH FLAHERTY | SEPTEMBER 13, 2017 | 7:00AM