

Country Analyses

(Germany, France, Spain, Italy & Serbia; June 2020)

Research on Germany

Including the following 5 indicators, total length around 2-3 pages

For the use of (digital) references, try to stick to APA 7

At the end list 3 Key Take-Aways

Indicator 1: **Existence of national policy documents on Human Rights:**

The cornerstone for the protection of human rights in Germany is the German constitution, the Basic Law. In Article 1-19 are laid down the fundamental laws of the individual, such as freedom of speech (Art.5), freedom of religion (Art. 4) and prohibition of discrimination (Art. 3).

Apart from the Constitution, the human rights instruments particularly relevant for Germany are the international human rights treaties and the European human rights protection system. There are currently nine basic international UN-human rights conventions:

- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD, 1965)
- International Covenant on Civil and Political Rights (ICCPR, 1966)
- International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT, 1984)
- Convention on the Right of the Child (CRC, 1989)
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICMW, 1990)
- International Convention for the Protection of All Persons from Enforced Disappearance (CPED, 2006)
- Convention on the Rights of Persons with Disabilities (CRPD, 2006)

Their special importance comes from the fact that they are- as a result of the implementation by the German parliament- legally binding and can be enforced in front of national courts. This distinguishes them from the declarations of the UN.

The probably most important convention on a regional level is the European Convention on Human Rights.

A huge problem is that those conventions are only addressed to the state. Therefore, **violations can (with some very rare exceptions) only be enforced against the state, not against another private person or a company.** So if, f.ex. Adidas is not following international human



rights standards in their supply chain, the workers cannot sue Adidas based on human rights treaties. Special laws are needed to do so.

On the national level, there is also some legislation on human rights and antidiscrimination (Allgemeines Gleichbehandlungsgesetz- General Equal Treatment Act). It prohibits any kind of non-equal treatment based on race, gender, age, sexuality or disability.

Indicator 2: Development of human rights policies in the past (if possible with future outlook):

One important recent development concerns human rights and business:

- National Action Plan (NAP): For now, **there is no responsibility of german companies for damages caused by their suppliers and sub companies**. The need for safe and human rights-conform work circumstances is (legally) established since the european directive 2014/95/EU (CSR-RL). The EU is aiming to promote a sustainable corporate policy. There has already been a small implementation of that idea: Companies with more than 500 employees have to report their measures to ensure sustainability (in regards to climate, corruption, working conditions and human rights), §§ 315b, 315c Handelsgesetzbuch.
- National Action Plan for Economy and Human Rights (NAP): Firstly with intention to enforce voluntary self-commitment. If less than 50% of companies over 500 employees will not attempt the goals of the NAP by 2021, legislation will be put in force.
- The federal Ministry of Development was working on a legislation, to finally implement the ideas of the national action plan. However, it is not even in the general assembly yet

Indicator 3: Pro and Contra Voices for human rights policies (names organizations or industries):

Federal Ministry of Labour and Social Affairs: Along with political action and civil society activism, it is above all responsible businesses with activities in their home country and abroad which make crucial contributions to resolving social problems. An example of such a contribution is compliance with internationally recognised social and environmental standards, even though the producing country lacks laws in this field or does not enforce them.

UN Guiding Principle 1: "States must protect against human rights abuse within their territory and/or jurisdiction by third parties, including business enterprises. This requires taking appropriate steps to prevent, investigate punish and redress such abuse through effective policies, legislation, regulations and adjudication."

Arbeitgeberpräsident Kramer: "Da wo ich als Unternehmer persönlich Einfluss etwa auf die Produktion in meiner Fabrik im Ausland habe, fühle ich mich selbstverständlich verpflichtet, nach unseren sozialen und ökologischen Standards arbeiten zu lassen [...] Aber nicht dort, wo ich das gar nicht beeinflussen kann oder als Mittelständler noch nicht einmal überblicken kann."

Indicator 4: Application to sporting organizations:



As pointed out, the international conventions itself do not apply to sporting organisations. The General Equal Treatment Act does apply when it comes to sport organisations as employers, but not to sporting organisations as organisations itself. So there would be no punishment if the sporting organisation does not receive a new member because of race, sexuality, etc.

When it comes to human rights abuses of German sport organisations and their partners, it remains voluntary for companies to undertake due diligence to ensure respect for human rights throughout their operations and supply chains. Under its National Action Plan on Business and Human Rights, the government said that it might take legislative measures if fewer than 50% of companies claimed they were doing a sufficient level of due diligence by 2020. Of the 464 companies that responded, only 20% implemented due diligence to a sufficient level. Concerns were raised, however, that actual numbers might be even lower as the voluntary nature of the questionnaire and the lack of a process for verifying responses could have led to unreliable results. In December 2019, two ministries announced that they had started work on a binding law. Access to judicial remedies for victims of human rights abuses by or involving German companies abroad remained difficult to obtain.

Indicator 5: **Additional relevant information**

Remedy for persons affected by Business-Related Human Right Abuses abroad

Example: A clothing retailer from Germany ignores fire safety deficits at the foreign factories that produce its goods.

Problem: German law (and thus German jurisdiction) is not applicable for human rights abuses abroad, as for law of torts, the applicable law is the law of the state where the damage happened (Rom II-VO).

(Menschenrechtsbericht DIMR): “Thus, as part of its obligation to protect human rights, Germany, like other states, must ensure that persons from other countries who suffer human rights abuses (if caused by German companies) have access to effective judicial or non-judicial remedy mechanisms. **Local remedy mechanisms must be strengthened in order to ensure that persons who suffer business-related human rights harms can enforce their right to effective remedy: they must really be accessible, both physically and in terms of procedures, and their decisions must be executed by the state. This requires that the NCP in Germany becomes more accessible and its visibility in other countries is increased**”

Key Take-Aways:

- Human rights enforcement in Germany suffer from the fact that only the state is addressed by international treaties and conventions and that therefore, without further legislation, it is difficult to hold companies accountable
- Additionally, sporting organisations are also in a very privileged position when it comes to national antidiscrimination laws. There is a lack of policy on that level
- Current legislation initiatives need to be pursued to ensure that Germany can fulfil their international and European obligations to protect human rights

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Research on France

Including the following 5 indicators, total length around 2-3 pages
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At the end list 3 Key Take-Aways

Indicator 1- **Existence of national policy documents on Human Rights:**

Human rights is one of the priorities for France's foreign policy.

François Hollande, former President of the Republic – opening debate of the 67th session of the General Assembly of the United Nations, the 25 September 2012 : *"France wants to set an example, not to teach others a lesson but because it's our history, our message. Setting an example in promoting fundamental freedoms is our battle and a matter of honour for us."*

Human rights are defined as the inalienable rights of all human beings, irrespective of nationality, place of residence, gender, ethnic or national origin, colour, religion, language, or any other status, and cover a multitude of themes.

The protection of human rights, as enshrined in the Universal Declaration of Human Rights, is central to the work of the United Nations, which asserts that these rights are universal, indivisible, interdependent and interrelated (UN World Conference on Human Rights). These rights form part of the founding values of the French Republic as proclaimed in the preamble to the French Constitution. Respect for human rights is central to the exercise of democracy in France and to our commitment as a member of the European Union and of international organisations.

This commitment translates into political and diplomatic actions at national, European and international level and goes hand in hand with cooperation and support programmes on key themes.

France is particularly strongly committed to certain causes: universal abolition of the death penalty, combating impunity, arbitrary detention and enforced disappearance, respect for women's rights, combating the recruitment and conscription of child-soldiers and combating discrimination based on sexual orientation and gender identity. In pursuit of its human rights goals, France works in partnership with the international community, international organisations and with NGOs both French and foreign.

As well as addressing these themes, French diplomacy seeks constantly, through its efforts within multilateral fora and through its bilateral relations, to combat human rights violations wherever they may be committed.

Here are some Human Rights that France defend :

- o Death Penalty
- o Children's rights
- o Women's rights



- o Sexual Orientation and Gender Identity
- o Forced marriage: you are protected by law
- o Freedom of expression
- o Freedom of religion or belief
- o Fight against racism, anti-Semitism and xenophobia
- o Fight against human trafficking
- o Memory of the Holocaust
- o Extreme poverty and human rights
- o Right to water and sanitation
- o Business and human rights

Indicator 2: **Development of human rights policies in the past**

In its preamble, the Constitution of the Fifth Republic provides that "The French People solemnly proclaim their attachment to Human Rights and to the principles of national sovereignty as defined by the Declaration of 1789, confirmed and supplemented by the preamble to the Constitution of October 27, 1946, as well as the rights and duties defined in the 2004 Environmental Charter ". It is on the basis of the preamble to the Constitution that the Constitutional Council recognized a constitutional value in the declaration of the Human rights and the citizen, in the preamble of the constitution of 1946.

Several institutions monitor respect for human rights in France. In addition to the jurisdictions of the judicial order and the administrative order, which can be based on national or international standards, it is worth mentioning at national level the Defender of Rights, the CNIL, the General Controller of places of deprivation of liberty , and the National Consultative Commission on Human Rights. It works in conjunction with international organizations which have on several occasions been able to rule on human rights violations committed in France

To sum up :

Human rights in France are contained in the preamble of the Constitution of the French Fifth Republic, founded in 1958, and the 1789 Declaration of the Human Rights of the Citizen. France has also ratified the 1948 Universal Declaration of Human Rights, as well as the European Convention on Human Rights 1960 and the Charter of Fundamental Rights of the European Union (2000). All these international law instruments take precedence on national legislation.

Regarding the development of human rights policies in the past it could be interesting to do a focus on the "Colonial Legacy in France :



Representations of the colonial model thus spread through social, cultural and economic relations, threatening the values of the Republic and the sacrosanct living together.

A situation that could be synthesized by this formula of the Cameroonian political scientist and post-colonial theorist, Achille Mbembe: "France has decolonized without self-decolonizing".

It is certainly not by chance that France has long passed over in silence its colonial past. Indeed, it was only from the beginning of the 2000s that this question became part of the public debate, crystallizing on the memory of the Algerian War.

Speech is suddenly released. But each community - immigrants, harkis, black feet, veterans - claims its own memory, often antagonistic to each other. The effect of this was to start a veritable war of memories, which was promptly stirred up by the political class, as was the case with the promulgation of the law of 23 February 2005, which recognized - before being modified - the positive role of colonization.

Since then, French society seems fractured on this issue and in unprecedented proportions with its European neighbors.

Colonization was basically a primitive form of race domination. After decolonization, France kept almost intact the mental devices which legitimized this domination and enabled it to brutalize the "savages" in good conscience. These racist structures of thought, perception and behavior are resurfacing today - even if it is in different forms - in the context of controversies about Islam, the wearing of the veil or the burqa , the issue of suburbs, immigration or identity. Racism having been one of the major ingredients of colonization, decolonizing automatically means deracializing "explains Achille Mbembe.

Colonization is not just physical domination; it is also cultural domination. Two founding books in the field of postcolonial studies allow us to understand this thought.

Indicator 3: **Pro and Contra Voices for human rights policies**

In France, Marine Le Pen, the president of the far right political movement called : "Front National or Rassemblement National" has repeatedly stoked anti-immigrant fears, through the use of hegemonic slogans, such as "La France aux Français (France to the French).

At the contrary, the anti-fascist movement and Black Bloc movement associated to the extreme left, was founded as a grassroots political movement to protest against the



right-wing predominance in the country and organise a series of demonstrations against Marine Le Pen political rhetoric.

Some associations try to defend Human Rights in France: the CIMADE, the Human Rights League, Amnesty International, the Action of Christians for the Abolition of Torture (ACAT), the Groupe of information and support for immigrants (GISTI)...

Let's take two examples of Pro Voices :

- The french league for the defense of human and citizen rights

Association of the law of 1901, the French League for the Defense of Human Rights, "LDH", brings together women and men of all backgrounds and all conditions, who freely choose to join in order to reflect, discuss, act for the defense of the rights and freedoms of all. It operates throughout the territory through its local chapters.

- Amnesty International France

Amnesty International is a movement that brings together more than 2.2 million members and supporters active in more than 150 countries and territories. Amnesty France has defined priorities and guidelines:

- Active support for human rights defenders who are the main targets of States, paramilitary groups, and armed groups.
- Defense of the rights of refugees, asylum seekers, displaced persons, and migrants at French and European level.
- Human rights education and awareness.
- The fight against impunity and the support given to the International Criminal Court so that it becomes a real deterrent and an effective instrument for the promotion of human rights.
- Denouncing the excesses of the fight against terrorism and the practice of torture in detention centers under American control.

Indicator 4: **Application to sporting organizations:**



If in France, the right to practice a sport does not constitute a fundamental freedom, there is nevertheless a principle of free access to sports activities enshrined by the Council of State as a general principle of law.

The state must therefore guarantee the right to practice sport at all levels. Any individual must be able to exercise the sporting activity of his choice and be able to participate in competitions, without being able to oppose him an incompatibility or a refusal related to a social situation, son sex, son age, son origin or possible son handicap.

It is therefore up to sports institutions, clubs and federations to ensure a fundamental right to the practice of sport and to ensure respect for its ethical values and principles, which are secularism, ethics or equality.

Sport could constitute a fundamental right if it were constitutionally guaranteed, as it is in several European countries, such as Portugal and Spain have benefited from constitutions more recent than that of France. It falls to the entire sports movement as well as the legal system for the dissemination of fundamental rights through sports regulations and jurisprudence.

Sports organizations have the responsibility to respect human rights, i.e. to ensure equal opportunities to play and to prevent human rights from being violated during their activities or their commercial relations and to repair the damages applied. The sports organizations must constantly strive to act responsibly, through their governance, by adequate protection and by respecting the rights of all actors, including athletes, fans, communities, workers, children, volunteers, journalists, human rights defenders and possibly marginalized groups. The Commonwealth Games Federation, the International Olympic Committee, FIFA and UEFA has all made significant progress in publicly committing to respect the human rights throughout their activities and taking steps to integrate these commitments in their mode of operation.

Sports organizations must follow four steps in the governance of their organizations to demonstrate that they promote the values of sport and that they respect the human rights in accordance with good practice and international standards, including the Guiding Principles United Nations on business and human rights : commit, identify risks, take action, communicate

How are fundamental freedoms applied within the sports movement?

The sports jurisdictional system is specific insofar as it is based on a jurisdiction imposed on athletes, who must appear before the Sports Arbitral Tribunal to contest the decisions taken by their sports federation. This recourse imposed on athletes can only constitute a modality for the exercise of the right to judge on the condition of a real independence of this jurisdiction and the assurance of respect for the fundamental



rights of athletes. In procedures against athletes, their fundamental freedoms are always advanced, in particular the right to respect for their private life, freedom of religion, the right to image or freedom of association.

Sports cases where athletes invoke for their defense these fundamental rights are in particular those of doping and transfer of players.

For example, in the case opposing in 2013 the Football Club of the Girondins de Bordeaux to FIFA, it was recognized that by virtue of the freedom of movement of workers, a fundamental right stemming from Community law, underage players between 16 and 18 years old who have the nationality of a Member State could be the subject of an international club transfer, despite the prohibition in principle on transfers of minor players. If the sports legal order has a certain autonomy, the law of the European Union contains however several fundamental rights whose application is essential to the sports movement: since the Treaty of Lisbon in 2009, sport is a competence of the European Union and no derogation from the freedom of movement and competition is allowed.

Towards an increasing consideration of fundamental freedoms in sport?

For the past ten years, with the impact of fundamental rights stemming from the community legal order, the sports community has been receptive to the fundamental freedoms that must be guaranteed to athletes. France recently adopted a law on ethics, regulation and transparency in sport in which the right to image for professional athletes is enshrined. Even if behind this legislative arsenal is a financial objective for the players, who will see their salary distinguished from their royalty for the exploitation by their club of their image, this also illustrates a trend towards the increasing consideration of the protection which must benefit all athletes. In the fight against doping, a real change has taken place since the establishment of the biological passport: this device allows the traceability of all the performances of the athlete during his career, thus indirectly revealing the biological effects of doping . Previously, the substance was sought within the body, via unannounced controls whose effectiveness was relative in the face of the development of masking products and derived substances. Now all the effects of the substance on the athlete's body are analyzed. If this biological passport guarantees more the principle of ethics and sincerity of the sports competitions, it really infringes the fundamental right to the private life of the sportsmen, likely to be controlled throughout the year, including out of competition, while being subject to a permanent location system.

We could take another example of Human rights issue linked with sport organization :



During the last famous “*Paris-Dakar*” event for example : human rights defenders challenge the French company : Amaury Sport Organization (ASO) and France Télévisions as the event were taking place in Saudi Arabia.

The Dakar must not be a platform offered to Saudi Arabia "to make people forget human rights: the International Federation of Human Rights Leagues (FIDH) challenged ASO, the organizing company of the rally, and France Televisions , two days before the start of the competition in the Saudi desert.

Saudi Arabia is widely criticized by human rights defenders, who point out among other things its controversial military intervention in Yemen, the condition of women in the country and its policy towards opponents, in particular since the murder of the journalist critic Jamal Khashoggi.

"The Amaury Sport Organization and the Dakar pilots should make their voices heard against the ill-treatment that the Saudi government inflicts on women’s rights activists," said Human Rights Watch, which relayed the call with 13 other international organizations. "The supporters, the media and the competing teams do not want to be blinded by the sports spectacle, through exercised the kingdom of Saudi Arabia tries to whitewash its image while it imprisons pacifist activists", adds the association .

The FIDH sent a similar letter to the management of France Télévisions, broadcaster of the competition which is held for the first time in the ultra-conservative Saudi kingdom which intend; with sport and tourism, to diversify its economy still today almost exclusively dependent on petroleum.

"We appeal to the public service mission of France Televisions and ask you to ensure that the dissemination of the Dakar is not a platform offered to the Saudi regime to restore its image and make people forget its crimes", claim the associations.

Denouncing a “sexual apartheid” in the country via the “subjugation” of women “to male guardianship” and the “systematic repression of any form of opposition”, the associations set up before the “realities of Saudi Arabia "Are sadly far from the spirit of freedom that ASO seeks to promote" and the "vocation" of public service television to promote "respect for human rights, pluralism and democratic debate".

Indicator 5: **Additional relevant information**

A seminar on “Human Rights in Sport” was held in Strasbourg on 20 November 2019. The event was organised by the Enlarged Partial Agreement on Sport with the support of various entities such as the Secretariat of the Anti-doping Convention, the European Programme for Human Rights Education for Legal Professionals (HELP) and the European Court of Human Rights (which hosted the first part of the event).



The general aims of the seminar were to:

- share information on recent institutional developments;
- make aware of and train on available tools;
- agree on the next steps for EPAS in the field of human rights and sport.

The seminar was attended by over 60 participants and provided the audience with a platform to exchange views with specialists from sports ministries and sports organisations, academics and human rights experts from across Europe. The main focus of the seminar was on defending the existing human rights of athletes and other participants in regular sports activities.

Another recent information (June 17, 2020) was that Human Rights Watch denounces "abusive and racist police checks on children" in France. The NGO a report in which young French black or Arab boys testify of their meeting with the police.

"The French police make use of their wide powers of control and search against young blacks and Arabs even in the absence of signs or proof of breaking the law. (...) In deprived neighborhoods, where people of immigrant origin make up a significant portion of the population, Human Rights Watch believes that the police use identity checks as a brutal means of exercising their authority. "

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Research on Spain

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Indicator 1: **Existence of national policy documents on Human Rights:**

From 2007 to 2010, the Strategic Plan for Citizenship and Integration (PECI I), was set up for covering the adaptation of public policies to the needs of the immigrant population. The Strategy was updated with a more comprehensive strategy in its modification of 2011.

In 2010, a “Gender Equality in Privates Entreprises in Spain: the New Equality Plans” was applied in Spain. This law addresses issues such as wage discrimination, higher unemployment among women, few women holding decision-making jobs in the political, social, economic and cultural spheres, and the lack of joint responsibility for domestic duties. Those issues applied in private enterprises weren't directly approach in the previous version of the law (released in 2007), also this new approach look forward to unifying labour law in every region of the country.

In 2014, a “Spanish Strategy for Corporate Social Responsibility” was published. This Corporate Social Responsibility (CSR) has to be applied by Spanish enterprises during the 6 following years (from 2014 to 2020) and it involves , in words of the Parliamentary Sub-Committee for the promotion of CSR, “The Strategy aims to contribute to the sustainable development of Spanish society...not only of strict compliance with legal requirements but also the voluntary inclusion by businesses in their governance and management, in their strategy, policies and procedures, of social, labour, environmental and human rights concerns ...”.

In July 2017, Spain, like other countries of the United Nations, applied a “National Action Plans on Business and Human Rights” based in Resolution 17/4 developed by the United Nations in July 2011. The most important issues addressed by the NAP are:

- *Forced labour & trafficking*
- *Discrimination*
- *Sexual Harassment*
- *Women's Rights*
- *Other priority issue: Access to Justice*

Indicator 2: **Development of human rights policies in the past (if possible with future outlook):**

According to the country monitoring report from 2018, the Council's European Commission Against Racism and Intolerance (ECRI), criticized Spain for the lack of measures to integrate migrants. Assigning the fact that the equality granted by the constitution only applies for spanish citizens but not to all individuals and the necessity of a fully independent Council for the Elimination of Racial and Ethnic Discrimination.

After the approval of the first NAP, multiples organisations as Amnesty International , Human rights Federation, Greenpeace or Corporate Social Responsibility Observatory, argued about that even if the NAP was a first step for Humans Rights, it was insufficient. They declared the it should specified concretes measures for the fulfilment of the application in the enterprises. The NAP was realised with a 3 years Renovation Action Plan, period which has already finished and that finally wasn't applied.



During the COVID 19 pandemic situation and the total lockdown in Spain, a lot of children were affected with the physical, emotional and psychological effect for those in situation of vulnerability. For instance, Madrid community offer a maintenance aid, including a menu cafeteria , for children with parents with minimum income salary, and those menus were provided, until May 18th, by fast food companies as Telepizza, who did not provided healthy menus, during the first months of lockdown.

Furthermore, mandatory lockdown aggravated the risk of women victims of gender violence, due to the fact that they were forced to live with the aggressor. In Spain only during the first lockdown month calls to 016 (help phone regarding gender-based violence) increased in a 31% compared to same period in 2019 .Furthermore, during the same month, only in the autonomous community of Andalusia, 44 women gender violence victims and 47 children on their care had to be brought to shelters resources.

Moreover, farming migrants workers in strawberries recollection, were hired as essentials workers but with no measures to be protected during the pandemic situation applied by the government or the hiring enterprises. This issues, added to the precarious work conditions of these workers, gave rise to a group of organisations, as Women's Link Worldwide, who reported about the situation to the United Nations.

Indicator 3: Pro and Contra Voices for human rights policies (names organizations or industries):

Political party VOX, who counts with 60 parliament representatives, stands up for measurements which directly attempt against the humans rights of freedom of expression. It also advocates for denying the asylum or political help for immigrants, as the application of restrictions in the islamic religion inside Spanish territory.

Amnesty International fights for the application of humans rights in different countries. In Spain, there are focus in issues about freedom of expression, violence against women, healthy rights, home rights, franquisme and war victims among others.

Spanish Agency for International Development Cooperation (AECID) manages Spanish Cooperation fighting against poverty and encouraging sustainable development. This agency, cooperating with United Nations Human Rights Office on the High Commissioner, present Spanish strategy for sustainable development looking for the achievement of 17 objectives for sustainable development like gender equality, no poverty, good health and well-being, etc.

Indicator 4: Application to sporting organizations:

The gender equality policy applied in 2007 Mars 22, Article 29 applies the obligation of equality between gender in all public development programs of sports and that the government will promote women's sports and effective opening of sport disciplines for womens.

Also the same year, 2007 June 4th, a Report of the Special Study Commission to eradicate racism and xenophobia from Spanish sport was published. This report involve three main domain: precaution, stoppage and penalty. And it will be modified in 2010 Mars 9, adding regulation of the access in sport events to avoid racism and violent appearances, video registrations of the events to enable face recognition, security coordination and educational support.

Indicator 5: Additional relevant information



Key Take-Aways:

- *Pandemic situation, due to COVID 19, aggravated the precarity of the human rights application, affecting people in situations of poverty, women and migrants. The policies in favor to this collectives must be more accurate and strict due to the new situation.*
- *Even if there is some regulations for Human Rights, those seem to be old fashioned and they should be revised and restructured, adding specific measures following the European Policies and taking in account the new situation after COVID 19.*
- *There are some policies related with Human Rights in sports, but those are related to sport events and practices of them in general. This research shows the lack of regulations related to sport partners, investors or enterprises.*

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List of organization for Human Rights:

-*Amnesty International*

-*Human rights watch*

-*Asociación Pro Derechos Humanos de España (APDHE)*



Research on Italy

Including the following 5 indicators, total length around 2-3 pages
For the use of (digital) references, try to stick to APA 7
At the end list 3 Key Take-Aways

Indicator 1- **Existence of national policy documents on Human Rights:**

In 2018, The United Nations Human Rights Council (HRC) elected Italy as one of the 18 States responsible for promoting and protecting all human rights around the globe (UN, 2018). From 2019 to 2021 Italy is committed to encourage the advancement of human rights both at the national and international level. Italian actions to protect human rights are characterized by a particular attention to some priority issues (MAECI, 2020):

- 1) **Fight against all forms of discrimination-** Since 2011, Italy is part of the Global Equality Fund (GEF), an international cooperation platform to promote the exchange of information and good practices regarding the rights of LGBTI people.
- 2) **Universal moratorium on executions and death penalty-** In December 2018, Italy voted in favour of a resolution for a moratorium on the death penalty, adopted by the UN General Assembly.
- 3) **Promotion of women and girls' rights-** At national level, in December 2016, Italy ratified the third National Action Plan for the implementation of Women, Peace and Security Agenda. The Plan covers the 2016-2020 period and was elaborated with the participation of civil society movements.
- 4) **Protection and promotion of children's rights-** At the 33rd International Conference of the Red Cross and the Red Crescent in Geneva (9-12 December 2019), Italy expressed its commitment to guarantee UN Convention on the Rights of the Child (1989) and the Optional Protocol on the Involvement of Children in Armed Conflict (2000).
- 5) **Protection of freedom of religion, belief and the rights of members of religious minorities-** In 2013, Italy has adhered to the "EU Guidelines on the freedom of religion or belief".
- 6) **Fight against trafficking of human beings-** Italy is part of the Council of Europe Convention on Action against Trafficking in Human Beings, the so-called Warsaw Convention of 2005 (Council of Europe, 2005).
- 7) **Promotion of the rights of people with disabilities-** Italy is a member of the United Nations Convention on the Rights of Persons with Disabilities and its Optional Protocol (UN, 2006).
- 8) **Protection of cultural heritage-** In March 2017, Italy, together with France, promoted a Security Council Resolution to protect cultural heritage and fight against the illegal trafficking of cultural goods.
- 9) **Protection of human rights defenders-** Italy promotes the enforcement of EU (2016) and OSCE (2014) guidelines to promote and protect civil, political, economic, social and cultural rights of all communities.

In addition, the Italian Government has implemented a series of initiatives and policy documents to encourage a more comprehensive education on human rights among students and young citizens. In 2018, The Ministry of Foreign Affairs and International Cooperation (MAECI), in collaboration with The Ministry of Public Education (MIUR), encouraged educators to spread knowledge on the principles listed in the 'Responsibility to Protect (R2P) (MAECI, 2020). R2P



implies a political commitment, endorsed by all member states of the United Nations in 2005, to protect freedom and fundamental rights (United Nations, 2020). It also highlights States' responsibility to establish and implement international principles to protect their citizens. From September 2020, education on civic and human rights will be compulsory for children aged between 3 and 18 years old. Starting from next academic year, law n° 29 of 2019 will be applied to sensitize children and adolescents to respect others and the environment (Tomasello, 2020). These activities will be customized according to the students' age and they emphasize the necessity to consciously educate young generations on human rights, from a very early age and in a long-term perspective.

Indicator 2: Development of human rights policies in the past (if possible with future outlook):

The Constitution of the Italian Republic was enacted in January 1948. This document lists 139 articles which also aims at promoting and supporting human rights. Article 2 specifically focuses on "the inviolable rights of the person, both as an individual and in the social groups where human personality is expressed" (Senato Della Repubblica, 1947 p. 5). Additionally, The European Convention on Human Rights (ECHR) was ratified by Italy on October 26 1955.

Nowadays, the ECHR still plays an important role within the Italian landscape. For instance, Italy has recurrently been accused of violation of several clauses from the European Court of Human Rights in terms of migration, asylum policies and access to asylum procedure. In this regard, Amnesty International Italy (2019) has reported several measures implemented by the Italian Government to prevent people, rescued near the Italian coast, from disembarking in the country. For instance, under Giuseppe Conte's first political mandate, Law Decree 113/2018, abolished the humanitarian protection status to at least 24,000 people (Amnesty International Italy, 2019). These people have been deprived of their legal status and this limited their access to medical care, housing, social services, education and work, leaving them in a condition of vulnerability to exploitation and abuse (Amnesty International Italy, 2019).

The European Court of Human Rights has also highlighted violations of women's rights within the Italian context (ECHR, 2020). Articles 5 and 8 particularly defend the right to liberty and security within the family household (ECHR, 2020). According to The Italian National Institute of Statistics (ISTAT), Covid-19 has posed great challenges upon women who are victims of gender-based violence, due to the obligation of spending a lot of time in their houses with violent partners or relatives. During lockdown (March-May 2020) there were 5,031 calls to report on these issues, 73% more than in between March and May of 2019 (ISTAT, 2020). This outlines the need to implement specific policies to support and protect women.

Another violation relates to several cases of torture and violent treatments Italian policemen have exercised over prisoners. Article 13 of the Constitution of the Italian Republic punishes any kind of physical or moral violence against people who are subject to freedom restrictions (Senato Della Repubblica, 1947). However, several newspapers reported aggressive episodes against prisoners to placate protests and riots within Italian prisons after Covid-19 outbreak (Repubblica, 2020).

Indicator 3: Pro and Contra Voices for human rights policies (names organizations or industries):



Despite the wide array of policies and legal frameworks to promote human rights and guarantee their implementation, difficulties and controversies still persist in Italy. In addition, due to Covid-19 outbreak and its fast spread among Italian regions, the risks of leaving the most vulnerable populations behind have increased.

Immigrants and refugees have repeatedly been targeted by Italian right wing parties. Federal Secretary of Lega Nord, Matteo Salvini has recurrently stoked anti-immigrant fears, through the use of hegemonic slogans, such as “Italians first” (Coman, 2018). In November 2019, the Sardines movement (Italian: movimento delle sardine), also known as Sardines against Salvini (sardine contro Salvini), was founded as a grassroots political movement to protest against the right-wing predominance in the country and organise a series of peaceful demonstrations against Salvini’s political rhetoric.

This movement has recently presented the idea of implementing a ‘solidarity loan’ to support those who have been strongly affected by the economic crisis, the current pandemic has triggered (Venturi, 2020). According to this plan, everyone should donate 1% of their assets, based on income, to support all workers who would remain outside of institutional aids and subsidies, including undeclared workers, irregular migrants and a flood of people who will go into liquidity crisis. This would represent a first step to decrease inequalities and provide more individuals with the possibility to rise up.

The necessity to safeguard human rights during this crisis is an opportunity and, most importantly, an obligation. According to GreenPeace Italy, it is important to remind Italy of its responsibility, in terms of respect of human rights (Martone, 2020). The Italian Government must ensure, as also mentioned by the UN High Commissioner on Human Rights and UN Special Rapporteurs, that every measure taken to manage and counter the emergency is based in respect and promotion of human rights (Martone, 2020).

Indicator 4: Application to sporting organizations:

The use of sport as an instrument to promote human rights is gaining more recognition in Italy. Civil society movements and NGOs have implemented a wide array of initiatives which move in this direction. Amnesty International Italy, in collaboration with Sport4Society (<http://www.sport4society.org/>), has launched a contest to reward symbolic or concrete gestures in favor of human rights within the sport environment. Everyone can freely share a positive case study about an athlete, a team or a sport group that became an advocate for human rights and a promoter of sport’s positive values.

Filippide Italy (<http://progettofilippide.com/>) is a project which aims at including children and adolescents with mild and severe cognitive disabilities in sport activities and competitions. The association’s goal is to demonstrate how sport can become a functional tool for people with mental disabilities, to increase their confidence, improve their independence and support their social integration. Young athletes are assisted by educators, sport specialists and volunteers in order to share moments, experiences and improve their interpersonal skills.

These examples outline the crucial role of non-governmental organizations for the implementation of conscious and responsible sport programmes. There is however a lack in terms of policies and legal frameworks which specifically support the correlation between sport



and human rights. Unlike other European constitutions, The Constitution of the Italian Republic, in its original text, does not explicitly deal with sports. Only in 2003, law 280/2003, in its first Article, recognized the role of sport and its jurisdictional autonomy (Sandulli, 2018). The question on how political institutions should responsibly support sport organizations remains open and calls for specific interventions to support the relationship between sport and human rights at the institutional level.

Indicator 5: **Additional relevant information**

Impactful story: Aboubakar Soumahoro is an Italian trade-unionist with Ivorian origins. In May 2020, he went on a hunger strike and chained himself to Villa Pamphili in Rome where Italian politicians were reunited to discuss economic issues, during the current pandemic. Aboubakar, through the campaign 'I am not invisible' (Italian: 'non sono invisibile') advocates for the protection of refugees and migrants, the support of workers who were impacted by Covid-19 outbreak and the end of exploitation towards migrant workers in the agricultural sector. His powerful message is a call to action for everyone to increase inclusion and equality at the national and international level. (<https://www.theafricareport.com/28771/aboubakar-soumahoro-the-ivorian-trade-unionist-shaking-up-italy/>).

Key Take-Aways:

1. Italy has implemented several policies and legal actions to promote human rights both at the national and international level. However, violations of human rights still persist within the Italian landscape and they call for more specific and flexible interventions to protect the 'so-called vulnerable populations'.
2. Covid-19 has increased past issues or raised new ones in terms of human rights. Several non-governmental organizations, such as Amnesty International and GreenPeace Italy, have raised their voices to protect human rights and raise awareness on the contemporary challenges.
3. In Italy, there is need for structured, systematic and institutional interventions to support the charities and organizations which persistently encourage the use of sport as a tool to implement and support human rights.



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Research on Serbia

Including the following 5 indicators, total length around 2-3 pages
For the use of (digital) references, try to stick to APA 7
At the end list 3 Key Take-Aways

Indicator 1: **Existence of national policy documents on Human Rights:**

Human rights in Serbia are protected by the Constitution and numerous legal acts, among others Anti-discrimination Law. According to the Anti-discrimination Law published in 2009, the terms "discrimination" and "discriminatory treatment" mean any unjustified discrimination or unequal treatment, or omission (exclusion, restriction or priority), in relation to persons or groups as well as members of their families, or persons close to them, in an overt or covert manner, based on race, color, ancestry, citizenship, nationality or ethnic origin, language, religious or political beliefs, gender, gender identity, sexual orientation, property status, birth, genetic characteristics, health status, disability, marital and family status, conviction, age, appearance, membership in political, trade union and other organizations and other real or assumed personal characteristics (Official Gazette of the Republic of Serbia, 2009). In 2013, the Government of the Republic of Serbia adopted the Strategy for Prevention and Protection against Discrimination for the period from 2014 to 2018. This strategy was a harmonized system of measures, conditions and instruments of public policy that the Republic of Serbia should implemented in order to prevent or reduce all forms and special cases of discrimination, especially towards certain persons or groups of persons with regard to their personal characteristics. It formulates ideas, commitments and planned outcomes of public policies in the field of anti-discrimination. This strategic document was an essential part of the Action Plan for Negotiating Chapter 23 the process of accession of the Republic of Serbia to the European Union. (Belgrade Center for Human Rights, 2020). Serbia opened Chapters 23 and 24, which refer to justice, human rights, freedom and security, in the accession chapters with the European Union in 2016. In this regard, there is an obligation to harmonize laws and bylaws with the regulations of the European Union and at the same time the opening of these chapters undoubtedly influenced the adoption of national strategies dealing with human and minority rights issues.

The goal of the Strategy for Prevention and Protection against Discrimination is to respect the constitutional principle equality and non-discrimination, especially in relation to vulnerable social groups, namely: national minorities, women, LGBT people, people with disabilities, the elderly, children, refugees, internally displaced persons and other vulnerable migrant groups, religious affiliation and persons whose health condition may be grounds for discrimination (Ministry of Labor, Employment, Veterans and Social Affairs, 2019.) In August 2019, the Ministry of Labor, Employment, Veterans and Social Affairs began the process of preparing the Strategy for Prevention and Protection against Discrimination for the period 2020-2025. The adoption of this strategy was planned for the second quarter of 2019, but it did not happen. However, in addition to this Strategy, which refers to all forms of discrimination, the Government of the Republic of Serbia has adopted numerous strategies that refer to specific social groups, and those are: Strategy for prevention and protection of children from violence for the period 2020-2023, Strategy for improving the position of persons with disabilities in the Republic of Serbia for the period 2020-2024, National Strategy for Gender Equality for the period 2016-2020, Strategy for social inclusion of Roma men and women in the Republic of Serbia for the period from 2016-2025, National strategy for resolving the issue of refugees and internally displaced



persons for the period 2015-2020 and Action plan for exercising the rights of national minorities in Republic of Serbia.

Indicator 2: Development of human rights policies in the past (if possible with future outlook)

Serbia ratified the European Convention for the Protection of Human Rights and Fundamental Freedoms in 2004 and it is bound by all the others most important universal international human rights agreements [The International Covenant on Civil and Political Rights (ICCPR) and two protocols to the Covenant, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the International Convention on the Elimination of Discrimination against Women and Protocol to this Convention, the Convention on the Rights of the Child and two protocols thereto (on the participation of children in armed conflict and the sale of children, child prostitution and child pornography), the Prevention and Punishment of the Crime of Genocide, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the Protocol to this Convention, the Convention on the Rights of the persons with disabilities and the Protocol to this Convention and the Convention for the Protection of All Persons from Enforced Disappearance]. Of the human rights conventions adopted under the auspices of the United Nations, Serbia has not ratified only the Convention on the Rights of Migrant Workers, although it has signed it back in 2004. Serbia also ratified the Additional Protocol to the Geneva Conventions from August 12nd 1949 on the Adoption of the Additional Distinctive Mark (Protocol III), Convention on the Safeguarding of the Intangible Cultural Heritage, Convention on the Protection of the Intangible Cultural Heritage human rights and the dignity of the human being with regard to the application of biology and medicine: Convention on Human Rights and Biomedicine. In order to better coordinate state bodies in the process of drafting periodic reports for UN committees and universal periodic review, the Government of the Republic of Serbia made a decision in December 2014 on the formation of the Implementation Monitoring Council recommendation of the United Nations human rights mechanisms (Belgrade Center for Human Rights, 2020).

Taking into account that the negotiations on Serbia's accession to the European Union are still ongoing and that Chapters 23 and 24 have not been closed, the adoption of new regulations and strategies are expected, as well as the harmonization of existing regulations with international ones.

Indicator 3: Pro and Contra Voices for human rights policies (names organizations or industries):

The Belgrade Center for Human Rights, which represents a non-governmental, non-political and non-profit association of citizens interested in improving the theory and practice of human rights in its report on human rights in Serbia for 2019, states the following: *"Socio-political conditions in Serbia in 2019 were not favorable for exercising human rights for many reasons. Populist rhetoric and persistent by repeating that the security of the state is endangered, an atmosphere of fear has been created among citizens and the restraint of experts when it comes to criticizing government decisions concerning their areas, but also the massive resistance of the citizens. The influence of politics is dominant in almost all spheres of social life, institutions are collapsing*



more and more, less and less tolerance in society and the lack of solidarity endangers the position of particularly vulnerable categories of Serbian citizens.” (Belgrade Center for Human Rights, 2020).

During the Covid 19 virus pandemic in the Republic of Serbia a state of emergency was imposed with the presence of the army on the streets and a ban on the movement of the population. Belgrade Center for Human Rights has submitted to the Constitutional Court of Serbia an initiative to initiate proceedings to review the constitutionality and compliance with the European Convention on Human Rights of the Misdemeanor Decree on restriction and prohibition of movement of persons on the territory of the Republic of Serbia, issued during the state of emergency.

According to the latest Freedom House report, Serbia has lost its status as a free state and is now among the partially free countries due to the deteriorating conditions under which elections are being held, as well as attacks on independent journalists (Vojinović, 2019). Serbian Prime Minister Ana Brnabić wrote in response to the Freedom House that presenting Serbia as a country leading the decline in democracy in Europe is wrong, malicious and incorrect interpretation of quantitative data from the report of that organization (Radio Free Europe, 2020).

The Protector of Citizens Zoran Pašalić assessed in the report for 2019 that there is no progress in the area of freedom of speech, that journalists are endangered and that there is still "hate speech" in the media (Pašalić, 2020).

In 2011 and 2012, the Constitutional Court in Serbia banned the neo-Nazi organizations “National Alignment” (serb: “Nacionalni stroj”) i “Patriotic movement Obraz” (serb: “Otačastveni pokret Obraz”). However, members of these organizations continued to operate within new far-right associations that have been criticized for its anti-human rights behaviour and ideology, including “Serbian Honor” (serb: Srbska Čast), “Serbian Action” (serb: “Srbska akcija”), and the The Leviathan Movement (serb: Pokret Levijatan) who even participated in the last parliamentary elections, but won 0.7%. These organizations are characterized by ultranationalist and neo-fascist policies.

Indicator 4: **Application to sporting organizations:**

It can be said that in the field of sports, the legal framework is relatively satisfactory. New Law on Sports is adopted in February 2016 and contains much more detailed provisions relating to the prohibition of discrimination and respect for the principle of equality in relation to the 2011 law. Article 4 Paragraph 3 and Paragraph 4 of the Law on Sports prohibit any direct and indirect discrimination, including hate speech, on any grounds, by athletes, sports experts, sports organizations and other persons participating in the sports system, in an overt or covert manner, which is based on some actual or presumed personal property (Official Gazette of the Republic of Serbia, 2016). The prohibition of discrimination referred to in paragraph 3 of this Article also includes the prohibition of discrimination against professional athletes and athletes who wish to become so in terms of employment, earnings or working conditions, except when making a difference or placing an athlete at a disadvantage compared to other athletes in the same or a similar situation is based on the nature itself or the actual and decisive conditions of performing a certain sports activity, and the goals that are thereby intended to be achieved are justified(Official Gazette of the Republic of Serbia, 2016).



One of the basic problems in the field of sports is non-existence reliable data on structural and institutional discrimination and individual discrimination of persons, groups of persons. The degree of involvement of members of certain vulnerable and socially vulnerable groups in organized forms of recreational sports and other sports activities is unknown, but it is known that the approach difficult for women, people with disabilities and the elderly, given the data listed in Sports Development Strategy in the Republic of Serbia for the period 2014–2018, adopted by Government of the Republic of Serbia in 2013.

In 2019, the Government formed a working group for the development of the National Strategy for the Development of Sports for the period from 2020 to 2030 and an Action Plan for its implementation. Also, the future Strategy for Prevention and Protection against Discrimination, in the field of sports, culture and media should set two specific goals: an effective system of prevention of discrimination in sports, culture and media equal opportunities for participation in sports and cultural activities and access to information and media content. (Ministry of Labor, Employment, Veterans and Social Affairs, 2019.)

Indicator 5: **Additional relevant information**

In June 2020, the football players of FC Borac Čačak and FC Jagodina started a hunger strike due to unpaid salaries. The hunger strike, which has never happened before, occurred because the ten-day period that the former Borac football players gave to the city government to pay their debts expired. In this case the Law on Sports and Employment Law are on the side of the football players because their salaries have not been paid although that this decision was made after a court dispute, but the cities authorities (cities Čačak and Jagodina are owners of the clubs), have not yet solved these problems. The strike was stopped after three days, and the president of the union of professional football players "Nezavisnost", Mirko Poledica, pointed out that the reason for that was the poor health condition of the football players. However, there are assumptions that there was political pressure to end this protest.

There is a Commission for Women in Sports at the Sports Federation of Serbia, which is in charge of improving the position of female athletes and women employed in sports organizations.

The key problems in the implementation of future strategies are the fact that the planned improvements in the position of women have not been achieved because the new strategy related to the prevention and suppression of violence against women wasn't adopted, also there are no amendments to the Law on Prohibition of Discrimination, which is why the right to protection from discrimination continues to be very difficult to achieve before the courts, and courts and administrative bodies continue to refuse to directly apply ratified international agreements, except in rare individual cases. (Ministry of Labor, Employment, Veterans and Social Affairs, 2019.)

Key Take-Aways:

1. Serbia has adopted many international regulations on human and minority rights. However, the harmonization of national laws and regulations with these standards is



lacking. At the same time, the adoption of a new Strategy for Prevention and Protection against Discrimination is still pending.

2. Reports from various international human rights organizations indicate that human rights have been compromised in Serbia, and extreme right-wing and neo-fascist organizations are gaining strength. At the same time, domestic organizations express doubts about the justification of the measures adopted in Serbia during the Covid 19 virus pandemic, accusing the Government of violating personal freedoms.
3. There is a lack of concrete state initiatives and strategies dealing with human rights in the field of sports. At the same time, within the non-governmental sector, initiatives are not strong enough. So the athletes were forced to take extreme measures, such as the hunger strike that the football players of FC Borac Čačak and FC Jagodina had in order to exercise their rights.

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Useful sites:



1. Office for Human and Minority Rights of the Government of the Republic of Serbia
<https://ljudskaprava.gov.rs/sr>
2. Belgrade Centre for Human Rights <http://www.bgcentar.org.rs/>
3. Protector of the Citizens of the Republic of Serbia <https://ombudsman.rs/>
4. Committee of Lawyers for Human Rights <http://www.yucom.org.rs/>

Sports Analyses

(Football, Basketball & Tennis; June 2020)

Research on Football

Including the following 5 indicators, total length around 2-3 pages
 For the use of (digital) references, try to stick to APA 7
 At the end list 3 Key Take-Aways

Indicator 1: **List of intersections between the designated sport and human rights:**

Stakeholder map in football:

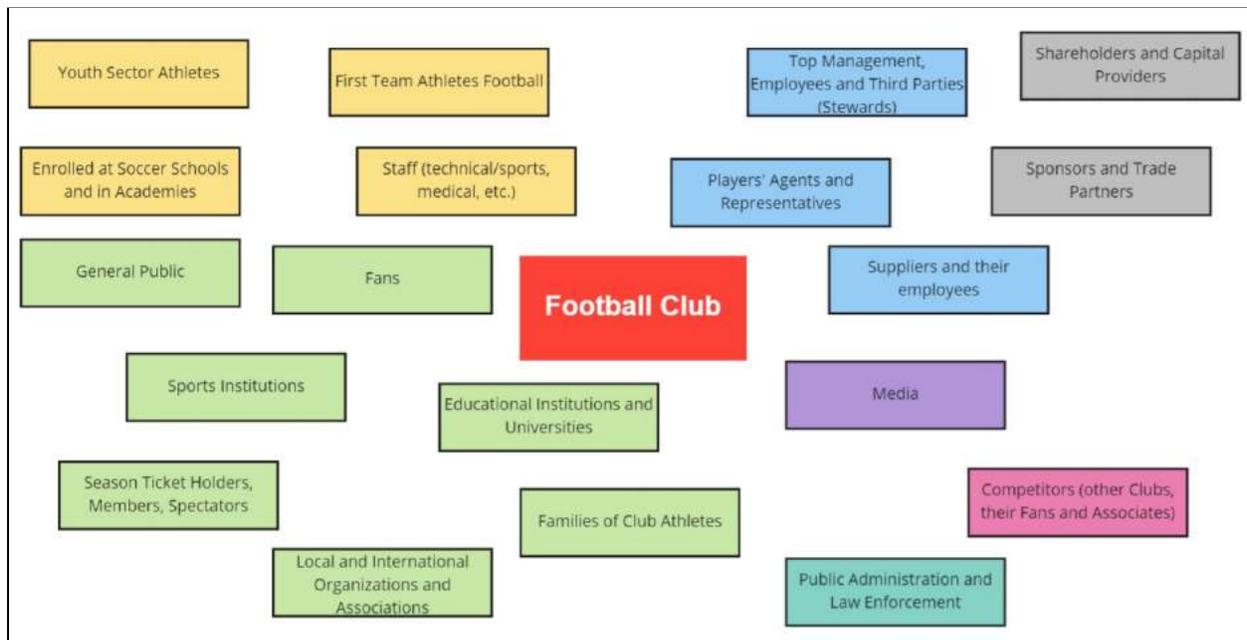


Figure 1: Stakeholder map of a professional football club
 Own representation, based on Juventus Football Club (2019)

This is the general stakeholder map of a professional football club. Towards each stakeholder, a professional football organization has its own social responsibilities. As an example, let's take "Suppliers and their employees". This is only one stakeholder group, but a very diverse one in the holistic supply-chain. The most recognizable product of a football club is its jersey. The beginning of the supply chain is the cotton production, harvesting and baling. During this procedure, several human rights need to be taken into consideration, such as no child labour, decent working conditions (maximum hours, decent pay, no permanent working under the sun),



no violence of any kind (psycho-social or physical to increase work productivity) and the non-suage of chemicals that can affect the health of the workers. Even though this process is only an indirect responsibility of the club, as the cotton production takes place often in Asian regions and is organized by local organizations, the football club needs to be held accountable for any wrongdoing of the future product it sells.

The same risks apply for the next step in the value chain, the textile spinning and weaving. They might not be working under the sky and are safe from heavy sunlight, but scandals from the past have shown that especially textile factories do not comply with sufficient security measures to protect workers from accidents. One example was the fatal collapse of the Rana Plaza textile factory complex in Bangladesh in 2013, which killed 1,135 people in what is considered the world’s worst textile industrial disaster (Guardian, 2016). A potential risk of death in the workplace for employees would be the highest severity level in the value chain which would require an immediate reaction of the affected football organization.

In the next step, making the garment is equally important such as the textile spinning and weaving and needs to be considered with the same human rights due diligence.

Before the product finally arrives in the outlet stores or the facilities of the football clubs for retail or usage, packing and trading takes place.

The whole process, which can be seen in the following table, symbolizes only 16% of the final retail price of the product. 1% of workers’ wage cannot be equated with decent work.

	Nike 2018 World Cup Jersey	Adidas 2018 World Cup Jersey
Distributor (including VAT)	64.5%	64.5%
Brand (taxes)	3%	6%
Brand (profit)	17%	14.5%
Brand (money paid to team)	4.5%	4.5%
Brand (marketing and other costs)	2%	2%
Transportation (and customs)	2%	2%
Production costs	7%	6.5%
Supplier (other costs and profit)	2.5%	2.5%
Workers’ wages	1%	1%
Raw materials	3.5%	3%

Figure 17. Estimation of the average price breakdown of a Nike and Adidas national team football jersey
Source: BASIC, according to information from PR Marketing (2018)

This example already shows the various responsibilities and expertise a football club needs to overview a sustainable and decent supply chain. This shows that external expertise is needed to first of all list down all important steps and stakeholders during the process, identify the most important risks, tackle these risks, not all at the same time, but prioritizing what can be done initially.

Short Human Rights Assessment of two other stakeholder groups:

- 1) *First Team Athletes Football (direct connection to the football organization):*
Own Freedom of Speech, Relations to Sponsors (e.g. when the sponsors advertise products or even countries that are under investigation of human rights abuses), No discrimination of any kind, decent work conditions, no illegal substance injection by medical team,
- 2) *Fans (more or less direct connection to the football organization):* Entry control during before the match in the stadium, no discrimination, no violence against fans during the event, freedom of speech for fan protest, inclusive access for handicapped fans (wheelchair ramps, audio-descriptive commentary)

Indicator 2: **Best practices of the sport when it comes to human rights (add at least one case study):**



CASE STUDY: HSV & GREEN FACTORY

The football Bundesliga 2 club Hamburger SV visited and initiated the first green factory in an existing building in India. Alongside environmental sustainability, the focus is also on the assumption of responsibility for the employees: In addition to complying with social standards, work is being done on strengthening workers' committees and introducing living wages so that all sides benefit sustainably from the restructuring. During their visit to the green factory, HSV employees were able to follow textile production at close quarters.

(Hamburger SV, 2020)



CASE STUDY: INTERNATIONALE BERLIN

Internationale Since its initiation in 1980, FC Internationale Berlin has always been more than a football club. The jerseys are free of advertising and instead carry the inscription NO RACISM. This underlines FC Internationale's commitment to peaceful coexistence across cultural, religious and ideological boundaries. The club is made up of people with roots from over 70 nations. The name of the club has thus become a program, without utilizing quotas.

Cooperations, among others:

- Champions ohne Grenzen [Champions without borders, refugee project]
- Kompetenz e. V. (Competence project, young refugee support)
- Sportjugend im LSB Berlin [Sports Youth in Berlin, support for integration projects]
- Berliner Werkstätten für Menschen mit Behinderung (Berlin support for people with disabilities]
- Streetfootballworld: football for good NGO

Indicator 3: **Worst practices of the sport when it comes to human rights (add at least one case study):**



CASE STUDY: NEWCASTLE TAKEOVER

Human right groups criticize the English club Newcastle United saying that “there is a compelling body of evidence that any consortium linked to the Saudi Arabian government should be disqualified from ownership of any Premier League club” (The Guardian, 2020). The planned £300m takeover of Newcastle United by the Saudi Arabia Public Investment Fund (PIF), controlled by the Saudi crown prince, Mohammed bin Salman, is raising questions around the world.

Organisations such as Human Rights Watch and Amnesty International have condemned the kingdom to deploy ‘sports washing’ its human rights abuses. This takes place not only two years after the assassination of Jamal Khashoggi - a Saudi dissident, journalist for The Washington Post on 2 October 2018 at the Saudi consulate in Istanbul, Turkey, by a 15-member squad of Saudi assassins. Turkish investigators, as well as investigations by the New York Times, concluded that some of the 15 members of the Saudi hit team were closely connected to Saudi Crown Prince Mohammed bin Salman, and that the team had traveled to Istanbul specifically to commit the murder.

During the coronavirus crisis, bin Salman has been consolidating power. In recent years, he was known for a slightly more open approach with reforms that strengthened for instance the rights of women, but in March 2020, he arrested 298 government employees, including three senior members of the royal family, under the guise of fighting corruption. What message will this takeover of a historical football club send to the world?



Indicator 4: **Human rights policies by sporting organizations (federations):**

FIFA paper:

- Third report since 2017
- Divided into three parts:
 - 1. Priority cases: Cases where the Advisory Board considered that urgent action was needed from FIFA, given the imminent risk of severe harm to a specific individual or individuals' rights;
 - 2. Tournaments: Ongoing management of human rights risks in connection with major FIFA tournaments, with a current focus on the FIFA World Cup (FWC) 2022;
 - 3. Thematic issues: Broader topics that we are devoting attention to, including embedding human rights into FIFA's governance
- and players' rights.
- FIFA's transformation started with the Ruggie Report in April 2016: Professor Ruggie and the new Advisory Board's focus for FIFA:
 - Adopt a human rights policy,
 - Embed respect for human rights,
 - Identify and evaluate risks for human rights
 - Address human rights risks, ○Track and report on implementation, and
 - Enable access to remedy
- Human Rights Policy approved by Council in May 2017, a first for international sport
- Human Rights Advisory Board-8 members with high standing in human rights community
- But this also coincided with FIFA's governance & corruption crisis

UEFA paper:

UEFA (2017)

- 2017 report provides an analysis of survey research exploring how UEFA Member Associations perceive, promote and protect human rights.
- less than 20% of National Associations (NAs) has a formal and specific human rights policy (which is more demanding both in terms of dedicated staff and budget), and regularly inserts a clause on human rights within contractual agreements with sponsors and third parties.
- Gaps:
 - the lack of **specific staff** working on human rights;
 - the lack of **regular training** on human rights to NAs' personnel;
 - the lack of a **specific budget** allocated on human rights;
 - the **sporadic use of due diligence mechanisms** (especially external communication of human rights activities and human rights monitoring).

German Football Association position (biggest national football association):



- Currently in the process: In September 2019, the DFB officially declared its commitment to respect all internationally recognised human rights by including a clause to this effect in Article 2 of its statutes. DFB General Secretary Dr. Friedrich Curtius said: "The commitment to internationally recognised human rights in the DFB statutes is intended to build on the DFB's many and varied socio-political commitments to date and to document and emphasise the DFB's human rights responsibility and duty of care. The amendment to the statutes is much more than just lip service, we see it as a written declaration of our obligation to stand up for the values of football at all times and in all places."
- Sport Cares (2020): The German Football Federation DFB and the Cares Project/Sport Cares have agreed on a consultancy mandate for services in the field of business and human rights. According to the agreement, Cares Project founder and director, Mr Jonas Burgheim, will provide the world's biggest single sport's federation with his expertise in a function as external adviser. The collaboration will particularly be dedicated to implementing human rights due diligence

Indicator 5: **Additional relevant info:**

With or without a legal obligation: companies are well advised to introduce procedures to ensure that human rights due diligence is observed. Customers (fans), investors, politicians, workers and civil society expect companies (sports organisations) to take responsibility for human rights compliance in their supply chain. Counter-arguments such as "we have a special position in a globalised world", "legal regulations slow down voluntary commitment" or "we cannot influence suppliers' compliance with human rights" in order to avoid taking action should start with initial steps (amendment of the statutes, stakeholder dialog) and quick wins (media recognition).

Key Take-Aways:

1 Sporadic Use of Due Diligence Mechanisms: In a member survey from 2017, UEFA clearly outlined the need for more due diligence mechanisms, putting emphasis on external communication of human rights activities and human rights monitoring. Also, a detailed risk analysis on a national and international level is missing.

2 Diverse Stakeholder Map: Football clubs are accountable for actions and decisions concerning the production, sourcing, product design and distribution, but also for government relations, by being linked to human rights abuses committed by governmental actors. They should professionalize their supply chain management by qualifying suppliers, integrating quality/sustainability labels and good governance as well as the consideration of human rights into decision-making.



3 Ethical and Business Potential: Football organizations are currently not at the forefront of committing themselves to human rights. Business partners from other industries, future talents and clients may already be asking about the ongoing human rights management practices. A first mover in the field of the biggest and most viewed sport in the world could not only send a necessary message for a more sustainable and fairer sport in the future, but could also benefit from its innovative business spirit with potentially new engaged stakeholders.

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Research on Basketball

Including the following 5 indicators, total length around 2-3 pages

For the use of (digital) references, try to stick to APA 7

At the end list 3 Key Take-Aways

Indicator 1: **List of intersections between the designated sport and human rights:**

Study of the International Basketball Federation (FIBA): Existing factors that can be attributed towards a commitment towards human rights

I. Transparency and public communication

- In short, FIBA publishes its latest Internal regulations of 2017 consisting of a series of Books (Book 1 on general provisions, book 2 on competitions, book 3 on players and officials, book 4 on anti-doping, book 5 on governing the zones, book 6 on basketball 3x3, FIBA venue rules, technical rules, integrity and safeguarding policies, organizational chart and strategic plan. All the above-mentioned documents are very lengthy and detailed enough and could be easily read and understood by the general public.
- The organization did not publish minutes of the meetings and reports of the committees. It published a few general activity reports but not for all the latest years or periods and they were not organized properly in the section of reports. There were no separate financial reports, but there was a one-page section dedicated to finance in their annual reports reflecting only general figures.
- It provided information on its member federations, board members and senior officials. Biographies were only provided for the President and General Secretary function. However, for the rest of the officials and team, there were only names provided which do not say much, if the company wants to be transparent actively. This information may be provided upon the request which we are not sure of. No contact information of the board members and senior officials was available on the website, as well as their remuneration, per diem payments and bonuses.
- For some of the major events reports, there were only a few reports but not for all of the events.

II. Democratic process

Elections:

- FIBA presents itself as democratic and federative. There are elections of the president and the governing bodies and standing committees. The elections are on the basis of secret ballots and clear procedures detailed in its General Statutes of FIBA. It is not clearly specified if the organization offers to the candidates standing for election opportunities to present their programme/manifesto. The organization's elected officials have a term limit of 4 years.



Structure:

- Major policy decisions are taken by ballot during the congress: Adopt and modify the FIBA General Statutes; Examine and approve all reports' Ratify the decisions of the Central Board regarding the suspension of National Member Federations; Decide on the expulsion of members of FIBA; Examine and adopt proposals by the Secretary General, the Central Board and the National Member Federations; Upon proposal by the Central Board, grant the title of Honorary President, Honorary Member and Secretary General Emeritus.
- Congress meets once in two years for the Mid-year Congress and then every 4 years for the election, but the Central Board which is the top level executive body meets twice a year in the year of Congress and once every other calendar year. It seems that it is not regular enough, however in both cases, in the case of emergency both Congress and the Central Board meetings can be organized under certain conditions mentioned on the website and the General Statutes.
- Unfortunately, I have not found any provisions on the gender equity guidelines for its leading officials. Even all the FIBA internal regulations are referred to male gender but for the purpose of simplicity only, I still think that it could be done in the opposite manner.

Major events:

The criteria on major events of FIBA are openly communicated through its Book 2 on Competitions with the chapters including bidding and hosting provisions. This book is available in the Document library.

Stakeholder representation:

- As FIBA's top level executive branch, the Central Board is composed of the President, the FIBA Secretary General and the Treasurer, the President of each Zone, 13 members elected by the Congress, according to a continent-based quota system (Africa= 2, Americas= 3, Asia= 2, Europe= 4, Oceania= 2), one representative of the NBA and one representative of the Players. In its structure it lacks the representation of Euroleague – a homologue to NBA in Europe. However, the stakeholders of Euroleague may be represented through a continent-based quota system as Europe has 4 allocated spots.

III. Good Governance

Ethics and Integrity:

- *Code of Ethics:* The organization has or recognizes an Ethics/Integrity Code for all its members and officials. FIBA Code of Ethics is represented as Chapter 3 in its FIBA Internal Regulations, Book 1 on General Provisions. The intent of the code is to ensure that basketball is both administered and played in an ethical manner protecting the integrity of the sport worldwide. It makes references to good governance principles. The code is addressed to all stakeholders: The divisions of FIBA (individual members and



every employee), any organization or individual that has direct or indirect affiliation with FIBA, national members of FIBA, all clubs of national members of FIBA, administrators at all levels (including club owners, officials and personnel), players, coaches, player's entourage, Local Organizing Committees of FIBA events and all of the organizations, cities, states who wish to host FIBA events.

- *Ethics Panel*: FIBA has its Ethics Panel appointed by the Congress. FIBA Ethics Panel oversees the observance of the Code of Ethics as set out in the FIBA Internal Regulations (articles 1-16 to 1-55). The role of the Ethics Panel is to examine possible breaches of the Code of Ethics and to report on its inquiries and deliberations. There are clear descriptions on how the Ethics Panel operates once it finds the breach and the imperative following of the principle of confidentiality in all its activities. The Ethics Panel also prepares a report for the FIBA Congress. I could not find contested through which internal channels the organization's decisions could be contested.

Anti-Doping:

- *Anti-doping*: While the Code of Ethics of FIBA has its general provisions of 5 pages, the Anti-doping is presented in the separate book of FIBA Internal Regulations – Book 4 on Anti-doping. It comprises 22 articles. FIBA implanted these rules in 2015 in accordance with its responsibilities before WADA and its contribution to fight against doping in sport. It mentions that Anti-doping rules are just like competition rules which means they are the rules of sport under which Basketball is played. The document includes the rationale for the Code and Anti-doping rules and the Scope of its rules.
- *CAS/BAT*: The Basketball Arbitral Tribunal (BAT) is an independent body, officially recognized by FIBA and outlined by the FIBA General Statutes, providing services for the rapid and simple resolution of disputes between players, agents, coaches and clubs through arbitration. It was established in 2006 (as the FIBA Arbitral Tribunal).

IV. Solidarity

Social Responsibility:

- The organization has a well-defined Social Responsibility (SR) strategy and/or programmers and allocates specific resources for the global development of grass-root basketball activities and not only through the International Basketball Foundation which was founded in 2007 (<http://www.fiba.basketball/foundation>).
- It seems that FIBA does offer consulting to its member federations as I found a working group on national federations support and development that could potentially be involved in helping its member federations in its development.
- The organization is involved in activities against discrimination. One of the examples of that is #BasketballForGood campaign launched for the second time on the occasion of the International Day of Sport for Development and Peace (IDSDP), on April 6th. the IBF is launching its second. The campaign is aimed to promote inclusion, unity, equality and

peace as well as to show how much sports, and especially basketball, can impact for good.

Legacy:

- The organization has legacy requirements for communities in which its events are hosted. On its website, here is a section on FIBA event hosting (http://www.fiba.basketball/host#|tab=element_2_1) and the evaluation sub-section. FIBA mentions that sporting legacy is among the most important evaluation criteria for them among other 5 such as organization factor, commercial factor, spectator attendance, sporting legacy and public sector guarantees. FIBA will assess the Host's long-term objectives and its plans to develop and deliver a long-lasting sporting legacy to promote and develop basketball around the world. However, there was not any other information in regard to other kinds of legacy such as social or environmental.

Indicator 2: **Best practices of the sport when it comes to human rights (add at least one case study):**



08 Stockholm Human Rights:

Wikipedia (2020): (08 Stockholm Human Rights is a Swedish basketball club located in Stockholm that has a men's and women's team. The club was established in 1996 when two of the most successful basketball associations, Alvik BK (established 1956) and the South YMCA Basketball (established 1949), collaborated to form 08 Stockholm. The reason for the name of "Human Rights" is because of the club's active social commitment to using basketball as a tool to work against racism, for social inclusion and to educate their players and leaders in the club's

core values. Unfortunately, it seems that the club did not meet requirements set by the Swedish league(s) and is not playing anymore in one of the professional first competitions.

Indicator 3: **Worst practices of the sport when it comes to human rights (add at least one case study):**



NBA's Quandary over China:

As is now widely known, the Houston Rockets' general manager, Daryl Morey, tweeted during October of last year: "Fight for Freedom. Stand with Hong Kong." His reference was to Hong Kong protesters who were trying to protect their territory's freedoms and the rule of law from Beijing's authoritarian encroachment.

Human Rights Watch, 2019):

In response, the official English-language newspaper, China Daily, called Morey's tweet "irresponsible and uninformed." The Chinese Basketball Association, headed by the former Rockets legend Yao Ming, said it would suspend cooperation with the Rockets. Chinese state television, CCTV, as well as the Chinese company Tencent, a media partner of the NBA with a five-year streaming deal worth \$1.5 billion, said they would not broadcast Rockets games.



Reaction 1: The NBA initially responded with mixed messages. It affirmed the right of individuals to “shar[e] their views on matters important to them,” and NBA Commissioner Adam Silver said that, “as a values-based organization,” the NBA supports Morey “in terms of his ability to exercise his freedom of expression.”

Reaction 2: At the same time, it sought to distance itself from Morey’s tweet, which it said, “does not represent the Rockets or the NBA.” And in a Chinese-language version of its statement posted on Weibo, a Chinese social media platform, the NBA said it was “extremely disappointed” by what it called an “inappropriate” comment.

After a halting beginning, the NBA seems to have come down on the side of free speech. It undoubtedly will pay an economic price, but it won’t be alone in feeling the pain. Its millions of fans in China may now be deprived of the joy of watching the world’s finest basketball.

NBA’s commissioner Silver issued a stronger statement after being criticized by Human Rights organizations regarding the soft reaction of the league. He said that “values of equality, respect and freedom of expression have long defined the NBA - and will continue to do so.” He then explained: “The NBA will not put itself in a position of regulating what players, employees and team owners say or will not say....We simply could not operate that way.”

What sports could do: If consumers or fans seek out companies that respect freedom of expression, if shareholders (club owners) demand a principled response, if employees insist on businesses that uphold their values, then the economic calculations would become more complex.

But ultimately companies have to decide what they stand for. The Chinese market will always seem enticing. Is there a limit to the principles that companies will sacrifice to maintain access? Do they have values above the bottom line? An open discussion including all relevant stakeholders in the field has to start.

Indicator 4: **Human rights policies by sporting organizations (federations):**

FIBA: MISSING!

NBA: MISSING

German Basketball Federation: MISSING

Governing Body for Basketball in Australia: Study about different deprived populations

- Member Protection Policy, Indigenous Sports Program, Fostering Inclusion

Indicator 5: **Additional relevant info:**



In 2017, FIBA reversed controversial headgear ban - Institute for Human Rights and Business (2017):

FIBA - basketball's world governing body - today announced that it will allow basketball players to wear headgear from October 2017.

In an important decision, FIBA's Mid-Term Congress unanimously ratified the new headgear rule after its first ever Mid-Term Congress. The decision to overturn the longstanding ban, which particularly impacted religious observant players requiring headgear such as a hijab or dastar in order to play whilst following their faiths.

FIBA's decision follows a sustained lobbying effort from advocacy groups involved in the MSE Platform for Human Rights, including Human Rights Watch, Shirzanan, and the World Players Association (formerly UNI World Athletes). Shirzanan, which promotes and advocates for Muslim female athletes, along with Athlete Ally, a campaigning organisation dedicated to fostering inclusive sports communities, have championed the cause of American Bilqis Abdul-Qadir, a former star player at the University of Memphis, who was barred from playing for three seasons due to her commitment to wearing a hijab during games.

The decision comes at the end of two and a half years of internal review, and followed an historic FIBA test game in Iran in April that featured women wearing hijabs and marked the first time men watched a women's sporting event in person.

Key Take-Aways:

1 Profit over people: The case of the NBA shows, profit over people, TV broadcasting deals over free speech, business over human rights commitment → pressure

2 Status Quo human rights:

- The lack of a proper human rights policy within FIBA
- The absence of a human rights due diligence process
- The inability of a player to access a remedy when his/her rights were violated.

3 Lobby Effect: Change in the private sector and in the sporting industry is often initiated by lobbying. Transparent and sustained lobbying is the basis of democracy and if more voices are raised that support human rights, the topic becomes more visible and positive change can be accelerated!



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Research on Tennis

Including the following 5 indicators, total length around 2-3 pages

For the use of (digital) references, try to stick to APA 7

At the end list 3 Key Take-Aways

Indicator 1: **List of intersections between the designated sport and human rights:**

- In general human rights are respected in professional tennis, but they're of course several things which can be improved
- Mostly affected are the players, in particular not so famous ones from lower regions of the ranking (financial problems, no celebrity bonus)
- Still a 'white' sport?: proportionally few black players on the tour (6 in Top 100), sport just for rich people? Easier access to the sport for everyone
- Covid-19: Adria Tour, Djokovic's lack of responsibility due to the virus in arranging a big tournament WITH spectators and without paying much respect to the rules of social distancing etc. → dimitrov, coric and djokovic himself infected with the virus → very bad exemple to everyone who suffered under the terms of the pandemic
-

Indicator 2: **Best practices of the sport when it comes to human rights (add at least one case study):**

Examples: Anti-racism and in general anti-discrimination campaigns of sports personalities, inclusive stadiums for disabled people, sporting organizations that collaborate with green factories in Asia to produce sustainable clothing, etc. ...



Case Study: TIU - Tennis Integrity Unit



The Tennis Integrity Unit (TIU) is the anti-corruption body covering all professional tennis around the world. It is responsible for enforcing the sport's zero-tolerance policy on betting-related corruption. In doing so it has three main strategic priorities:

- preventing corruption from taking place
- investigation and prosecution of offenders
- delivering anti-corruption education for players and stakeholders to recognise and report corrupt activity

In 2008, tennis was among the first sports to establish its own anti-corruption body whose goal is also to educate all persons involved in professional tennis by having an own Education team. This team works to maintain the integrity of tennis by delivering a world class programme that informs, educates and protects players and the wider tennis family against corruption and betting related offences in professional tennis. In helping to prevent corruption, the TIU works with the sport to make it as difficult as possible for would-be corruptors to access players and tournaments.

Topic: Equal Pay

Tennis is the only major sport in which men and women receive the same amount of prize money for winning Grand Slam tournaments. So it comes that female tennis players are top-paid female athletes in the world.

Indicator 3: **Worst practices of the sport when it comes to human rights (add at least one case study):**

Case Study: Unequal Pay



The Grand Slam tournaments may give the impression that tennis pay is equal among men and women, the reality is that at other large combined ATP-WTA tournaments, such as the 'masters' tournaments, the prize money difference can be high. For example at the Western & Southern Open in 2015, Serena Williams was paid \$495,000 while Roger Federer received \$731,000 for winning the same tournaments. Compared to Grand Slams tournaments, the mentioned 'masters' tournaments like the Western & Southern Open come along with only best-of-3 matches (grand slam best-of-5 for men) for men and women, so equal work load for both sexes. So it comes that outside of Grand Slam tournaments the annual prize money for the top 100 earners in the Women's Tennis Association is equivalent to just 80 cents to every dollar earned by the top 100 men in the Association of Tennis Professionals.

According to [a 2014 study](#) by the International Tennis Federation that analyzed the average costs for playing professional tennis and the prize money from the previous year, 336 male players could earn enough to cover average expenses, while only 253 women could. It shows that especially in lower tournaments male and female tennis players don't earn the same money for the same work which obviously comes along with television based receipts and popularity of certain male players but it still remains a problem in equality of men and women.

Case Study: Diriyah Tennis Cup



The Diriyah Tennis Cup was the first ever international tennis competition to be hosted in oil-rich Saudi Arabia. A total of eight players on the men’s tour have featured in the tournament, which has a large prize money pool of \$3M for an exhibition tournament. To put that into perspective the winner of the Citi Open in Washington, an ATP 500 event in 2019 earned a total amount of \$3M. In 2018 Novak Djokovic and Rafael Nadal were heavily criticised for planning to play an exhibition match there before cancelling it. At the time the country was implicated in the killing of a prominent journalist in one of its own embassies. The significance of the tournament increased as top players like Stan Wawrinka or Daniil Medvedev assured their participation although Saudi Arabia is not known for respecting human rights like free press and speech or suppression of women.

Blinded by the money the players who aren't in financial need should have known better to not contribute in tournaments in which the organizer doesn't respect human rights.

Indicator 4: Human rights policies by sporting organizations (federations):

Examples: FIFA, UEFA and the German Football Association all introduced articles concerning human rights policies,

ITF:

2.1.2. “...respect human rights that may be impacted in their actions as Officials”

Including:



-2.1.2.1. “respecting human dignity”

-2.1.2.2. “not discriminating improperly against or denigrating anyone on grounds of race, colour, sex, gender, sexual orientation, language, religion, political or other opinion, national or social origin, disability, or any other unlawful ground”

-2.1.2.3. “not committing any form of harassment or abuse of any person, whether physical, professional, sexual, psychological or otherwise”

Gender Equality In Tennis Committee

- Promotion of the use of sport as a tool for gender equality and empowerment and raising awareness of harassment and abuse in sport
- development of ITF position statements on issues related to gender inequality in sport
- ITF support of initiatives that benefit girls and women, either through participation or leadership.

Indicator 5: **Additional relevant info:**

Governing Body for Tennis in Australia, ‘Tennis Australia’: Study about different deprived populations

- Commitment: “Tennis Australia is committed to equality of access and equality of opportunity for people of all ages and both sexes, irrespective of geographic location, social background, ethnicity, disability, and other variables.”
- Concrete support through Indigenous Sports Program, Member Protection Policy, Codes of Conduct and Complaints Policy

Key Take-Aways:

1.Appropriation of funds

A main problem in professional tennis remains that it's very tough to survive in this ‘business’, especially for lower ranked players who often struggle to qualify for big tournaments which results in a small amount of prize money. Those mentioned players are more prone to match fixing and betting just to survive as professional players. To minimise the risk of such illegal actions the associations should reconsider how money is distributed

2. Equal Pay

Tennis is one of the most equalized sports coming to rights of men and women although there still some issues which need to be solved but in comparison to other sports tennis is yet very advanced.



3. Cooperation with debatable countries

The associations in professional tennis need to take care of collaborations with countries like Saudi Arabia or Qatar who don't fully respect human rights only because of profitable businesses for players and officials. Here tennis is still in his development but they should take other sports like football as a cautionary tale.

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