



INTERNATIONAL SPORTING EVENTS & HUMAN RIGHTS

A HANDBOOK FOR
IMPLEMENTATION IN AUSTRIA

FOREWORD VICE CHANCELLOR & MINISTER OF SPORT WERNER KOGLER



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Sport is a powerful global driver for shaping society in a positive way. It helps us to overcome barriers, encourages greater tolerance and openness to the world, and unites people at all levels. Sport can also help bring about a breakthrough in human rights by forging social and international links. On the other hand, the downside of sport is that there is a danger that human rights may be overlooked or even violated.

Over the coming years, the European continent will host a number of major events: the Paris 2024 Olympic and Paralympic Summer Games, the 2026 Olympic Winter Games in Milan and Cortina d'Ampezzo, but also – significant more than just to Austria – the 2025 Alpine World Ski Championships in Saalbach. These events are all excellent opportunities for transporting our ideals and presenting a European antidote to financial gigantism and ecological negligence. Particularly crucial in this context is unconditional and exemplary protection of all human rights.

Protecting and honouring human rights in sport has always been a high priority in Austria. As in many other areas, it is organised sport, with its many associations and clubs, who is the key player here. It is the responsibility of the federal, state and local governments to create the appropriate conditions and to offer comprehensive support for all relevant issues. This handbook is designed to serve as a guide and reference tool for all future domestic organisers of sporting events in the step-by-step planning of their event – from conception to final evaluation.

I extend my thanks to all those who have contributed to this publication, especially the fairplay Initiative at VIDC. I am confident that we can make an important contribution and bridge this gap.

Yours in sport,

Werner Kogler

GLOSSARY

| | |
|-----------------|--|
| BKA | Austrian Federal Chancellery (Bundeskanzleramt) |
| BMA | Federal Ministry of Labour (Bundesministerium für Arbeit) |
| BMK | Federal Ministry for Climate Action (Bundesministerium für Klimaschutz) |
| BMKÖS | Federal Ministry of Arts, Culture, Public Service and Sport (Bundesministerium für Kunst, Kultur, Kultur, öffentlichen Dienst und Sport) |
| B-VG | Federal Constitutional Law (Bundes-Verfassungsgesetz) |
| CERD | Convention on the Elimination of All Forms of Racial Discrimination |
| CRC | Convention on the Rights of the Child |
| CRPD | Convention on the Rights of Persons with Disabilities |
| CSHR | Centre for Sport and Human Rights |
| DFB | German Football Association (Deutscher Fußball-Bund) |
| DPA | Data Protection Act |
| EC | European Championship |
| ECHR | European Convention on Human Rights |
| GDPR | General Data Protection Regulation |
| GIBG | Equal Treatment Act (Gleichbehandlungsgesetz) |
| GRI | Global Reporting Initiative |
| ICCPR | International Covenant on Civil and Political Rights |
| ICESCR | International Covenant on Economic, Social and Cultural Rights |
| ILO | International Labour Organisation |
| IOC | International Olympic Committee |
| IPC | International Paralympic Committee |
| ISO | International Standards Organization |
| MDGs | Millennium Development Goals |
| NGO | Non-Governmental Organisation |
| NCP OECD | National Contact Point for the OECD |
| OECD | Organisation for Economic Co-operation and Development |
| ÖFB | Austrian Football Association (Österreichischer Fußball-Bund) |
| ÖGB | Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund) |
| OHCHR | United Nations Office of the High Commissioner for Human Rights |
| ÖPC | Austrian Paralympic Committee (Österreichisches Paralympisches Committee) |
| ÖSV | Austrian Ski Federation (Österreichischer Skiverband) |
| SDGs | Sustainable Development Goals |
| SRA | Sport and Rights Alliance |
| UDHR | Universal Declaration of Human Rights |
| UN | United Nations |
| UNEP | United Nations Environmental Programme |
| UNGPs | United Nations Guiding Principles on Business and Human Rights |
| VIDC | Vienna Institute for International Dialogue and Cooperation |
| VwGH | Austrian Supreme Administrative Court (Österreichischer Verwaltungsgerichtshof) |
| WC | World Cup |
| WHO | World Health Organisation |

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1.

INTERNATIONAL SPORTING EVENTS & HUMAN RIGHTS – RISKS & POTENTIALS



International sporting events have a positive impact on human rights. This applies to smaller as well as major events. They inspire children, young people and adults to engage in sports and promote both physical and mental health. They foster togetherness and cohesion, equality between people from different backgrounds, create jobs, investment in infrastructure and can boost economic sectors.

International sporting events, both large and small, can also adversely affect people – locally, nationally or at an international scale. This may manifest at the local and national level, for example, when people lack affordable access to stadiums, when local residents are insufficiently involved in the planning, or when employees and volunteers must work in adverse conditions. Human rights breaches can occur at an international level when athletes' concerns are not heard, religious and cultural practices of participating nations are not given sufficient consideration, or when people in the supply chain are exploited by business partners.

In the recent past, human rights violations in the context of major sporting events have made waves – such as the forced relocations and police violence at the 2014 World Cup or the 2016 Olympic and Paralympic Games in Brazil, discrimination around the 2018 World Cup in Russia, exploitative working conditions in the preparations for the 2022 FIFA World Cup in Qatar but also corruption or sexual harassment in the “day-to-day business” of sports federations.

Yet recently more and more major sports federations have been taking measures to protect human rights. This has happened largely due to public criticism of mega sporting events. Positive examples include the complaints mechanism at the London 2012 Olympic and Paralympic Games, the children's rights policy at the 2014 Commonwealth Games in Glasgow, FIFA's human rights policy, the human rights agreement between federation, city and trade union for the 2024 Olympic and Paralympic Games in Paris and the German Football Association (DFB) human rights strategy announced in 2018.

In Austria, the 100% SPORT association for gender equality in sport, the ombudsman for homophobia in football and task forces within the Ministry of Sport on human rights, integration or sexual violence in sport are all positive indicators.

The protection of and respect for human rights has always been of great importance in Austria. Human rights are explicitly anchored in federal constitutional law and are thus foundational to the Republic of Austria both in terms of protecting individuals as well as for strengthening civil society.

Austrian sport is on par with this. It is a pillar of civil society, with enormous impact and the social responsibility that comes with it. This applies to everyday club life on the one hand and in the context of international sporting events on the other.

The international dimension is particularly relevant here because a larger stage also poses greater risks, both for the individuals involved as well as greater legal and financial risks for the associations. Yet a bigger stage also offers greater reach and an opportunity to set an example.

This handbook covers a broad range of events from international table tennis tournaments and international marathons to World Cup ski races, and international football matches to the magnitude of the Olympic Games.

TYPE OF EVENT

- The following guidelines apply equally to small and very large events – the common denominator being the international dimension.
- This means that the events covered here are hosted by an international federation, involve federations and/or athletes from several nations, and are planned and implemented by an Austrian federation or organiser (with or without federal, provincial or municipal support).

The aim of this handbook is to support federations and associations (organising committees) in planning and implementing international sporting events with a human rights approach. Sporting events have time and again proven great potential in terms of human rights – with far-reaching positive consequences for federations, as well as for cities and communities.

We can actively promote human rights by increasing both passive and active engagement in sport, encouraging social engagement, strengthening and uniting local communities, creating a potential boost to tourism, and by supporting diversity and equality.

The handbook is primarily aimed at associations and organisers, yet it also intends to serve as a guide for all those involved in planning and implementation, including ministries, federal states, cities, municipalities, sponsors, companies and suppliers.

The structure of the handbook begins with an introduction to current developments at the European level (Chapter 2), followed by an outline of the international human rights instruments relevant to Austria and sporting events in Austria (Chapter 3). Chapter 4 then explains the international guidelines relevant to the implementation of human rights within sporting events in Austria, Chapter 5 elaborates further relevant guidelines, and Chapter 6 illustrates the individual steps involved in implementing an event that respects and promotes human rights. This extends from a public commitment to human rights, to risk assessments and corresponding measures, to cooperative efforts and setting up complaints mechanisms, to monitoring, public relations and knowledge transfer. A list of contacts at the end (Chapter 7) and a glossary of abbreviations at the beginning of the handbook are also included.

2.

CURRENT DEVELOPMENTS – COUNCIL OF EUROPE, EUROPEAN UNION & INITIATIVES



COUNCIL OF EUROPE

INTERNATIONAL DECLARATION ON HUMAN RIGHTS AND SPORT (TBILISI DECLARATION)

A resolution on the issues of “Protecting Human Rights in Sport” and “Fighting Corruption in Sport” was drafted and unanimously passed at the meeting of the 15th Council of Europe Conference of Ministers responsible for Sport in Tbilisi/Georgia on 16 October 2018. The appendix to the resolution “Protecting Human Rights in Sport” has since become known as the **Tbilisi Declaration**¹.

The Council of Europe aims to take joint and coordinated action among member countries in communicating common standards regarding human rights and their monitoring and implementation.

The declaration was signed by the Austrian Federal Ministry of Sport, International Division, at the 15th Council of Europe Conference of Ministers responsible for Sport in Tbilisi on 16 October 2018.²

Following the mandate of the Ministers of Sport, EPAS (Enlarged Partial Agreement on Sport)³ developed a new task force to focus on human rights in sport.

In January 2021 during a virtual High-Level Meeting within the framework of the Council of Europe, the Ministers of Sport adopted – a **resolution on human rights in sport**⁴, which, after a two-year preparation process, was finalized in terms of content by the EPAS Governing Board. This resolution includes mechanisms for monitoring the protection of human rights in sports and adequate training of stakeholders regarding human rights in sports.

ACTIVITIES TO RAISE AWARENESS ABOUT HUMAN RIGHTS IN SPORT

HELP

HELP⁵ (Human Rights Education for Legal Professionals) is an online course developed by the Council of Europe to provide knowledge on all relevant issues concerning human rights. The target groups are judges, prosecutors and lawyers. There are a total of 35 individual modules, one of which addresses “human rights in sport”. The main objective of the programme is knowledge transfer and raising awareness.

EPAS HANDBOOK ON SPORT AND HUMAN RIGHTS

The Good Practice Handbook No. 5⁶ “**Human Rights Protection in Europe in the Context of Sports Organisations’ Disciplinary and Arbitration Procedures**” published by EPAS addresses key issues such as:

- The legal value and enforceability of human rights in sport
- The structure and organisation of justice in sport
- The autonomy of sports jurisdiction
- The nature of arbitration
- Athletes’ rights before the arbitration court

- Hearings: public vs. closed
- Standards of proof
- Presumption of innocence

In an era of ever-increasing sums of money, prize money and sponsorship in sport, the number of legal cases involving athletes is also on the rise. The handbook is intended to offer appropriate assistance with these issues.

EUROPEAN UNION

Protecting fundamental rights is a central focus of the EU and plays a decisive role in the drafting of treaties and agreements, for example. The EU Council has a dedicated Working Party on Human Rights (COHOM), which deals particularly with human rights in the context of external relations, a Human Rights Forum, EU guidelines and corresponding dialogue with non-EU countries.

INITIATIVES

SPORTS AND RIGHTS ALLIANCE

The Sport and Rights Alliance (SRA) is a coalition of various NGOs such as Amnesty International, sports organisations and trade unions. Founded in 2015 it addresses decision makers in the context of major international sporting events. Through joint efforts, the aim is to ensure that human rights, including labour rights, are upheld throughout the organisation of such events, along with all environmental, sustainability and good governance requirements. The SRA also draws on the Olympic Charter as a benchmark.

CENTRE FOR SPORT AND HUMAN RIGHTS

The Centre for Sport and Human Rights⁷ (CSHR) currently has 44 partners (UNESCO, UNICEF, Commonwealth Games Federation, FIFA, etc.) as well as support from major companies. Acting as an independent mediator and communicator on all issues related to human rights in sport, it has organised the annual Sporting Chance Forum for the past four years. The current efforts of the CSHR include a focus on the debate about the modalities of bidding procedures in the lead-up to major sporting events.

3.

INTERNATIONAL STANDARDS & NATIONAL RELEVANCE



From a legal standpoint, human rights are part of international law. They are determined between states and are principally binding on them. This means that states have the primary duty to protect human rights and human beings are the bearers of these rights.

Thus, all states – with all their ministries and authorities – are obliged under international law to protect human rights within their territories and for their citizens. Yet this also means that the Austrian state must ensure that all national companies, sports associations, and all individuals, in Austria but also abroad, respect human rights. If they fail (or are unable) to do so, the state must continue to support the realisation of human rights or sanction non-compliance. This requires guidelines, laws and corresponding frameworks.

Chapter 3 of this handbook will initially introduce the workings of the international human rights system, followed by a clarification of to whom exactly the rights and obligations apply. The third section will outline how the international human rights system carries over to the national level and the significance of this to sport in Austria.

3.1. THE INTERNATIONAL HUMAN RIGHTS SYSTEM

When we refer to binding and universally recognised human rights, we are essentially referring to nine international UN conventions. They all derive from the 1948 Universal Declaration of Human Rights (UDHR), which gave rise to two international binding covenants, both of which entered into force in 1976: the International Covenant on Civil and Political Rights (ICCPR)² and the International Covenant on Economic, Social and Cultural Rights (ICESCR)¹. These two covenants led to seven additional binding conventions, which further refine the articles in the covenants. Binding means that states must adhere to the conventions from the date of ratification.

Austria has ratified eight of the nine conventions, which means that Austria has pledged to respect, protect and fulfil the rights contained therein².

THE FOLLOWING AGREEMENTS APPLY IN AUSTRIA³

- The International Covenant on Civil and Political Rights (ICCPR, in force since 1976, ratified by Austria in 1978)
- International Covenant on Economic, Social and Cultural Rights (ICESCR, 1976, 1978)
- International Convention on the Elimination of All Forms of Racial Discrimination (CERD, 1969, 1972)

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1981, 1982)
- United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (UNCAT, 1987, 1987)
- Convention on the Rights of the Child (CRC, 1990, 1992)
- Convention on the Rights of Persons with Disabilities (CRPD, 2008, 2008)
- International Convention for the Protection of All Persons from Enforced Disappearance (ICPPED, 2010, 2012)⁴

The agreements above are all internationally binding and administered by the United Nations High Commissioner for Human Rights (OHCHR) in Geneva. The OHCHR is responsible for regular monitoring for compliance with the conventions.

Alongside the international agreements, which are known as the international (UN) human rights system, are regional ones including the Inter-American, the African and the European systems. Thus, in addition to the international one, Austria is subject to the European human rights system.

THIS INCLUDES TWO BINDING AGREEMENTS RATIFIED BY AUSTRIA

- European Convention on Human Rights (ECHR, comparable to the International Covenant on Civil and Political Rights, 1953, 1958)⁵
- European Social Charter (comparable to the International Covenant on Economic, Social and Cultural Rights, 1965, 2011)⁶

These agreements are administered and supervised by the Council of Europe⁷. The ECHR has had constitutional status in Austria since 1964. This means that it has been incorporated directly into the Austrian constitution in its original wording and is applicable under Austrian law. If Austrian courts fail to adequately protect the rights laid down in the ECHR, the European Court of Human Rights will assume jurisdiction.

The rights listed in the Social Charter, on the other hand, do not have constitutional status in Austria. Yet compliance is mandatory and monitored regularly by the European Social Committee.

In addition to the two Council of Europe agreements mentioned above, European member states are also bound to the Charter of Fundamental Rights of the European Union.⁸ The Charter enshrines the fundamental rights that are binding on the institutions and bodies within the European Union. National governments are also bound by the Charter when implementing EU law.⁹ The Charter is modelled on the ECHR, the Social Charter and the international instruments mentioned above.

All the UN human rights treaties ratified by Austria as well as the European Social Charter were adopted by the National Council with what is known as a “reservation of fulfilment”. This means that – unlike the ECHR – they do not have constitutional status but must be fulfilled by legislative enactment. Courts and authorities cannot apply the conventions directly.

The Charter of Fundamental Rights of the European Union, on the other hand, does have constitutional status. The articles of the Charter may not be violated when applying EU law or implementing EU directives (for example regarding labour and social affairs).¹⁰

3.2. WHO HAS RIGHTS? WHO HAS DUTIES?

As mentioned previously, human rights are part of international law. States are obliged to uphold them, and people are – or to be precise, each individual human being is – entitled to them. Each person has the right to be guaranteed all the human rights to which a state has committed itself. States in turn, including all state authorities, have the obligation to protect, respect and fulfil them.



“Respect” means not doing anything that may restrict or infringe rights. “Protect” means actively taking measures so that no rights are violated. “Fulfil” means that if for any reason rights are not yet guaranteed, parameters are set to ensure that they are protected and respected, and compensation and if possible, remediation, is provided in the event of violations. It also means guaranteeing that it will not happen again.

Active protection, i.e., ensuring that human rights are guaranteed and observed, applies exclusively to the state and state authorities such as ministries, agencies, federal and municipal governments, whereas respect and fulfilment also applies to non-state actors.

These include companies, sports organisations, associations and clubs. States and their authorities are obliged to ensure that the actions of non-state actors they are responsible for are not violating human rights. And non-state actors such as companies, sports organisations, sports federations or clubs in turn are responsible for implementing appropriate measures to respect and fulfil the human rights that the state has committed to (more on this later).

3.3. THE SIGNIFICANCE FOR AUSTRIA AND AUSTRIAN SPORTS

The European Convention on Human Rights (ECHR) forms part of the Austrian constitution. Included in the ECHR are the right to life, freedom of expression, freedom of the press, freedom of assembly, -equality between men and women or security. The European Social Charter and the eight UN conventions ratified by Austria augment this with the right to adequate education, the right to safe and healthy work, the right to physical and mental health, the right to social security, the right to take part in cultural life, the rights of persons with physical or mental disabilities and women’s rights.

This is accomplished by passing laws, establishing appropriate authorities, setting up complaints mechanisms (advocacy and ombudsman offices), training security forces (police), cultivating civil society (including sports associations and clubs) and by educating the population.

NOTE

At the 1993 Vienna Conference on Human Rights, members of the international community called for a supplementary national human rights institution at the state level to monitor human rights along with the existing international and regional mechanisms. In Austria, this task is fulfilled by the **Ombudsman Board**, which examines compliance with human rights as they pertain to the UN Convention against Torture and handles complaints directed against Austrian authorities (see also Chapter 6.3.2).

→ For contacts see Chapter 7.

From this perspective, it looks as though human rights have long since been integrated into our legal practice. Issues such as gender equality, social security, employee protection (and many more) are considered incontrovertible fundamental rights in Austria. Yet, ultimately these are nothing more than the realisation of international human rights at the national level.¹¹

Human rights are also ubiquitous in sports associations and club activities. Examples include barrier-free access and facilities at clubs, safety measures for stadium audiences, safety measures for athletes (for skiing or cycling events, for example), personal data protection for athletes and spectators, and equal treatment of different groups of people both when it comes to participation in sports as well as spectatorship.

Many, but not all, human rights are integrated into our daily lives. There is room for improvement in areas such as the supply of products and materials from countries with substandard working conditions, the wages and social security of many workers in Austria, inclusion and participation of socially marginalised groups, or anti-discriminatory measures to protect athletes and spectators, for example, when athletes or coaches have differing cultural habits according to faith and world view.

But even with the rights that already seem well established and respected, we cannot guarantee that there will be no further violations. What we can do, however, both for rights that are effectively upheld and for those that are lagging behind, is to take appropriate preventative measures.

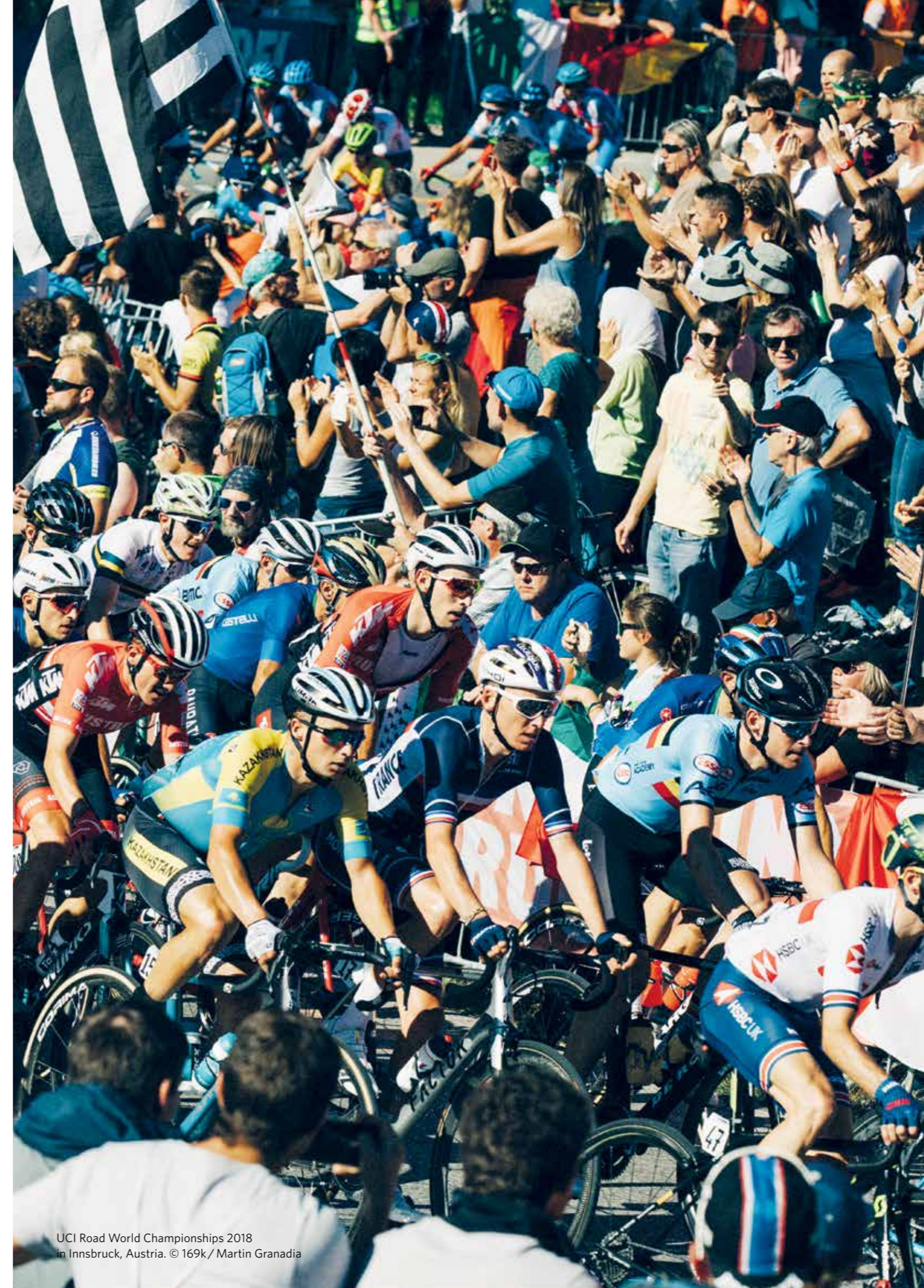
NOTE

The **Working Group on Sport and Human Rights** was set up by the Ministry of Sport to implement and advise on human rights in Austrian sport. Made up of sports associations and NGOs, the group meets regularly and is administered by the fairplay Initiative. Equally relevant from a human rights perspective are the Working Group for the Prevention of Sexual Violence and the Working Group on Sport and Integration.

→ For contacts see **Chapter 7**.

Other public institutions and civil society organisations have also been actively engaged in promoting human rights in sport. These include the Environment Agency Austria (Project on Sustainable Sport), initiatives such as the 100% SPORT association, fairplay Initiative's anti-discrimination measures, or the Austrian Football Association (ÖFB) Social Football Platform as well as the federal sports organisation Sport Austria's special focus on Social Issues and Social Policy.

At international sporting events, however, the federations and organisers have the most important task. They are the key players who are directly responsible for implementation and have the most influence and scope for shaping the event. These include not just the sports federations or organising committees but also other players such as companies, sponsors and the media.



UCI Road World Championships 2018
in Innsbruck, Austria. © 169k/Martin Granadia

4.

GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS



As described above, both states and non-state actors have human rights responsibilities. To define these responsibilities, the United Nations introduced what are known as the Guiding Principles on Business and Human Rights (UN Guiding Principles) in 2011. These clarify the respective responsibilities of state and non-state actors¹ when it comes to business activities, and apply equally to sports associations, who also engage commercially, particularly in the context of major sporting events. The Guiding Principles do not set any new standards and guidelines but simply present existing and binding rights in a way that makes them easy to apply and implement.

The two subsequent chapters endeavour to explain who bears which human rights obligations in the context of a major sporting event, as well as to clarify the extent of these obligations in legal and geographical terms and in terms of content.

4.1. PROTECT, RESPECT & REMEDY

States have a responsibility to protect, promote and fulfil human rights. Non-state actors do not need to protect human rights, but only promote and fulfil them. Fulfilling means that any human rights requirements that are not yet met must be achieved and any human rights violations must be remedied.

Consequently, respect for human rights and redress also apply to actors in sport, to sports federations and to all those involved in sporting events.²

| Protect | Respect | Remedy |
|--------------|--------------------------|--------------------------|
| State actors | State & non-state actors | State & non-state actors |

In the context of sporting events, this would include the following stakeholders:

| State actors | Non-state actors | Affected |
|--|--|--|
| Ministries and offices Authorities (police, chambers, social insurance providers etc.) Federal states, cities and municipalities (and their administrations) | Sports associations Companies Sponsors Private security services Caterers Media | Residents Workers Volunteers Athletes Marginalised persons All other persons whose human rights may be infringed by the event |

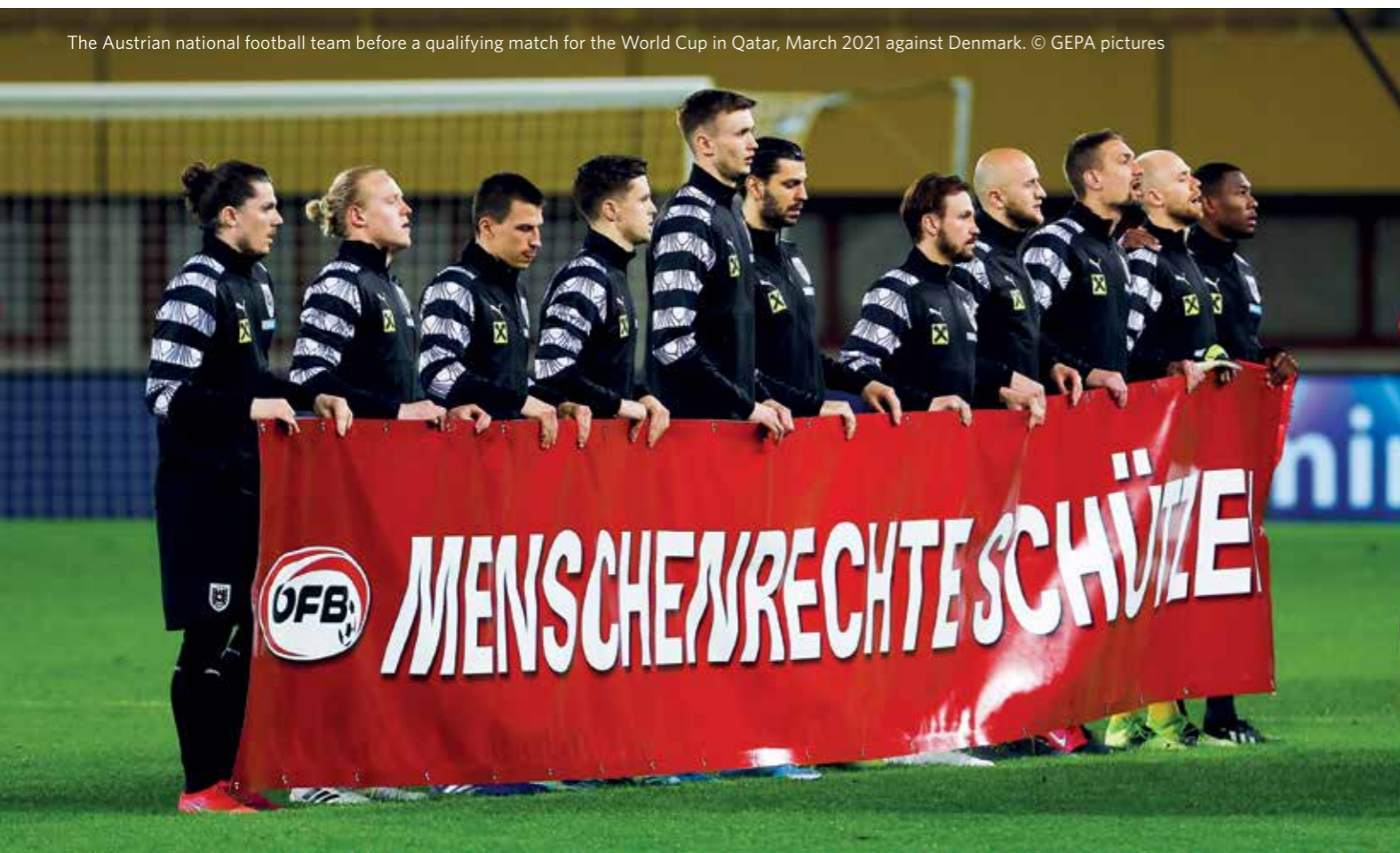
Protect means the state taking proactive measures to ensure that human rights are realised and observed. This handbook, for example, is one such measure. Another measure would be making human rights measures a prerequisite for associations when bidding for sporting events and monitoring their implementation, as well as supporting federations in their efforts.

Respect as it applies to associations means taking care to avoid infringing on the human rights of individuals and preventing adverse human rights impacts caused by companies or sponsors with whom they work.³

Remedy means, firstly, that public authorities must provide administrative, legal and judicial structures to remedy any human rights violations. Secondly, sports federations and companies that are contracted to participate in sporting events must set up complaints mechanisms and provide redress in the event of any violations.⁴

The last two responsibilities, respect and remedy, apply to all sports federations and companies, regardless of their size.

The Austrian national football team before a qualifying match for the World Cup in Qatar, March 2021 against Denmark. © GEPA pictures



4.2. SCOPE OF RESPONSIBILITY

International sporting events vary in terms of the scale, numbers and types of actors involved. The structure and size of the federation or sporting event, the operational environment, the actors involved, and the business relationships undertaken all give rise to **different risks and different degrees of responsibility**.⁵ A small federation involved in a small event, for example, requires different precautions than a large federation in the context of a large event.

The degree of responsibility also depends on whether the event or association is directly causing the human rights infringements, indirectly contributing to them, or connected through some other means.⁶



In terms of a sporting event, an association is considered **directly responsible**, for example, if they directly caused the human rights violation.

EXAMPLES OF FULL RESPONSIBILITY

- Exclusion of marginalised groups
- Sexual harassment in the workplace
- Failure to respond to openly discriminatory behaviour in the stadium

An association is **indirectly responsible** for human rights violations, for example, if in the context of the event they use products procured from business partners in Austria or abroad whose production and supply conditions infringe upon human rights. In such cases, the supplier is responsible for reparations, but the association is required to contribute to the solution.

EXAMPLES OF SHARED RESPONSIBILITY

- Underpayment and lack of adequate contracts and insurance for cleaning staff
- Assaults by security personnel
- Labour rights violations in the production of goods used at the event in some Asian or African countries

An association is **indirectly connected** to a human rights violation if, for example, a business partner is found to be responsible for a human rights violation that is unrelated to the sporting event.

EXAMPLES OF USING INFLUENCE

- Human rights violations by sponsors such as Nestlé, Coca-Cola, or sports equipment suppliers like adidas, Nike, etc.
- Breaches in infrastructure measures that do not directly affect the event infrastructure but where the event infrastructure is nevertheless partially involved.
- Illegal bans on athletes from participating countries leaving the country, whether politically motivated or otherwise.

The final factor for determining the scope is the **severity of a human rights violation**. This is measured by the extent of the violation (were people injured, exploited, killed) and the extent to which it is reparable.⁷

International law prescribes various **forms of remediation**.
For more information, see Chapter 6.3.

In summary, the degree of responsibility shouldered by sports federations depends on the size of the event and the risk involved, as well as on the nature of the involvement (direct cause, indirect contribution or connection), and the severity of a potential human rights violation.

To uphold human rights, associations must avoid causing or contributing to human rights abuses through their activities and seek to factor in potentially negative impacts in their business relationships.

A detailed description of ways to respect human rights and avoid and remediate violations, which steps to take and when, and which risks apply to which type of event appears in Chapter 6.

5. OTHER INTERNATIONAL GUIDELINES



There are other international guidelines besides the UN Guiding Principles that associations, sponsors and companies can subscribe to. A common feature of these is that they are not binding, but instead serve as recommendations. They can, however, become binding and have greater efficacy if the respective partners – the federal government, city, state, association, organisers, sponsors or companies – agree to them.

Some of the directives that are particularly relevant for international sporting events are mentioned here as examples:

OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES (OECD GUIDELINES)

The Organisation for Economic Co-operation and Development (OECD) has developed guidelines for multinational enterprises to promote responsible business conduct. These refer to the Universal Declaration of Human Rights (UDHR) and are aligned with the UN Guiding Principles. They include recommendations for conduct pertaining to human rights, the environment, transparency, labour relations and corruption, and are directed at companies based in, or operating from, the participating states.¹ Austria is thus committed under international law to promote and implement responsible business conduct.

The Federal Ministry for Digital and Economic Affairs set up the **Austrian National Contact Point (NCP) for the OECD Guidelines for Multinational Enterprises** specifically for this purpose. The NCP informs companies and relevant stakeholders about the OECD Guidelines and the issues they cover and serves as a voluntary dialogue and mediation platform for questions relating to implementation of the Guidelines. For information on complaints mechanisms, see Chapter 6.3.2, → **for contacts see Chapter 7.**

The OECD Guidelines are particularly relevant when it comes to international suppliers, offering recommendations² to help them comply with the due diligence requirements of the UN Guiding Principles in the supply chain.³ Specially tailored guideposts have been developed for particularly vulnerable sectors, including the clothing and footwear industries.⁴ While these are not directly relevant to sports associations and clubs, they do apply to the companies and sponsors with whom they partner.

UNITED NATIONS GLOBAL COMPACT

Like the OECD Guidelines, the United Nations Global Compact sets out ten principles on labour standards, human rights, environmental protection and anti-corruption. Companies, NGOs, sports associations, municipalities and cities can all subscribe to the Global Compact. By doing so, they commit to implementing the ten principles⁵ and supporting the United Nations 17 sustainable development goals (see below).⁶

The worldwide Global Compact network⁷ is supplemented by a local Austrian branch that includes a stakeholder platform for knowledge exchange.⁸ Membership is acquired by joining the Global Compact.

The Global Compact Network Austria offers networking opportunities, advises on implementing the principles and the SDGs, gives logo permissions, and offers webinars as well as tools and documents. → **For contacts see Chapter 7.**

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, all 193 member states of the United Nations, including Austria, adopted the Sustainable Development Goals (SDGs).⁹ These follow on from the Millennium Development Goals (MDGs, 2000-2015) and include 17 overall goals and 169 sub-goals. The overall goals are: no poverty (Goal 1), zero hunger (2), good health and well-being (3), quality education (4), gender equality (5), clean water and sanitation (6), affordable and clean energy (7), decent work and economic growth (8), robust industry, innovation and infrastructure (9), reduced inequalities (10), sustainable cities and communities (11), responsible consumption and production (12), climate action (13), the conservation and sustainable promotion of life under water (14), the protection of life on land (15), peace, justice and strong institutions (16), and partnership to achieve the goals (17). These goals apply globally and to each individual nation on the planet.



The goals should be achieved by 2030.¹⁰ As with the OECD Guidelines and UN Global Compact, the SDGs are not legally binding, yet the signatories, including Austria, have declared their willingness to implement the respective guidelines. In Austria, it is the Federal Chancellery that is responsible for fulfilling the SDGs¹¹, while associations, clubs, companies and organisations, cities and municipalities can explicitly commit to them.

Information on implementing the SDGs is available at specially established contact points at the federal ministries¹², from the NGO network SDG Watch¹³ or the Global Compact Network (or its supporting organisation RespACT) for its members.

→ See Contacts in Chapter 7.

ISO STANDARDS & AUSTRIAN STANDARDS

Standards are deemed 'qualified recommendations' and are designed to facilitate agreements between contracting parties. They function as a common language between these partners to enable a simplified, internationally verified set of common guidelines. Commitment to standards also reinforces public accountability. Two standards issued by the International Organization for Standardization (ISO) are particularly relevant to sporting events: the Sustainable Event Management standard and the Social Responsibility standard. Given their importance and quality, both standards have also been translated into German and recognised by Austrian Standards International (see box) known as ÖNORMs.

The following standards are merely selected examples. There may be other standards that are relevant for international sporting events, depending on the focus of the event.

SUSTAINABLE EVENT MANAGEMENT (ÖNORM ISO 20121)

The "Event sustainability management systems - Requirements with guidance for use standard"¹⁴ has already been successfully applied at events like the London 2012 Olympic Games and the Eurovision Song Contest, but it also includes many guidelines for smaller events. In 2018, the World Sailing Federation (ISAF) became the first international federation to adopt the standard.

The standard specifies the requirements for responsible event management, ranging from guidelines for caterers, lighting, and grandstand construction to guidelines for the participating teams. It also provides practical guidance on how to implement and evaluate the adopted measures. ISO 20121 aims to ensure that events of all types and sizes ultimately have a positive impact, and that the fun is not at the expense of the environment or bystanders.¹⁵

SOCIAL RESPONSIBILITY (ISO 26000)

This is the standard on corporate social responsibility (CSR) that helps make business practices not just commercially successful but also environmentally, socially and ethically responsible.¹⁶

In 2011, the European Commission encouraged companies to adopt one of the three frameworks - either the ISO 26000, Global Compact or the OECD Guidelines - when developing their approach to CSR. But international guidelines have evolved since then, and now more binding and stronger measures than CSR concepts are recommended.

Austria has a legally established standards organisation, Austrian Standards International, whose function is to create standards for Austria, prepare international and European standards, and supply information about and distribute them. Common standards can be viewed and purchased¹⁷ on the Austrian Standards website.¹⁸

→ See Contacts in Chapter 7.

Acquiring a standard is relatively affordable but the lion's share of the effort lies in familiarising the staff with the respective standard and - of course - its implementation. This is a key factor to consider when acquiring a standard.

In addition to proactively acquiring standards and incorporating them into business activities and partnerships, one can also check in advance which standards and internationally recognised labels (see also Chapter 6.2.10) potential partners have already committed themselves to.

Austria v. Slovakia, 2015.
© Austrian Ice Hockey Federation



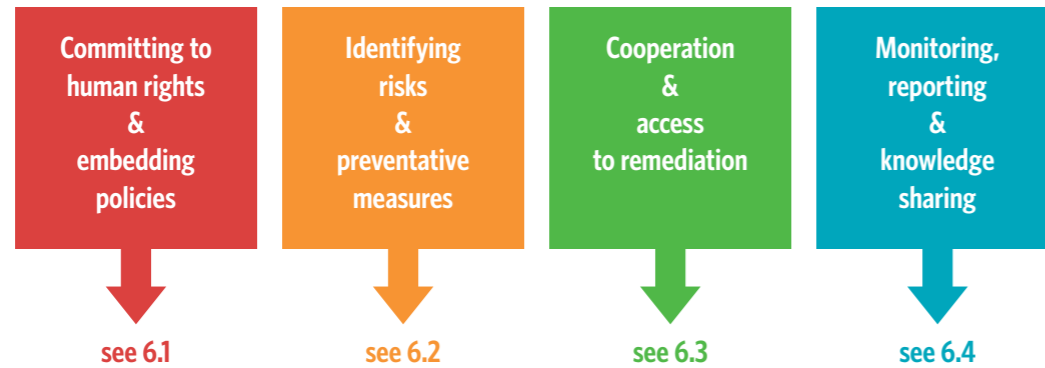
6.

IMPLEMENTATION IN AUSTRIA



Clear guidelines are helpful to ensure that human rights are respected and that all precautions are taken to prevent human rights violations at international sporting events in Austria. These guidelines are based on the UN Guiding Principles on Business and Human Rights and comply with internationally binding standards as well as the national framework.

The following **four pillars** are applicable in the context of international sporting events in Austria:¹



These steps occur at different stages of the planning and implementation process of a sporting event. The eight phases of a sporting event can be identified as follows:²

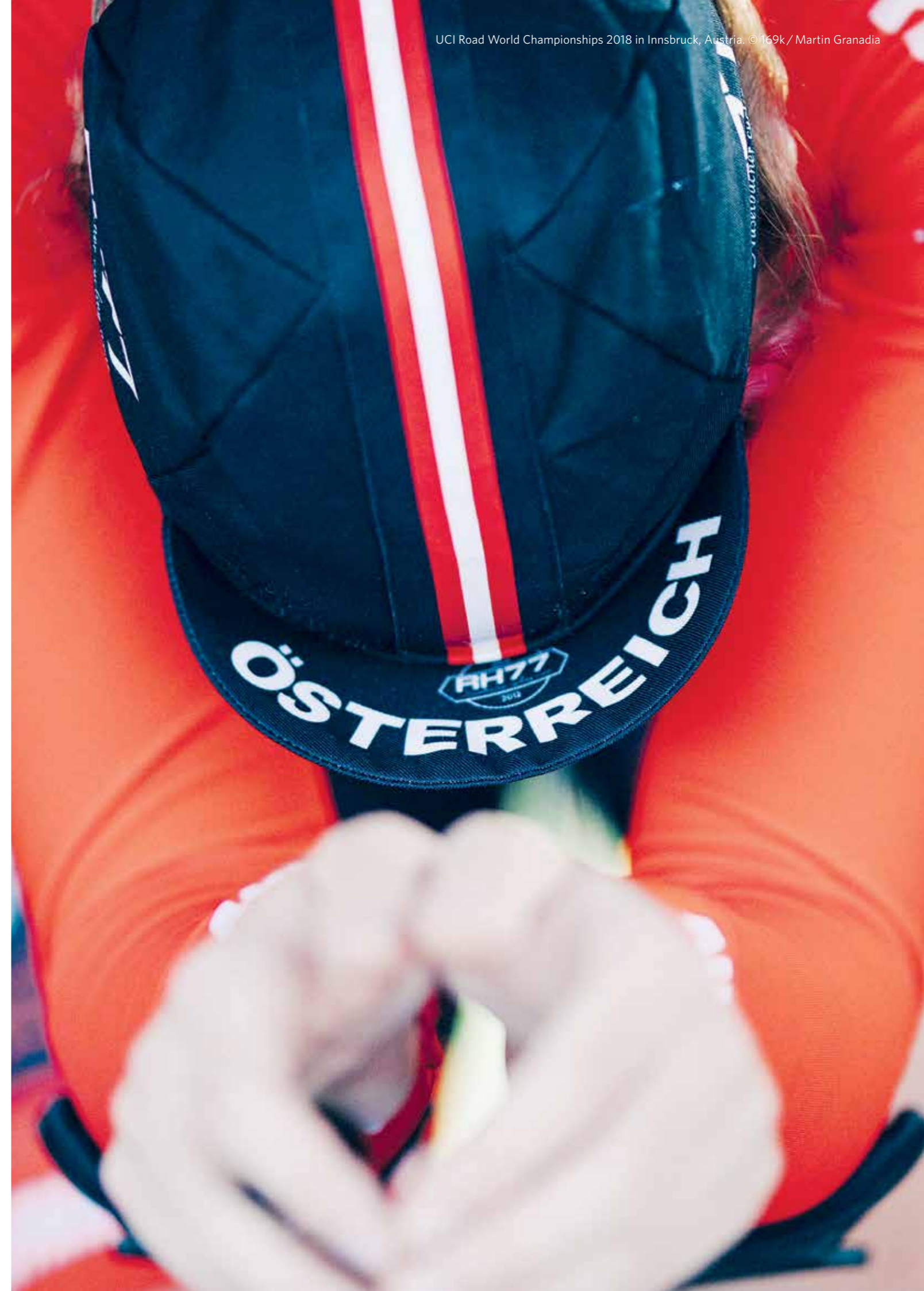
THE PHASES OF A SPORTING EVENT

| | | | |
|--------------------------|-------------------------------|---------------------------|---------------------------------|
| 1 Vision & Concept | 2 Bidding & planning | 3 Income generation | 4 Sustainable sourcing |
| 5 Construction | 6 Delivery & operations | 7 Competition | 8 Legacy & sustainability |

The majority of what the four pillars contain must be prepared during the concept and planning in step (1) and (2), which will be covered in detail later in this chapter.

Although primarily aimed at the sports federations and organising committees in charge of event planning and implementation, these guidelines also serve as a reference for anyone involved in these processes, including ministries, agencies and authorities, construction companies, security personnel, suppliers, the media and sponsors.

Chapter 6.2 highlights examples of human rights that are particularly at risk in the context of sporting events. However, it is important to stress the fact that all human rights are inextricably linked in this context, just as in all other areas of society, and must be respected equally.



| | | | | | | | |
|--------------------------|----------------------------|---------------------------|------------------------------|-------------------|-------------------------------|------------------|---------------------------------|
| 1 Vision & Concept | 2 Bidding & planning | 3 Income generation | 4 Sustainable sourcing | 5 Construction | 6 Delivery & operations | 7 Competition | 8 Legacy & sustainability |
|--------------------------|----------------------------|---------------------------|------------------------------|-------------------|-------------------------------|------------------|---------------------------------|

6.1. COMMITTING & EMBEDDING

- Public commitment to human rights, developing and embedding a human rights strategy in the organisational structure

The first step towards a successful human rights strategy is a public declaration of commitment to human rights. This communicates the positive intentions of the event to the broader public, local communities and the populace, as well as to future partners, the state, the federal government, and particularly also to the sponsors and companies cooperating with the event. This both facilitates further proceedings and gives the event greater legitimacy and potential advocacy.

The public needs to know what the event will leave behind it and what its positive contribution will be.

DECLARATION

- Public statement to the media, on websites and social media, to city, state and federal government, and to future partners

Once it has been established that human rights are integral to the event, adequate space must be assigned within the organisational structure of the event and in cooperation with future partners to allow human rights to be respected.

This commitment should be present in negotiations with potential sponsors, in meetings with government representatives at the federal, municipal and national levels, and in discussions with all event partners. Respect for human rights should also be reflected in the contracts between all partners to assure that expectations and responsibilities are established right from the outset. This also applies to contracts with sponsors and companies.

The following steps should be considered in order to embed this commitment to human rights adequately into further planning:

EMBEDDING

- Keep abreast of latest developments in human rights protection, potentially through external expertise
- Accumulate knowledge and experience, potentially through external expertise
- Develop a human rights strategy*
- Clarify responsibilities of the stakeholders
- A shared vision among the stakeholders
- Implement commitment and strategy in bids and funding applications
- Implement commitment and strategy in contracts
- Embed strategy in the organising committee and thus in all further planning and implementation

* Through planning and executing the four pillars of implementation described above.

Note regarding the phases: Making a commitment to human rights as early as possible is the best preparation for identifying possible risks and taking subsequent steps, and the best way to prepare potential partners to commit too. This starts with the vision for the event, with the conviction that sports can be used to promote human rights integrated at the initial design phase and continuing in depth in the bidding and ongoing planning of the event..

RECOMMENDATIONS ACCORDING TO SCALE OF EVENT

A public commitment to human rights and clear strategy for risk assessment and redress should be basic cornerstones for all international sporting events, regardless of their scale and available resources. Yet the larger the event, the greater the need for a differentiated strategy and its integration into the organisational structure.

NOTE

Ideally, associations will already have a public commitment to human rights in their statutes, a **human rights policy** and, depending on their scale, have woven it into its structure prior to bidding for an event. When these internal processes and measures are already in place, it is much easier to plan accordingly in the context of a sporting event.

GOOD PRACTICE

In autumn 2018, the **German Football Association** announced that they were developing a human rights policy in accordance with the UN Guiding Principles.¹ In 2021 they issued their "DFB Human Rights Policy"² which includes a policy statement, outlines the association's human rights due diligence obligations and identifies areas for action and implementation. A first key step towards the policy had been the unanimous decision by the DFB's Bundestag in the autumn of 2019 to commit to honouring all internationally recognised human rights and incorporating this into the DFB's statutes. The policy was developed together with external human rights experts, and the decisive factor for this affirmative initiative was the bid for UEFA EURO 2024.³

FIFA had already developed a Human Rights Policy in 2017 with the support of an independent Human Rights Advisory Board, that commits to all binding human rights instruments and outlines the pillars of implementation.⁴

Similar policies are also being initiated by the Commonwealth Games Federation and the IOC since 2019 and 2020.

| | | | | | | | |
|--------------------------|----------------------------|---------------------------|------------------------------|-------------------|-------------------------------|------------------|---------------------------------|
| 1 Vision & Concept | 2 Bidding & planning | 3 Income generation | 4 Sustainable sourcing | 5 Construction | 6 Delivery & operations | 7 Competition | 8 Legacy & sustainability |
|--------------------------|----------------------------|---------------------------|------------------------------|-------------------|-------------------------------|------------------|---------------------------------|

6.2. IDENTIFYING RISKS AND PREVENTION THROUGH MEASURES

→ Preparing risk assessment and setting preventative measures

International sporting events organisers must conduct a risk assessment based on the size of the event, the type of sport, the participating athletes, the potential audience and the stakeholders involved, including companies and suppliers.

Risk assessments are part of the due diligence obligations stipulated by the UN Guiding Principles, which are already a basic requirement for many companies and associations. For human rights risks pose risks not only to individuals, but to companies and event organisers too, with their strategic and commercial objectives.

The due diligence obligations consist of assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how impacts are addressed.¹ In order to assess risks, associations and companies should identify and assess any actual or potential adverse human rights impacts in which they are involved, either through their own activities or as a result of their business relationships.²

IDENTIFYING RISKS THROUGH

- Integration of internal and external expertise
- Consultations with those affected
- Consultations with other stakeholders such as the federal government, the state, the municipality, companies, sponsors or the media
- Create a risk matrix

Risk assessment involves prioritising the most serious risks, which is determined by the severity and prevalence of the risk, along with the difficulty of remediating the potential damage.



Wang Yidi against Chen Xingtong (both China) at the Austrian Open 2019 in Linz, Austria. © Fritz Dauchner

| | | | | | |
|---------------|---------------------------|-----------------|--------------|----------------------|-------------|
| very high | | | | | |
| high | | | | | |
| medium | | | | | |
| low | | | | | |
| extremely low | | | | | |
| | unlikely | rather unlikely | occasionally | more likely than not | very likely |
| | Probability of occurrence | | | | |

Risk assessment involves identifying those who may be affected and determining which human rights are being violated. Marginalised groups require particular attention. Because human rights are dynamic, risk assessment should be conducted periodically during different phases of a sporting event.³ Before the commencement of an operation, before major decisions and at regular intervals throughout the duration of an activity.⁴

The risk matrix is calculated by weighing the probability of occurrence and the range and severity of the negative consequences of a given event.

Planning and implementation of measures should follow in accordance with the results of the risk assessment or risk matrix.

RESPONDING TO RISKS THROUGH

- Understanding the probability and magnitude of an occurrence
- Integrating findings into internal processes (identifying and informing those in positions of responsibility, informing all relevant persons)
- Taking appropriate preventive and remedial action
 - within the association
 - within the organising body
 - within the context of the event
 - beyond this scope (e.g., supply chain)
- Verification of the effectiveness of the measures taken
- External communication of the measures⁵

For further details on the measures to be implemented refer to the rights and risks listed below as well as the pillars of implementation.

Note on the phases on the previous page: Because preventative action is critical to upholding human rights, an assessment and response plan for potential risks needs to be carried out before the bid, during the fundamental planning steps. All subsequent planning steps require assessing of further risks, taking appropriate counteractive measures, and remedying any injuries to human rights. This applies to every further step of the various phases of a sporting event.

RECOMMENDATIONS ACCORDING TO SCALE OF EVENT

The adequacy of a measure depends on whether the event itself causes an adverse effect, contributes to it, or is indirectly affiliated (see Chapter 4.2). It is also worth considering the influence and opportunities available to an association or participant involved in the event to counteract the adverse effect.⁶

The rights outlined in the next chapters are structured with an introductory section detailing their respective relevance in international sporting events, their application within international and national law, and a concluding section of proposed measures for upholding them in sporting events in Austria, complete with contacts for expert consultation.

In terms of national law, the focus is generally on the federal level.⁷ Relevant authorities include government offices and civil service agencies who can provide advisory support.

Human rights at particular risk in the context of a sports event are listed as follows. Due to the diversity of sporting events and all the various challenges and risks requiring protection it is by no means an exhaustive list. Risk assessment and corresponding measures should therefore take special care that all human rights are considered. Human rights are inextricably linked and cannot be approached in isolation from one another.⁸

6.2.1. LABOUR RIGHTS

Labour rights are particularly relevant in the context of international sporting events on several counts. These must be honoured within the framework of an event, during the preparations as well as in its aftermath. Partner companies and event sponsors must also adhere to labour law guidelines. In Austria this applies to services and production both locally and abroad.

Building new infrastructure increases labour demand, which is often met by low-skilled workers. As these workers are often insufficiently informed about their rights, they require special worker protection, as is the case for all other marginalised and vulnerable workers.

The notes on safety, health, disability rights, freedom of religion, expression and assembly, as well as children's and women's rights in this handbook should also be considered when referring to labour rights.

INTERNATIONAL LAW

The ICESCR prescribes a right to just and favourable conditions of work (Art. 7). It requires fair wages and equal remuneration for work of equal value without distinction, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work (see also women's rights below and Art. 11 of the UN Convention on the Rights of Women); it requires safe and healthy working conditions (see also health and safety below); it requires equal opportunities for everyone to be promoted in their employment and it requires rest, leisure, reasonable limitation of working hours, and periodic holidays with pay, as well as remuneration for public holidays.

The ICESCR also guarantees the right to form trade unions and to join the trade unions of their choice (Art. 8), as well as the right to social security, including social insurance (Art. 9).

The right to the highest attainable standard of physical and mental health also applies here, see below.

The International Labour Organization (ILO) have stipulated detailed labour and social standards that differentiate the binding rights and obligations of labour law mentioned above with greater clarity.⁹

In the European human rights system, the European Social Charter guarantees the right to work (Art. 1); the right to just, safe and healthy working conditions (Art. 2 & 3); the right to fair remuneration (Art. 4); the right to organise (Art. 5); the right of employed women to protection (Art. 8); the right to social security (Art. 12); the right to benefit from social welfare services (Art. 14); the right of migrant workers and their families to protection and assistance (Art. 19); the right to information and consultation (Art. 21); the right to take part in the determination and improvement of working conditions and the working environment (Art. 22); the right of elderly persons to social protection (Art. 23); the right of workers to protection of their claims in the event of the insolvency of their employer (Art. 25); the right to dignity at work (Art. 26); the right of workers with family responsibilities to equal opportunities and equal treatment (Art. 27); the right of workers' representatives to protection in the undertaking and facilities to be accorded to them (Art. 28).

Article 5 of the EU Charter of Fundamental Rights prohibits slavery and forced labour. The Charter also covers all other rights and freedoms relevant to employment – see freedoms, non-discrimination and women's rights below. Protection against unfair dismissal or, for example, the right to fair and just working conditions are defined in Articles 27 to 38. The Charter is based on the ECHR, the Social Charter and the international instruments.

NATIONAL LAW

All international human rights instruments ratified by Austria, including those outlined above (except the ECHR) are subject to a 'reservation of fulfilment' (see Chapter 3.1 for an explanation).

Austrian labour law is based on **Federal Constitutional Law (B-VG)** along with various **national laws on labour rights and employees' rights**,¹⁰ collective agreements (if applicable), company agreements and employment contracts.

All other rights mentioned below including health, non-discrimination and equal treatment, must also be honoured within labour law. The **Wage and Social Dumping Prevention Act (LSD-BG)** came into force in 2011 to ensure that employees receive the remuneration they are entitled to for their work.

Implementation of EU directives on labour law must comply with the articles of the EU Charter of Fundamental Rights.

SPORTING EVENTS IN AUSTRIA

Labour rights are taken very seriously in Austria, yet there are still deficiencies in certain areas such as the cleaning or construction industries in terms of employment relationships and recognition of overtime, or in terms of workers being formally registered with social security.

Austrian labour standards require particular attention in this context. This applies firstly to employees directly employed by the organising body, and secondly to the partner companies cooperating in the event.

In principle, labour law is only applicable to employees. Sporting events often involve club members who are engaged in activities according to club objectives, for example, who do not meet the definition of employee, or those engaged as workers or freelancers. It is also important to ascertain whether there are any exceptions pursuant to the LSD-BG, in the case of international sporting events.

Particularly during collaborative efforts with international institutions, these issues must also be checked for compliance with the law on secondment, and all working permits and requisite documents should be at hand in the case of non-EU countries.

It is also important to know whether there are insurance obligations – for athletes, for example – that need to be applied for, and in the case of volunteers, working conditions (in terms of hours, safety and insurance) must all stay within the legal framework.

Austrian institutions can help with all work that will be implemented in Austria. The chapters on Supply Chain and Sustainability offer additional support for work that is to be carried out abroad.

COMPETENT BODIES (for contact information see Chapter 7)¹¹

Ministry of Social Affairs: information regarding labour law, the labour market, employee protection, people with disabilities, and professional integration.

Chambers of Labour (throughout all provinces): advice on work and law, tax and income, work and family, consumer protection, education, and work and health.

Austrian Trade Union Federation (ÖGB): information for employees regarding labour law, digitalisation, health and care, climate change, pensions, social security and tax justice.

Other trade unions: specific information and advice for workers, tailored to individual sectors.

Chambers of commerce (throughout all provinces): advice on issues such as labour law and social law.

GOOD PRACTICE

Labour rights violations occurred at the **2014 Winter Olympics** in Sochi. Over 600 workers filed grievances, many of them migrant workers. Most cases involved unpaid wages but there were also other forms of abuse. Following pressure from the IOC, the Russian government started to investigate the complaints.¹²

The infrastructure construction works for the **FIFA World Cup 2022** in Qatar claimed the lives of many workers. Labour conditions for many were comparable to modern slavery. Following international pressure, including concessions from FIFA, in 2017 the government pledged to strengthen workers' rights and announced an end to the "kafala" system, which left foreign workers unprotected at the mercy of their supervisors.

This legislation, promulgated in 2017, marked the biggest labour reform in Qatar to date. The previous system had required all foreign workers to have a local "sponsor" – a person or a company whose permission was required to change jobs or even to leave the country.

Then in 2021, the Shura Council, an advisory body to the Emirate, proposed recommendations that would reverse a substantial part of the gains made after the World Cup. It will be important to keep a close eye on how the human rights situation in Qatar develops in the wake of the World Cup.

The **2024 Summer Olympic and Paralympic Games in Paris** are the first Games to integrate human rights measures into their Host City Contract. The organisers, trade unions and workers' organisations also signed a social charter in June 2019 to guarantee accountable and sustainable access to labour rights.¹³

The organisers have set themselves three goals for the duration of the event and its aftermath: firstly, to partner with small and innovative companies committed to social and environmental issues; secondly, to promote the inclusion of vulnerable groups, especially those confronted or affected by long-term unemployment; and thirdly, to protect decent working conditions, targeting illegal work, competitive practices and discrimination, and close monitoring of working conditions.

When a leading athlete was seriously injured at the **Ski Flying World Championships on the Kulm**, it was unclear whether the incident happened within the scope of an occupational assignment or during leisure time. The Austrian Ski Federation (ÖSV) deemed it as recreational, whereas the Austrian Supreme Administrative Court (VwGH) classified the accident as an occupational injury. The ruling will likely have far-reaching consequences.¹⁴

6.2.2. CHILDREN'S RIGHTS

Children's rights require close attention within the realm of international sporting events. Article 1 of the UN Convention on the Rights of the Child defines "child" as any person under the age of 18. At a major sports event, children's rights may include those of participating athletes, spectators, consumers or children affected through other means.

Risks include violence or sexual abuse between coaches and athletes, exploitation of children due to unsatisfactory contracts and pressure to perform, and physical and mental health may also be at risk. Beyond the sports arena, children's rights as residents may also be threatened by increased traffic, exclusion from public spaces, or an absence of measures for the protection of minors. Children's rights are not just about protection but also about strengthening and empowering children.

In this way, international sporting events can also have very positive impacts on children's rights through adopting necessary precautionary measures at events both at home and in business relationships abroad.

This chapter deals with children's rights in general, whereas the subsequent chapter focuses specifically on the supply chain (such as children's rights and prevention of child labour abroad).

INTERNATIONAL LAW

All children are entitled to their rights as set out in the UN Conventions. The **CRC** further stipulates that the best interests of the child should always be of primary consideration in all actions concerning children (Art. 3). That all decisions on behalf of and concerning children must be made in the best interests of the child is one of the four basic principles of the Convention. The other three state that no children are to be discriminated against, that they have the right to the best possible development and fulfilment, and that their opinions should be heard and duly considered in decisions that affect them.

Article 31 of the CRC also recognises the right to sport and physical activity: "States Parties recognize the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child".

Children have the right to protection against economic exploitation (Art. 31) and all forms of sexual exploitation (Art. 33), and the right to health care (Art. 24) and education (Art. 28) to name but a few examples. The protection of children is also enshrined in Article 24 of the ICCPR which states that, "Every child shall have, without any discrimination as to race, colour, sex, language, religion, national or social origin, property or birth, the right to such measures of protection as are required by his status as a minor, on the part of his family, society and the State."

The **European Social Charter** outlines specific parameters for children and young people in a work context (Art. 7), including a minimum age of 15, the provision that work should not interfere with compulsory education, that minors have the right to be paid a certain wage and generally, that there are necessary and appropriate measures in place to ensure that children and young people are protected against neglect, violence and exploitation (Art. 17).

The **EU Charter of Fundamental Rights** defines the right to education in Article 14, the rights of the child (including protection, care and the primacy of children's best interests in all actions concerning them) in Article 24, and the prohibition of child labour and protection of young people at work in Article 32.

NATIONAL LAW

Several fundamental provisions of the UN Convention on the Rights of the Child were incorporated into the Austrian Federal Constitution by the **Federal Constitutional Act on the Rights of the Child** in 2011, including the prioritisation of the best interests of the child (Art. 1) and the prohibition of child labour (Art. 3), the right to adequate participation and consideration of his/her opinion (Art. 4), the right to a non-violent upbringing, and protection from exploitation and access to adequate compensation (Art. 5), and for example, the right to protection and care appropriate to the special needs of children with disabilities (Art. 6).

Violence of any form used as an "educational" tool is generally prohibited in Austria whether in the home, at school or in other institutions.

SPORTING EVENTS IN AUSTRIA

Children's participation in the context of sporting events in Austria includes their involvement as athletes, as volunteers and primarily as spectators. In all these areas they require protection from psychological and physical violence, from sexual abuse, from abuse in relationships of authority but also in cases – for example in crowded situations – where children can get lost and are unable to find their parents or carers.

International guidelines and recommendations¹⁵ along with external institutions can assist in establishing the necessary measures such as a child protection policy, contact points or preventive measures to counter risks.

Major sporting events can adversely affect children not only in the host country, but also abroad, as mentioned above, most often in relation to child labour. This is discussed in more detail in the following chapter.

COMPETENT BODIES

Federal Children's and Youth Ombuds-Office at the Federal Chancellery (BKA): Legal information on issues around the protection of minors, upbringing, custody, violence against children and much more.

Children's and Youth Ombuds-Offices (KIJA) throughout Austria: Independent Children's and young people's ombuds-office based on the UN Convention on the Rights of the Child. They offer extensive information and counselling services for children, young people and adults and grievances can be investigated.

Accompanying children at the 2020 European Handball Championship, Vienna, Austria. © kolektiff images / Jure Erzen



The möwe: the central objective of the möwe is to protect children from violence and its consequences. They offer basic counselling for minors, parents and other caregivers, and engage in preventative work as well as outreach and educational work.

The **Austrian Child Protection Centres** offer counselling, crisis intervention and psychotherapy in cases of violence or suspected violence against children and adolescents.

Further information on a local level is available from the **youth and family departments** of the **district authorities** and, **municipal authorities** in respective cities.

GOOD PRACTICE

The organising committee for the Commonwealth Games in **Glasgow 2024** have collaborated with UNICEF United Kingdom to develop a strategy for children's rights¹⁶.

The **DFB** enlists external institutions when developing their human rights strategy, like working with the children's rights organisation Terre des Hommes to ensure children's rights in football, for example.¹⁷

The **Institute for Children's Rights and Parent Education (IKEB)** is an extramural research institution of the Kinderfreunde which analyses the conditions that children and families are facing within social and political contexts, including the world of sports.¹⁸

ECPAT Austria is a working group dedicated to protecting the rights of children against sexual exploitation. They launched the Safe Places project, whose objectives include reinforcing child protection structures within organisations, and providing an internet platform with resources and support.¹⁹

100% SPORT, working on behalf of the Ministry of Sport, offers assistance for sports organisations to take preventative measures against child abuse within sports. In 2021 they began developing a national roadmap for the protection of children in sport as well as an e-learning platform that aims to empower all relevant players in sport.

6.2.3. HUMAN RIGHTS IN THE SUPPLY CHAIN

The most frequent and gravest human rights violations in the context of major sporting events, or events taking place in Europe at least, generally pertain to violations along the supply chain.

These are violations of human rights that are not caused directly by the organiser within the scope of the event in Austria, but through cooperation with companies whose production is carried out abroad, or through sponsorship by companies whose activities violate human rights.

This can entail displacement due to land acquisition, exploitative labour practices, the exploitation of adults and children or other forms of abuse during the production process, production practices that are harmful to health, and even modern slavery.

INTERNATIONAL LAW

The **ICESCR** requires all States Parties to undertake all necessary steps to realise – progressively, individually and with international cooperation and assistance – the rights under the Covenant including labour rights, social security, health and education (Art. 2.1). This means that each state must work to ensure that those with jurisdiction (such as companies or other commercial actors involved in business activities) do not violate human rights anywhere else.

This concerns, for example, the right to life (Art. 6), the prohibition of cruel, inhuman or degrading treatment or punishment and the prohibition of slavery or servitude (Art. 7 & 8), the prohibition of interference with privacy, family, home (Art. 17), as well as the right of ethnic, religious or linguistic minorities to maintain their cultural life (Art. 27) of the **ICCPR**.

It also concerns the right to an adequate standard of living and adequate food (Art. 11), the right to health (Art. 12), the right to education (Art. 13), as well as the right of everyone to take part in cultural life (Art. 15) of the ICESCR.

While they are not legally binding, recommended and supporting instruments such as the General Comments on specific rights of the UN covenants referred to above aid states in implementing measures to mitigate risks along the supply chain.²⁰ The Maastricht Principles on Extraterritorial State Obligations also clarify states' responsibilities regarding human rights violations abroad.²¹ The Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labour Organization (ILO) serves a similar function, in this case for companies.²²

NATIONAL LAW

There is no mandate in Austrian legislation to ensure that Austrian actors at home or abroad do not contribute to human rights infringements beyond national boundaries.

One should refer to the existing international law and the recommendations and guidelines mentioned above.

In 2017, the **Sustainability and Diversity Improvement Act (NaDiVeG)** came into force in Austria, introducing clear reporting obligations for Austrian public interest entities of over 500 employees. The Act strives for more transparency and clarity about the social and environmental impacts of business activities, including human rights.

In 2021, there were calls from both the civilian and increasingly also the political sector for a **supply chain act** to legislate due diligence obligations for Austrian companies in their supply chain. While an act of this kind is about to be passed in Germany in spring 2021, such an initiative has not yet been broached in Austria.

SPORTING EVENTS IN AUSTRIA

Sports federations and international sports event organisers in Austria need to be aware that the production of goods used in the context of a sports event may be incurring human rights violations elsewhere.

This applies, for example, to mobile phones, sportswear, sports equipment, merchandising products, promotional and gift articles, materials used in offices and canteens, and building materials which are produced abroad.

It is often impossible to ascertain the precise production conditions abroad, in part because there are often several intermediaries and producers involved before the goods reach Austria, yet various measures can at least mitigate certain risks.

One way to achieve this is to include clauses to this effect in the contracts with corporate partners and sponsors, or to emphasise sustainable and socially responsible procurement, for example with certificates and labels. See the chapter on Sustainability for further details.

COMPETENT BODIES

The **Austrian Federal Procurement Agency (BBG)** is responsible for procurement for the federal offices. It has developed the Austrian Action Plan for Sustainable Public Procurement²³ and could also play a role in sourcing products that are acquired with public funding.

The **Working Group on Sport and Human Rights** is coordinated by the fairplay Initiative and have developed a factsheet on fair purchasing with recommendations on numerous labels and a list of information services.²⁴

Südwind provides information on labour rights in the supply chain and fair purchasing. The organisation is part of the pan-European Clean Clothes Campaign which monitors and evaluates textile manufacturers, including sports goods manufacturers, on compliance with labour rights.

Dreikönigsaktion (DKA), the Catholic Children's Movement, provides information about upholding children's rights in the supply chain.

FAIRTRADE Austria: FAIRTRADE is an international certification label for goods like food and textiles. FAIRTRADE Austria offers information on what the label monitors, how to become a licence partner, and how to comply with fair trade in the workplace.

Electronics Watch is an association based in the Netherlands specialising in responsible sourcing and labour rights in the electronics industry.

GOOD PRACTICE

The local organising committee for the **London 2012 Olympic and Paralympic Games** developed guidelines on sustainable procurement²⁵ that illustrate the basic principles as well as the responsibility of licensees and suppliers. Details on materials and products were covered in a separate document.²⁶

In conjunction with the guidelines, the committee also developed a complaints mechanism, see Chapter 6.3.1. The experience gained from the construction projects was summarised in a final report.²⁷

With the support of the major Austrian sports associations, the **Working Group on Sport and Human Rights** developed a factsheet about fair purchasing of sports goods.²⁸ Oriented at sports associations and sports clubs, it provides helpful information on fair procurement and popular labels.

In 2018, the **Landessportbund Berlin** launched the project "Kick It Fair - Sustainability in Sport" to promote the use of fair and sustainable sporting goods. For example, clubs can apply to the Landessportbund for a grant to purchase fair trade sports gear on a "buy one - get one free" basis.²⁹

6.2.4. HEALTH

Sport has a positive impact on people's health. Thanks to its broad impact, and aided by media attention, it has the potential to inspire more physical activity in the population.

Yet sport can also be detrimental to health, both physically and mentally, in terms of psychological pressure or physical injuries, particularly in elite sports. This pertains to athletes and trainers as well as other support staff, employees, volunteers and spectators.

INTERNATIONAL LAW

The **ICESCR** stipulates the right to the enjoyment of the highest attainable standard of physical and mental health (Art. 12). Thus, each state is obliged to take steps "to the maximum of its available resources, with a view to achieving progressively the full realization of the rights recognized in the present Covenant by all appropriate means" (Art. 2.1).

At the European level, the **Social Charter** stipulates the right to protection of health (Art. 11). Directly or in co-operation with public or private organisations, appropriate measures must be taken to eliminate possible causes of ill-health (Art. 11.1), as well as to provide advisory and educational facilities for the promotion of health (Art. 11.2).

The **EU Charter of Fundamental Rights** defines the protection of health in Article 35: "Everyone has the right of access to preventive health care and the right to benefit from medical treatment under the conditions established by national laws and practices."

NATIONAL LAW

The Austrian legal system does not define a "right to health" comparable to those defined in the articles of the ICESCR and the Social Charter.

Health in Austria is regulated by the **Labour and Health Act (AGG)** with the aim of maximising the working or earning capacity of employed and unemployed persons for as long as possible, as well as by the **Federal Act on Health Austria GmbH (GÖGG)**, which is the national research and planning institute for health care in Austria and is responsible for promoting health.



SPORTING EVENTS IN AUSTRIA

All precautions must be taken at international sporting events in Austria to protect both athletes and spectators from possible injury. This particularly pertains to dangerous sports (cycling and ski races, etc.), but also applies to all other sports.

A rapid first aid management system is required in case of unpreventable injuries. Emergency and rescue forces must be stationed in such a way that those affected can receive rapid care.

All precautions must also be taken in terms of mental health, so that athletes, coaches or spectators are not excessively impacted. Preventive measures include appropriate preparation and training, or simply mindfulness and attentiveness.

Should some form of excessive strain nevertheless occur, the response must be such that the persons concerned receive adequate support. Access to mental health services must be provided accordingly.

COMPETENT BODIES

The **Austrian Red Cross** offers security concepts for large events to increase safety in the medical and ambulance sector. On-site ambulance services can provide paramedics and emergency doctors before anything happens.

Mental health services and hotlines for acute psychological crises are available throughout Austria.

The **Rat auf Draht** hotline service offers counselling for children, adolescents and their caregivers on all topics concerning children and adolescents.

GOOD PRACTICE

In 2013, the Ministry of Sport and the Ministry of Health collaborated to develop the **National Action Plan on Physical Activity (NAP.b)** based on recommendations by the World Health Organization (WHO).³⁰ This plan aims to “increase the physical activity of the population to reach the minimum required for optimal health”³¹.

The Austrian federal sports organisation **Sport Austria** collaborated with physicians to assess the effects of sports club membership on health. The findings, which concentrate on the positive psychological effects of sport, are available online.³²

6.2.5. SAFETY

Safety is a key concern at international sporting events. Firstly, in terms of injuries and similar risks directly associated with sport, and secondly in terms of the dangers arising from crowds, such as mass panic, or risks within the context of crowds such as dangerous objects in the spectator stands. Security can also be compromised by disproportionate actions of security forces.

Another aspect of security relevant to sporting events is privacy and the protection of personal data.

INTERNATIONAL LAW

The **ICCPR** states the right to personal liberty and security (Article 9), which means that no one may be arbitrarily arrested or detained or be arbitrarily deprived of his liberty.

Furthermore, no one shall be subjected to “arbitrary or unlawful interference with his privacy, family, home or correspondence, nor to unlawful attacks on his honour and reputation.” (Art. 17, see also Supply Chain).

The **ECHR** regulates the right to liberty and security in Article 5. Liberty may only be deprived for legitimate reasons, which are clearly defined in the ECHR (Art. 5. a-f). The ECHR also recognises the right to respect for private and family life (Art. 8). Each person has the right to respect for his or her private and family life, home and correspondence, and public authorities may interfere only if it is required by law.

Personal data protection is regulated at an EU level by the General Data Protection Regulation (GDPR), which regulates the processing of personal data by both private and public data processors.

Social security as enshrined in the **European Social Charter** has already been covered in the context of labour rights (Chapter 6.2.1).

The **EU Charter of Fundamental Rights** defines the right to liberty and security in Article 6, the protection of personal data in Article 8, as well as social security and social assistance in Article 34.

NATIONAL LAW

The right to respect for private and family life (Art. 8) of the ECHR is **constitutional in Austria**.

Personal freedom is secured by the **Federal Constitutional Law on the Protection of Personal Freedom**, which specifies the circumstances in which someone may be arrested and when they are protected from arrest.

The **GDPR** mentioned above is directly applicable in Austria and is supplemented by the **Data Protection Act (DSG)**.

SPORTING EVENTS IN AUSTRIA

Safety at sporting events is ensured in part by precautions to prevent injuries, exploitation or psychological pressure as mentioned in Chapters 6.2.1, 2, 3 & 4 (and following in Chapters 6.2.6, 9 & 10). Further safety measures required within the organisation of the event include fire safety, first aid (see previous chapter), police and security personnel.

For sport events requiring additional security personnel beyond regular police, it is important to assess whether the contracted security company has the necessary expertise and experience to manage the event, and that personnel are adequately trained to respond appropriately to the needs of spectators and athletes.

Depending on the size of the event, security concepts that incorporate these precautions may have to be developed in advance. Regional authorities can provide support with implementation and guidelines depending on anticipated numbers and fan behaviour. There should be pre-event security walkthroughs with the security forces mentioned above.

COMPETENT BODIES

Event authorities in the respective federal provinces (in Vienna the MA 36 Department for Technical Trade Affairs, Official Electrical and Gas Affairs, Fire Police and Event Affairs).

The **Austrian Data Protection Authority** monitors compliance with the Data Protection Act and handles complaints from those affected.

GOOD PRACTICE

In 2017, the **ÖFB** and the Ministry of the Interior developed a new security concept for home matches and cooperation has increased at all matches ever since. An individual plan tailored to the current requirements is drawn up before every match, encompassing all relevant areas including transport, training grounds, stadiums and hotels.³³

6.2.6. FREEDOMS

All individuals are entitled to certain freedoms within the framework of human rights. This concerns freedoms such as those mentioned earlier, such as the right not to be detained or imprisoned arbitrarily. It also applies to freedoms of opinion and expression, assembly and religion.

Freedoms of opinion and assembly are often restricted at major international sporting events under the guise of security. However, freedom of opinion – including objective opinions by journalists – guarantees our democratic values.

Freedom of opinion protects opinions. It gives everyone the right to freely express his or her own opinion. Yet there are limits to this right – see Sporting Events in Austria for further information.

Freedom of assembly ensures people the right not only to found clubs and associations, but also their right to demonstrate their convictions publicly and peacefully.

Religious freedom, on the other hand, assumes a particular relevance during sporting events, for example when it involves respecting the religious practices of athletes and spectators.

INTERNATIONAL LAW

According to the **ICCPR**, everyone has the right to freedom of thought, conscience and religion (Art. 18). The **ICESCR** further stipulates that everyone has the right to take part in cultural life (Art. 15, see also Supply Chain). This means that people should not be prevented from observing their religious practices. This also applies to ethnic, religious or linguistic minorities (Art. 27 ICCPR, see also Supply Chain). The **ECHR** also recognises freedom of thought, conscience and religion (Art. 9).

Alongside religious freedom, the ICCPR also entitles everyone to unimpeded freedom of expression (Art. 19), whether in speech, writing or in print, in the form of art, or through any other media of choice (Art. 19.2). The ECHR extends this right to receive and impart information and ideas without interference by public authority and regardless of frontiers (Art. 10.1).

Both the ICCPR and the **ECHR** also recognise the right to freedom of assembly and association (Art. 21 & 22 of the former, Art. 11 of the latter). According to the ECHR, every person has the right to peaceful assembly and to freedom of association with others. These may be restricted only as prescribed by law and as is necessary for safety in a democratic society.

The **EU Charter of Fundamental Rights** specifies the freedoms of thought, conscience, religion, freedom of expression and information, and freedom of assembly and association in Articles 6–18.

NATIONAL LAW

As in the international provisions, freedom of religion, expression, assembly and association are regulated in Articles 12, 13 and 14 of the **Austrian Constitution**.

The **Equal Treatment Act (GIBG)** states that no one may be discriminated against in the workplace on grounds of ethnicity or religion and belief, among other things. The law also prohibits discrimination by ethnicity or gender in other domains, like access to and supply of goods and services, including housing – see the following chapter for further details on the Equal Treatment Act (GIBG).

SPORTING EVENTS IN AUSTRIA

Where athletes from diverse nations come together, it is important to ensure that they can observe their religious practices, including prayer and eating customs, in the context of a sports event.

If the organising federation, suppliers, international federations or former organisers of sporting events in Austria lack sufficient experience to cater for this, consultation with external experts, such as religious communities in Austria, may be required. In many cases, sufficient information can also be gleaned from the federation of the respective athletes.



Austria already has a framework in place to guarantee freedom of expression. Everyone is allowed to express their opinion freely and publicly. Yet there are limits where freedom of expression endangers peaceful coexistence and security, or if it incites hatred and violates the basic rights of others. Messages from the spectator stands, for example, must not be discriminatory.

Freedom of assembly and association is most relevant in the context of sporting events when there are public rallies or demonstrations.

COMPETENT BODIES

The **Ombud for Equal Treatment** is an independent public institution that provides advice and support to people who experience discrimination. The Ombud for Equal Treatment educates and raises awareness among works councils, companies, compliance officers and other relevant personnel on issues of discrimination, equal treatment and equality.

The **fairplay Initiative** is available for counselling and preventive measures to address discrimination within sports stadiums.

The **Jewish Community** is the national representative of Judaism in Austria. It provides its members with social and religious services and educational opportunities.

The **Islamic Religious Community in Austria (IGGÖ)** represents Muslims residing in Austria and offers services in Muslim affairs.

Reporters without Borders campaigns worldwide on behalf of persecuted journalists, for freedom of opinion and freedom of the press, and for the right to inform and to be informed. They have a local branch in Austria.

The respective provincial **police directorates** and **district administrative authorities** (district headquarters or magistrates) are responsible for registration and announcement of assemblies.

GOOD PRACTICE

At the **2016 Summer Olympic and Paralympic Games in Rio de Janeiro**, the IOC set up a dedicated hotline for journalists to protect journalists and freedom of the press.³⁴

In 2018, **FIFA** developed a complaints mechanism to protect journalists and human rights activists (see Chapter 6.3.1) and published a general statement on human rights activists and media representatives³⁵ highlighting the important work they do, describing measures to ensure rights, preventative and remedial action, and stating their commitment to implementing these policies.

Efforts are being made at international sporting events in Austria to accommodate the religious practices of athletes – such as food and prayer rooms. The International Fistball Association (IFA), for example, recently adopted these kinds of measures at the **Women's Fistball World Championships** in Linz 2018.

6.2.7. NON-DISCRIMINATION

Sport generally has huge potential to be non-discriminatory and to draw attention to the common bonds between people and the positive benefits of diversity, but it also provokes discriminatory behaviour, due in part to its competitive nature. We can see this in football, for example, concerning players with darker skin tones or homophobic insults directed at players by spectators.

Yet discriminatory behaviour in sport doesn't only manifest amongst the spectators but also among athletes, between coaches and athletes, or towards employees and workers, for example.

INTERNATIONAL LAW

Article 26 of the **ICCPR** proclaims that all persons are equal before the law and entitled to equal protection of the law without discrimination. "In this respect, the law shall prohibit any discrimination and guarantee to all persons equal and effective protection against discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status."

The binding instruments are refined in the **CERD**, which prescribes promoting understanding (Art. 2) and taking concrete measures (Art. 2.2) such as effective protection and remedies (Art. 6), or education and information (Art. 7).

The **ECHR** states that the rights of persons shall be guaranteed without discrimination on the grounds of political or other opinion, social origin, association with a national minority, property, birth or other status (Art. 14).

The **EU Charter of Fundamental Rights** sets out its provisions on non-discrimination (diverging from the ECHR by including discrimination on the grounds of genetic features, language, age or sexual orientation), on cultural, religious and linguistic diversity, and on equality between women and men in Articles 21–23.

NATIONAL LAW

Supplementing the rights of the ECHR, which have been elevated to constitutional status, Article 7 of the **Federal Constitution** states that all citizens are equal before the law. In 1979, the **Federal Act on the Equal Treatment of Women and Men** was passed in Austria and was subsequently extended several times. In 2004, it became the Federal Act on Equal Treatment, also known as the **Equal Treatment Act (GIBG)**. The Equal Treatment Act states that no one may be discriminated against on the grounds of gender, age, ethnicity, religion or belief, or sexual orientation in the workplace, for example in terms of remuneration or termination of an employment relationship (Parts I & II).³⁶

The Act also prohibits gender and ethnicity-based discrimination in other areas (Part III), such as public goods and services, including social protection, social benefits, education and housing.

Discrimination due to disability is defined by the **Disability Equality Package** – see Chapter 6.2.9.

In addition to federal law, there are also **anti-discrimination laws** in all nine provinces. Depending on whether a case falls within the legislative jurisdiction of the national government or the states, the respective law applies.

SPORTING EVENTS IN AUSTRIA

We must strive to ensure that people are not discriminated against based on their ethnicity, religion or ideology, sexual orientation, age or gender during international sporting events in Austria. Not at work, not while practising sports and generally not within the scope of the event.

Additionally, we must ensure that people are not discriminated against through actions that happen during the event, whether or not they are directly involved. For example, if spectators chant things that are hurtful to people even if not aimed directly at them.

When it comes to direct discrimination, at the very least, all measures must be taken to draw attention to discrimination and promote equality. This includes raising awareness among staff and – on a larger scale with a larger potential audience – public campaigns that consciously promote diversity.

External expertise for implementing measures can be beneficial if experience is lacking. Some agencies even offer training for staff, coaches and athletes. In the event of incidents, there are contact points for those affected and organisers alike.

COMPETENT BODIES

The **Federal Ministry for European and International Affairs (BMEIA)** has established a special hotline for persons affected by discrimination on grounds of ethnicity, origin or religion.

Ombud for Equal Treatment: see previous chapter. There are also branches in Graz, Klagenfurt, Linz and Innsbruck.

The **fairplay Initiative** advocates diversity and anti-discrimination in sport. It offers advice as well as workshops and has set up a reporting office for discrimination in football together with the ÖFB and the Austrian Football League.

Football for All Ombudsman Office: The hotline for all people in football who have experienced discrimination due to their sexuality.

ZARA – Civil Courage and Anti-Racism Work offers counselling and training on issues of racism and hate online, and on working with diversity as well as civil courage.

The **Homosexual Initiative (HOSI)** is the largest political lobby group for lesbian and gay people in Austria. It campaigns for legislative equality in all areas of life and provides advice and support. The HOSI has branches in many of the federal provinces.

Litigation Association of NGOs Against Discrimination (Klagsverband) helps victims of discrimination seek justice. Along with various services dealing with anti-discrimination and equality, the Klagsverband also supports individuals in court. The association was founded in 2004 by ZARA, BIZEPS (see Chapter 6.2.9) and the HOSI Vienna.

GOOD PRACTICE

During the **FIFA World Cup 2018**, FIFA published its diversity and anti-discrimination policy³⁷. The policy reports clear procedures for referees in the event of discriminatory behaviour by players, supporters or spectators; specially trained security guards; special training courses for FIFA and organising committee members, referees, officials, volunteers, stewards and food and drink vendors; guidelines for participating teams as well as a specifically developed monitoring system during matches (see Chapter 6.3.1).

FIFA had already issued a good practice guide on diversity and anti-discrimination in global football back in 2015.³⁸

Football clubs in Austria are implementing corrective measures, firstly through publicity campaigns in stadiums with the support of fairplay Initiative, and secondly by identifying fan groups that engage in discriminatory behaviour and potentially imposing sanctions.

The ÖFB and the Austrian Football League have set up the **Football for All Ombudsman Office**. Those who have experienced some form of discrimination due to their sexual

orientation can call the ombuds hotline. This applies to players, fans, club employees, referees, coaches and parents.

Led by the project coordinator of the Erste Bank Ice Hockey League, the Austrian Ice Hockey Association initiated the **European Rookie Cup** together with eleven other European partners. The project, funded by the European Commission, developed and ran ice hockey tournaments and educational projects for players under 16. During the events, the players learned about doping, tolerance, discrimination and betting fraud.³⁹

6.2.8. EQUALITY AND WOMEN'S RIGHTS

Gender equality and protection against all kinds of harassment remain a challenge in the context of both major and minor sporting events.

Whether as athletes or spectators, women still don't have the same access to the supposedly male domains of sport. Many women are also forced to work in lower-paid professions that are more precarious in terms of social security. They are also more likely to be exposed to sexual harassment (or even violence) in the context of hierarchical relationships in professional or training settings but also by spectators at major events.

Media coverage of sporting events and sport in general is still in part influenced by outdated gender images and stereotypes. This also helps explain why equality between women and men is not progressing at the same pace in all areas.

As noted in Chapter 6.2.3, women's rights are also threatened in the supply chain, for example through exploitative working conditions.

INTERNATIONAL LAW

Both the **ICCPR** and the **ICESCR** prescribe equal rights for men and women in all the rights and obligations mentioned (Art. 3 respectively). The **CEDAW** specifies the rights that require particular protection and condemns and demands the elimination of all forms of discrimination against women (Art. 2). States must take all appropriate measures, including legislative measures, to ensure the full development and advancement of women in all fields, "in particular in the political, social, economic and cultural fields" (Art. 3). The Convention prohibits discrimination against women in employment (Art. 11, see also Labour Rights) and health care (Art. 12, see also Health), and stipulates a basic principle of equality of men and women, particularly in economic and social life (Art. 13).

"The right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex" is also enshrined in the **EU Social Charter** (Art. 20).

Also applicable regarding women's rights in the workplace are Articles 21 (non-discrimination) and 23 (equality between men and women "in all areas, including employment, work and pay") of the **EU Charter of Fundamental Rights**.

NATIONAL LAW

Equal treatment of men and women is enshrined in the **B-VG**, inter alia, in Articles 7.2 (equality before the law, measures to promote equality) and 13.3 (budget management).

As previously mentioned, Austria has had a **federal Equal Treatment Act** for men and women since 1979, which was expanded in 2004 to include additional provisions. Part I of the current **Equal Treatment Act** specifically focusses on equality in the workplace. It requires employers to be proactive in ensuring equality between men and women and in eliminating existing inequalities in the workplace, including regarding pay.

Discrimination is also prohibited in other spheres such as access to and supply of goods and public services (Part III), including housing. There are no provisions covering social protection, social benefits and education pertaining to gender.

The law prohibits sexual harassment and guarantees compensation to victims whether in the workplace by the employer, or by third parties, as well as in any other context where a person is subjected to abusive treatment, regardless of any hierarchical relationship. Measures to eliminate these forms of discrimination are required by law.

SPORTING EVENTS IN AUSTRIA

At both large and small sporting events, it is important to ensure that women are treated on an equal footing with men, that they have equal access to sporting venues, are not discriminated against in terms of employment both during the preparations and the event itself, and that women are involved at all levels, particularly at management level.

There must also be careful attention and precautions regarding harassment, especially sexual harassment, such as staff training on the issue. Women's particular vulnerability in the context of hierarchical training relationships should be brought to the attention of trainers during recruitment interviews, for example, as well as by the inclusion of appropriate provisions, including the threat of sanctions, in the respective employment contracts.

In general, gender equality measures can also be highlighted in cooperation with companies and the media. See Chapter 6.2.3 for measures dealing with precautions in the supply chain.

If experience or resources to comply with these measures is lacking, it is advisable to seek external expertise – for taking preventive steps and especially when incidents occur and are observed or reported.

COMPETENT BODIES

Ombud for Equal Treatment: see previous two chapters.

The **100% Sport** association promotes gender equality in all sporting matters, audits gender mainstreaming in Austrian sport, and focuses on raising awareness on the issues of sexual violence and sexual harassment in sport.

There are **emergency helplines** spread throughout Austria – some operating 24 hours a day – for cases of violence against women. Many of these agencies are also available for **general counselling** on equality and discrimination.

GOOD PRACTICE

The Ministry of Sport set up a **Working Group for the Prevention of Sexual Violence** in 2015, that meets regularly and initiates activities through projects funded by the Ministry of Sport.

#WeTogether – Institute for the Prevention of Abuse of Power in Sport was founded in 2017, after some long-standing incidents in skiing came to public attention. The association is a contact point for those affected and engages in prevention work.⁴⁰

6.2.9. RIGHTS OF PEOPLE WITH DISABILITIES

The rights of marginalised groups must be emphasised in the context of sporting events. This includes people with physical and/or mental disabilities who may face barriers ranging from impeded access to sports facilities right through to total exclusion. Yet at the same time, sport presents an excellent opportunity to not only respect but also advocate for the rights of people with disabilities, taking careful note of their unique needs. Sport can be a very valuable empowerment tool for people with disabilities.

INTERNATIONAL LAW

The **ICCPR** and the **ICESCR** stipulate that all people have equal rights and obligations (Art. 3 respectively). The **CRPD** refers to the dignity of persons with disabilities (Art. 3) and demands equal rights and non-discrimination (Art. 5). Reference is also made to the multiple discrimination that disabled women are subject to (Art. 6); children with disabilities have equal rights to other children (Art. 7); accessibility must be ensured to enable a self-determined life (Art. 9); personal mobility must be ensured to give the greatest possible independence (Art. 20); persons with disabilities have a right to health (Art. 25), to work and employment (Art. 27); as well as to an adequate standard of living and social protection (Art. 28). Additionally, the right to participate in political and public life (Art. 29), and to participate in cultural life as well as recreation, leisure and sport (Art. 30) must also be recognised.

The **European Social Charter** includes the right of disabled people to independence, social integration and participation in the life of the community (Art. 15).

The **EU Charter of Fundamental Rights** forbids discrimination against people with disabilities in Article 21, and in Article 26 recognises and respects "the right of persons with disabilities to benefit from measures designed to ensure their independence, social and occupational integration and participation in the life of the community".

NATIONAL LAW

The **CRPD** is incorporated into the Austrian legal system, however, as with the other UN human rights instruments ratified by Austria, it is subject to a reservation of fulfilment (see Chapter 3.1).



Austria vs. Hungary at the IIHF World Championship in Budapest, Hungary, 2019. © GEPA pictures

Article 7.1 of the **B-VG** states that no one shall be discriminated against because of his or her disability. “The Republic (Federation, provinces and municipalities) commits itself to ensuring the equal treatment of disabled and nondisabled persons in all spheres of everyday life”.

Since 2005, Austria has had a federal law on the **Equality of Persons with Disabilities (BBG)**, which includes the **Federal Disability Equality Act (BGStG)**, and the **Employment of Persons with Disabilities Act (BEinstG)**. The Act aims to “prevent or remedy discrimination against persons with disabilities, ensure the equal participation of persons with disabilities in social life and enable them to lead a self-determined life”.⁴¹ The BGEinstG prohibits discrimination in the workplace, whereas the BGStG stipulates non-discrimination in daily life.

The **National Action Plan on Disability**⁴² also governs the implementation of the UN Convention on the Rights of Persons with Disabilities in Austria. This ran from 2012–2020 and will be continued from 2021–2030 following an evaluation phase.

SPORTING EVENTS IN AUSTRIA

People with disabilities at sporting events in Austria must be given the same opportunities for work and employment as other people, must not be discriminated against in the lead up and during the event, and have unrestricted access to the event through barrier-free access.

Accessibility in this context means more than merely structural measures. The needs of people with disabilities must be addressed in various ways. “Accessibility has been achieved when – as far as possible – everyone can access and use buildings and other structures, means of transport, technical devices, information processing systems and other designed areas of modern life in the usual way without particular difficulties and without assistance from others (see the legal definition in § 6.5 of the Federal Disability Equality Act [BGStG]).⁴³

Experts with experience at previous events or external consultants can be brought in to help with the implementation of these measures.

Both the UN Convention on the Rights of Persons with Disabilities as well as an agreement between the International Olympic Committee (IOC) and the International Paralympic Committee (IPC) regulate equality in sport at the international level. The Austrian Ministry of Sport is also committed to equality in sports for the disabled. The Federal Sports Promotion Act 2017 identifies inclusion of people with disabilities as a key focus of federal sports promotion (§ 14.11) and the Austrian Federal Sports Organisation (Bundes-Sport GmbH) considers it one of the objectives of its programme for promoting performance and elite sports to associations.

COMPETENT BODIES

The **Federal Ministry of Social Affairs, Health, Care and Consumer Protection (Ministry of Social Affairs)** advises on issues such as accessibility, participation and mobility.

The nine provincial branches of the **Ministry of Social Affairs Service** are available as contact points for people with disabilities, their relatives as well as for companies.

The **Disability Ombudsman** advises and supports people who suspect they are being discriminated against because of a disability.

Self-Determined Living Austria (SLIÖ) is the national advocacy group of the Self-Determined Living initiatives whose mission is to ensure the equality of disabled people and to assert their rights.

The **BIZEPS Association – Centre for Self-Determined Living** in Vienna runs a counselling centre for people with disabilities and their families. It provides comprehensive information on the topic of self-determined living on its website.

Klagsverband: see Chapter 6.2.7.

The **Austrian Paralympic Committee (ÖPC)** is one of 200 National Paralympic Committees whose tasks and goals include raising awareness and being a driving force for inclusion and equal treatment.

Special Olympics Austria: The Special Olympics is the largest international sports movement for people with intellectual disabilities. They strive to enable people with intellectual disabilities to discover new abilities in themselves and in doing so boost their self-confidence.

The **Austrian Disabled Sports Association (ÖBSV)** is a service centre and advocacy group for all people with disabilities in sport.

GOOD PRACTICE

For viewers watching from home, **ORF** already broadcasts many sporting events in two-channel sound, with audio description. All Austrian broadcasters ought to offer this feature.

The **ÖPC** website was designed to be readable by people with visual impairments. It is also possible to depict printed works in a duplicate online version so that they can be easily recognised by a reading programme.

Sport Austria provides information on accessible sports facilities on its website and in its magazine (also available online).⁴⁴

6.2.10. SUSTAINABILITY

Social, economic and ecological sustainability is a key issue in the context of sporting events. Unless there is a drastic shift in the global mindset, the natural foundation of our planet and the survival of future generations is at risk. Historically, sporting events, particularly at the international level, have often had negative impacts in the medium to long term.

They were designed to draw maximum attention to the event and the positive effects during the competition without any long-term strategy for the specially constructed infrastructure, and the total cost of the event would fall on the taxpayers.

Events were environmentally irresponsible in terms of construction, waste and production, and they also gave rise to many social grievances – in countries outside Europe – due to forced resettlement or substandard production conditions (see Chapter 6.2.3).

INTERNATIONAL LAW

There is no explicit reference to sustainability in the core human rights instruments because they were all developed during the 1940s to the 1970s whereas concepts of global sustainability only emerged during the 1990s. However, as the law is not static, social, environmental and economic sustainability have become increasingly linked to human rights. A lack of sustainability negatively impacts human rights, after all.

The United Nations therefore frames the implementation of the International Covenant on Economic, Social and Cultural Rights as ultimately leading to a socially, ecologically and economically sustainable economy – domestically as well as abroad.⁴⁵

In 2015, the United Nations developed the 2030 Agenda for Sustainable Development, or Sustainable Development Goals (SDGs) – see Chapter 5. Though not legally binding, combined with the binding human rights referenced here, they offer a powerful, global concept for working together towards a more sustainable world.

The preamble to the **EU Charter of Fundamental Rights** declares that the Union aims to promote balanced and sustainable development.

NATIONAL LAW

In 2019, Austria passed the “Federal Constitutional Act on sustainability, animal welfare, comprehensive environmental protection, securing the water and food supply and research” which primarily focuses on ecological sustainability. Austria is committed to comprehensive environmental protection (§ 3).

The **Sustainability and Diversity Improvement Act (NaDiVeG)**, which came into force in 2017, sets clear reporting obligations for Austrian public interest entities (see Human Rights in the Supply Chain), including on issues of environmental concern.

Beyond national legislation, Austria has committed to the **SDGs** and is actively working towards realisation of the SDG agenda by 2030 – both via activities and funding (see Chapter 5 for more information).

SPORTING EVENTS IN AUSTRIA

Ideally, from an economic standpoint, sporting events of an international dimension should be designed to have a sustainable economic benefit to taxpayers in the medium to long term, and at the very least not be economically disadvantageous. Beyond the economic benefits, sporting events also have the potential to encourage the population to engage in more sport and exercise, and thus to enjoy generally healthier lives.

Events in Austria should endeavour to make use of existing sports infrastructure wherever possible. If this is not an option, there must be a clear rationale to justify a new location as well as compliance with sustainability principles – in social, ecological and economic terms – in the context of new constructions. Post-event use and operational obligations are critical here.

It is also important to monitor the procurement of products, and the production of building materials and goods used at sporting events in Austria to ensure that they have been manufactured in a way that respects human rights. See Chapter 6.3.3.

ISO and ÖNORM standards (see Chapter 5), certificates and labels, as well as government and NGO initiatives all facilitate the implementation of these measures.

COMPETENT BODIES

The **Federal Ministry for Climate Protection, Environment, Energy, Mobility, Innovation and Technology (BMK)** provides information on its online platform [bewusstkaufen.at](https://www.bewusstkaufen.at) about a wide variety of labels from various sectors, sustainable purchasing and sustainable products.

Green Events Austria is another initiative of the BMK that cooperates with the federal provinces, and sports, cultural and business partners to try and mainstream “sustainable event organisation” across the entire event industry. Issues include climate protection and mobility, procurement, material and waste management, event location, catering as well as energy and water.

Austrian Standards International is the national standards organisation that supplies information on common standards in event management and distributes the respective standards. See Chapter 5.

World Cup downhill in Zauchensee, Austria, 2020, pictured: Elisabeth Reisinger. © GEPA pictures



Sustainable Sport is an initiative of the Federal Environment Agency and the BMKÖS. Sports clubs can do a self-test on their platform to help ascertain the current sustainability of their organisation.

GOOD PRACTICE

Good practice for sustainable procurement was noted in Chapter 6.2.3. **The London 2012** Olympic and Paralympic Games had a very comprehensive overall sustainability concept, with effective learning outcomes.⁴⁶

UEFA EURO 2008 in Austria and Switzerland also had a comprehensive sustainability concept.⁴⁷ Its focus was on economic, environmental and social/cultural issues (see also Section 6.4).

Green Events Austria has recommendations on mobility and climate protection, waste and procurement, food and drink, energy and water consumption, social responsibility and communication.⁴⁸

The **ÖNORM standards** ISO 20121 and ISO 26000 also serve to support sustainable event management, see Chapter 5.

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6.3. COOPERATION AND REMEDIATION

→ Cooperation with stakeholders and access to remediation

Organising a sporting event that respects and promotes human rights, drafting up a human rights policy statement, creating a concept, risk assessments, planning and implementing measures all need to involve various stakeholders. These include local authorities, commercial partners and other interest groups such as external experts, NGOs, as well as, importantly, those who are directly impacted along with their legal representatives and lobbyists.

STAKEHOLDERS

- local organising committees
- sponsors
- national, regional and local government agencies
- local companies
- fans and spectators
- employees, workers and volunteers
- vulnerable and marginalised groups
- etc.
- tournament organisers
- media
- tourism
- trade unions
- athletes
- local population
- children & youth

Ongoing cooperation and communication with these groups ensures the best possible response to human rights challenges and risks, as well as to the needs of vulnerable groups, and guarantees appropriate professional remedial action if breaches occur.

Yet some of these groups have vested interests and their activities may have a negative impact on human rights. There are several ways to engage with these stakeholders in order to exert influence.

POSSIBILITIES FOR INFLUENCE

- procurement contracts and services
- sponsorship and licensing
- broadcast agreements
- contracts and financial arrangements
- leverage of the organisation or organiser

The UN has clear guidelines¹ on how to deal with human rights violations during sporting events, should they occur.² State authorities and federations or organisers of international sporting events share the responsibility for providing victims with access to effective remediation.

Any association or organiser found to have directly or indirectly caused or contributed to a violation has a responsibility to remedy or contribute to reparations. The United Nations also provides clear guidelines for this, although these are meant as examples for more serious forms of human rights violations:³

FORMS OF REMEDIATION

- restitution: restoration of original condition
- compensation: financial compensation proportional to the severity of the injury
- rehabilitation: medical, psychological and social services, as well as legal support
- satisfaction: including cessation of continuing violations, review of the facts and full public disclosure, statement restoring the dignity of victims, etc.
- guarantee non-repetition: set preventative measures that ensure no future reoccurrence

States are responsible for taking judicial action in the event of violations, as well as providing non-judicial grievance mechanisms, whereas associations and organisers are responsible for establishing non-governmental grievance mechanisms to provide a point of contact for victims and to ensure prompt redress.

Note on the phases above: The earlier a human rights approach is announced and the earlier the various stakeholders and interest groups are committed to it, the better capacity there is to respond to risks in advance.

This begins – in a conceptual way – with the vision and the initial concept for the event and becomes more concentrated with the promotion and detailed planning of the event. Internal and public communication and contractual clauses play a major role, particularly in fundraising, procurement and infrastructure measures, as well as coordinating the complaints mechanism. This should already be set as soon

as the bid has been approved and the plan finalised. It will remain relevant, including in terms of reparations, until the final phase of the event cycle.

RECOMMENDATIONS ACCORDING TO SCALE OF EVENT

Events of any scale will require cooperation with different stakeholders in order to ensure that human rights are respected, and potential risks are actively addressed in advance. The type and scope of the grievance mechanism will vary, however, depending on the scale. A 24-hour hotline may be sufficient for small events, whereas larger events require more sophisticated mechanisms.

6.3.1. ESTABLISHING COMPLAINTS MECHANISMS

Associations or organisers can set up non-governmental complaints mechanisms such as hotlines or establish more comprehensive ombuds offices with mediation capacities.

The UN Guiding Principles on Business and Human Rights recommend several criteria to ensure the effectiveness of grievance mechanisms, which need to be adapted to the scale of the event:⁴

Grievance mechanisms must be **legitimate**, meaning they must be trusted by the stakeholders; they must be **accessible**, meaning that the stakeholder groups for whom they are intended must know about them; they should be **predictable**, meaning that they provide a clear and familiar process with a predictable timeframe for each stage of the process; they should be **balanced**, meaning that they allow those impacted to participate in the process in a respectful manner; they should be **transparent**, keeping all participants involved in the procedure up to date with its progress; they should be **rights-compatible**, meaning that outcomes and remedies are consistent with internationally recognised human rights; they should be designed to **continuously improve themselves** and adapt to challenge most effectively; and subsequently, they should remain receptive to **exchange** and **dialogue** with the stakeholder groups for which they are designed.

GOOD PRACTICE

As mentioned in Chapter 6.2.6, the IOC set up a complaints mechanism for journalists at the 2016 **Rio de Janeiro** Olympic and Paralympic Games. This was an online tool that guaranteed anonymity for journalists should they need to report any breach of their rights.

Also mentioned there was FIFA's grievance mechanism for human rights activists and journalists developed during the FIFA World Cup in Russia 2018, which was also web-based and anonymous. **FIFA** stated that in the event of a complaint, FIFA would contact the relevant stakeholders, redress damage, if possible (itself or through other responsible parties), seek external expertise if necessary, and issue a public report.⁵

In cooperation with the FARE Network, FIFA also set up a discrimination monitoring system for the World Cup which, aided by trained match observers, documented all forms of discrimination and took appropriate measures to redress the situation.⁶

As early as 2012, the local organising committee of **London 2012** (see Chapter 6.2.3) developed a complaint and arbitration mechanism on sustainable procurement with the consulting company Ergon. The experience report contains helpful advice about organising major events as well as for any organiser working with products and materials produced along a global supply chain.⁷

Depending on the size of the event, it can be advisable to outsource **complaints mechanisms to external providers** for the sake of independence.

6.3.2. OTHER NATIONAL AND INTERNATIONAL COMPLAINTS MECHANISMS

In addition to the complaints mechanism for the event, those affected can also turn to state and international complaints authorities. These are either specialised in specific rights or the field in which an actual or potential violation occurs.

OMBUDSMAN BOARD

Under constitutional law, the Ombudsman Board is responsible for protecting and promoting human rights. As an independent supervisory body, it audits the public authorities and investigates citizens' complaints.

Pursuant to the UN Convention against Torture, it actively monitors human rights compliance in places where freedom is restricted (e.g., retirement and nursing homes), inspects facilities and programmes intended for persons with disabilities, and observes and reviews the use of direct command and coercive power, for example during deportations, raids, demonstrations and major events.

Individuals, associations or other persons can turn to the Ombudsman Board for help with a complaint against an Austrian authority. The Ombudsman Board is not responsible for arbitrating the case, yet it must identify grievances and make recommendations on how to remedy them.

THE AUSTRIAN NATIONAL CONTACT POINT FOR THE OECD GUIDELINES

All countries that have committed to the OECD Guidelines are responsible for establishing National Contact Points (NCPs).⁸ NCPs provide a platform for dialogue and mediation to assist in resolving cases of non-compliance with the Guidelines. Each complaints procedure aims to develop a common and sustainable solution through an open and constructive dialogue between the parties, thereby contributing to the effective application of the OECD Guidelines.

Any person or organisation (including NGOs, workers' representatives, trade unions) with a legitimate stake in the issue in question may lodge a complaint against a multinational company that has allegedly violated the OECD Guidelines.⁹

If the complaint is accepted, both parties are informed and offered a neutral mediation service by the Austrian National Contact Point for the OECD Guidelines (NCP), which the parties may choose to decline. The procedure might end in an agreement between both parties and be terminated by either party at any time.

AUSTRIAN OMBUDS OFFICES AND ADVOCACY SERVICES¹⁰

- Labour:** AMS.help Ombudsman Offices*; Ombudsman Office of the Austrian Labour Inspectorate
- Disability:** Disability Advocacy*; Disability Ombudsman – advice and assistance for disabled people
- Education:** Student Ombuds Office
- Health:** Ombudsman office for the protection of non-smokers
- Equal treatment:** Ombuds for Equal Treatment*
- Children and Adolescents:** Children's and Youth Ombuds-Office*
- Social welfare and emergencies:** Advocacy services for patients and nursing care*; Independent victim protection ombuds office: initiative against abuse and violence; Insurance companies – ombuds office
- Leisure and mobility:** Ombuds Office for Animal Protection in the federal states*
- Residence and visa:** Asylum lawyers network
- Compulsory military service and civilian service:** Parliamentary Armed Forces Commission
- European Union:** The European Ombudsman
- Internet and new media:** Internet ombuds office; Arbitration for consumer transactions
- Legal:** Judicial ombuds office*; Legal Protection Commissioner of the Federal Ministry of the Interior; Ombudsman Board (see beginning of section)
- Sustainability and Tourism:** Ombudsman Office of the Federal Ministry for Sustainability and Tourism (BMNT)
- Environment:** Austrian Ombuds Offices for Environmental Protection*
- Tax and Finance:** Bank arbitration Austria; Tax Ombudsman of the Ministry of Finance (BMF)

OMBUDS OFFICES AND ADVOCACY SERVICES IN THE FEDERAL STATES

The offices above marked with an asterisk (*) also have branches in the federal provinces. The Ombudsman Board has contact points in Tyrol and Vorarlberg as well as Vienna. All the federal provinces, municipalities and cities also have contact points for administrative information and other services, in some cases including complaints ombudspersons.

COUNCIL OF EUROPE AND EUROPEAN COURT OF HUMAN RIGHTS

The Council of Europe, based in Strasbourg, is responsible for administering and monitoring compliance with the ECHR and the Social Charter. The European Court of Human Rights is part of the Council of Europe and handles the proceedings for cases where violations of ECHR rights in member countries could not be resolved.

Reporting grievances relating to the Social Charter, meanwhile, follows a different approach. Rather than individuals submitting complaints, it is European social partners, trade unions and NGOs who file grievances about non-compliance with the Charter.

COMMITTEES OF THE OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS

Each of the UN covenants and conventions mentioned in Chapter 3 has a separate committee, all of which are located in the Office of the High Commissioner for Human Rights in Geneva. Individuals or their representatives can address complaints to these committees about violations of their rights according to the respective treaty; however – comparable to the logic of referral to the European Court of Human Rights – only if no resolution in the interests of the victim was able to be found at the national judicial or the European level.



Closing ceremony of the Special Olympics 2017 in Styria, Austria. © GEPA Pictures

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6.4. MONITORING, REPORTING & KNOWLEDGE SHARING

→ Ongoing checks, internal and external communication, knowledge building

Monitoring and evaluation are necessary in all phases of an event to maintain an overview of the human rights impacts of the event and to know whether the respective measures are having the desired effect.

Committing to human rights and the efforts made must also be communicated, both internally and externally to the public in a way that is both transparent and accessible. This not only legitimises the event to the general public, the people affected and the wider community, but also emphatically demonstrates the to the companies and suppliers involved that human rights are being taken seriously.

The respective stakeholders involved in the event, sponsors, companies and their suppliers should also be required to submit corresponding reports to the organiser as well as to the public.

COMMUNICATION

- Report on the implementation of the human rights strategy
- Ensure that internal reporting processes are in place
- Request reports from partners
- Public communication about progress

Knowledge and experience about upholding human rights in the context of international sporting events in Austria should be shared with other associations and event organisers. Firstly, the experiences (both positive and negative) should be compiled in a report covering all phases of the event cycle, and secondly, there should be a contact list of people who can help provide more detailed information and knowledge transfer.

Note on the phases above: From the moment the event is officially confirmed, internal and external monitoring and communication should accompany all phases of the event cycle. The results of the monitoring and the internal and external reports should be compiled into a detailed final report at the

end of the event, which should be shared with other organisers and associations, along with contact information, in the aftermath of the event.

RECOMMENDATIONS ACCORDING TO SCALE OF EVENT

All the steps mentioned in this section, including monitoring, communication and reporting, are relevant for events of all sizes. However, depending on the size and the human rights risks of the event, the scope of the respective steps will vary in line with the challenges.

GOOD PRACTICE

The guidelines of the **Global Reporting Initiative (GRI)** were first applied to report on the sustainability of the Winter Olympics in Vancouver 2012 and the Summer Olympics in London 2012.¹ Supported by the OECD, Global Compact, ISO and the United Nations Environment Programme, UNEP, the initiative prescribes clear reporting standards with the aim of increasing transparency and comparability.

The Swiss Federal Office for Development and the Austrian Federal Ministry of Agriculture, Forestry, Environment and Water Management also issued sustainability reports after the **UEFA EURO 2008** (see Chapter 6.2.10). They focussed mainly on the economic, environmental and social/cultural spheres and concluded with three key recommendations for future events:²

- (1) For future events, prepare sustainability concepts from the very beginning of the bidding process and adopt binding measures in all spheres.
- (2) Confirm commitment from responsible parties at an early stage.
- (3) Recommend additional voluntary steps to the participating partners.

Preventative measures and security that complement each other help the general public and visitors feel comfortable and inspired. Precautionary measures and a differentiated security strategy is thus recommended for major events, as well as for sporting events in general.

The examples above deal with the issue of sustainability. Monitoring and reporting in line with the principles outlined in this manual should be approached from a human rights perspective.

OHCHR has produced a manual specifically on human rights monitoring.³ The Shift organisation has developed a system for reporting on the UNGPs⁴, and the GRI is in the process of developing improved standards for human rights reporting.⁵

7. CONTACTS

7.1. NATIONAL

Federal Ministry of Arts, Culture, Public Service and Sport (BMKÖS)
Radetzkystraße 2 | 1030 Vienna
+43 800 22 00 10
buergerservice@bmoeds.gv.at
www.bmoeds.gv.at

Bundes-Sport GmbH (BSFF)
Waschhausgasse 2, 2. OG | 1020 Vienna
+43 1 5032 344
office@austrian-sports.at
www.bsff.or.at

Working Group on Sport & Human Rights
Coordination: fairplay Initiative at VIDC
www.sportundmenschenrechte.at

fairplay Initiative
Vienna Institute for International Dialogue and Cooperation (VIDC)
Möllwaldplatz 5/3 | 1040 Vienna
+43 1 713 35 94
fairplay@vidc.org
www.fairplay.or.at

SPORT & HUMAN RIGHTS

Working Group on Sport and Integration
An initiative of the Ministry of Sport, ASKÖ, ASVÖ and SPORTUNION, supported by Sport Austria
Coordination: Institute for Children's Rights and Parental education (see Children's Rights and Protection of Minors)
sportintegration.at/arge/

Working Group for the Prevention of Sexual Violence
Coordination: Rosa Diketmüller (University of Vienna) and 100% Sport
rosa.diketmueller@univie.ac.at
office@100sport.at
www.sportaustria.at/de/schwerpunkte/soziales-und-gesellschaftspolitik/praevention-sexualisierter-gewalt/safesport.at

Project on Sustainable Sport
The Environment Agency Austria (see chapter on Sustainability)
nachhaltigkeit@umweltbundesamt.at
www.nachhaltiger-sport.at/

Sport Austria - Representative body & umbrella organisation of organised sport
Prinz-Eugen-Straße 12 | 1040 Vienna
+43 1 504 44 55
office@sportaustria.at
www.sportaustria.at

HUMAN RIGHTS AUSTRIA

Ombudsman Board
Singerstraße 17 | 1015 Vienna
+43 1 515 05 - 0
sop@volksanwaltschaft.gv.at
www.volksanwaltschaft.gv.at

OECD National Contact Point
Federal Ministry for Digital and Economic Affairs
Stubenring 1 | 1010 Vienna
+43 1 711 00 - 805240

NCP-Austria@bmdw.gv.at
www.bmdw.gv.at
mneguidelines.oecd.org
www.oecd-leitsaetze.at

Global Compact Network Austria
respACT - Austrian Business Council for Sustainable Development
Wiedner Hauptstraße 24/11 | 1040 Vienna
+43 1 710 10 77 - 0
office@globalcompact.at
www.globalcompact.at

Ludwig Boltzmann Institute of Fundamental and Human Rights
Freyung 6 (Schottenhof), 1st Courtyard, Stiege II | 1010 Vienna
+43 1 4277 27 420
bim.office@univie.ac.at
www.bim.lbg.ac.at

Austrian Standards International
Heinestraße 38 | 1020 Vienna
+43 1 213 00
www.shop.austrian-standards.at

LABOUR RIGHTS

Federal Ministry of Labour (BMA)
Taborstraße 1-3 | 1020 Vienna
+43 1 711 00-0
post@sozialministerium.at
www.sozialministerium.at

Chamber of Labour
Prinz-Eugen-Straße 20-22 | 1040 Vienna
+43 1 501 65
akmailbox@akvienna.at
www.arbeiterkammer.at
Contacts in the provinces also available here.

Austrian Trade Union Federation (ÖGB)
Johann-Böhm-Platz 1 | 1020 Vienna
+43 1 534 44-39
oegb@oegb.at
www.oegb.at
Contacts in the provinces also available here.

Chamber of Commerce
Wiedner Hauptstraße 63 | 1045 Vienna
+43 5 90 900
office@wko.at
www.wko.at
Contacts in the provinces also available here.

CHILDREN'S RIGHTS & PROTECTION OF MINORS

Federal Children's and Youth Ombuds-Office at the Federal Chancellery
www.kinderrechte.gv.at/kinder-und-jugendanwaltschaft/
Hotline: 0800 240 264

Ombuds Office for Children and Youth Austria (KIJA)
www.kija.at

Die möwe
Börsegasse 9 | 1010 Vienna
+43 1 532 15 15
ksz-Vienna@die-moewe.at
www.die-moewe.at

Federal Association of Austrian Child Protection Centres
Marxergasse 24/2/6/1 | 1030 Vienna
+ 43 660 181 78 41
info@oe-kinderschutzzentren.at
www.oe-kinderschutzzentren.at

HUMAN RIGHTS IN THE SUPPLY CHAIN

Austrian Federal Procurement Agency
Lassallestraße 9b | 1020 Vienna
+43 1 245 70-0
office@bbg.gv.at
www.bbg.gv.at

National action plan on sustainable public procurement
www.nachhaltigebeschaffung.at

Working Group on Sport and Human Rights
See beginning of chapter.

Südwind
Laudongasse 40 | 1090 Vienna
+43 1 405 55 15
office@suedwind.at
www.suedwind.at

Dreikönigsaktion (DKA), the Catholic Children's Movement
Wilhelminenstraße 91/II f | 1160 Vienna
+43 1 481 09 91
office@dka.at
www.dka.at

FAIRTRADE Austria

Ungargasse 64-66, Stiege 1, Top 209
1030 Vienna
+43 1 533 09 56
office@fairtrade.at
www.fairtrade.at

HEALTH**Red Cross**

Wiedner Hauptstraße 32 | 1040 Vienna
+43 1 589 00-0
www.rotekreuz.at/service/kontakt
Contacts in the provinces also available here.

Mental health services (overview)

www.gesundheit.gv.at/service/beratungsstellen/psychosozialer-dienst

Emergency services and contact points (overview)

www.safesport.at

Rat auf Draht 147

147@rataufdraht.at
www.rataufdraht.at/online-beratung
www.rataufdraht.at

SAFETY**Data protection authority**

Barichgasse 40-42 | 1030 Vienna
+43 1 52 1 52 - 0
dsb@dsb.gv.at
www.dsb.gv.at

FREEDOMS**Ombud for Equal Treatment**

Taubstummengasse 11 | 1040 Vienna
0800 206 119
gaw@bka.gv.at
www.gleichbehandlungsanwaltschaft.gv.at

Jewish Community

Seitenstettengasse 4 | 1010 Vienna
+43 1 531 04-0
office@ikg-Vienna.at
www.ikg-Vienna.at

Islamic Religious Community Austria (IGGÖ)

Bernardgasse 5 | 1070 Vienna
+43 1 526 31 22
office@derislam.at
www.derislam.at/iggo

Reporters without Borders Austria

Helferstorferstraße 5 | 1010 Vienna
+43 664 254 68 47
info@rog.at
www.rog.at

NON-DISCRIMINATION**Federal Ministry for European and International Affairs (BMEIA)**

Minoritenplatz 8 | 1010 Vienna
+43 50 11 50-0
post@bmeia.gv.at
www.bmeia.gv.at

Football for All Ombudsman Office

Annenstraße 26 | 8020 Graz
+43 664 378 83 98
ombudsstelle@fussballfueralle.at
www.fussballfueralle.at

Ombud for Equal Treatment

See Freedoms.

fairplay Initiative

See beginning of chapter.

ZARA - Civil Courage and Anti-racism work

Schönbrunner Straße 119/13 | 1050 Vienna
+43 1 929 13 99
beratung@zara.or.at
www.zara.or.at/de

Homosexual Initiative (HOSI)

Heumühlgasse 14/1 | 1040 Vienna
+43 1 216 66 04
office@hosiVienna.at
www.hosiVienna.at

Litigation Association of NGOs Against Discrimination (Klagsverband)

Lassallestraße 7a, Unit 4, Top 6a
1020 Vienna
+43 1 961 05 85-13
info@klagsverband.at
www.klagsverband.at

EQUALITY AND WOMEN'S RIGHTS**Ombud for Equal Treatment**

See Freedoms.

100% Sport - Competence Centre for Equal Opportunities for Men and Women

Prinz-Eugen-Straße 12 | 1040 Vienna
+43 699 190 16 17 3
office@100sport.at
www.100sport.at/de

Emergency services and contact points (overview)

safesport.at

RIGHTS OF PEOPLE WITH DISABILITIES**Federal Ministry of Social Affairs, Health, Care and Consumer protection (Ministry of Social Affairs)**

Stubenring 1 | 1010 Vienna
+43 1 711 00-0
post@sozialministerium.at
www.sozialministerium.at

Social Ministry Service

Babenbergerstraße 5 | 1010 Vienna
+43 5 99 88
www.sozialministeriumservice.at
Local contact points in the federal states too.

Disability Advocacy

Babenbergerstraße 5/4 | 1010 Vienna
0800 80 80 16
office@behindertenanwalt.gv.at
www.behindertenanwalt.gv.at

Self-Determined Living Austria (SLIÖ)

Anton Eder Straße 15 | 6020 Innsbruck
slioe@gmx.at
www.slioe.at

Association BIZEPS - Centre for Self-Determined Living

Schönngasse 15-17/4 | +43 1 523 89 21
office@bizeps.or.at
www.bizeps.or.at/bizeps

Litigation Association of NGOs Against Discrimination (Klagsverband)

See Non-discrimination.

Austrian Paralympic Committee (ÖPC)

Adalbert-Stifter-Straße 65 | 1200 Vienna
+43 5 93 93 20 330
office@oepec.at
oepec.at

Special Olympics Austria

Rohrmoosstraße 234 | 8970 Schladming
+43 3687 233 58
office@specialolympics.at
specialolympics.at

Austrian Sports Federation for the Disabled (ÖBSV)

Brigittenauer Lände 42 | 1200 Vienna
+43 1 332 61 34
office@oebstv.at
oebstv.at

SUSTAINABILITY**Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK)**

Radetzkystraße 2 | 1030 Vienna
+43 800 21 53 59
servicebuero@bmk.gv.at
Initiative Bewusst kaufen (buy aware):
bewusstkaufen@bmk.gv.at
www.bewusstkaufen.at
Green Events Austria:
www.bmk.gv.at/themen/klima_umwelt/nachhaltigkeit/green_events/netzwerk/green_events_austria.html

Austrian Standards

Heinestraße 38 | 1020 Vienna
+43 1 213 00-0
office@austrian-standards.at
www.austrian-standards.at

Environment Agency Austria

Spittelauer Lände 5 | 1090 Vienna
+43 1 313 04
nachhaltigkeit@umweltbundesamt.at
www.umweltbundesamt.at
Sustainable Sport Initiative:
www.nachhaltiger-sport.at

FAIRTRADE Austria

See Human Rights in the Supply Chain.

7.2. INTERNATIONAL

Office of the United Nations High Commissioner for Human Rights

<https://www.ohchr.org/EN/pages/home.aspx>

Committees of the Office of the High Commissioner

<https://www.ohchr.org/EN/HRBodies/Pages/HumanRightsBodies.aspx>

Electronics Watch

<http://electronicswatch.org>

Council of Europe

<https://www.coe.int/de/web/portal>

European Court of Human Rights

<https://www.coe.int/en/web/portal/gerichtshof-fur-menschenrechte>

European Committee of Social Rights

<https://www.coe.int/en/web/european-social-charter/european-committee-of-social-rights>

Global Compact Network

<https://www.unglobalcompact.org>

OECD

<https://www.oecd.org/corporate/mne>

ISO

<https://www.iso.org/home.html>

Amnesty International UK

<https://www.amnesty.org.uk>

Centre for Sport and Human Rights

<https://www.sporhumanrights.org>

Shift

<https://www.shiftproject.org>

Sport and Rights Alliance (SRA), UNI Global Union

<https://sportandrightsalliance.org>

Terre des Hommes International Federation

<https://www.terredeshommes.org>

Transparency International Germany

<https://www.transparency.de/en/>

UNICEF UK

<https://www.unicef.org.uk>

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- 1 <https://www.coe.int/en/web/sport/tbilisi-declaration>, 09/06/2021.
- 2 <https://www.coe.int/en/web/sport/list-of-signatories>, 09/06/2021.
- 3 <https://www.coe.int/en/web/sport/epas>, 09/06/2021.
- 4 <https://rm.coe.int/msl16-10-final-compendium-of-resolutions/1680a164bd>, 09/06/2021.
- 5 <https://www.coe.int/en/web/help/home?desktop=true>, 09/06/2021.
- 6 <https://www.coe.int/en/web/sport/-/epas-good-practice-handbook-on-good-governance-initiatives-in-sport-at-national-level>, 09/06/2021.
- 7 <https://www.sporhumanrights.org/>, 09/06/2021.

3.

- 1 This covenant includes the right to work; working conditions that are favourable, safe and healthy; the right to education; the right to freely pursue their cultural development; the right to social security; and the right to physical and mental health.
- 2 See the following chapter for further details.
- 3 Austria's ratification status can be found on: https://tbinet.ohchr.org/_layouts/15/TreatyBodyExternal/countries.aspx, 25/09/2019.
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- 5 For more information on the ECHR, see: <https://www.coe.int/en/web/impact-convention-human-rights/how-it-works>, full text: https://www.echr.coe.int/documents/convention_eng.pdf, 25/09/2019.
- 6 Full text available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=090000168048b059>, 25/09/2019.
- 7 The Council of Europe is a European association of 46 states that promotes the economic and social progress of its member states. Central to this is the protection of human rights. The Council of Europe is based in Strasbourg, France, and is not to be confused with the Council of the European Union.
- 8 https://www.europarl.europa.eu/charter/pdf/text_en.pdf, 27/10/2019.
- 9 https://europa.eu/european-union/topics/human-rights_en, 23/12/2019.
- 10 For an overview of where EU law applies at the national level, see: https://ec.europa.eu/info/about-european-commission/what-european-commission-does/law/areas-eu-action_en, 17/02/2020.
- 11 Many countries enshrine human rights in a single law, whereas the structure of the Austrian legal system has them distributed across many different laws.

4.

- 1 These include registered companies as well as any actors engaged in commercial activities. John Ruggie, author of the UNGPs, explains in his report to FIFA that the UNGPs also apply to sports federations like FIFA, because the key factor is whether entrepreneurial activity is involved. https://www.hks.harvard.edu/sites/default/files/Ruggie_humanrightsFIFA_reportApril2016.pdf, p. 10, 30/10/2019. See Chapter 2, Endnote 11.
- 2 The Centre for Sport and Human Rights confirms this in relation to sports federations.
- 3 www.bmk.gv.at/themen/klima_umwelt/nachhaltigkeit/unternehmen/standards/un_leitprinzipien.html, p. 15, 25/05/2021.
- 4 Ibid, p. 31, 25/05/2021.
- 5 Ibid, p. 18, 25/05/2021.
- 6 Ibid, p. 17, 25/05/2021; Herbert Smith Freehills, UN Guiding Principles on Business and Human Rights.
- 7 Ibid, p. 18, 25/05/2021.

5.

- 1 <https://www.bmdw.gv.at/en/Topics/International/OECD-Guidelines-for-Multinational-Enterprises-and-the-Austrian-NCP.html>, 07/10/2019.
- 2 <https://mneguidelines.oecd.org/>, 07/10/2019.
- 3 <http://www.oecd.org/investment/ue-diligence-guidance-for-responsible-business-conduct.htm>, 07/10/2019.
- 4 This applies for example to the raw materials sector, supply chains of the clothing and footwear industry, minerals and agriculture, and for the financial sector.
- 5 <https://globalcompact.at/10-prinzipien/>, 08/140/2019.
- 6 As members of the Global Compact, companies are required to report annually, all other stakeholders every two years. More information is available at: <https://globalcompact.at>.

- 7 <https://www.unglobalcompact.org/>, 08/10/2019.
- 8 <https://globalcompact.at/>, 08/10/2019.
- 9 <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>, 08/10/2019.
- 10 The Sustainable Development Goals are also sometimes referred to as the 2030 Agenda for Sustainable Development or Agenda 2030.
- 11 <https://www.bundeskanzleramt.gv.at/themen/nachhaltige-entwicklung-agenda-2030/entwicklungsziele-agenda-2030.html>, 08/10/2019.
- 12 <https://www.bundeskanzleramt.gv.at/themen/nachhaltige-entwicklung-agenda-2030/implementierung.html>, 27/10/2019.
- 13 <https://www.sdgwatch.at/en/>, 23/12/2019.
- 14 <https://www.austrian-standards.at/presse/meldung/events-mit-nachhaltigkeit/>, 09/10/2019.
- 15 Ibid.
- 16 <https://www.austrian-standards.at/de/themengebiete/management-qualitaet-risiko/corporate-social-responsibility>, 27/05/2021.
- 17 Purchasing an ÖNORM means acquiring a description of what needs to be done in order to implement the respective standard.
- 18 <https://austrian-standards.at>, 09/10/2019.

6.

- 1 See also a publication by the Mega Sporting Events Platform for Human Rights (later known as the Centre for Sport and Human Rights) about human rights in the governance of sports federations: <https://www.ihrb.org/focus-areas/mega-sporting-events/championing-human-rights-governance-sports-bodies>, 25/05/2021.
- 2 The phases are based on an elaboration by the Centre for Sport and Human Rights: <https://www.sporthumanrights.org/library/the-mega-sporting-event-lifecycle-embedding-human-rights-from-vision-to-legacy/>, 25/05/2021.

6.1.

- 1 <https://www.dfb.de/news/detail/dfb-entwickelt-menschenrechtsstrategie-192959/>, OCT. 20, 2019.
- 2 https://assets.dfb.de/uploads/000/237/752/original_MenRePolicy_V5.pdf?1619161724, 19.5.2021.
- 3 <https://www.dfb.de/news/detail/bekanntnis-zu-menschenrechten-in-dfb-satzung-208027/>, OCT. 20, 2019.
- 4 <https://www.fifa.com/who-we-are/news/fifa-publishes-landmark-human-rights-policy-2893311>, 25.5.2021

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- 1 https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf, Principle 17, 20/10/2019.
- 2 Ibid, Principle 18, 20/10/2019.
- 3 Ibid.
- 4 Ibid.
- 5 Ibid, Principle 19–21, 20/10/2019.
- 6 Ebd., Prinzip 19, 20.10.2019.
- 7 Concerning national law at both the federal and provincial level regarding the recommended measures, it is advisable to enlist the expertise of the competent bodies mentioned in each case in addition to the information provided in this handbook.
- 8 A chapter on sustainability has been appended to the more detailed rights. Sustainability is not technically a human right, but non-sustainable actions can negatively impact human rights. The issue of sustainability is mentioned here as an example. Although they are not described separately here, the same applies to corruption and transparency – corruption and lack of transparency is inextricably linked to human rights and can negatively impact them.
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- 10 https://www.arbeiterkammer.at/service/broschueren/arbeitundrecht/Arbeitsrecht_griffbereit.html, <https://www.arbeiterkammer.at/service/broschueren/arbeitundrecht/Arbeitnehmerrechte.html>, 25/05/2021.
- 11 The competent bodies listed include public authorities responsible for each human right as well as associations and civil society organisations offering advisory services. For their respective contact information see Chapter 7.
- 12 <https://www.hrw.org/news/2014/02/11/russia-ioc-acts-sochi-abuses>, 30/10/2019.
- 13 <https://www.paris2024.org/en/a-social-charter-for-responsible-games/>, 22/05/2021.
- 14 VwGH, 3.4.2019, Ro 2019/08/0003.
- 15 Child protection measures are available at: <https://www.keepingchildrensafe.global/>; UNICEF UK has developed a comprehensive policy on child protection in sport International Safeguards for Children in Sport (2014): <https://www.unicef.org.uk/sport-for-development/safeguarding-in-sport/>; in 2019, the UN Special Rapporteur on the Trafficking of Children, Child Prostitution and Child Pornography released a report on the trafficking and sexual abuse of children in sport, with recommendations for states and federations: https://www.ohchr.org/Documents/Press/Playing%20it%20Safe_SR_Report.pdf, 23/12/2019.
- 16 <http://www.glasgow2014.com/sites/default/files/documents/Glasgow%202014%20-%20approach%20to%20human%20rights%20-%20December%202013.pdf>, 28/10/2019.
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- 20 For example, “General comment No. 24 (2017) on State obligations under the International Covenant on Economic, Social and Cultural Rights in the context of business activities”: <https://www.refworld.org/docid/5beaecba4.html>, 28/10/2019.
- 21 <https://www.etocconsortium.org/nc/en/main-navigation/library/maastricht-principles/>, 22/12/2019.
- 22 <https://www.ilo.org/empent/areas/mne-declaration/lang--en/index.htm>, 07/10/2019.
- 23 <https://www.nabe.gv.at/en/>, 25/05/2021.
- 24 <https://www.sportundmenschrechte.at/materialien/>, 27/05/2021.

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- 35 <https://www.fifa.com/about-fifa/who-we-are/news/fifa-launches-complaints-mechanism-for-human-rights-defenders-and-journalists>, 30/10/2019.
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- 43 <https://www.sozialministerium.at/Themen/Soziales/Menschen-mit-Behinderungen/Barrierefreiheit.html>, 25/05/2021.
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- 48 <https://www.greenevents-tirol.at/de/news/nachhaltig-zum-green-event-die-neue-green-events-austria-broschure/>, p. 16, 25/05/2021.

6.3.

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- 2 The ECHR also recognises that victims of human rights violations have a right to an effective remedy (Art. 13). The Social Charter further recognises the right to information and the right to be heard (Art. 21).
- 3 <https://www.ohchr.org/EN/ProfessionalInterest/Pages/RemedyAndReparation.aspx>, 26/10/2019.
- 4 UNGPs, Principle 31.
- 5 <https://www.fifa.com/about-fifa/who-we-are/news/fifa-launches-complaints-mechanism-for-human-rights-defenders-and-journalists>, 30/10/2019.
- 6 <https://resources.fifa.com/image/upload/fifa-anti-discrimination-monitoring-system.pdf?cloudid=wwluxifz67b4vfvy4qk>, 30/10/2019.
- 7 <https://webarchive.nationalarchives.gov.uk/20161003115035/http://learninglegacy.independent.gov.uk/themes/procurement/case-studies.php>, 07/06/2021
- 8 <https://mneguidelines.oecd.org/Flyer-OECD-National-Contact-Points.pdf>, 07/10/2019.
- 9 Complaints are to be addressed to the appropriate NCP, which is generally the NCP in the country in which the alleged infringement occurred. If there is not yet an NCP established in that country, complaints shall be addressed to the NCP of the country in which the company has its head office.
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