



# HUMAN RIGHTS

- a handbook for sport



HEJA SVERIGE!

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# Background and purpose

In the summer of 2016, representatives from the Swedish Sports Confederation (RF), the Swedish Olympic Committee (SOC), the Swedish Paralympic Committee, the Swedish Football Association, the Swedish Handball Federation, the Swedish Trade Union Confederation (LO), the Swedish Building Workers Union, the Hotel and Restaurant Workers' Union, and the Swedish Industrial and Metalworkers' Union (IF Metall) signed a joint agreement on fair play and decent conditions at sports events. Special focus was given to the United Nations Universal Declaration on Human Rights and it was agreed that human rights should be respected at international sports events and that questions concerning human rights should be raised in international sports associations. In addition to this, it was agreed that sports events in Sweden should serve as inspiration for diversity, gender equality and lifelong sport activity as well as being socially, environmentally and economically responsible. It was also agreed that goods and services purchased in connection with sport should originate from companies and organizations that follow Swedish collective agreements if the work in question is carried out in Sweden.

The purpose of this handbook is to spread knowledge on how Swedish sport can help promote human rights, both at the national level and in a global perspective, while at the same time stimulating efforts to promote Good Governance in international sports. In the Swedish Sports Confederation's international guidelines, Good Governance is defined as working with democratic values, transparency and efforts to combat corruption.



# Human rights – an important question for sport

The Swedish sports movement follows the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child and the UN Convention on the Rights of Persons with Disabilities.

The Universal Declaration of Human Rights serves as a minimum standard for the rights that apply to all people. They consist of rules saying how we should live together, how we can counteract discrimination and how we can promote equal rights and opportunities for all individuals. Human rights concern many parts of people's lives and include most areas of society. They also protect our basic democratic values. All people have the right to express their opinions and to be respected, regardless of ethnic background, the colour of their skin, gender, language, religion, political or other opinions, national or social origin, property, birth or other status.

Achieving a society that is accessible to all is an important part of the work involved in promoting human rights. It is not acceptable for an individual not to be able to participate in society on the same terms as everyone else because society is inaccessible to him or her. All people should have the same opportunities to be a part of society and to have their human rights fully catered for. One example of human rights in everyday life is accessibility and the right to participation as well as showing respect for people's differences.





## Important principles

Work with human rights must be carried out on several levels, from working with goals and strategies to making individual decisions and catering for the needs of individuals. Three of the most important principles for human rights are described below.

### All human beings are equal in value, dignity and rights

The needs of all human beings are equally as important and resources must be used in such a way that every individual receives equal opportunities to participate in society. Human dignity is of central importance and should be enjoyed without any form of discrimination.

### Rights apply to all people

Human rights apply to all without exception. They apply regardless of ethnicity, origin, gender, religion, political opinions, position in society, family circumstances, functional variations or financial status. The sports movement also works to promote rights for population groups that already apply in Swedish law. This includes sexual orientation and age.

### Human rights are universal

A violation of a right is a violation of a right regardless of where in the world it takes place. Every country has a responsibility to implement rights in their laws and general practice based on their own conditions, but rights and freedoms should apply everywhere.





# Sport and its purpose

The policy programme for sport *Sport and its purpose* (“*Idrotten vill*”) from the Swedish Sports Confederation, 2009, contains many of the areas that are of central importance when it comes to human rights. The programme includes a description of democracy, gender equality, everybody’s right to participate, respect for others and good health, as well as how important it is that sport for children and young people should be based on the perspective of the rights of the child. Sport should stand up for its core values and they should be as obvious in all our international activities as they are at home, despite the fact that this could be understood in certain countries as taking a political stance.

These sporting values help to build cohesion, gender equality and diversity, from local sports associations to international championships. Sport has the ability to provide scope for individual differences, while at the same time uniting people from different backgrounds and across all borders. Many children and young people are active in the sports movement and this is one important reason why sport is committed to working with human rights.

The sports movement should live up to the principles mentioned above on human rights, which means that it also has a moral responsibility. In many connections, sport also has a direct bearing on how human rights are respected. It’s not only all about how sport is performed, but also how sport influences and changes society in general. Another important aspect of this is accessibility – everyone who wants to do some kind of sport should be given the opportunity to do so. If sport is characterized by the principle of the equal value of all people, fair play, comradely and sporting values, the consequences will be favourable not only to sport itself but to the whole of society.

## Fair play is a cornerstone for the sports movement

Fair play and decent conditions are cornerstones for the sports movement. But sadly, it sometimes happens that respect for these values is set aside and challenged when large international championships take place in countries where human rights are violated. Or where sports equipment is manufactured in factories where trade union activity is prohibited or where child labour exists.

Regardless of which country is hosting a major sports event, it must not be at the expense of social, environmental and economic sustainability. And regardless of the country in which sports equipment is manufactured, it must not be at the expense of human rights.

Changes are now under way – an example of this is the International Olympic Committee (IOC)'s own reforms via the Olympic Agenda 2020. However, the Swedish sports movement would like to speed up these changes and show that it is fully possible to arrange events based on fair play, decent, just and sustainable conditions, both at the national and international level. It is not only a question of the events as a whole, of the participants, but also of the conditions for those who work with providing service to visitors. It is also important to show that it is possible to make social demands on the way sports equipment is manufactured, thereby promoting human rights in working life.

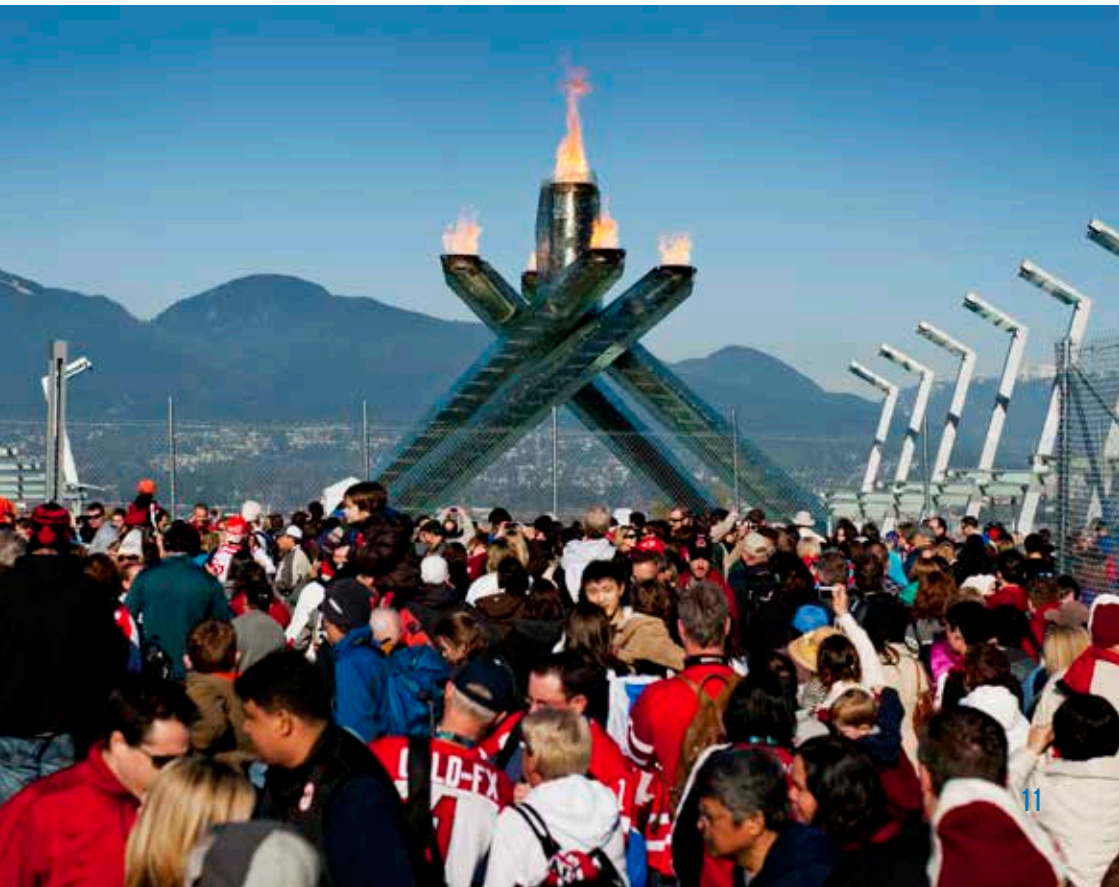
## Commitment exists

The Swedish sports movement has long been deeply involved in issues relating to human rights in working life at the global level. Many organizations have for a long time been stipulating requirements regarding how sports clothing and equipment is manufactured and what the conditions are like for those building sports facilities.

At the same time, there are certain limitations when it comes to how much sports organizations can act. In certain cases, it is, for example, national or international agreements that determine where goods are to be purchased. For smaller organizations, the possibilities to act are more limited, compared with larger organizations, but everyone can still do something – sport can make a difference!

# Sport can strengthen respect for human rights in working life

Sport can do a great deal to strengthen respect for human rights in working life, for example at national sports events, when international sports events are visiting your country, and when purchasing goods or choosing suppliers, as well as always making it clear yourself that you are committed to upholding human rights.



## National sports events

Usually, it is the case that an organizing committee works with the arrangements for a sports event. Specially appointed project groups are often set up for a short time up until the event takes place. One fundamental social requirement is to establish routines to ensure correct forms of employment and a positive working environment for all those involved, including sub-contractors, volunteers and competitors.

### Recommendations

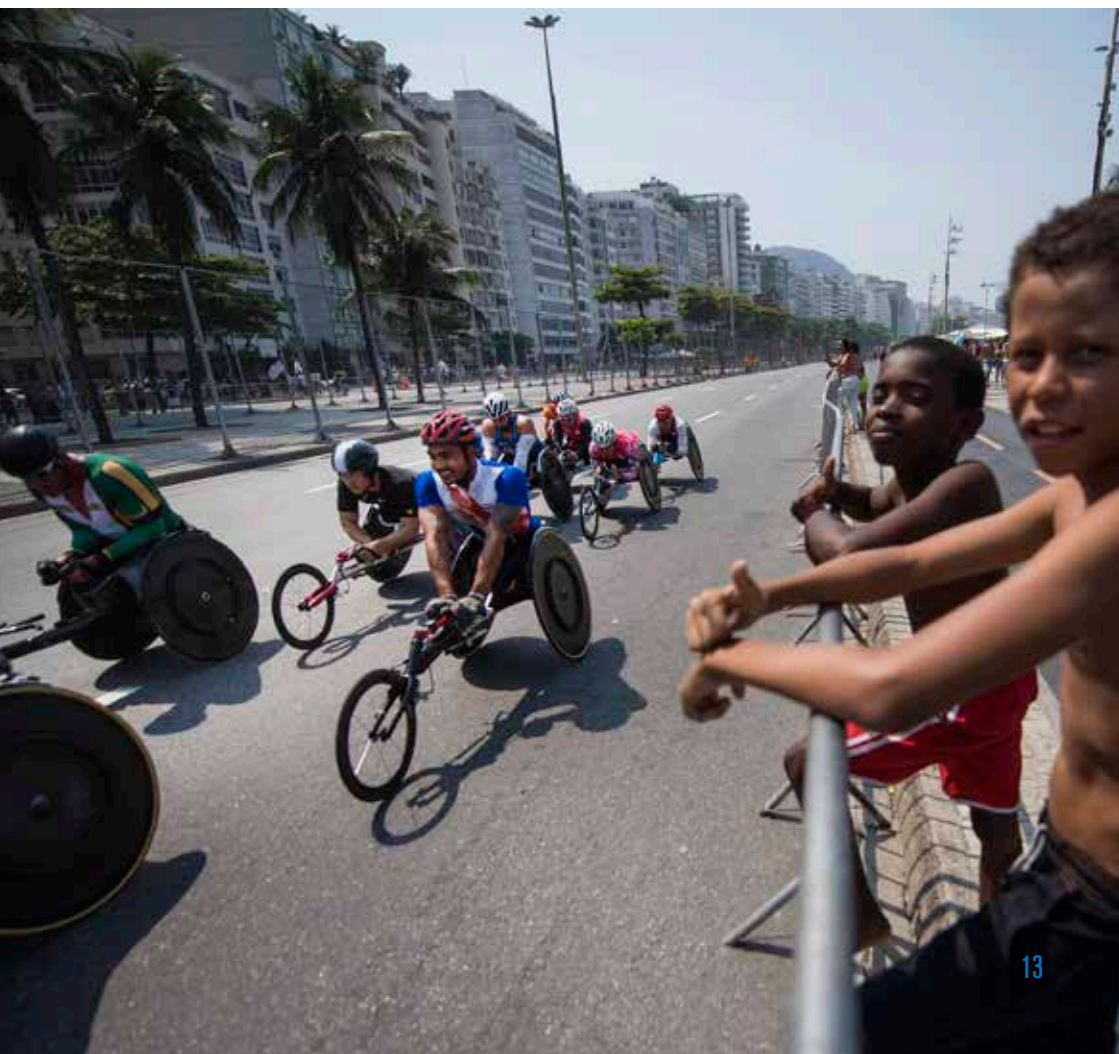
- Demand collective agreements for employees at all levels, in other words also sub-contractors and suppliers of goods and services.
- Treat employees and volunteers equally.
- Follow the regulations of the Work Environment Act.
- Create systems to enable employees to influence their working situation.
- Make clear demands on sub-contractor companies, including demands relating to social accountability (the main contractor should take social responsibility for sub-contractors).
- Use Fairtrade products.
- Sign the UN Global Compact (it can be signed by both companies and organizations).

**Social accountability** is based on the idea that everyone has responsibility for creating a smoothly functioning society.

**The UN Global Compact** consists of ten principles addressing human rights, issues relating to labour law, the environment and corruption.

### Reading tips

Read more about arranging sustainable sports events in *Hållbara aspekter – att inspireras av* (“Sustainable aspects – to be inspired by”), the Swedish Sports Confederation, 2017, working material that provides arrangers of sports events with guidelines and support for arranging sustainable sports events from a social, economic and environmental perspective.



## International sports events

The Swedish sports movement can make a positive contribution to international sports events by demanding that human rights will be respected. It is a question of asking questions as soon as there are signs that human rights are being violated, for example when employed officials are being exploited or discriminated against. Any Swedish sportsperson can first raise the question with Swedish sports leaders, and then proceed to discuss together with them how the matter can be taken further.

Sometimes, representatives from the Swedish sports movement participate in a general project group at international events. Important questions to be asked at such events are how sports facilities and infrastructure have been constructed and in which social and political environment the events will take place.

Another question of central importance concerns the conditions for those working with service at the events. It may also be a good idea to make social demands on those who are sponsoring the events – they too should be actors who take social responsibility.

In certain cases, it is possible to influence the design of international sports events a long time in advance. This can also concern conditions when the facilities are built and in connection with the arrangement of the events, as well as requirements regarding working conditions. Efforts to exert influence in this way start back at the internal policy-formation stage in the international sports associations.

### Recommendations

- Sports leaders have a special role to play when it comes to promoting human rights at international sports events. Practitioners, employees and volunteers should be given support from the leadership of their own organizations if they suspect that there may be violations of human rights at an event.
- Work to ensure that arranging an event does not give legitimacy to dictatorships.



## Purchase of goods and choice of suppliers

Sports organizations are continuously purchasing large amounts of sports clothing, equipment, material and services. In connection with large sports events, such purchases are often particularly extensive. By making demands as regards social aspects and sustainability at the time of purchase, sports organizations have the opportunity to influence conditions of global working life. The greater the purchases are, the greater the influence your social demands will have.

When the sports movement orders goods that are manufactured in Sweden or use Swedish suppliers, it is possible to make demands to ensure that the companies follow Swedish collective agreements. It is particularly important that social demands are being made when long-term agreements are being drawn up, sometimes linked with sponsorship with a particular company involved. One way for the sports movement to check this is to go through the companies' social policy and ask questions to find out whether there is any system for following up various guidelines.

When the sports movement orders goods that are manufactured outside Sweden, it is possible to demand guarantees that human rights in working life are being respected. This may be done by means of social certifications, such as Fairtrade, for example. If the manufacturer is a multinational company, there may be a global framework agreement between the company and international trade union organizations. Another sign showing that a company is taking social responsibility is that it is connected to the UN Global Compact initiative and that it is prepared to follow the OECD's guidelines for multinational companies.

**OECD** – The Organisation for Economic Cooperation and Development

When European and international sports associations make their purchases of sports equipment, for example, these are sometimes connected to international sponsorship agreements, which constitute an obstacle to the ability of an individual Swedish sports association to exert an influence. In cases like this, the question of human rights needs to be lifted to an international level. By acting together with other national associations, the chances of being able to exert an influence increase.

### Human rights in working life

Several of the associations that are members of the Swedish Sports Confederation are committed to the question of strengthening respect for human rights in working life, for example the Swedish School Sports Federation, which is making a conscious effort to purchase Fairtrade products. They consider this to be especially important because they are aiming specifically at children and young people. The work of the Swedish School Sports Federation regarding human rights has been further strengthened recently. This has included development of work on norms and structures with employees and board members undergoing training leading to a diploma in norm creativity, which has helped them develop a more inclusive attitude.

## Recommendations

- Make social demands when purchasing sports material, equipment and services to strengthen respect for human rights. In the case of Swedish companies, it is possible to demand collective agreements.
- Make conscious choices when booking hotels, restaurants, etc. in connection with sports events. This is one way of helping to ensure that human rights are respected!
- Demand that social checks be carried out if products are manufactured in other parts of the world, to ensure that there has been no child labour, violation of trade union rights or other breaches of human rights in connection with the manufacture of the products.
- Ask questions about any possible sub-contractors. Working conditions are often worst at the far end of the supplier chain. In the same way, it is also important to be aware of whether the companies in question use employees from staffing companies or people who are employed on the basis of other forms of limited contracts. The more insecure the conditions of employment are, the worse conditions are in general.
- If it is not possible – due to sponsorship agreements and such like – to influence where the products may be purchased, ask questions anyway about conditions relating to social and labour law in connection to the production of the goods.

## Questions to be asked when purchasing goods

When purchasing sports clothing and equipment that has been manufactured in other countries, the most important thing to do first is to find out how much the seller knows about how the goods were produced, and then if the seller is aware of the actual manufacturing process.

At the same time, the questions to be asked will depend on which purchase is to be made. If a larger purchase is to be made, for example equipment for a whole sports association, it is possible to ask questions high up in the hierarchy of the sales company. In this case, questions about social follow-up and sub-contractors can also be asked. If you are dealing with smaller purchases from local sellers, the questions cannot be as advanced, quite simply because the seller often does not have sufficient knowledge to be able to answer them. In such cases, it may be more important to ask about whether the company has codes of conduct that are followed up or whether the company has signed global framework agreements.

The questions below can be used as a basis for purchasing in general. They provide a guide on the sort of questions that it should be important to get answers to and it is an advantage if your assessment of whether the goods can be purchased or not is based on the answers to the questions. It is a question of making not only an overall assessment but also a risk assessment (the risks that human rights may be violated vary from country to country), as well as getting an idea of the extent of the purchases to be made.

### Suggested questions

- Are you aware of where the goods are manufactured?
- Are all the parts of the production chain clearly shown, including sub-contractors?
- If you do not have this knowledge, have you tried to find out? How?
- Do you have any knowledge of the social conditions relating to production of the goods, that is collective agreements, global framework agreements, certifications, codes of conduct that are followed up, etc.?

## Make your commitment clear

Perhaps the most essential thing of all is to clearly show that the sports movement is committed to issues relating to human rights. The sports movement can influence human rights by using guidelines when it comes to purchasing and by the way it acts at national and international events. But the most important thing of all is to **show that defending human rights is part of the basic values of the sports movement.**

### Recommendations

- The Swedish Sports Confederation and major Swedish sports associations have a special responsibility to ensure that efforts are continuously made to strengthen human rights in working life. This should be done by continuously asking questions in the abovementioned areas. But smaller associations and clubs can also help by asking the right questions.
- Sports activities for young people up to the age of 18 should be carried on from a children's rights perspective and should follow the UN Convention on the Rights of the Child. This is stated in *Sport and its purpose*. It is especially important that the question of children's rights and human rights are highlighted in sporting activities for young people so that sports practitioners already from an early age can feel that the sports movement is involved in these issues.
- All sports associations can raise these issues on their boards. If the question of human rights in sport is to be taken seriously, it is crucial to show that these issues have legitimacy and that the representatives responsible are wholeheartedly involved in working with them.

# Sport can have a positive influence on human rights violations

Sport can have a positive influence on human rights violations, such as, for example, child labour, forced and slave labour, the lack of trade union rights, and accidents in the workplace.



## Child labour

There are around 150 million children in the world who are forced to work. There are a particularly large number working in the fishing and mining industries, in the brickmaking industry, in textile factories and the restaurant sector as well as in farming and forestry and with housework. Child labour is also often involved in the manufacture of for example balls, clothes and shoes.

Children who work are prevented from going to school, and in the long run having to work when they are children undermines their future. Many child labourers never reach adulthood, but die from accidents and a dangerous working environment. According to the United Nations trade union organization for employment and working life, the International Labour Organization (ILO), the youngest child labourers are only 5–6 years old.

Child labour exists in the whole world, but is more common in poorer countries. India is the country in the world that has most child labourers of all. Countries with the highest share of child labour are Burma, North Korea, Somalia, Sudan, Congo-Kinshasa, Zimbabwe, Afghanistan, Burundi and Pakistan.

The Swedish Football Association demands guarantees from suppliers that footballs are not manufactured by children. Their supplier of footballs follows the recommendations of the ILO.

The Swedish Frisbeesport Federation has clear requirements when purchasing clothing and equipment. Whenever the Federation has bought its national sportswear, they have demanded guarantees that they were manufactured under good social conditions and without child labour.

## Recommendations

- Ask questions about how sports clothing and sports equipment is manufactured. They are often produced in countries where child labour is common and where people who are active in trade unions are subjected to repression.

## Forced and slave labour

There is still a considerable amount of forced and slave labour around the world. According to the UN, there are between 27 and 30 million people trapped in slavery. Most of them are in India (18.4 million) and in China (3.4 million). When compared to the size of the population, slavery is most common in North Korea. Slavery is illegal in all the countries of the world.

In addition to this, there are more than 12 million people who are subjected to forced labour which does not actually come under the category of slavery. ILO further estimates that 2.4 million people are subjected to human trafficking.

### Recommendations

- Demand that there is no forced and slave labour in connection with sports events, neither when sports arenas are being built nor in connection with services such as the choice of hotels and restaurants.
- Demand that there is no forced and slave labour in connection with the manufacture of sports clothing or sports equipment.
- Ask questions!



## Trade union rights

It is a human right for employees to be able to join together to form trade union organizations. It is also a human right to enter into collective agreements.

These trade union rights are violated all over the world. In some countries, the violations are particularly severe, for example when trade union activists are murdered, persecuted, fired or when free trade union organizations are banned.

In Sweden, trade union organizations such as the Swedish Trade Union Confederation (LO), the Swedish Confederation of Professional Employees (TCO) and the Swedish Confederation of Professional Associations (SACO) are members of the International Trade Union Confederation (IFS) and therefore deeply involved in global efforts to strengthen trade union rights. LO, TCO and SACO also jointly run the development assistance organization Union to Union which supports the building of trade union organizations in poor countries.

## Recommendations

- Ask questions! It is important that trade union rights are respected when sports clothing and sports equipment are manufactured, when sports arenas are built and in all the services that are provided in connection with sports events, such as for example hotels, restaurants and transport companies.





## Accidents in working life

Large sports arenas require advanced building projects. New arenas are often constructed prior to major sports events. It is not unusual for building workers and other people working on these projects to be in an extremely vulnerable position.

One example that has received a great deal of media attention is the arena construction in Qatar for the World Cup in 2022. Almost all of the building workers in Qatar are migrant workers from countries in Asia. Migrant workers in the country do not have the right to form trade unions and they are in a weak legal position. So far, 1,200 workers have died in accidents at the workplace while building the World Cup arenas and other parts of the infrastructure that is needed for the event. The migrant workers have to leave their passports when they arrive in the country and do not get them back until given the go-ahead by the employers.

FIFA, Fédération Internationale de Football Association and the Swedish Football Association have become involved in working conditions in Qatar and are working for an improvement by demanding better worker protection.

## Recommendations

- Ask questions! It is important that sports arenas are built under tolerable and legally acceptable conditions – that the working conditions for those working there are acceptable.



### **Decent travel provides tips for sustainable travel**

The *Decent travel* network ("*Schyst resande*") is working for sustainable travel and sustainable tourism. This is done by means of courses, reports and scrutiny of the travel sector. Many of the insights and values highlighted by *Decent travel* are also relevant to travel undertaken by the sports movement to various events. *Decent travel* is working to ensure that travel should have positive effects on the environment and that working conditions in the travel and tourism sector are acceptable. The network is also working to prevent drugs, criminality and prostitution in the travel and tourism sector.

*Decent travel* is a network consisting of the following organizations: Fair Action, the Swedish Hotel and Restaurant Workers Union, the IOGT-NTO Movement, Union to Union, the Church of Sweden, Church of Sweden Youth and the Swedish white-collar trade union Unionen.

More information is available at [www.schystresande.se](http://www.schystresande.se)



# References

The statistics and information in this handbook were obtained from the International Labour Organisation (ILO), [www.ilo.org](http://www.ilo.org), in 2017.

## Other sources

Swedish Sports Confederation (2009), *Idrotten Vill* ("Sport wants", translated here as "*Sport and its purpose*"). Policy programme from the sports movement. Adopted at the AGM of the Swedish Sports Confederation in 2009, Stockholm.

Swedish Sports Confederation (2017). *Hållbara aspekter – att inspireras av* ("Sustainable aspects – to be inspired by"), background knowledge for working with sustainable sports events.

## Internet tips for finding more information on human rights

Fairtrade, [www.fairtrade.se](http://www.fairtrade.se)

The UN Universal Declaration on Human Rights, [www.regeringen.se](http://www.regeringen.se)

The UN Convention on the Rights of the Child, [www.regeringen.se](http://www.regeringen.se)

The UN Convention on the Rights of Persons with Disabilities, [www.regeringen.se](http://www.regeringen.se)

Global Compact, [www.unglobalcompact.org](http://www.unglobalcompact.org)

ILO, [www.ilo.org](http://www.ilo.org)

The IOC Olympic Agenda 2020, [www.sok.se](http://www.sok.se)

Swedish Trade Union Confederation (LO), [www.lo.se](http://www.lo.se)

The *Decent travel* network, [www.schystresande.se](http://www.schystresande.se)

The OECD Guidelines on Multinational Enterprises, [www.regeringen.se](http://www.regeringen.se)

The Swedish Sports Confederation, [www.rf.se](http://www.rf.se)

You are welcome to contact the Swedish Sports Confederation or the Swedish Trade Union Confederation (LO) if you have any questions on the content of this handbook.



# Appendices

Stockholm, 21 April 2016

## **Joint agreement between the Swedish Trade Union Confederation (LO), and the Swedish Sports Confederation**

Fairplay and decent conditions are the foundation stones on which the sports and trade union movement rests. But time and time again, we have seen how respect for these values has been set aside and challenged when major international championships are to take place in countries in which human rights are violated. Regardless of which country is to host these major events, it must never be at the expense of social, environmental, economic and ethical sustainability.

The international sports movement can do better than this, and changes are under way with the IOC's own reforms via the Olympic Agenda 2020, for example. But this is not enough and we want to speed up the changes and show that it is fully possible to arrange championships with fair play and decent conditions, both nationally and internationally. In Sweden, we are prepared to take joint responsibility for this and the sports and trade union movement is therefore starting to work on drawing up guiding principles for how human rights are to be respected in connection with sport and championship events.

The sports movement is in many ways a good example and its activities are an important part of our democratic society. With the values of sport as a base, solidarity, gender equality and diversity are strengthened from the level of the local association to that of the international championship. Sport has the ability to provide scope for individual differences, pre-conditions and performance at the same time as it unites people across all borders.

But sport also contributes to social development in many other ways. From an economic perspective, there are individual, organizational and

social gains, but economic considerations cannot be superior to social questions. Therefore, our view is that sport, sporting events and championships must be arranged with human rights as a guiding star. It is absolutely necessary that major sport events be carried out with respect for human rights if they are to continue to retain their attractiveness and their value.

Like sport, trade unions also find their energy and legitimacy in the everyday lives of people. Our tasks and goals create a feeling of commitment, movement and community. Our vision is that it should be possible for the individual to achieve the goals of his or her dreams and to get there, we know that we need a strong collective which can stick together in solidarity, just like in any type of team sport.

The tasks and roles of the trade union movement and those of sport are different, but we are still united in our joint values that carry our movements forward. Our conviction that is based on unlimited respect and the equal value of all people is like a guiding star going through the work that we do every day, together and in our different sectors.

We know that sport and trade unions both contribute to a more open, inclusive and democratic world by building bridges and creating meeting places between people, companies, organizations and countries. This is also one of the objectives of international sporting championships and events and the international work of trade unions to improve working and living conditions for the employees of the world.

Our commitment is about standing up for and developing the model that has created success for our organizations and Swedish society in general. Our model is built on understanding, cooperation and coordination – between individuals, organizations, partners and companies.

But it is also about all those who actively participate and are involved in the activities of our organizations. Having the opportunity to represent your organization or your country is not only about winning; it is just as much about being the bearer of the idea of respect for the equal value of all people, where differences are seen as strengths and healthy competition takes place under just conditions. Healthy competition, good conditions and fair play are the mainstays that should be the guiding principles in sport, business and working life – in Sweden and in the rest of the world.

Now, when the sports and trade union movements are agreed that these values and principles shall apply, we would also like to invite our associations, companies and partners – who are all in various ways involved in sports events and championships – to participate in our continued efforts to make sport an example for long-term sustainable procedures that are based on decent conditions and respect for human rights.

The sports movement and trade unions are agreed that the following values and principles will serve as guidelines for Swedish sport

- That the preparation and performance of sports events and championships in Sweden are done in a way that is sustainable in the long term from a social, economic, ethical, climate-smart and environmentally sustainable perspective
- That guidelines determined at the international level such as the UN Guiding Principles on Business and Human Rights, both generally and in working life, the OECD Guidelines for Multinational Enterprises and the ILO's Eight Core Conventions shall be respected and serve as guiding principles for everybody who is involved in the preparations and performance of championships and sport events in Sweden
- That all companies and suppliers of goods and services shall follow Swedish collective agreements when work is carried out in Sweden and that companies that produce facilities, equipment, clothing and provide services shall follow the abovementioned principles in their operations and in connection with this shall work for the signing of global framework agreements between multinational companies and global trade union organizations in order to ensure good conditions for employees throughout the whole production chain
- That we in the sports movement and the trade union movement jointly work to ensure that our international organizations, special associations and partners adopt and implement internationally decided guidelines on human rights in their statutes, policies and regulatory frameworks, and demand that the countries arranging the events and partners/suppliers follow them
- That, based on these values, we continue to work together to develop policies and increase knowledge of human rights in working life. We will do this by meeting team leaders and all those active in preparations for international championships, participating in the activities of



special associations and sports federations as lecturers, course leaders and leaders of study circles, arranging workshops and providing knowledge at seminars and training courses at different levels. We will continue to produce information and educational material on internationally agreed principles regarding human rights and on how those actively involved in sport can increase their knowledge and awareness of these issues.

The Swedish Football Association

The Swedish Handball Association

The Swedish Sports Confederation

The Swedish Parasports Federation

The Swedish Olympic Committee

The Hotel and Restaurant Workers' Union

The Swedish Building Workers' Union

The Swedish Industrial and Metalworkers' Union

The Swedish Trade Union Confederation

## **The ILO – International Labour Organisation**

The ILO is unique among the UN's various bodies as the parties to the labour market have an equally important role to play as governments in negotiations and discussions.

There are 189 ILO conventions in total (2016) on everything from the prevention of industrial accidents to rules for part-time work and work environment regulations in agriculture. A total of around 70 of the ILO's conventions are still in use and are applicable in practice. They are discussed in global contexts, ratified by states and form the basis of both EU regulations and Swedish legislation.

The eight Core Conventions have a special position among the conventions because they deal with human rights. The Core Conventions apply to all people in all countries regardless of whether their governments have ratified them or not. They thus constitute a minimum standard for working conditions all over the world. But it is naturally still important that as many countries as possible ratify the Core Conventions, so that they do not lose their special position and legitimacy.

### **The ILO Core Conventions:**

**No. 29** Prohibition of Forced or Compulsory Labour

**No. 87** Freedom of Association and Protection of the Right to Organise

**No. 98** Right to Organise and Collective Bargaining

**No. 100** Equal Remuneration for Men and Women Workers for Work of Equal Value

**No. 105** Abolition of Forced Labour

**No. 111** Discrimination in Employment and Occupation

**No. 138** Minimum Age for Admission to Employment

**No. 182** Elimination of the Worst Forms of Child Labour





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