

# #RIGHT2ORGANISE SURVEY & REPORT

EFFECTIVE ATHLETE REPRESENTATION IN GLOBAL SPORT

## KEY RECOMMENDATIONS

Many barriers to the free enjoyment of the right to organise (#R20), comprised of freedom of association and the effective recognition of the right to collective bargaining, exist in global sport, which perpetuate power imbalances and result in harm to athletes. To address this:

### ALL ACTORS MUST

A red circular icon containing a white hand holding a checkmark, symbolizing commitment and compliance.

1. Commit & comply with international human rights obligations particularly in relation to #R20

A red circular icon containing a white hand holding a shield with three stylized human figures inside, symbolizing protection and representation.

2. Recognise & promote the representatives of those athletes who have exercised their #R20

A red circular icon containing a white triangle with a diagonal line through it, symbolizing prohibition or no harm.

3. Do no harm – abstain from acts that limit the effective enjoyment of #R20

# #RIGHT2ORGANISE SURVEY & REPORT

EFFECTIVE ATHLETE REPRESENTATION IN GLOBAL SPORT

## KEY RECOMMENDATIONS



### GOVERNMENTS

1. Enact & enforce laws that embed #R20 and their application to all workers, including athletes
2. Review legislation and policies to ensure athletes are not deprived or limited from exercising #R20
3. Protect athletes against acts of anti-union conduct
4. Require sport policy to be embedded in respect for labour standards, especially #R20
5. Require adherence to the UNGPs as a condition of government funding



### SPORTS BODIES & EMPLOYERS

1. Commit to respect the internationally recognised human rights of athletes, including #R20, and embed in a binding and enforceable way
2. Conduct ongoing athlete rights due diligence on risks to #R20 through meaningful engagement with players and their representatives
3. Provide access to effective remedy where #R20 has been violated
4. Comply with national labour laws and the ILO FPRW Declaration, ensuring the higher standard prevails where there is a conflict