



FWC26 Human Rights Framework

A shared platform for positive impact - June 2024

Introduction

FIFA and its partners are working to make the FIFA World Cup 2026™ one of the most diverse and inclusive celebrations of all time. 48 teams will play 104 matches in 16 cities across Canada, Mexico, and the United States.

The FIFA World Cup 2026™ Human Rights Framework (“the Framework”) is a guidance document developed by FIFA, FWC2026 US, FWC2026 Canada, and FWC2026 Mexico (collectively FWC26) for the sixteen FIFA World Cup 2026™ Host City Committees, the local entities responsible for organizing and delivering the FIFA World Cup 2026™ in each city. Using the Framework as a guide, all FIFA World Cup 2026™ Host City Committees will develop tailored Host City Human Rights Action Plans in consultation with FWC26, local governmental and non-governmental stakeholders, and community groups.

The Framework embodies the commitment of FWC26 and all Host Cities to host and stage the FIFA World Cup 2026™ guided by the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs) and in line with [FIFA’s Human Rights Policy](#). Its contents are informed by the submissions from Host City Committees as part of the host city selection process and focus on the three main areas covered in these reports: inclusion and safeguarding, workers’ rights, and access to remedy. The Framework is also informed by internationally recognized human rights standards, specifically those put forth by the United Nations (UN), the International Labor Organization (ILO), and the Organization for Economic Co-operation and Development (OECD).

FWC26, the Host City Committees, and federal, state, and local authorities will each take on specific and distinct operational responsibilities when organizing the FIFA World Cup 2026™. Host City Committees cannot take on the operational responsibilities of FWC26, or local authorities. They have specific mandates to organize the FIFA World Cup 2026™ locally in coordination with government authorities, civil society organizations, and other entities.

To account for ever-changing circumstances, FWC26 may update the Framework as needed from time to time in consultation with Host City Committees.



A. Inclusion and safeguarding

FWC26, and Host Cities are committed to welcoming all individuals and communities contributing to, participating in, and/or impacted by the FIFA World Cup 2026™ in an environment where they feel safe, included, and free to exercise their rights. Relevant groups include players, officials, workers, volunteers, spectators, local community members, and groups or populations that may be at a heightened risk of being adversely impacted.¹

Inclusion and Non-Discrimination	<p>A tournament environment that aims to promote and showcase inclusivity, address potential barriers to inclusion, and prohibit and address discrimination of any kind in relation to FIFA World Cup 2026™ activities.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Prohibiting and addressing discriminatory conduct or practices in connection with the hosting and staging of the FIFA World Cup 2026™;-Addressing potential barriers that might prevent equal participation in and access to FIFA World Cup 2026™-related public services and events;-Participatory planning and initiatives that integrate the viewpoints of groups or populations that may be at a heightened risk of being adversely impacted;-Potential impacts on livelihoods, economic or housing displacement, housing insecurity, and short-term rental impacts resulting from the staging and hosting of the FIFA World Cup 2026™ (paying particular attention to low-income residents and vulnerable and/or marginalized populations at heightened risk); and-Opportunities to showcase the diversity of people and lived experiences in host cities through FIFA World Cup 2026™-related initiatives.
Safeguarding	<p>A tournament environment that aims to prevent all forms of violence and abuse, mobilize survivor-informed, age-appropriate, gender-sensitive, and human rights-compatible resources and support, and prioritize the welfare of groups or populations that may be at a heightened risk of being adversely impacted in relation to FIFA World Cup 2026™ activities.</p> <p>Targeted actions to this end may focus on:</p>

¹ International human rights law indicates that groups or populations at a heightened risk of adverse impacts may include, but are not be limited to, Indigenous Peoples; women; national or racial, ethnic, religious and linguistic minorities; children; persons with disabilities; immigrants; migrant workers and their families; human rights defenders, journalists and other media workers; LGBTQIA2S+ individuals and communities; unsheltered populations; refugees and asylum seekers; and underserved populations.

	<ul style="list-style-type: none"> -Child protection through targeted measures such as lost-child protocols; -Awareness and enforcement of safeguarding measures across relevant authorities and entities, including stadium personnel and volunteers; -Linguistically accessible wrap around survivor supports and trauma informed resources in addition to law enforcement measures; -Survivor-informed approaches to identifying, combatting, and remedying human trafficking in connection with the hosting and staging of the FIFA World Cup 2026™; and -Access to existing support networks for survivors of human trafficking, child sexual abuse, and sexual assault that is gender-sensitive and ensures their safety, dignity, and autonomy;
<p>Public Safety</p>	<p>A tournament environment that aims to provide for public safety in a way that protects human dignity and maintains and upholds the human rights of all persons in relation to FIFA World Cup 2026™ activities.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Implementing rights-respecting security protocols in coordination with law enforcement, security, and safety personnel, including private security to include; -Policies and procedures for de-escalation, crowd management, and use of force which have been developed in collaboration with or reviewed by human rights and civil society groups, including those focused on gender, culture, and accessibility issues; -The principles integrated in the <u>International Code of Conduct for Private Security Service Providers</u>; -Addressing potential risks to the right to privacy; and -The responsible use of personal data and surveillance and AI technology in connection with the hosting and staging of the FIFA World Cup 2026™.
<p>Freedom of Assembly, Opinion, Expression, and the Press</p>	<p>A tournament environment that aims to respect and protect the right to peaceful assembly, the right to freedom of opinion and expression, and freedom of the press, and emphasises the protection of human rights defenders, journalists, and other media workers.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Prohibiting and addressing potential threats, discrimination, harassment, intimidation, or violence against human rights defenders, journalists, broadcasters, and other media workers, spectators, visitors, and local community groups; and -Coordinated efforts to respect and protect the right of peaceful assembly and freedom of expression and press freedom in connection with the hosting and staging of the FIFA World Cup 2026™.

<p>Accessibility for Persons with Disabilities and/or Limited Mobility</p>	<p>A tournament environment that is accessible to all, including in relation to the distribution of information, particularly public safety campaigns and information about accessibility, and features the principles of universal design and/or reasonable accommodation.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Aligning with federal, state, and local regulations regarding accessibility standards and FIFA's accessibility requirements for official FWC26 sites; and -Providing information in accessible formats, particularly public safety campaigns and information about accessibility.
<p>The Welfare and Well-Being of Unsheltered Populations</p>	<p>A tournament environment that aims to prevent and mitigate the displacement of unsheltered populations in connection with the hosting and staging of the FIFA World Cup 2026™ through collaboration with the relevant authorities and promotes the welfare and human rights of all wherever the hosting and staging the FWC26 impacts unsheltered populations.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Support networks and services; and -Preventing and mitigating displacement of unsheltered populations in connection with the hosting and staging of FIFA World Cup 2026™.
<p>Preventing and Mitigating Adverse Environmental Impacts</p>	<p>A tournament environment where measures are adopted to protect the environment and prevent and mitigate environmental degradation and its impacts on human rights.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Groups or populations who face disproportionate risks associated with the environmental impacts of the FIFA World Cup 2026™; -Addressing potential environmental threats connected to the hosting and staging of FIFA World Cup 2026™; and -Addressing potential environmental impacts linked to any modifications or changes to the built or natural environment made in connection to the staging and hosting of FIFA World Cup 2026™.



B. Workers' rights

The staging and hosting of FIFA World Cup 2026™ will be made possible by a sizeable and diverse workforce across Canada, Mexico, and the United States. FIFA and Host City Committees are committed to making best efforts towards ensuring just and favorable working conditions in connection with the FIFA World Cup 2026™. These efforts extend to FWC26-related supply chains and include interns and independent contractors to the fullest extent permitted by law.

Non-Discrimination	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ that are inclusive and free from discrimination in pay, hiring, promotion, discipline, or any other terms or conditions of work.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Prohibiting discrimination in the context of employment relationships connected to the hosting and staging of the FIFA World Cup 2026™; and addressing potential gaps and/or barriers that may result in discrimination;-Reasonable accommodations (necessary and appropriate modification and adjustments) in the world of work for persons with disabilities; and-Equal remuneration for work of equal value without distinction of any kind, in particular guaranteeing women conditions of work not inferior to those enjoyed by men, with equal pay for equal work.
Fair Wages	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers, whether directly or indirectly employed, classified as employees or independent contractors, are fully and legally compensated for all hours worked and provided with fair wages, which provide for a decent living for themselves and their families.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Ensuring that workers within Host City Committee's jurisdiction connected to the hosting and staging of FWC2026 are fully and legally compensated; and- Aligning with the Conclusions of the ILO Meeting of Experts on Wage Policies, including Living Wages, 2024, endorsed by the ILO Governing Body, paying particular attention to the concept and definition, and the methodologies to estimate living wages.
Safe and Healthy Workplaces	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ that provide adequate and effective training and personal protective equipment at no cost to workers and implement</p>

relevant health and safety standards and monitoring plans to prevent occupational accidents and disease,

Targeted actions to this end may focus on:

- Ensuring monitoring and enforcement of national, state, and local health and safety standards;
- Access to appropriate personal protective equipment at no cost to workers; specific needs (e.g. gender neutral/family toilets, hygiene facilities, and breastfeeding facilities);
- Job-specific training on adequate and effective occupational health and safety standards at no cost to workers regardless of their employment status;
- The right to consult without penalty with their health and safety experts and/or representatives before performing a task and having the right to withdraw from any work they reasonably believe to present an immediate hazard or imminent danger to their health and safety; and
- Access to safe transportation to and from work for all workers, regardless of their employment status.

<p>Rest and Reasonable Limitation of Working Hours</p>	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers, regardless of their employment status, enjoy responsible limitations on daily and weekly working hours, daily and weekly rest periods, proper pay for overtime hours, and paid time off, including the use of, where appropriate, flexible working schemes.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Fair and predictable scheduling for workers connected to the hosting and staging FIFA World Cup 2026™; -Reasonable advance notice of and guarantees for a regular schedule, the right to request schedule changes applicable to their life circumstances without retaliation, and the right to rest between and during shifts; -Voluntary and adequately compensated overtime; and -Adequate sick leave coverage.
<p>Freedom of Association and Collective Bargaining</p>	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers have the right to establish and join organizations of their own choosing and to engage in collective bargaining through representatives of their own choosing without experiencing opposition, intimidation, coercion, interference, retaliation, or the threat of retaliation, or similar conduct, and where unions who seek to represent workers connected to the hosting and staging of the FIFA World Cup 2026™ have reasonable access without threat or interference.</p>



	<p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Prohibiting and addressing potential opposition, intimidation, coercion, interference, retaliation, or the threat of retaliation, and similar conduct against workers who exercise their human right to freedom of association and collective bargaining; and-Employer commitments to use best efforts to reach an agreement that requires employer neutrality in the event that employees exercise their right to organize, join, form, or assist labor organizations, including recognition of a union upon the showing of majority support, and ensuring good faith efforts to engage in collective bargaining, prohibit opposition, intimidation, coercion, interference, retaliation, or the threat of retaliation against workers who exercise those rights, and that resolve labor disputes without work stoppages; and reasonable access for representatives of labor organizations to perform their representative functions in the workplace.
Prohibiting and Addressing Harassment and Abuse at Work	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers are protected from physical, emotional, and psychological violence, exploitation, discrimination, harassment, and abuse in the workplace, including gender and sexual orientation-based violence and harassment.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Prohibiting and addressing violence, discrimination, harassment, and abuse at work;-Confidential (and anonymous if requested) procedures for reporting incidents of such prohibited conduct that result in swift action; and-Trainings on harassment and abuse at work that covers gender-based violence and harassment for all workers and management, and cover violence and harassment on the basis of all gender identities and sexual orientations.
Forced Labor and Labor Trafficking	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where forced labor and labor trafficking and is strictly prohibited and adequate measures are taken, individually and collectively, to prohibit and sanction labor trafficking in relation to goods, services or procurement connected to the hosting and staging of the FIFA World Cup 2026™.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Due diligence for potential high risk procurements;-Using a survivor-informed approach to identifying, combatting, and remedying forced labor labor trafficking; and

	<p>-Confidential procedures for reporting incidents of such prohibited conduct.</p>
<p>Child Labor</p>	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where child labor is strictly prohibited and adequate measures are taken, individually and collectively, to prohibit and sanction child labor in relation to goods, services, or procurement connected to the hosting and staging of the FIFA World Cup 2026™.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Prohibiting child labor in accordance with including the worst forms of child labor, as defined by Article 3 of ILO Convention No. 182, and ILO Convention No. 138 - no one younger than 15 shall perform work for the tournament (Art 1 and 2.3) and no one below 18 may perform work likely to jeopardize the health, safety or morals of a young person (Art 3.1); -Conducting due diligence for potential high risk procurements; and -Developing or ensure confidential procedures for reporting incidents of such prohibited conduct.
<p>Migrant Workers' Rights</p>	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where migrant workers and their families, regardless of employment or immigration status, have human rights protections throughout the entire employment relationship, including when employers initiate recruitment.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Access to information for migrant workers in a language and format they understand about their rights during recruitment and employment; -Access to immediate, effective, and no cost legal representation for work-related issues in a language and format they understand; -Addressing potential threats of economic coercion, including through recruitment fees or contract breach fees, by employers, recruiters, or their agents; and -Ensuring that migrant workers and their families retain their identification documents and can move freely while working/living in Host Cities.
<p>Inclusive Hiring Protocols</p>	<p>Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where employers adopt and implement inclusive, targeted, and local hiring protocols that ensure equal opportunity of employment for underserved communities and individuals who face barriers to employment without discrimination of any kind, with a focus on additional workers hired to perform work connected to the</p>



	<p>hosting and staging of FIFA World Cup 2026™.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Centralized, coordinated outreach, training, referral, and public reporting systems to facilitate targeted and local hiring, including through partnerships with labor and community organizations and in coordination with employers.
Responsible Contracting and Transparent Dealings	<p>Contracting practices where goods, services, and construction connected to the hosting and staging of the FIFA World Cup 2026™ are procured from contractors that demonstrate a commitment to respecting human rights and the environment and with standardized responsible procurement measures in place.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none">-Responsible sourcing codes and procurement templates, vetting for indicators of respect for human rights, in consultation with local unions and community groups; and-Local agreements to direct opportunities and benefits, such as Community Benefits Agreements.

C. Access to remedy

Grievance mechanisms and remediation processes can provide efficient and suitable resolutions of tournament-related human rights concerns. FWC26 and Host City Committees will introduce a program aimed at ensuring the integration and streamlining across state-based judicial and non-judicial mechanisms and FWC26's own operational-level grievance mechanism to ensure that FIFA World Cup 2026™-related concerns can be raised and addressed effectively by the competent entities.

<p>Effective Grievance Mechanisms and Remediation Processes</p>	<p>Grievance mechanisms and remediation processes where persons whose rights are potentially adversely affected in the context of the FIFA World Cup 2026™ have access to well-publicized, trusted, transparent, adequately staffed, and accessible mechanisms in the form of routinized, state-based, or non-state-based, judicial or non-judicial processes through which human rights grievances can be raised and remedy can be sought.</p> <p>Targeted actions to this end may focus on:</p> <ul style="list-style-type: none"> -Ensuring that grievance mechanisms and remediation processes are trauma-informed, linguistically accessible, accessible for persons with disabilities, and accessible to groups or populations that may be at a heightened risk of being adversely impacted; -Enhanced protections for migrant worker records against potential threats of retaliation, including threats of deportation and blacklisting, when using grievance mechanisms (State or non-State-based); -Anonymity, non-retaliation, and safeguarding measures for complainants; -Ensuring that human rights defenders, journalists, and other media workers or persons in human rights roles (e.g. human rights volunteers) are aware of the safeguarding measures and avenues to access effective remedy.
<p>Coordinated Mechanisms and Processes</p>	<p>Grievance mechanisms and remediation processes connected to FIFA World Cup 2026™ that are designed in a way to enable coordination across agencies and jurisdictions and give due care to the experience of the rights-holders involved, predicated on a map of existing mechanisms (State and non-State-based) and collaborations to ensure rapid responses and effective resolutions to FIFA World Cup 2026™-related grievances by the best placed mechanism.</p>