



The Roundtable Human Rights in Tourism is an international multi-stakeholder initiative. The association initiates projects and builds networks, creates expertise and offers support on due diligence following the UN Guiding Principles on Business and Human Rights for the tourism industry. The Roundtable is the most significant sector dialogue on Human Rights in Tourism. Any tourism business and institution interested in promoting sustainable and responsible tourism can join the Roundtable independent of previous experiences in this field.

Contact:

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Newsletter for upcoming events/ projects etc:

Register via: <https://seu2.cleverreach.com/f/256647-253234/>

Video:

"Tourism is a people's business – Human Rights in Tourism":

<https://www.youtube.com/watch?v=abchEzLUqqU>

Social Media:

LinkedIn: <https://www.linkedin.com/company/roundtable-human-rights-in-tourism/?viewAsMember=true>

YouTube: <https://www.youtube.com/channel/UCi52adMsrWEPYZdDUu-73mg>

Twitter: <https://twitter.com/HRinTourism>

Facebook: <https://www.facebook.com/RoundtableHumanRights>

Membership:

We currently have 34 members from six European countries (Germany, Austria, Sweden, the Netherlands, Switzerland, UK) and five stakeholder groups (tour operators, travel associations, certifiers, NGOs, institutions/multipliers/universities/vocational schools).

<https://www.humanrights-in-tourism.net/members>

Membership is open for all interested tourism stakeholders who commit themselves to the UN Guiding Principles on Business and Human Rights. Join our international network and benefit from exchange with industry peers. Learn from experts and different stakeholders on due diligence topics. Receive demand-led support and exclusive member mailings with curated news from the coordination office. Propose topics for joint projects. www.humanrights-in-tourism.net/become-member

WEBINAR SERIES ON TOURISM AND HUMAN RIGHTS

https://www.youtube.com/watch?v=IF6yBsQaqP8&list=PL831Xn5q74JVLBVsXgs9SAs_ZN3nrCAe

The Roundtable organises one-hour webinars on specific topics and aspects of human rights and tourism, attended by experts in the respective field and practitioners. They provide hands-on information and recommendations for action directly from the company perspective and are primarily targeted at SMEs. All previous webinars can be found on the Roundtable's YouTube channel. Information about new webinars is provided via social media and the newsletter.

TOOLS & OFFERS

Online Trainings for tour operators:

To address the needs of the tourism sector in more detail, the Roundtable is currently developing a paid training offer on human rights due diligence for tourism enterprises. If you are interested in the trainings, please subscribe to the newsletter. We are also interested in practitioner feedback about how such trainings should be designed, whether there is interest, what the problem areas are, etc.

You can expect a **comprehensive overview** of the basic principles, frameworks and legal developments in the context of human rights due diligence; **common methods and tools** for the systematic implementation of human rights due diligence processes, adapted to structures of small and medium enterprises; **practical examples** for specific risks and fields of action in tourism and the **application** of relevant tools, information and support services.

Course information:

- Online training: 4 sessions of 1.5 hours
- Training in English or German
- Min. 6, max. 15 participants
- Possible to book as an individual company course
- Attractive Conditions

Get Started Tool:

<https://www.humanrights-in-tourism.net/get-started>

Analysing potential human rights risks and consequences can be challenging, especially for small and medium-sized tour operators. The Roundtable Human Rights in Tourism has developed an online tool that helps tour operators take the first steps in determining their business-related human rights risks. The freely available "Get Started Tool" gives a **clear overview of human rights risks along value chains in tourism**. It provides real-life **case studies and pragmatic guidance** on identifying priority risks and actions and directs users to **best practice examples, templates and other resources**. When clicking on a value chain element, several risk cards will appear. They indicate potential human rights risks related to this specific value chain element – when clicking "Learn More", you will see a more detailed description, case studies and examples regarding the particular risk in the tourism context.

Human Rights Impact Assessment (HRIA):

<https://www.humanrights-in-tourism.net/human-rights-impact-assessment>

One way to better understand the human rights context of business activities in a destination is to conduct a Human Rights Impact Assessment (HRIA). Under its "Assess impacts" section, the "Get Started" tool offers a **step-by-step guide** to preparing and conducting such an impact assessment.

An HRIA conveys and identifies potential and actual impacts of the business activity or local business partners along the value chain. Various local stakeholders and actors are actively surveyed and involved. The tool follows an internationally recognised methodology, helps to prioritise a country for implementing an HRIA and provides **concrete and clear instructions for the systematic planning and implementation of an on-site assessment with numerous templates and questionnaires for download**. Tour operators can individually evaluate their relevant business-related data in an internal login area. There are also suggestions for creating and implementing an action plan involving local stakeholders and rights holders.

Resource Center:

<https://www.humanrights-in-tourism.net/resource-center>

With the Resource Centre, the Roundtable offers a **comprehensive online archive with curated publications and websites on tourism and human rights**. It bundles relevant and current information and supports tourism stakeholders and other interested parties in obtaining a comprehensive overview of existing resources and offers and in finding starting points for activities on human rights due diligence in their own companies. Publications can be filtered by topic, country focus or author, among others. The Resource Centre is regularly updated with new publications.

IMPLEMENTATION GUIDELINES:

<https://www.humanrights-in-tourism.net/implementation-guidelines>

Report: HRIA in Thailand and Myanmar

<https://www.humanrights-in-tourism.net/news/report-hria-thailand-and-myanmar-online-now>

The development of the online Human Rights Impact Assessment Tool (HRIA) was accompanied by an exemplary HRIA in Myanmar and Thailand in September 2019. The **methodology and key findings of the assessment are published in a report with hands-on recommendations for tour operators** offering travel to Thailand or Myanmar to address human rights risks and define adequate measures. In particular, this report facilitates access to sector-specific information on human rights issues for tour operators in the two countries; provides support to tour operators for the identification and prioritisation of risk areas within their own business; guides tour operators in taking concrete measures to address human rights risks and implement due diligence strategies in a targeted and pragmatic manner and **defines appropriate mitigating actions**.

Guideline: Human Rights in Tourism – An Implementation Guideline for Tour Operators

<https://www.humanrights-in-tourism.net/sites/default/files/media/file/2023/managementguidelinehumanrightsin-tourism-en-pdf-2444.pdf>

Basic overview document for tour operators with regard to the implantation of the UNGP action fields

This guideline is based on the Guiding Principles on Business and Human Rights and was explicitly devised by the members of the Roundtable Human Rights in Tourism to **address the needs of tour operators**. The implementation guidelines will **explain the methods, instruments and steps relevant to their implementation**. It supports the development of a human rights strategy that can be integrated into already existing management structures of the tourism industry and individually adapted to their size and business activities – to specify social needs and to root human rights issues deep within the organisation. The guideline encourages those businesses that have failed to practice sustainability, Corporate Social Responsibility (CSR), or environmental management to make the first big step towards sustainable entrepreneurship. The guideline offers a simple but systematic way forward.

Guideline: Tourism in Fragile Contexts – Guideline for Product and Communication Managers for the Implementation of Human Rights-Related Due Diligence

<https://www.humanrights-in-tourism.net/sites/default/files/media/file/2023/guideline-tourism-fragile-contexts-en-2452.pdf>

Tourism is often among the first sectors to experience a new boom in post-conflict situations. Rapid development, however, may also lead to grievances or may even fuel latent conflicts. In many cases, governments promote the sector even before initiating a serious reconciliation and comprehensive recovery process. Especially in post-conflict situations, implementing human rights-related responsibility requires additional measures by companies. To **assess the impact of business operations on human rights in a post-conflict area, the conflict and the current situation must be carefully analysed**. In particular, it is essential to keep posing concrete questions to all involved actors. This guideline **provides tour operators with a set of questions that may serve to identify human rights-related risks**. The recommendations may be used across countries and may be developed further by the respective companies.

Guideline: Human Rights in Practice! – Recommendations for Implementation of Labor and Social Standards for Driving Personnel in the Tourism Sector

<https://www.humanrights-in-tourism.net/sites/default/files/media/file/2023/guideline-driving-personnel-tourism-en-2455.pdf>

Travelling equals movement. Therefore hardly any trip can go without them: bus drivers taking travellers from A to B, private chauffeurs doing round trips, or drivers offering shuttle bus services. Hardly any other group of people has as much contact with the travellers during their trip. Hence, their working conditions and joy in doing their job directly influence customer satisfaction. This manual summarises the recommended minimum requirements for social and labour standards in the transport sector and provides tour operators with specific recommendations for implementation and monitoring. The four-page manual presents recommendations for actions tested and implemented in practice. The guidelines are applicable worldwide, and adaptations to specific regional circumstances are possible.