

CLASSIFICATION OF HUMAN RIGHTS ISSUES

To endeavour to obtain a measure of where the Human Rights Issues (HRI) in Talent Management fit in with HRI in general, an analysis was made of the entries under the heading of Human Rights in the websites of Amnesty International and Global Giving. The analysis, carried out in December 2008, yielded the following categories:-

Classification of Human Rights Issues

- 1 Preventing deliberate action by individuals against other individuals.
- 2 Remedial action for victims of deliberate actions by other humans.
- 3 Campaigning for human rights.
- 4 Remedial action for victims of avoidable results of deliberate actions by others.
- 5 Remedial action to make good shortfalls in Government and/or community provision due to lack of awareness, action or resources.
- 6 Remedial action to make good deliberate shortfalls in Government and/or community provision.
- 7 Preventing deliberate action by Government agencies against individuals.
- 8 Preventing prejudiced action by individuals & Governments to the detriment of individuals or groups.
- 9 Particularly difficult to classify.

The website lists, together with extracts from the description given of each item together and the 'marking' in terms of the classification, are given in the tables below.

The important point to emerge was that none of these categories cover the kinds of HRI envisaged in Talent Management.

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| <u>AMNESTY INTERNATIONAL - HUMAN RIGHTS BY TOPIC</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | <u>8</u> | <u>9</u> |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>Armed conflict</u> In conflicts, governments and armed groups attack civilians and commit war crimes and terrible abuses of human rights - few perpetrators are held accountable. | √ | √ | | | | | | | |
| <u>Business and human rights</u> Trans-national companies have unprecedented power and influence . . . cause harm by directly or by colluding with others violate human rights. . . . there are few effective mechanisms to prevent corporate human rights abuses or to hold companies to account. . . survivors of Bhopal are still waiting for meaningful justice. | √ | √ | | √ | √ | | | | |
| <u>Children</u> Children are denied their human rights, including e.g. their right to education. They are recruited into armed forces . . . subjected to the death penalty, are disappeared, are punished by cruel and inhumane methods and suffer many other forms of violence. Everyone has the right to education - which should be available free to all at least at the primary level. Education is also indispensable in realizing other human rights. Many children miss out on their education because: they are made to work, recruited into armed forces, their families do not have the means to pay for schooling, discrimination and racism undermine their chance to receive an education, face violence as they pursue their education. | √ | √ | | | √ | | | | |
| <u>Counter Terror with Justice</u> The so-called “war on terror” has led to an erosion of a whole host of human rights. States resorting to practices long prohibited by international law have sought to justify them in the name of national security. | | | | | | | √ | | |
| <u>Death penalty</u> Death penalty The death penalty is the ultimate denial of human rights. It is the premeditated and cold-blooded killing of a human being by the state. . . . done in the name of justice. It violates the right to life as proclaimed in the UDHR. | | | | | | | √ | | |
| <u>Detention</u> Aspects that Amnesty International campaigns on include prisoners of conscience, arbitrary, incommunicado and secret detention and solitary confinement, fair trial, torture and other forms of ill-treatment. Contrary to UDHR. | | | | | | | √ | | |
| <u>Discrimination</u> Discrimination is an assault on the very notion of human rights. . . . the systematic denial of certain peoples' or groups' full human rights because of who they are or what they believe. | | | | | | | | √ | |
| <u>Economic, social and cultural rights</u> Economic, social and cultural rights Billions of women, men and children face levels of deprivation that undermine the right to live with dignity. Hunger, homelessness and preventable disease are a human rights scandal. Even in rich countries, there are people who do not have access to education, health care and housing. Governments often blame a lack of resources, but, in fact, many people face systematic discrimination, while those on the margins of society are often overlooked altogether. The international community has stood by while individual governments have ignored the human rights of millions of people. International financial institutions have imposed conditions on countries that have led to reduced access to education and health care for people living in poverty. | | | | | √ | √ | | | |
| <u>Enforced disappearances</u> An enforced disappearance takes place when a person is arrested, detained or abducted by the state or agents acting for the state, who then deny that the person is being held or conceal their whereabouts, placing them outside the protection of the law. | | | | | √ | √ | | | |
| <u>Freedom of expression</u> Individuals face harassment and imprisonment as a result of exercising their right to freedom of expression. Everyone has the right to seek, receive and impart information and ideas without fear or interference. . . . important for the personal development and dignity of every individual and is vital for the fulfilment of other human rights. | | | | | | | √ | | |

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| <u>Health and human rights</u> Human rights violations can provoke ill health or can arise as a consequence of ill health. Amnesty International campaigns on a whole spectrum of rights associated with health, from opposition to the death penalty and the denial of health care, to the right to safe drinking water and adequate nutrition. | | | | | √ | | | | |
| <u>Human rights defenders</u> Human rights defenders expose violations and campaign for redress for victims. Human rights defenders take peaceful action and believe everybody has equal rights. | | | √ | | | | | | |
| <u>Human Rights in China and the Beijing Olympics</u> Human Rights in China and the Beijing Olympics With Beijing hosting 2008's Olympic Games, Amnesty International hoped the event could create a positive human rights legacy for China. The Chinese authorities pledged that human rights would improve through the hosting of the Games. Amnesty International held them to their word. | | | √ | | | | | | |
| <u>Indigenous peoples</u> Despite some progress over the last decade, Indigenous Peoples around the world continue to live in hardship and danger due to the failure of states to recognise and uphold their human rights. | | | √ | | | | | | |
| <u>Individuals at risk</u> At the heart of all Amnesty International's campaigning is the individual – as the person at risk of human rights abuses, as the survivor, as the partner in the defence rights, and as the activist speaking out and working with and for other individuals. The global connection between individuals is a motivating force behind all Amnesty International campaigns. Rights are not just concepts or laws, they affect people's lives. Abusing them has a direct impact on an individual's human experience. | | | | | √ | √ | | | |
| <u>International justice</u> Amnesty International campaigns for all countries to establish an effective system of international justice to ensure justice, truth and full reparations for the worst crimes known to humanity: genocide, crimes against humanity, war crimes, torture, extrajudicial executions and enforced disappearances. | | | √ | | √ | √ | √ | | |
| <u>Poverty</u> Everyone, everywhere has the right to live with dignity. That means that no-one should be denied their rights to adequate housing, food, water and sanitation, and to education and health care. Amnesty International is increasingly documenting how human rights violations drive and deepen poverty. People living in poverty have the least access to power to shape the policies of poverty and are frequently denied effective remedies for violations of their rights. Amnesty International is working to hold governments, big business and other powerful actors to account for human rights violations which target people living in poverty | | | √ | | √ | √ | √ | √ | |
| <u>Refugees and migrants.</u> Every day across the world people make the difficult decision to leave their homes. War, persecution, environmental disaster and poverty are just some of the reasons why a person might feel that they have to leave their family, community or country. | | | | | | | √ | | |
| <u>Sexual orientation and gender identity</u> Everyone has a sexual orientation and a gender identity. When someone's sexual orientation or gender identity does not conform to the majority, they are often seen as a legitimate target for discrimination or abuse. | | | | | √ | | | √ | |
| <u>Violence against women</u> Violence against women is often ignored and rarely punished. Women and girls suffer disproportionately from violence - both in peace and in war, at the hands of the state, the community and the family. A life free from violence is a basic human right | √ | | | | | | | | |

| <u>GLOBAL GIVING -- PROJECTS IN HUMAN RIGHTS</u> (all in underdeveloped countries) | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | <u>8</u> | <u>9</u> |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Gender violence | √ | √ | | | | | | | |
| New life for sex (trade/abuse) survivors | | √ | | | | | | | |
| Training leaders to develop skills to further human rights | | | √ | | | | | | |
| Improve lives of women & children with HIV | | | | √ | | | | | |
| Healing child victims of sex trafficking | | √ | | | | | | | |
| Help feed etc. 200 neglected elderly | | | | | √ | √ | | | |
| Help build a home | | | | | √ | √ | | | |
| Help families displaced by war | | √ | | | | | | | |
| Provide a Community Centre for Sex Workers | | | | | | | | | √ |
| Help children with disabilities | | | | | √ | | | | |
| Support an at-risk indigenous people/community | | √ | | √ | √ | √ | | | |
| Train adolescents to organise and lead children to improve impoverished communities | | | | | √ | √ | | | |
| Open a home for children at risk | √ | √ | | | | | | | |
| Give AIDS orphaned children security and development by providing a home | | √ | | √ | √ | | | | |
| Provide football training and development for homeless children | | √ | | √ | √ | √ | | | |
| Provide school playgrounds in memory of a child who was killed | | | | | | | | | √ |
| Give sports activities and workshops for children displaced by ethnic violence | | √ | | | | | | | |
| Provide simple decent housing for those living in shacks | | √ | | | √ | √ | | | |
| Provide machines to free bonded workers | | √ | | | √ | √ | | | |