

Phase 3: Preparation

Step 3.2: Assessment team & on-site schedule

What are the criteria for selecting the assessment team?

It is important to ensure that the members of the assessment team have the requisite skills and expertise to conduct a professional, effective and human rights-based consultation process. Ensure the assessment team is not entirely composed of your in-house personnel but also involves independent experts (e.g. external consultants, translators, NGO employees).¹

The table below highlights some key factors to consider when selecting your assessment team.

List of relevant selection criteria for the assessment team

Checklist: Relevant criteria for selecting your assessment team		Yes/No
Inter-disciplinary skills and expertise	Human rights expertise	✓
	Local context knowledge	✓
	Knowledge of the local tourism industry and how it relates to human rights	✓
	Methodological expertise	✓
Neutrality	Diverse team members with different cultural and educational backgrounds	✓
Gender sensitivity	Ensure gender balance	✓
Local participation	Include local team members to build trust and have access to local networks, and to understand cultural/behavioural aspects	✓
Language	Local language skills, consider hiring a translator if only part of the team speak the local language	✓
Availability	Make sure each team member has the necessary availability not only for the consultations themselves but also for the preparation and the follow-up of the on-site assessment	✓

¹ Danish Institute for Human Rights (2016): Human rights impact assessment. Guidance and toolbox, https://www.socialimpactassessment.com/documents/hria_guidance_and_toolbox_final_jan2016.pdf, p. 45.