

INTERNATIONAL OLYMPIC COMMITTEE

IOC Gender Equality Review Project Report

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Linz, 31 August 2019

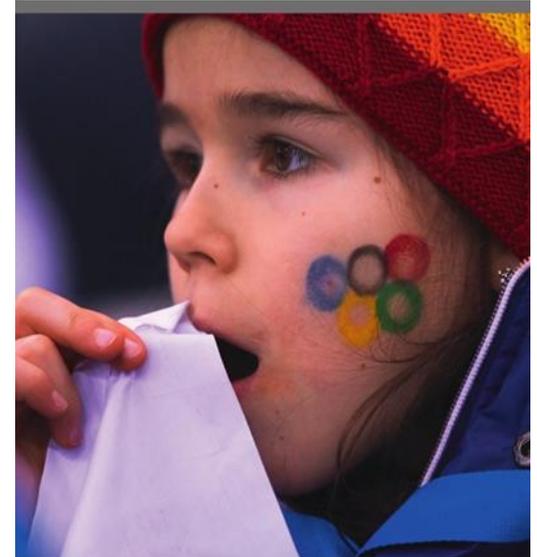
Olympic Movement Commitment to Gender Equality



- IOC Olympic Charter Mission
- Agenda 2020 Priority
- UN Sustainable Development Goal
- Good Governance Principle
- Proven Economic Advantages
- Social Responsibility



OLYMPIC AGENDA 2020
20+20 RECOMMENDATIONS



IOC Executive Board Project Mandate



- Produce Action-oriented Recommendations
- Present Concrete Initiatives for Real Change
- Solution-based approach
- Share Best Practices
- Create Global Impact

“The IOC is taking a leadership role in the world of sport to push gender equality globally and effect real change”

President Bach



Heike Größwang (GER)
IBSF Secretary General

Nese Gundogan (TUR) Secretary
General Turkish Olympic Committee

Marisol Casado (ESP)
Chair, IOC Gender Equality Review Project

HRH Prince Feisal Al Hussein (JOR) IOC Member

Nawal El Moutawakel (MAR) IOC Member

Morinari Watanabe (JPN)
FIG President

Sabrina Ibáñez (SUI)
FEI Secretary General

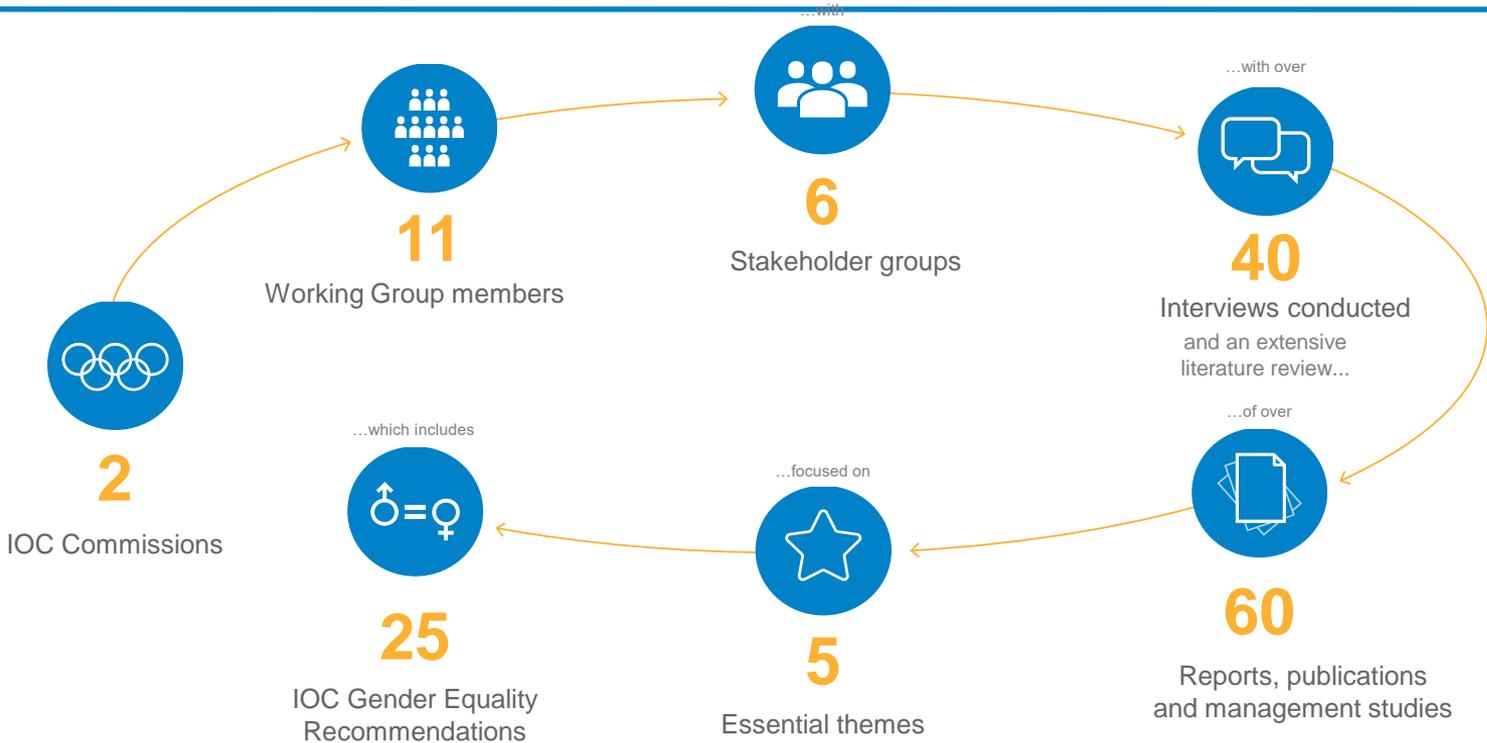
Brian Lewis (TTO)
President Trinidad and Tobago
Olympic Committee

Sarah Walker (NZL)
IOC Member

Hazel Kennedy (ZAM)
Secretary General Zambia
Olympic Committee

Helen Brownlee (AUS)
Vice-President Australian
Olympic Committee

IOC Gender Equality Review Project: In numbers



SPORT

Recommendation 1: Olympic Games Participation

Recommendation 2: Competition Formats and Technical Rules

Recommendation 3: Uniforms

Recommendation 4: Equipment/Apparatus

Recommendation 5: Technical Officials

Recommendation 6: Coaches

Recommendation 7: Venues and Facilities

Recommendation 8: Competition Schedule

Recommendation 9: Medical

Recommendation 10: Safeguarding athletes from harassment and abuse in sport

Recommendation 11: Career Transition

PORTRAYAL

Recommendation 12: Balanced media portrayal of both genders

Recommendation 13: Organising Committees of the Olympic Games (OCOGs)

Recommendation 14: Communications Partnerships

FUNDING

Recommendation 15: Funding Requirement

Recommendation 16: NOC and IF Initiatives

Recommendation 17: Equal Payments

GOVERNANCE

Recommendation 18: Governance Leadership Development

Recommendation 19: IOC Membership Electoral Process

Recommendation 20: NOC and IF Electoral Processes

Recommendation 21: Roles and Responsibilities

Recommendation 24: Gender Equality Leadership

HR, MONITORING AND COMMUNICATIONS

Recommendation 22: Inclusive Organisational Culture & Diversity in Leadership

Recommendation 23: Monitoring and Tracking System

Recommendation 25: Communications Plan

Project Findings : Six Key Factors



1. **Leadership Buy-in** Critical
2. **Policies** Needed to Address Barriers & Entrench the Vision
3. **Funding** Allocations
4. **Women Need Roles of Influence** and Decision-making Responsibilities
5. **Inclusive Organizational Culture**
6. **Monitor.** Measure. Instill Accountability & Transparency

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IF Gender Equality survey

Results

Survey Responses – General Observations



- ✓ 100% Response Rate
- ✓ Substantive Information Illustrating **Varying** Levels of Engagement
- ✓ 3 questions

Individual IF Survey Snapshot



- Individual IF Letter
- Individual Analysis of Survey Responses
- Analysis Criteria :
 - Project Implementation
 - Comparison between IFs
 - Fulfilling 6 Key factors



1. Sport Survey Findings

- ✓ **26%** IFs have Different Competition Formats
 - Uniforms & Equipment
 - Venue & Facilities
 - **28%** IFs with Athlete Transition Programmes
 - Athlete Numbers

2. Technical Officials Findings

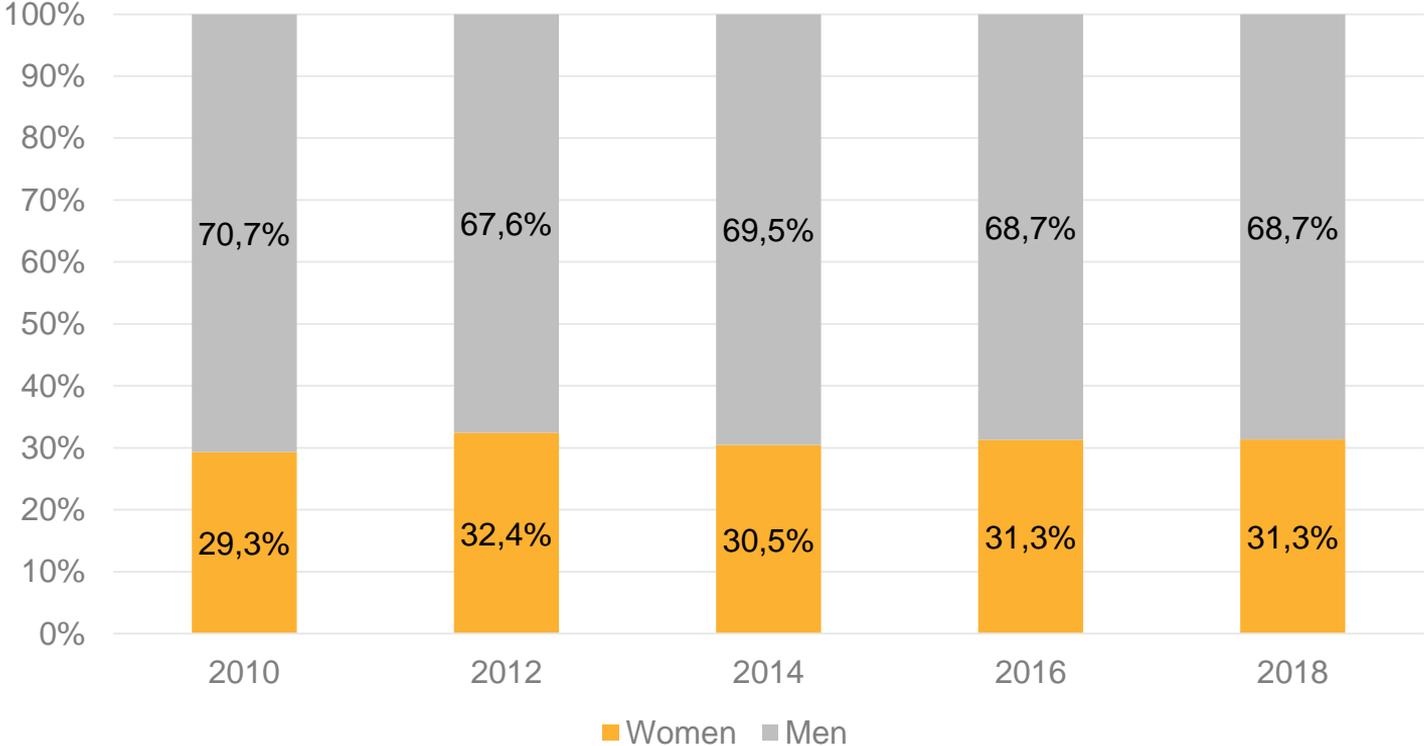


- ✓ **51%** IFs Include Gender Equality ITO Training Selection
- Others: ‘Encourage’ ‘Promote’ ‘Support’
- Don’t Misconstrue: ‘Merit’ ‘Competencies’

Technical Officials Games-time Data



Accredited ITOs per Games



3. Coaching Survey Findings

✓ **18% of IFs have Established Programmes and/or Policies to Achieve Gender Balance in Coaching**

✓ **Substantial, Multi-faceted Work by IFs**

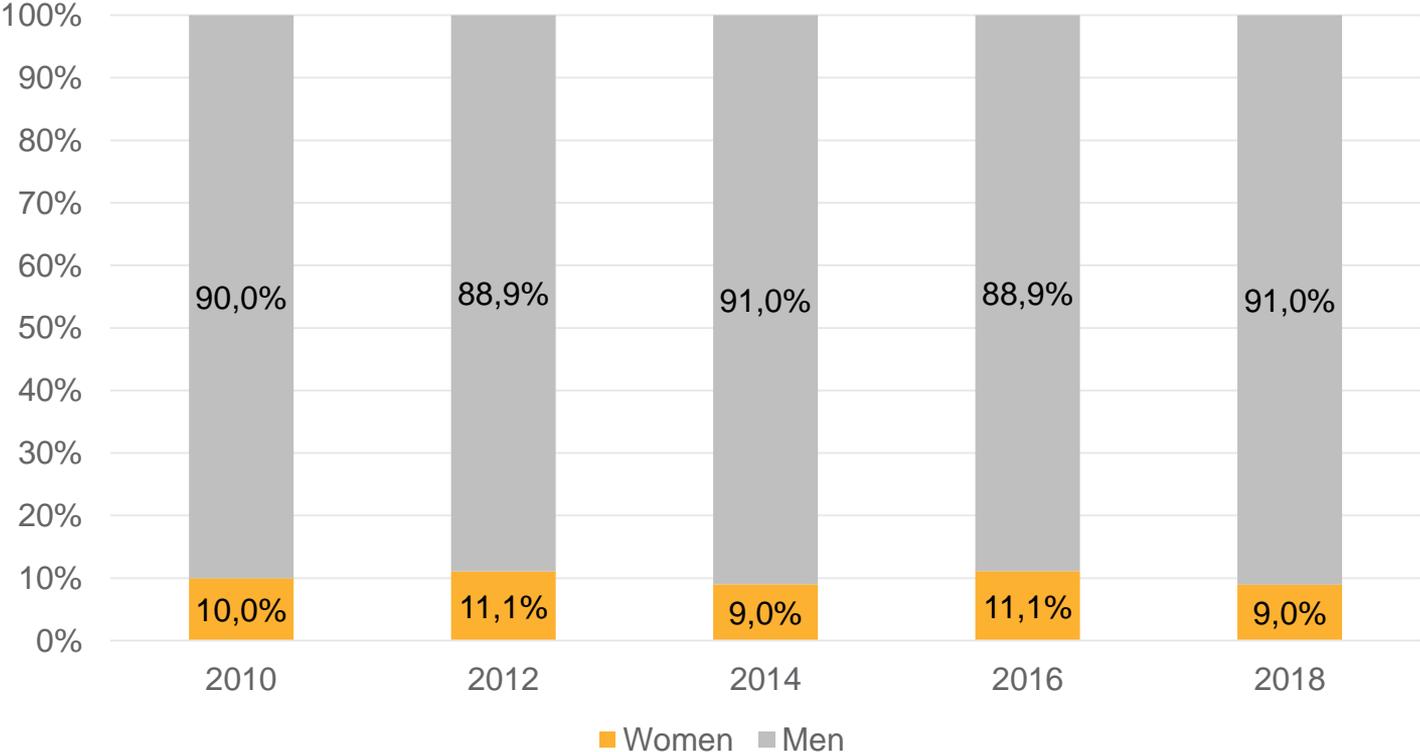
COACH

CO

Coaches Games-time Data



Accredited Coaches by Games



4. Funding Theme Project Review

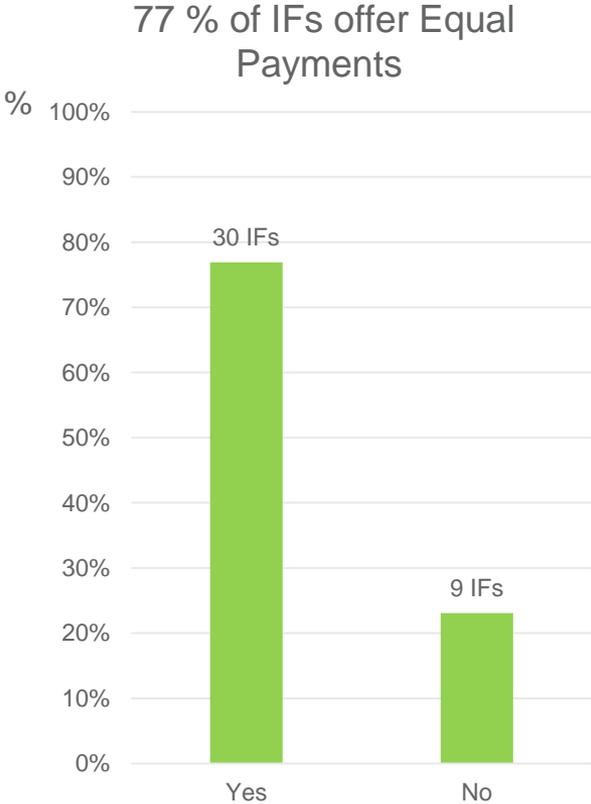


✓ Funding is No. 2 Factor for Gender Equality Sustainability

✓ IOC Gender Equality Project Recommendations:

1. Allocation Projects Focused on Gender Balance
2. Equal Prize Money

Survey Responses - Funding Payments

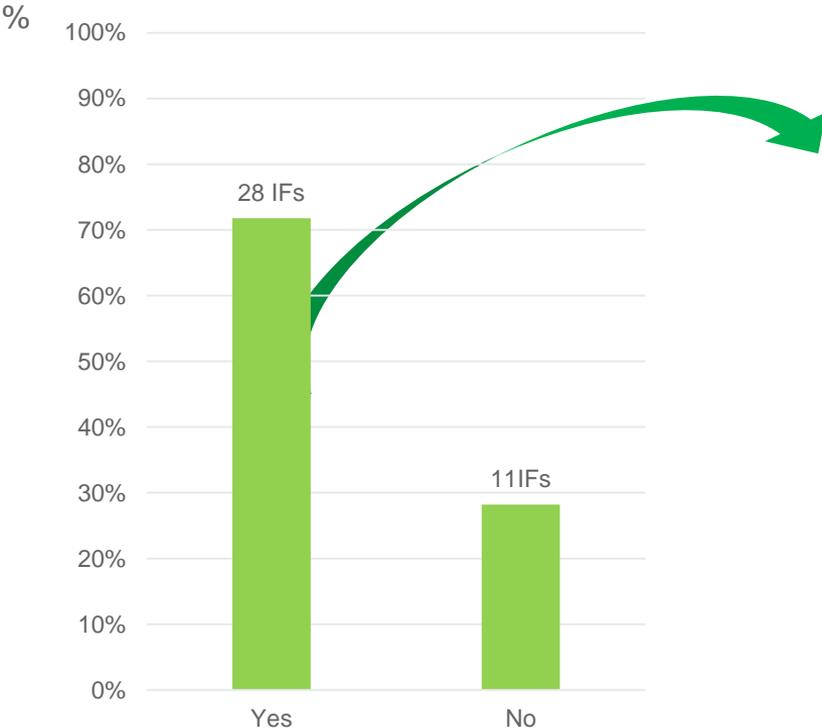


➤ Fees, Travel and Accommodation for Athletes

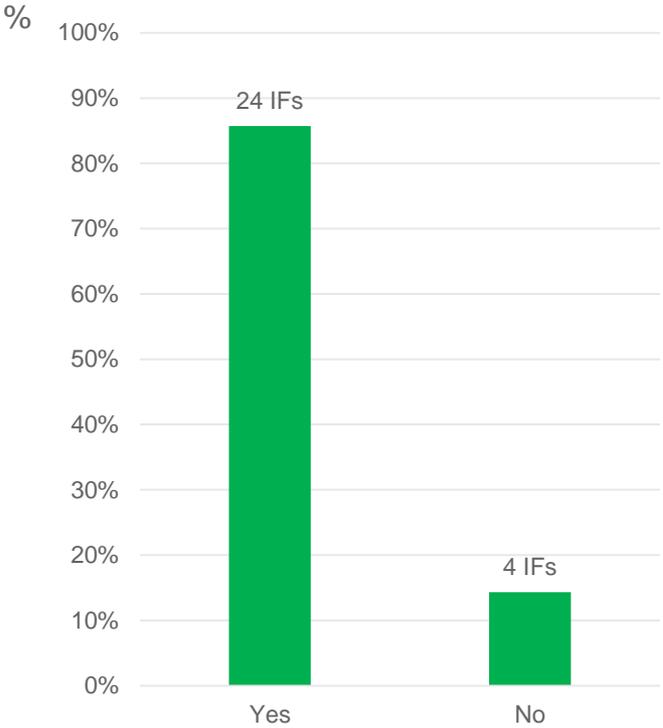
Survey Responses - Funding Prize Money



72% of IFs allocate prize money to athletes



86% of 28 IFs allocate the prize money gender equally



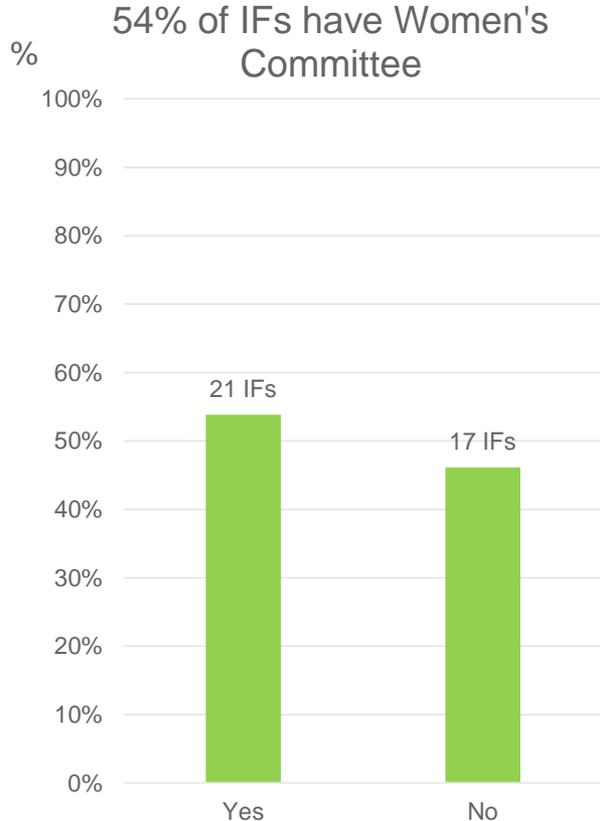
5. Leadership Roles & Responsibilities



“Ensure that women are involved in senior governance positions and are assigned roles of influence with decision-making responsibilities.”

Recommendation 21, IOC Gender Equality Project Report

Survey Responses: Women/Gender Committees

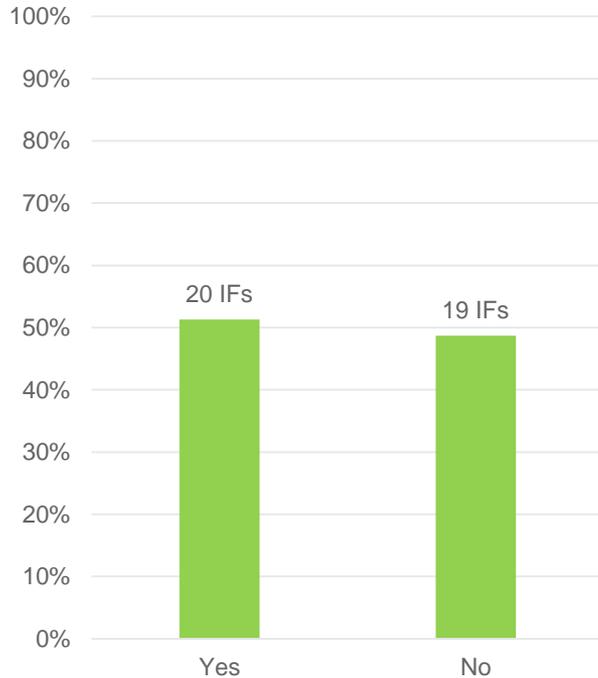


- Variation Commission Titles
- 48 % Include Male Members
- Two IFs have Male Chairs
- Women's Committee Not Obligatory
- Key: Roles of Influence & Decision-making for Core Business

Survey Response – Governance Term Limits



51% of IFs have Term Limits for Executive Board Members



- Mechanism to Create Access
- ASOIF Good Governance Review
- Fundamental of Good Governance

Next Steps Gender Equality



1. IOC Gender Equality Tracking Report
2. Building and leveraging partnerships
3. Creating an inclusive, gender-equal environment at the IOC
4. Roll-out to NOCs

A close-up portrait of Christine Lagarde, the Head of the European Central Bank. She has short, styled white hair and is wearing a dark blazer over a light-colored collared shirt. Her right hand is resting under her chin, and she is looking off to the side with a thoughtful expression. The background is a soft, out-of-focus blue.

“Gender Equality is change. And change is
painful.
It is much more comfortable to stay within
your comfort zone,
to do things the way they were always
done.”

Christine Lagarde,
Head of European Central Bank

Key sources



Visit: www.olympic.org/gender-equality



- To download the IOC Gender Equality Review report
- To download the IOC Portrayal Guidelines
- To download the IOC Safeguarding Toolkit



GenderEquality@Olympic.org

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