



INTERNATIONAL
OLYMPIC
COMMITTEE

IOC Gender Equality Review Project

IOC GENDER EQUALITY RECOMMENDATIONS - OVERVIEW



Message from IOC President, Thomas Bach



I firmly believe that sport is one of the most powerful platforms for promoting gender equality and empowering women and girls.

As the leader of the Olympic Movement, the IOC has an important responsibility to take action when it comes to gender equality – a basic human right of profound importance and a fundamental principle of the Olympic Charter.

We all have a role to play. I was proud to become a champion for UN Women's #HeForShe campaign, through which I pledged that the IOC remains committed to using sport to advance the rights and well-being of women and girls around the world.

Olympic Agenda 2020, the strategic roadmap for the Olympic Movement, commits everyone in the Olympic family to gender balance; and the IOC Gender Equality Review Project is a tangible outcome of this commitment.

This Project is a joint initiative of the IOC Women in Sport and Athletes' Commissions. The IOC Gender Equality Working Group, chaired by Marisol Casado, in extensive collaboration with stakeholders from across the Olympic Movement, conducted a comprehensive review of gender equality across the Olympic Movement. The aim of this was to provide a solutions-based approach to achieving gender equality on and off the field of play – a goal that everyone in the Olympic Movement can support.

The IOC Gender Equality Review Project was fully endorsed by the IOC Executive Board in February 2018. I would like to take this opportunity to congratulate the IOC Gender Equality Working Group for the development of the IOC Gender Equality Report, and the Olympic Movement stakeholders who provided their invaluable feedback in the production of this report.

The IOC and many Olympic Movement stakeholders have already taken great steps; we are closing the gender gap in many aspects of sport, and we congratulate the International Federations and National Olympic Committees who have already taken effective action.

However, there is always more that can be done, and we can make progress only if we work together, in partnership.

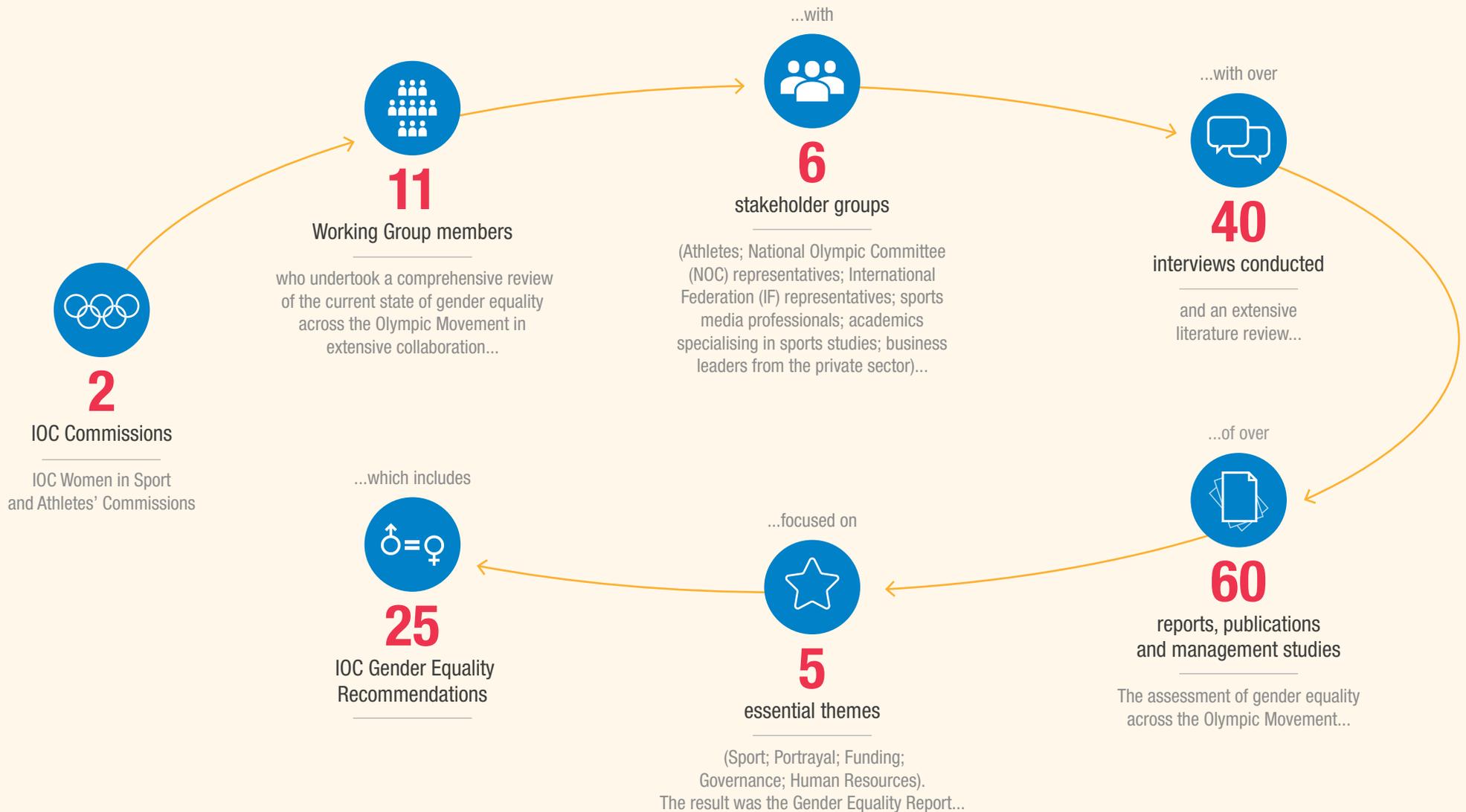
We are certain that, through the implementation of the 25 IOC Gender Equality Recommendations detailed here, we as an Olympic Movement – athletes, officials, commissions, federations and executives – can take real steps to enact effective change together. It is not just the right thing to do. It is in the interest of us all – the fans, the families, and every girl and woman who has been able to fully realise her dreams through athletic participation.

The time is now. Advancing women in leadership roles in sport is truly a team effort, so for this we thank you for your continued support, commitment, and inspiration.

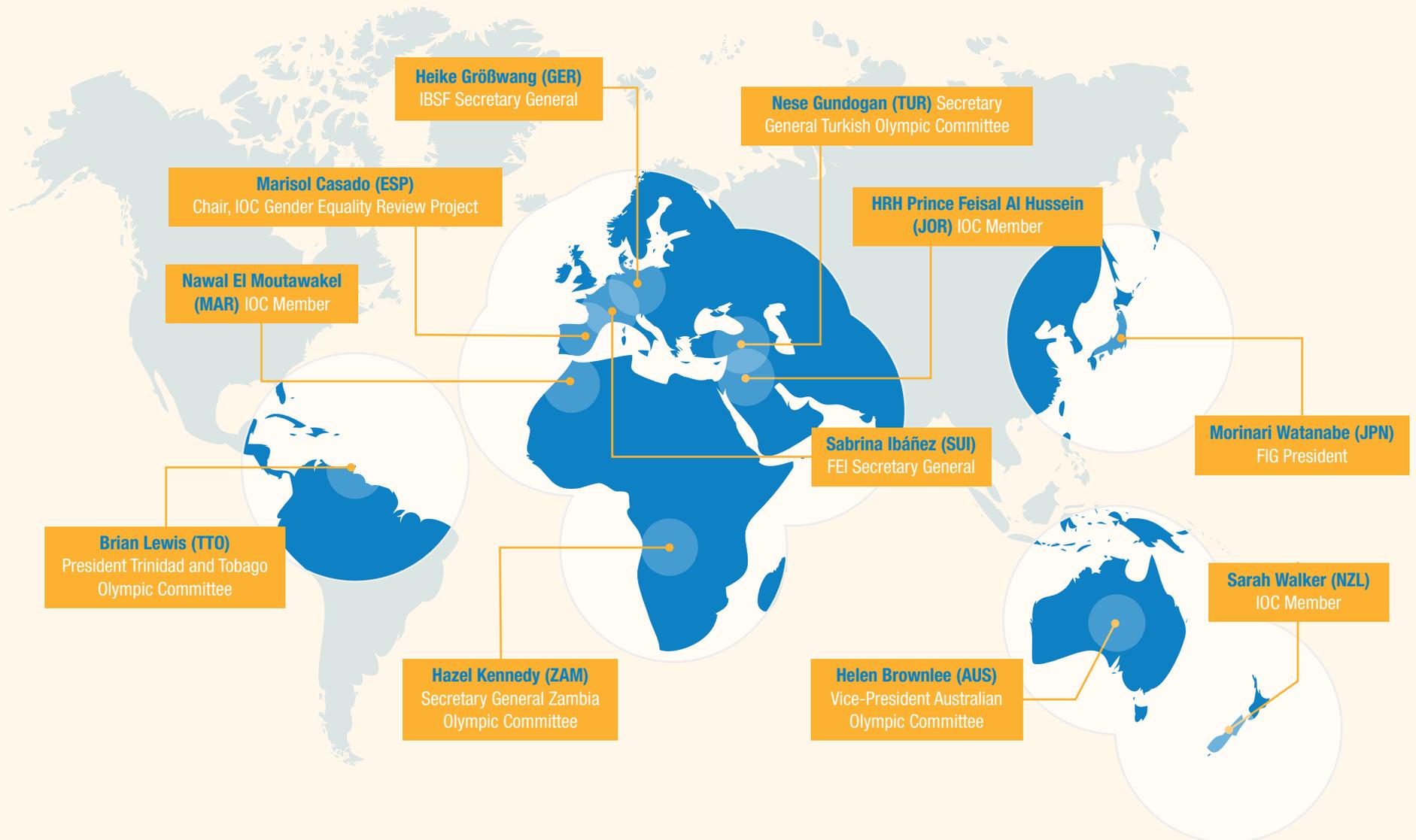
Thomas Bach

IOC President, Olympic Champion, HeForShe Champion

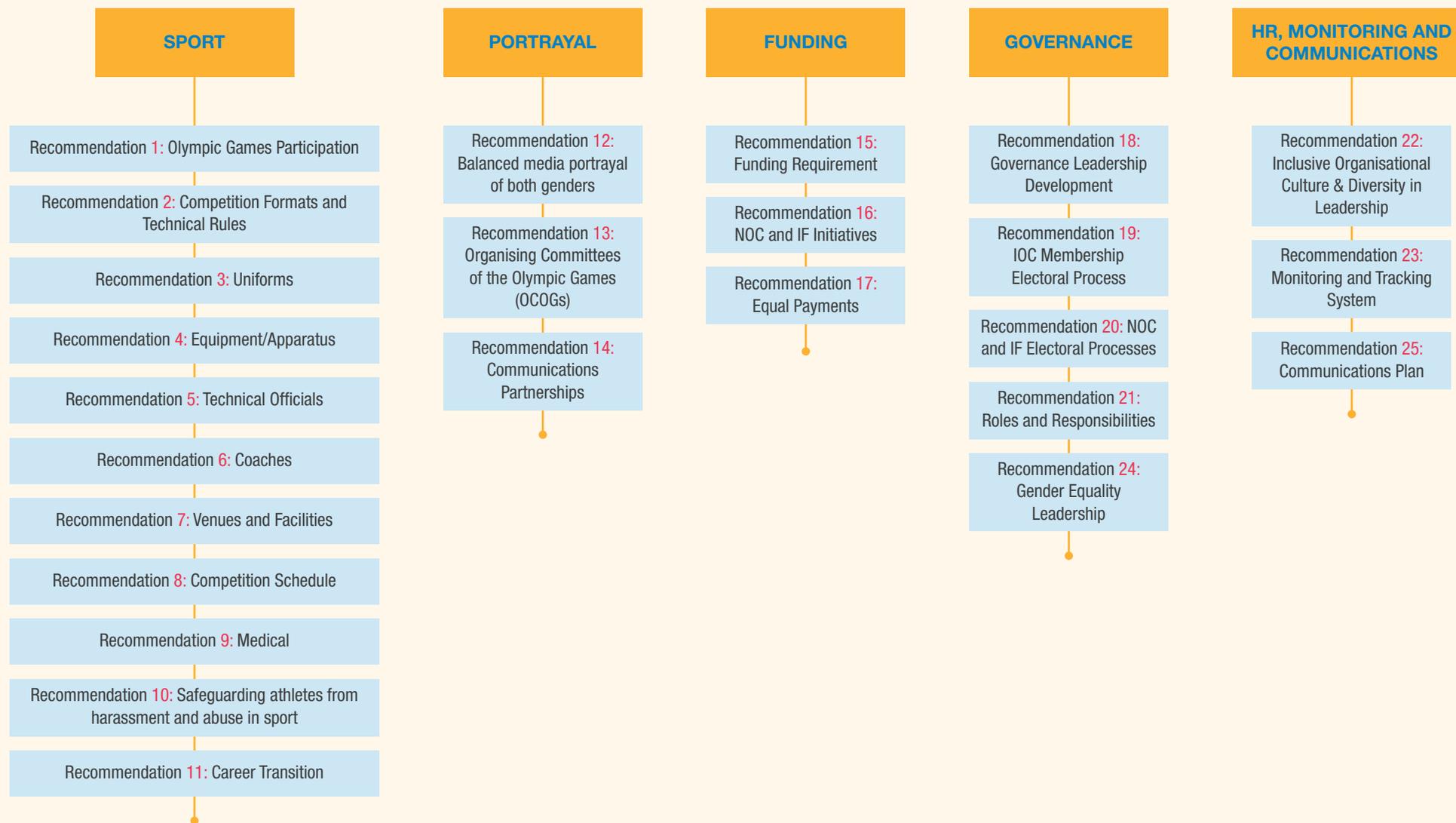
The IOC Gender Equality Review Project **in numbers**



IOC Gender Equality Working Group



IOC Gender Equality Five Themes





This document presents the 25 IOC Gender Equality Recommendations.

The IOC Gender Equality Review Project is a joint initiative of the IOC Women in Sport and Athletes' Commissions.



“It is important for the Olympic Movement that every girl and boy has equal opportunity to compete at the Olympic Games. Once these recommendations are implemented, we will have achieved that.”

Marisol Casado

Chair, IOC Gender Equality Review Project

Recommendations related to Sport

1 Recommendation: Olympic Games Participation

- Ensure there is full gender equality in athlete quotas and medal events for both genders from the Olympic Games 2024 and the Olympic Winter Games 2026 onwards.
- For all team sports/disciplines/events, ensure an equal number of teams and, where appropriate, an equal number of athletes for both genders.
- For all individual events, the number of female and male participants should be equal per event and/or per discipline.

2 Recommendation: Competition Formats and Technical Rules

- Ensure the competition formats related to distances, duration of competition segments, number of rounds, etc. between women and men are as equal as possible.

3 Recommendation: Uniforms

- Ensure that competition uniforms reflect the technical requirements of the sport and do not have any unjustifiable differences.

4 Recommendation: Equipment/Apparatus

- As much as possible, the sport-specific equipment and apparatus for men and women should be the same.

5 Recommendation: Technical Officials

- Balanced gender representation of participating Technical Officials.

6 Recommendation: Coaches

- Balanced gender representation for coaches selected to participate at the Games.



“Already for the Youth Olympic Games Buenos Aires 2018, we will have the first sports programme with complete gender equality, a 50-50 balance, with the same number of girls and boys competing in the same number of sports and events.”

IOC President **Thomas Bach**

Recommendations related to Sport continued

7 Recommendation: Venues and Facilities

- That women and men use the same venues and fields of play where possible.

8 Recommendation: Competition Schedule

- Equal representation of women's and men's events in the competition schedule.

9 Recommendation: Medical

- To ensure equal treatment of female and male athletes, medical testing and/or studies should be conducted on both genders when exploring such matters as health and safety issues, equipment and apparatus changes.

10 Recommendation: Safeguarding athletes from harassment and abuse in sport

- Prevention of Harassment and Abuse in Sport (PHAS), which includes prevention of gender discrimination, to be considered for inclusion in the IOC Basic Principles of Good Governance.

11 Recommendation: Career Transition

- Develop a strategic plan focused on the transition of female Olympians into their post-competition career and maximise the use of existing programmes.



“Safeguarding athletes should be ingrained into the psyche and governance of all sports organisations. Through this recommendation, the IOC pledges to continue to lead the Olympic Movement, working together with all sports organisations to safeguard athletes from harassment and abuse in sport.”

HRH Prince Feisal Al Hussein
IOC Gender Equality Working Group



Recommendations related to **Portrayal**

12 Recommendation: **Balanced media portrayal of both genders**

- The IOC requires its administration to establish principles and guidelines for fair and balanced portrayal in all its forms of communication.

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

- As part of the commitment to respect the Olympic Charter and to protect the Olympic brand, OCOGs will provide fair and equal portrayal of women and men in all aspects of the Olympic Games.



“The reason I say that it’s important to have women competing is because we’re all role models, the men, the women, everyone. If you’re an Olympian, you’re a role model.”

Angela Ruggiero

Former IOC Athletes’ Commission Chair

14 Recommendation: **Communications Partnerships**

- The Working Group endorses the need for all media to offer a fair and equal portrayal of sportswomen. The IOC should implement mechanisms to address and monitor this objective with Olympic Movement stakeholders and partners.



Recommendations related to Funding

15 Recommendation: Funding Requirement

- The Olympic Movement allocates a portion of its operations budget to achieving its goals for gender equality on the field of play, in governance and in its own administration.

16 Recommendation: NOC and IF Initiatives

- Recognising that some NOCs and IFs already allocate specific funding to women's programmes, the Working Group strongly recommends that other organisations initiate this same practice.



“Everyone should have the same access to, and opportunities in, sport. As sports administrators, we have the responsibility to ensure that access, which is the equal right of boys and girls alike, and to make those opportunities through our sporting programmes and education. We need a sense of urgency. The time is now.”

Brian Lewis

IOC Gender Equality Working Group

17 Recommendation: Equal Payments

- NOCs and IFs to establish mechanisms to address inequalities between genders in prize money or other athlete payments.



Recommendations related to Governance

18 Recommendation: Governance Leadership Development

- The IOC to establish strategic mechanisms to increase the pipeline of female candidates for governance roles in general as well as for executive board positions.

19 Recommendation: IOC Membership Electoral Process

- The IOC to ensure that its electoral process reflects its commitment for a diverse and balanced membership.



“Gender equality is important for me because it isn’t just about the girls. It’s about the boys and the girls. It’s about giving every young person that opportunity to play sport, compete, to learn to love being active and to get all the values that come with that.”

Angela Ruggiero

Former IOC Athletes’ Commission Chair

20 Recommendation: NOC and IF Electoral Processes

- The Olympic Movement partners review their electoral processes with a view to developing strategies for gender-balanced representation in their governance bodies.



Recommendations related to **Governance** continued

21 Recommendation: **Roles and Responsibilities**

- The IOC and Olympic Movement stakeholders to address the issue of marginalisation by women and men sharing responsibility for the implementation and sustainability of gender equality in their organisations and ensuring that women have roles of influence and decision-making responsibilities in the organisations' administration and governance.

24 Recommendation: **Gender Equality Leadership**

- To ensure that a senior IOC executive coordinates all gender equality activity impacting the IOC administration and Olympic Movement stakeholders.



“The IOC recognises the need for more women leaders within sport, and continues to lead by example by promoting strong female leadership across the governing and administrative bodies of the Olympic Movement.”

Lydia Nsekera

IOC Women in Sport Commission Chair



Recommendations related to HR, Monitoring and Communications

22 Recommendation: Inclusive Organisational Culture & Diversity in Leadership

- The IOC Human Resources Committee to incorporate actions as appropriate into the Sustainability Action Plan and the People Development 2020 strategic plan for the 2017–2020 Olympiad.



“The positive impact of gender equality is well documented by social science research and business management studies. Promoting gender equality demonstrates corporate social responsibility to our commercial partners and it utilises the influence of the IOC to benefit society at large.”

Marisol Casado

Chair, IOC Gender Equality Review Project

Recommendations related to HR, Monitoring and Communications

23 Recommendation: Monitoring and Tracking System

- Implement a tangible reporting system to monitor, measure and evaluate gender equality activity and results on an ongoing basis. This monitoring and reporting mechanism needs to be straightforward, user-friendly and efficiently coordinated across functional areas and organisations.



“In order to create effective change, for the good of all involved in sport and for the good of society, we must be able to measure how we are progressing, to hold ourselves to account, celebrating each step forward we take, and recognising where work must still be done.”

Morinari Watanabe

IOC Gender Equality Working Group

25 Recommendation: Communications Plan

- The Working Group underscores the need for a comprehensive communications plan to widely disseminate the Project outcomes on an ongoing basis. A communications plan, composed of multiple activations, is required to create awareness of the project’s gender equality initiatives as well as to empower administrators, athletes, Games officials and governance members.



Implementation of the IOC Gender Equality Recommendations: How and when?

The implementation phase for the recommendations has started, in close cooperation with each member of the Olympic Movement concerned. A progress review will be held at the annual meeting of the IOC Women in Sport and Athletes' Commissions.



“Gender inequality at the Olympic Games will soon be a thing of the past, and our hope is that this can then be reflected in society to bring about equality throughout the world.”

Lydia Nsekera

IOC Women in Sport Commission Chair





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