

**OLYMPIC AGENDA 2020+5 RECOMMENDATION 13**

**IOC GENDER EQUALITY AND  
INCLUSION OBJECTIVES 2021-2024**

May 2021

## Context

The principles of inclusion, diversity and gender equality are enshrined in the Fundamental Principles of Olympism, which state that “Every individual must have the possibility of practising sport, without discrimination of any kind” and that “The enjoyment of the rights and freedoms set forth in (the) Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status”.

Building on the progress achieved as part of [Olympic Agenda 2020](#) (recommendation 11 and the [IOC Gender Equality Review Project](#)), the proposed Gender Equality and Inclusion Objectives for 2021-2024 are part of recommendation 13 of Olympic [Agenda 2020+5](#).

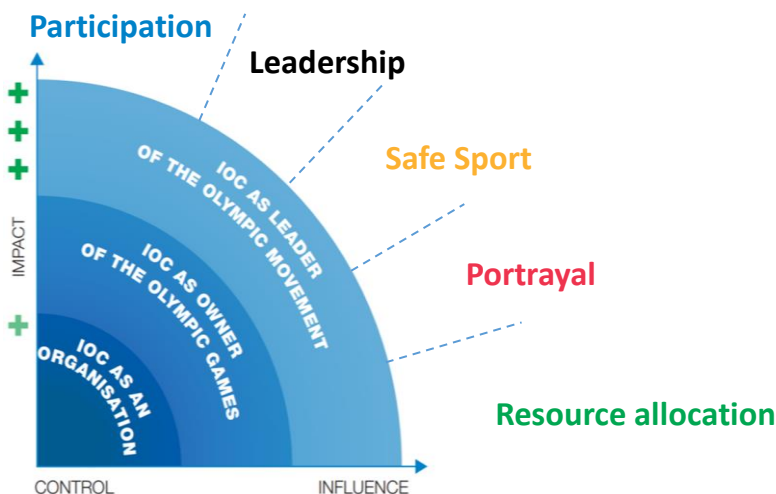
The proposed new objectives:

- are the result of a consultation with internal and external stakeholders;
- address the contextual environment in which we operate and the stakeholders and partners with whom we work;
- take into account the global context (e.g. the impact of COVID-19 on sport, the United Nations Sustainable Development Goals, UN Women’s Sport for Generation Equality, social movements such as #MeToo, etc.); and
- encourage the Olympic Movement to strive towards achieve gender balance (with a minimum target of 30 per cent women female representation) on our way to achieving gender equality

## Strategic Framework for 2021-2024

The Gender Equality and Inclusion Strategic Framework for 2021-2024:

- continues to focus on encouraging and supporting the “promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women”;
- is inclusive by using non-binary language;
- covers the IOC’s three spheres of responsibility:
  - the IOC as an organisation;
  - the IOC as the owner of the Olympic Games; and
  - the IOC as the leader of the Olympic Movement.
- focuses on five areas, including safe sport which applies to everyone while specifically considering women and girls as a vulnerable population; and



- includes 21 objectives.

# Gender Equality and Inclusion Objectives for 2021-2024

## The IOC as an organisation

*Strategic intent for 2030: The IOC to lead by example in gender equality and inclusion.*

1. Based on the achievements to date (women represent 37.5 per cent of IOC Members, 33.3 per cent of IOC Executive Board members, 48 per cent of IOC Commission members and 37 per cent of IOC commission chairs), the IOC to continue to increase gender balance at the **IOC governance level**;
2. The IOC to adopt and implement an **IOC Inclusion and Diversity Action Plan** for its administration to foster a diverse, inclusive and gender-equal workforce at all levels;
3. The IOC to entrench gender equal portrayal practices for all forms of communications in line with the **IOC Portrayal Guidelines**;
4. The IOC to continue gender-equal and fair **allocation of resources** and benefits (e.g. IOC Young Leaders programme, staff remuneration).

## The IOC as the owner of the Olympic Games

*Strategic intent for 2030: The IOC to ensure the Olympic Games are at the forefront in the field of gender equality and inclusion.*

5. The IOC to **mainstream gender equality** in all aspects of the Olympic Games and Youth Olympic Games (YOG) including by revising relevant existing operational requirements;
6. The IOC, in collaboration with IFs and NOCs, to foster gender balance, non-discriminatory and fair **participation** in the Olympic Games and YOG through the Olympic programme and competition schedule (including athlete quotas, number of medal events and competition format);
7. The IOC to recommend **NOCs** strive for gender balanced representation in their **Games leadership roles** (such as chefs de mission, deputy chefs de mission, chief medical officers and team leaders), by having at least 30 per cent of such roles filled by women;
8. The IOC to encourage **IFs** to transition to gender- balanced representation among their **International Technical Officials** (ITOs) at the Olympic Games, taking into account that women represented 29 per cent of ITOs at Rio 2016 and 31 per cent at PyeongChang 2018;
9. The IOC to encourage **OCOGs** to strive for gender balance in their leadership, particularly in the composition of their **governance body** and their **senior executive level**;
10. The IOC to ensure that consideration for the **safeguarding of athletes** (specifically women and girls) is included at every stage of the lifecycle of the Olympic Games and YOG, across all policies and programmes, in line with the IOC Safe Sport Objectives 2021-2024 (e.g. rooming allocations);
11. The IOC to work with its stakeholders (Rights-Holding Broadcasters, Olympic Partners, the media and non-rights-holders) to ensure the implementation of **gender-equal and fair portrayal practices** in their communications around the Olympic Games and YOG;
12. The IOC to continue to assess gender-equality implications in the **allocation of resources** to IFs and NOCs to facilitate their participation in the Olympic Games and YOG;

## The IOC as the leader of the Olympic Movement

*Strategic intent for 2030: The IOC to encourage and support the Olympic Movement in fostering gender-equal and inclusive sport worldwide.*

13. The IOC to continue to support initiatives that foster **equal participation** of women and girls, from grassroots to high-performance sport, to close the play gap (e.g. Women and Sport Awards, Sport and Active Society Programmes, Olympic Solidarity Programmes).
14. As part of good governance, the IOC to encourage **IFs and NOCs** to transition to **gender balanced representation in their decision-making bodies**, with a minimum of 30 per cent women's representation;
15. Taking into account that women represent 10 per cent of **coaches** at the Olympic Games, the IOC to coordinate the development of an action plan in collaboration with IFs & NOCs, for more women to be eligible and selected to participate at World Championships and the Olympic Games;
16. The IOC to continue to support IFs and NOCs to implement **safeguarding policies** and procedures in line with the IOC Safeguarding Toolkit and ensure they have a designated person who has completed the International Safeguarding Officer in Sport Certificate course or equivalent (which includes a module on vulnerable groups (in particular women and girls));

17. The IOC to encourage IFs and NOCs to entrench **gender-equal portrayal practices** in all forms of communication, in line with the IOC Portrayal Guidelines;
18. The IOC to encourage IFs and NOCs to include gender equality as a criterion in decisions regarding **resource allocation** (e.g. particularly prize money, payments);
19. The IOC to provide **mechanisms and platforms** to ensure the exchange of information and best practices between Olympic Movement stakeholders;
20. The IOC to implement a reporting system to **monitor and measure** the progress made towards gender equality in the Olympic Movement;
21. The IOC to encourage Olympic Movement stakeholders to join the **UN Women Sports for Generation Equality Initiative** to demonstrate their leadership in advancing gender equality and commitment to accelerating progress.