



INTERNATIONAL
OLYMPIC
COMMITTEE

IF Sustainability Project
**FAMILY
COMES FIRST**





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IF SUSTAINABILITY PROJECT

The world faces important challenges across a wide spectrum of economic, social and environmental issues, and the sport community is not immune from their impacts. The Olympic Movement has both an opportunity and a duty to actively contribute to the global sustainability debate in line with its vision of “Building a better world through sport”.

With this in mind, and in response to recommendation 5 of Olympic Agenda 2020 (“Include sustainability within the Olympic Movement’s daily operations”), the IOC conducted the International Federation (IF) Sustainability Project throughout 2016. The IOC carried out the project with three objectives: obtaining an overview of IFs’ sustainability initiatives; identifying common topics, good practices and shared challenges; and sharing information among the IFs. As part of this project, the IOC collaborated with the IFs to compile a series of case studies reflecting how IFs are contributing towards a more sustainable world.

Each case study is aligned with one or more of the IOC’s five sustainability focus areas: infrastructure & natural sites;

sourcing & resource management; mobility; workforce; and climate. These focus areas were selected through an extensive stakeholder engagement process, taking into consideration today’s key sustainability challenges and the manner in which the IOC believes the Olympic Movement can most significantly contribute to addressing them.

The case studies are also aligned with the United Nations’ (UN) framework of 17 Sustainable Development Goals (SDGs). This framework is pivotal for the Olympic Movement: in September 2015, the UN General Assembly confirmed the important role that sport can play in supporting the UN’s 2030 Agenda for Sustainable Development and its SDGs.

“Sport is also an important enabler of sustainable development. We recognise the growing contribution of sport to the realisation of development and peace in its promotion of tolerance and respect and the contributions it makes to the empowerment of women and of young people, individuals and communities as well as to health, education and social inclusion objectives.”
Paragraph 37, UN 2030 Agenda for Sustainable Development



THE IBSF HAS INTRODUCED A RANGE OF POLICIES AND RULES DESIGNED TO IMPROVE THE WORKING ENVIRONMENT FOR ITS STAFF.

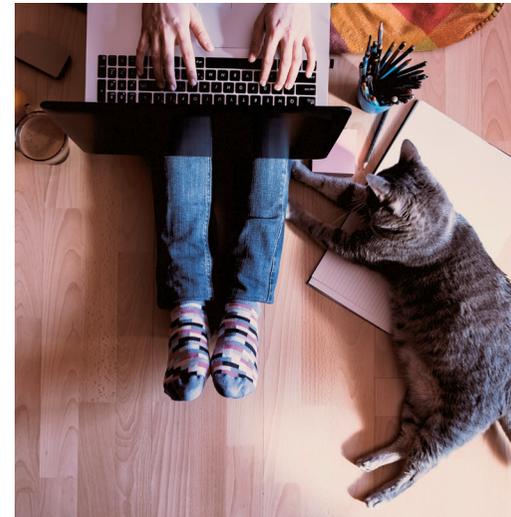


The IBSF President, Mr Ivo Ferriani, firmly believes that a family-oriented workplace produces the most efficient results. With this theory in mind, President Ferriani established a number of policies that seek to ensure the IBSF workplace environment is both family-oriented and grounded in principles of teamwork. For example:

- Short, informal meetings with all employees are held for 10-15 minutes each day, allowing members of staff to chat about non-work-related topics.

“THE APPROACH HAS REAPED POSITIVE RESULTS: STAFF MEMBERS ARE CHEERFUL, MOTIVATED AND PRODUCTIVE, WITH HIGH LEVELS OF MORALE.”

- Working from home, if required, is easily approved.
- Staff are relieved of their duties and told to return home if their family members are ill.
- All members of staff share their work information with another team member to ensure they can be easily replaced if necessary.
- During summer, staff members are asked not to reply to work emails on weekends.
- Travel and important meetings are not scheduled during August. The office is closed for one week during August as an official summer break, which is designed to ensure that members of staff are relaxed before the start of the winter season.



OBJECTIVES

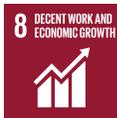
The International Bobsleigh & Skeleton Federation (IBSF) believes that an energised and motivated staff will result in productive and efficient ways of working. The goals of this “Family Comes First” approach have been to increase the morale of IBSF staff members, to keep them motivated about their jobs, and to create a positive work environment where they feel appreciated and know they have the support of the Secretary General and the President.

Each project contributes to one or more of the IOC's sustainability focus areas and one or more of the UN's SDGs:

IOC FOCUS AREA



UN SDGs



COMMUNICATION

These workplace policies are communicated at staff meetings and during the orientation process for new team members.

EVALUATION

The IBSF believes that the approach has reaped positive results: staff members are generally cheerful, motivated, enthusiastic and productive, with high levels of morale. Team members are willing and able to replace one other when the need arises due to family concerns or other emergencies.

