

## Generation Equality Forum

### IOC COMMITMENT

Sport has the power to propel gender equality and women and girls' empowerment. Gender equality is also an integral component to fulfil the International Olympic Committee (IOC) and Olympic Movement's vision of building a better world through sport.

The IOC, as owner of the Olympic Games, is placing gender equality at the forefront in order to generate lasting and transformative change in and through sport. The Olympic Games are an extraordinary global platform to help break down barriers to equality and pave the way for a more equal and inclusive society. They are also a powerful tool to convey important symbols and messages in a positive and celebratory environment to mass audiences.

To this end, the IOC has defined a targeted set of commitments that are concrete, measurable and require multi-stakeholder collaboration within the Olympic Movement. The commitments are aligned with the principles of the [Sports for Generation Equality Framework](#). They aim to accelerate tangible results.

As an organisation, as the owner of the Olympic Games and as the leader of the Olympic Movement:

- 1. The IOC aims by 2024 to consolidate the Olympic Games as one of the most effective global platforms for promoting and accelerating gender equality through the following concrete policies and actions.**

**The IOC commits to:**

#### ***Equal participation***

- i. Fostering, in collaboration with International Federations (IFs) and National Olympic Committees (NOCs), **gender balanced, non-discriminatory and fair participation** in the Olympic Games and Youth Olympic Games (YOG) through the **Olympic programme and competition schedule**;**

*At the Olympic Winter Games Beijing 2022:*

- *Female participation of 45 per cent, thanks to the athlete quotas set by the IOC.*

*At the Olympic Games Paris 2024:*

- *Participation of the exact same number of female athletes as male athletes thanks to the athlete quotas set by the IOC.*
- *28 out of 32 fully gender-equal sports (including equal number of medal events).*
- *Further enhance gender balance in the competition schedule (including equalising competition hours and medal events per day, with particular attention placed on the final weekend).*

### ***Portrayal***

- ii. Working 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 in order to **foster positive attitudes** and to **challenge harmful social norms**, gender **stereotypes and practices** that reinforce discrimination and entrench inequality.
  - *Publish the IOC Portrayal Toolkit 2.0. in the lead-up to Tokyo 2020 to be distributed to all IOC stakeholders (including the media and non-rights-holders).*

### ***Policy development***

- iii. **Mainstreaming gender equality** in all aspects of the Olympic Games and YOG, revising policies and regulations, including relevant existing operational requirements and the Olympic Host Contract.
- 2. The IOC will continue to lead by example and support the acceleration of women’s meaningful representation in governance, leadership and decision-making bodies in the Olympic Movement by 2024:**
- i. Continue to increase gender balance at the IOC governance level, based on the achievements to date (women represent 37 per cent of IOC Members, 33 per cent of IOC Executive Board members, and 37 per cent of IOC Commission chairs);
  - ii. Encourage IFs and NOCs, as part of good governance, to transition to gender-balanced representation in their decision-making bodies, with a minimum of 30 per cent women’s representation;
  - iii. 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 women in such roles;
  - iv. 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;
  - v. Coordinate the development of an action plan, in collaboration with IFs and NOCs, for more women to be eligible for and selected to participate in World Championships and the Olympic Games as coaches. Today, only 10 per cent of accredited coaches at the Olympic Games are women.