

Conference on Safeguarding Sport from corruption – 3 September 2019

UNODC Headquarters – Vienna International Centre

Points to be delivered by Emma Terho

Session 5

Topic of the discussion:

This session links to the following operative paragraphs of resolution 7/8:

“6. Also encourages States parties, in accordance with their national legislation, to address the challenge that corruption in sport could in some cases pose to the advancement of gender equality and the empowerment of women;”

Intervention:

Suggested topic for intervention: How can governance in sport be improved to empower women?

Q6: In 2018, only 13 women occupied the role of National Olympic Committee President. In your experience what are some of the key barriers preventing women from climbing to the top of leading sports organizations?

- Gender equality is a priority for the IOC and part of the organisational culture within the entire Olympic Movement.
- The IOC is committed to advancing Gender Equality on and off the field of play, as well as to promoting the participation of women and girls at all levels.
- Tremendous progress has been made on the field of play; we are seeing tangible results of our efforts. At the Youth Olympic Games Buenos Aires 2018, a complete gender equality was achieved. At the upcoming Olympic Games Tokyo 2020 we will have practically achieved gender balance, with the highest-ever representation of female athletes in Olympic history and the highest ever number of women's events (48.8%).
- The IOC is working hard to achieve gender equality also off the field of play. Today, one third of IOC Members is female. The female representation in the 27 IOC Commissions has risen to 45.4% and eight of the commissions are now chaired by women. All those numbers are historic highs.

- It is true that the progress towards gender balance in decision-making positions in the Olympic Movement is slow. Yes, the number of women President of an NOCs is still low. As of July 2019, 18 NOCs are headed by a woman (31 female secretary general out of 206 NOCs). At the IF level, only 2 IFs out of 40 are headed by a woman (one of them, leaving at the next elections this year). Progress is slow as well in other areas of the field of play such as the number of female coaches.
- A longstanding challenge for organisations is identifying and recruiting women who are interested in taking on governance roles. Also, the 206 NOCs' diversities in terms of culture and governance can be a challenge to our mission.
- To address those challenges, the IOC Executive Board (EB) launched the IOC Gender Equality Review Project on 16 March 2017 with a mandate to "push gender equality globally" with "action-oriented recommendations for change." The outcome of the Working Group's work is **25 Recommendations**, each with practical, concrete actions, timelines and assigned responsibilities.
- Gender equality within the Olympic Movement creates opportunities for women to participate in public society and allows for women to contribute in roles of influence and decision-making responsibilities, such as in anti-corruption initiatives.

Q7: What would you recommend being done to promote and support women who aspire to lead sport organizations?

- Suggested methods (as part of the recommendations of the Gender Equality Review Project):
 - o Importance of the **role models** for the young generations: female athletes represent an "untapped" resource of future leaders for the Olympic movement. Not only as coaches but as administrators. It is vital to raise awareness on that possibility and support athlete transition from their career on the field of play to off field. (ex. through the IOC Athlete Career Programme)
 - o The IOC continues to support its stakeholders organisations **educational and training programmes** targeting women in sport (e.g. leadership coaching). Through these programmes, the IOC aims to support women to take leadership positions in the administrative structures of NOCs and International Federations.
 - o **Mentoring/sponsoring programmes** have proven successful in some jurisdictions. Co-mentoring programme for women, partnering potential

governance candidates with senior-level board members. This should include mentoring, networking and training related to succession planning. (E.g. mention the New Leaders Programme of the Finland's NOC, supported by the IOC).

- **(Present personal experience as former athlete)**

Recommendation:

In general terms, the IOC considers that the Resolution 7/8 paragraph 6 is a very strong message, which remains valid.

As athlete, I would recommend the States Parties to actively encourage and promote greater participation of women in activities, programmes and initiatives and to develop robust awareness programmes on prevention, detection, and investigation of corruption in sport.”