



Gender Equality Commitment

by Beijing Organising Committee for the 2022 Olympic and Paralympic Winter Games

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In the Olympic Games preparations, Beijing 2022 is committed to abide by the Olympic Charter and Olympic Agenda 2020 as it relates to the promotion of gender equality and respect for diversity.

Acting in line with international conventions such as the UN Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Declaration and Platform for Action, China, the Host Country of XXIV Olympic Winter Games, has been working actively towards the UN 2030 Sustainable Development Goals. A particular focus has been placed on contributing to Goal 5, “*Achieve gender equality and empower all women and girls.*” Gender equality is a basic state policy in China, and safeguarding women’s rights and promoting women’s development and gender equality have always been high on the agenda.

In this context, Beijing 2022 recognizes that the Olympic Games are the biggest platform to promote gender equality and the empowerment of women and girls in sport. Beijing 2022 commits to leverage the Olympic Games to promote an inclusive and gender equal society by implementing effective measures and initiatives across four pillars, aligned with the UN 2030 Agenda and the Olympic Charter:

1. Promote equal participation, gender-equal and fair portrayal
2. Ensure a safe sporting environment for all athletes and participants of the Olympic Games
3. Promote gender equality in our leadership and workforce
4. Promote equal opportunities for our employees

Beijing 2022 will publicly report on the implementation of our commitments in the relevant post-Games report.

In support of UN Women’s “[Sports for Generation Equality Framework](#)”, [Olympic Agenda 2020+5](#) and the IOC Gender Equality and Inclusion Objectives for 2021-2024, Beijing 2022 commits to the following initiatives:

I. Promote equal participation & gender-equal and fair portrayal

Under the leadership of the International Olympic Committee (IOC), in close cooperation with the International Federations (IFs) and National Olympic Committees (NOCs), the Beijing 2022 Games will be the most gender balanced Olympic Winter Games in history:

- 1.1. The quota of female athletes will reach a record high for the Olympic Winter Games of 45.44%;
- 1.2. The number of events with female athletes will reach a record high, through the introduction of two women's single events and five mixed team events. Of the 109 events, female athletes will compete in 46 events;

In addition, Beijing 2022 will:

- 1.3. Promote equal and fair portrayal, by translating the [IOC Portrayal Guidelines](#) to Mandarin and distributing them to local media and rights-holding broadcasters.
- 1.4. Through implementation of "*Beijing 2022 Olympic and Paralympic Education Programme for Primary and Secondary School Students*", we promote equal opportunities to girls and boys to participate in winter sports in primary and secondary schools.

II. Ensure a safe sporting environment for all athletes and participants of the Olympic Games

Beijing 2022 is committed to respect the [IOC Framework For Safeguarding Athletes And Other Participants From Harassment And Abuse In Sport](#).

We will fully implement the above commitment and actively advocate for gender equality and inclusiveness with the following additional measure:

- 2.1. To safeguard specifically women's health (i.e. athletes, staff, volunteers), we will set up a female consulting room and treatment room in each polyclinic of Beijing, Yanqing and Zhangjiakou Olympic Villages. These polyclinics will provide dedicated doctors only for women, and offer professional medical treatments for female athletes, staff and all participants.

III. Promote gender equality in our leadership and workforce

We commit to ensuring gender balance in :

- 3.1. our workforce, with a minimum target of 40% women;
- 3.2. our volunteers, with a target of 50% women;
- 3.3. in the decision-making positions of our volunteers management, with a minimum target of 50% women;
- 3.4. our athlete commission to be chaired by a woman, and with a minimum target of 50% women members.

IV. Promote equal opportunities for our employees

In accordance with China's policies and regulations on the protection of women's rights and interests, Beijing 2022 will ensure there is no form of gender discrimination and harassment within its workforce and volunteers, through effective prevention measures as well as access to reporting mechanisms.

This includes:

- 4.1. Strengthen our internal organisational policy on safeguarding employees, in particular our female employees;
- 4.2. Implementation of a reporting procedure to address any incidents or harassment with a dedicated safeguarding officer;
- 4.3. Guaranteeing equal salary between women and men in workforce;.
- 4.4. Providing mental health services to our employees;
- 4.5. We will respect maternity benefits for female employees, and strictly and fully implement policies for maternity leave and breastfeeding leave to protect the rights and interests of female employees;
- 4.6. We offer flexible workplace schedules for women in maternity and breastfeeding period.

Beijing 2022 will also call upon all its stakeholders to join, taking actions to implement their own commitments with the purpose of reaching gender equality and increasing inclusiveness in society.