IF Sustainability Project
EDGE CERTIFICATION FOR GENDER EQUALITY IN THE WORKPLACE
The world faces significant challenges across a wide spectrum of economic, social and environmental matters. 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 Olympic Agenda 2020, the International Olympic Committee (IOC) launched the International Federation (IF) Sustainability Project in 2016 to obtain an overview of IFs’ sustainability initiatives – identifying common topics, challenges and good practices while also sharing information among the IFs.

One outcome of the project was a series of case studies illustrating how IFs are actively contributing towards a more sustainable world.

As part of the IOC’s objective to “profile the role of the Olympic Movement in sustainability through the aggregation of information and collective reporting”, it was agreed that the identification and sharing of information contributes to the holistic integration of sustainability and should be continued. These case studies, which now also showcase National Olympic Committees’ (NOCs) best practices, form part of a strategic support system given to the Olympic Movement through the IOC Sustainability Strategy.

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. They are also aligned with one or more of the United Nations’ (UN) framework of 17 Sustainable Development Goals (SDGs), which provide a common framework for organisations to explain how they plan to contribute to sustainable development and tackle the key global sustainability challenges. 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.

“The IOC provides support to NOCs and IFs in the definition, design and development of their sustainability strategies.

Paragraph 37, UN 2030 Agenda for Sustainable Development
UCI CERTIFIES ITS ORGANISATION FOR GENDER EQUALITY

In the words of Mrs Amina Lanaya, the first woman to hold the position of Director General at the Union Cycliste Internationale (UCI), “the theme of gender equality is a priority”. The world governing body for cycling became the first sports federation to receive the EDGE Certification Seal for gender equality on 23 October 2019.

After conducting a detailed internal assessment and undergoing an independent third-party verification process where the organization stands in terms of gender balance across a variety of metrics, the UCI obtained Edge Assess, the first of three-tiered levels.

The UCI is currently working toward the second level of certification, EDGE Move. The next steps of the process include defining and implementing internal policies concerning:

- **Work flexibility**, including specific guidelines for managers on how to manage their staff who benefit from it.

- **Promotion of diversity and integration**, through open and equal access to opportunities and fostering a welcoming culture.

- **Pay equity**, whereby both men and women should be compensated equally for equal work.

- **Prevention of all forms of harassment in the workplace** including sexual and all other forms of violence.

The UCI embarked on its certification journey as part of a series of measures it is taking to work towards gender equality among its employees, in line with its 2022 objective to achieve equality among its employees. It seeks to:

- Establish a robust pipeline for women to increase the number of women in management positions by 2022.
- Leverage third party expertise to evaluate internal policies and procedures and remove gender bias.

OBJECTIVES

With the introduction of the UCI Agenda’s 2022, the federation seeks to:

- Work towards gender equality among its employees, in line with its 2022 objective to achieve equality among its employees.
- Establish a robust pipeline for women to increase the number of women in management positions by 2022.
- Leverage third party expertise to evaluate internal policies and procedures and remove gender bias.

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undertaking to achieve its Agenda 2022 goals. Each measure builds towards establishing governance in which transparency, fairness, representation and respect for individuals are highly valued.

These actions include introducing of a Charter of Gender Equality within the UCI administration and revising the UCI Statutes to include minimum gender representation numbers within governing bodies of the UCI, Continental Confederations and National Federations.

The measures have also brought about enhanced athlete protection in the UCI Code of Ethics against any form of harassment and the recognition of ethical principles by the UCI Road Teams including the introduction of a minimum wage for top-tiered female cyclists and additional insurances such as maternity leave. Furthermore, UCI introduced its Charter of Gender Equality for Official Ceremonies for the UCI World Championships in order to achieve equal representation and enforce a minimum amount of live TV coverage for all women’s World Tour events.

EVALUATION
By engaging in a third-party gender equality certification process, the UCI has demonstrated its commitment to establishing a gender equal and inclusive work environment. This will contribute to positioning the UCI as an employer of choice, improving employee satisfaction and retention rates. The introduction of talent management and the creation of leadership pipelines for women should also lead to an increase in women in management positions in the mid to long term. This aligns with the IOC’s recommendation for sports organisations to have gender balance in their decision-making bodies, with a minimum representation of 30% women.

“AS THE FIRST WOMAN DIRECTOR GENERAL OF THE UCI, I AM VERY PROUD THAT OUR FEDERATION HAS OBTAINED EDGE CERTIFICATION. WE ARE COMMITTED TO AN AMBITIOUS PROJECT TO MAKE THE UCI AN EXEMPLARY INTERNATIONAL SPORTS BODY IN TERMS OF INTERNAL GOVERNANCE. IN THIS CONTEXT, THE THEME OF GENDER EQUALITY IS A PRIORITY, AND WE WILL CONTINUE TO BE COMMITTED TO THIS GOAL IN ORDER TO PUT IN PLACE, BY 2021, A POLICY ENSURING THE WELL-BEING, EQUALITY AND PROMOTION OF ALL OUR EMPLOYEES.”

MRS AMINA LANAYA, UCI DIRECTOR GENERAL

BENEFITS
• Receive guidance and third-party support to offer the same professional opportunities to female and male staff members.
• Position your organisation as an employer of choice for top talent, reach higher employee engagement and improve retention.
• Create an environment in which everyone is safe and protected against any form of harassment and abuse.

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