



Olympic Gender Standardization Index Situation Report and Challenges

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Fostering gender equality and developing women's achievement in sport excellence is one of our key tasks at the Olympic Committee of Israel.

As the umbrella organization of sports in Israel, we have an important role to play in creating social change, accelerating processes and leading gender equality in sports at all levels and for all age groups.

The current situation presented in this document puts a spotlight on the achievements and challenges through two courses of action:

The Gender Standards Index (GSI) - The Olympic Committee of Israel annually reviews the GSI which serves as a strategic action guide. The GSI defines the desired standard and results in each of the GSI's ten parameters. The desired results are formulated in a measurable and achievable way.

Purpose of the Gender Standardization Index:

- To initiate prompt substantial change by standardization for the Olympic Committee of Israel
- To serve as a model for sport organizations united under the Olympic Committee of Israel
- To guide in the design of a work plan and required actions
- To providing a tool for evaluating the effectiveness of our activities
- To assess the degree of progress by the Olympic Committee of Israel

Monitoring - The monitoring process provides information and a comparative picture of women in relation to men in ten core areas. Monitoring is one of the tools for following up on the implementation of the gender policy and its integration within the organization while maintaining the principles of transparency, supervision and continuous improvement.

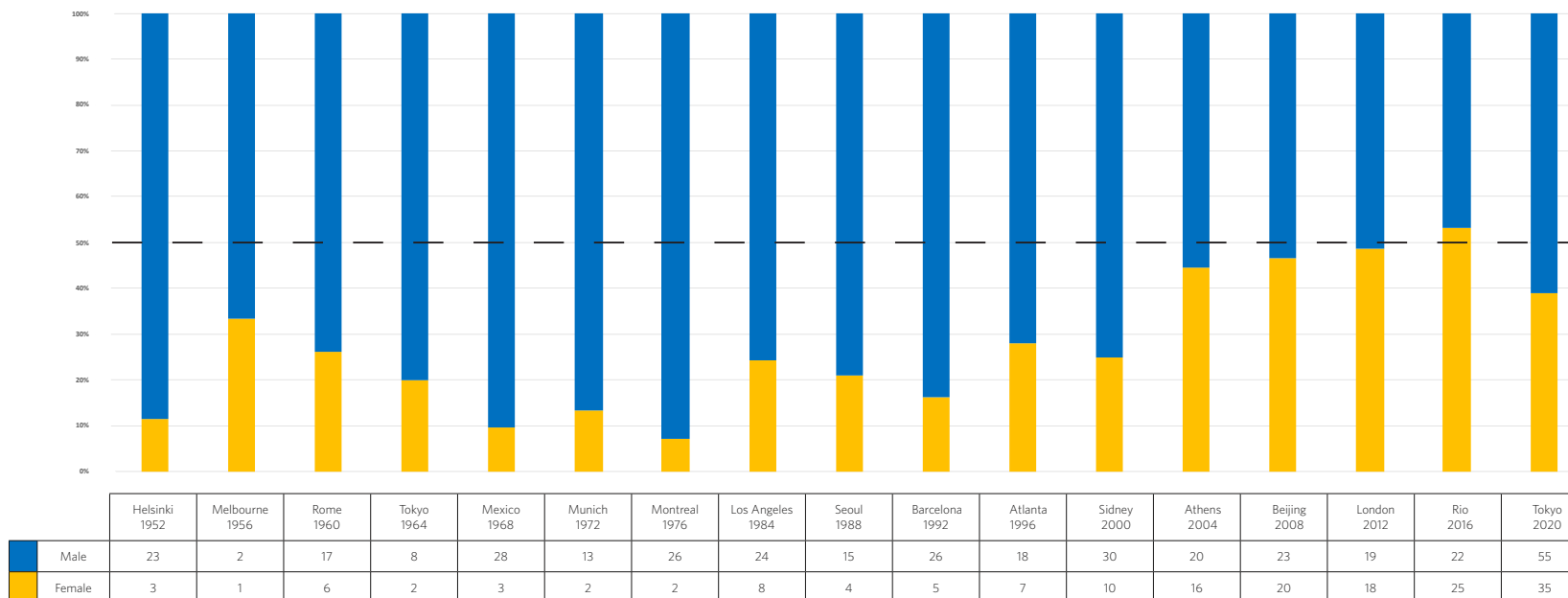
Monitoring is performed by scanning the parameters established in order to identify inequalities, to address irregularities and prioritize projects that advance their reduction.



Situation Report of the Olympic Committee of Israel

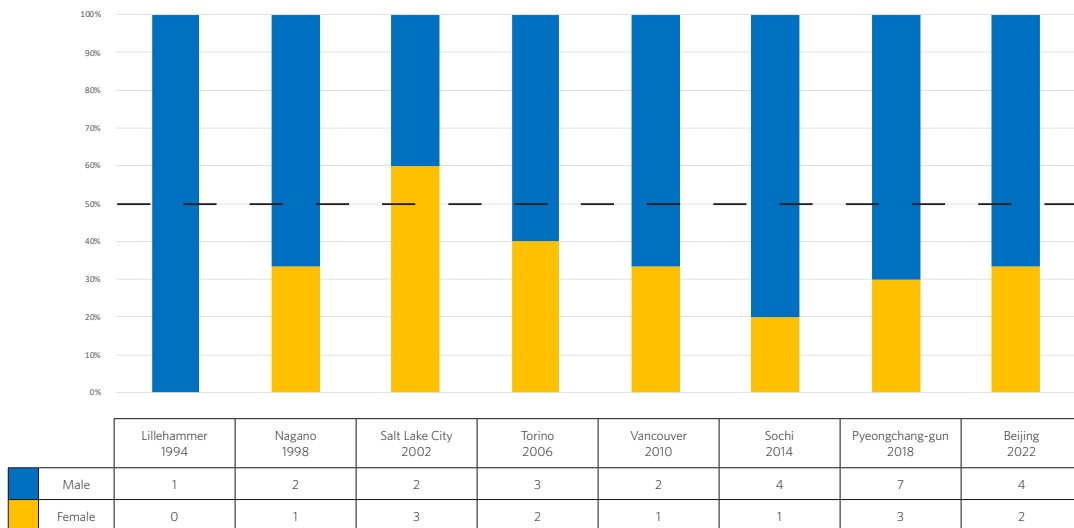
Participation in the Olympic Games

Male and Female Athletes in the Summer Olympic Games 1952-2020



- The first modern Olympic Games were held in Athens in 1896. Israel participated for the first time in Helsinki 1952.
- In total, Israel participated in 17 Summer Olympics and all its delegations included women.
- Eleven individual athletes won 12 Olympic medals, 4 of which were achieved by women. One team won an Olympic medal in a mixed event.
- In Tokyo 2020, the Israeli delegation included a team of 24 baseball players. Excluding baseball, 53% have been female athletes.

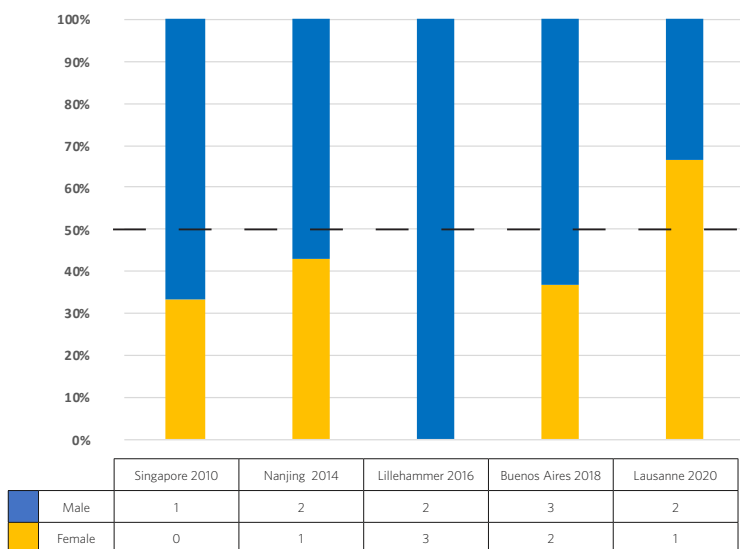
Male and Female Athletes in the Winter Olympic Games 1994-2022



The Winter Olympics took place for the first time in Chamonix in 1924, though Israel participated in them for the first time in Lillehammer 1994.

- In total, Israel participated in 8 Winter Olympics and included females in its delegations as of the 1998 Nagano Games.
- To date, Israeli athletes have yet to win any medals in the Winter Olympics.

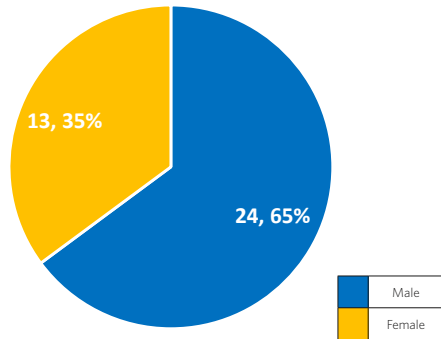
Male and Female Athletes in the Summer and Winter Youth Olympic Games 2010-2020



- Israel has regularly participated in the Summer Youth Olympics since its inception in Singapore 2010, and started participating in the Winter Youth Olympics in Lillehammer 2016.
- To date, Israel has participated in three Summer Youth Olympics and all its delegations included young women.
- Israel participated twice in the Winter Youth Olympics when only in Lausanne women were included in the delegation.
- 9 Israeli athletes won Olympic medals in the Youth Olympic Games (Summer and Winter), 2 of which were achieved by women in the Winter Games and 1 in an integrated branch (male and female athletes together).

Management Roles and Representation

The Composition of the Olympic Committee of Israel 2021

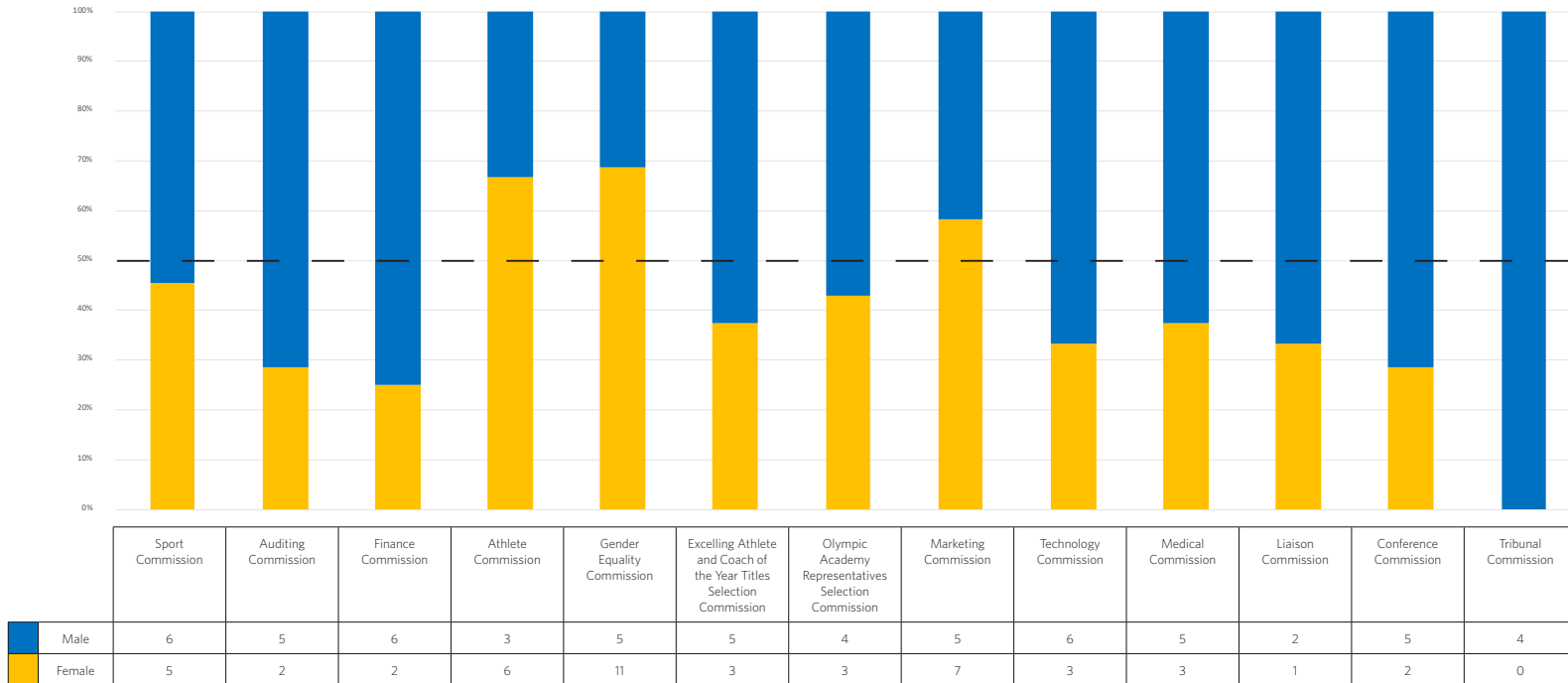


- 2 out of the 13 female members of management are observers (non-voting members).
- 2 out of the 24 male members of management are observers (non-voting members).
- As the Olympic Committee of Israel regards the promotion of women as important and in order to accelerate the process of their integration and partnership in key positions and junctions of influence, the Committee designed a distinctive course for female directors (2019).
- To date, 47 females were certified and 24 are currently attending the course (2021).
- The course certifies its graduates for the position of director by the Israeli Center of Management.
- Since 2021, the course is supported by Olympic Solidarity and provides certificates by the International Olympic Committee.

Senior Management Positions at the Olympic Committee of Israel 2012-2021

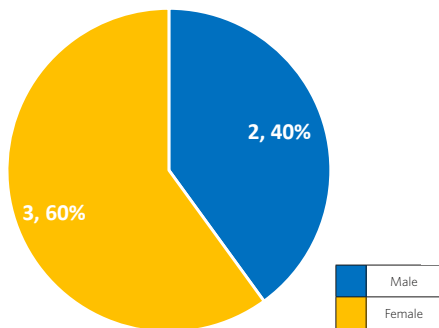
Year	No. of Male Employees	No. of Female Employees	% Females	Females in Managerial Positions
2012	5	4	44%	None
2020	5	7	58%	2
2021	5	5	55%	2

Members of Commissions in the Olympic Committee of Israel 2021



- 7 out of 13 commissions at the Olympic Committee of Israel are headed by females.

Participation in International Commissions in the Olympic Movement 2021



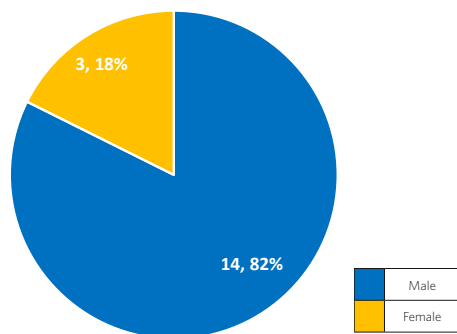
- Participation at the IOC Commissions - 1 female member.
- Participation at the EOC Commissions - 4 members (2 females & 2males).

Awards, Scholarships and Incentives

Allocation of equal scholarships and incentives to men and women

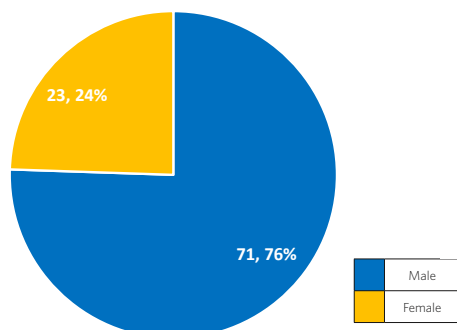
- As of 1984, the Olympic Committee of Israel grants scholarships to athletes. The amounts granted are equal to male and female athletes according to their classification – gold, silver, bronze, senior.
- As of 1984, the Olympic Committee of Israel grants incentives to athletes and coaches. The amounts are equal to male and female athletes according to their achievements.

Winning the Coach of the Year Title 2007-2021



- The Coach of the Year Title was introduced in 2007 with the aim of improving and promoting the status of male and female coaches.
- As of 2021 gender has been taken into consideration and the title has been awarded to one male and one female coach each year.

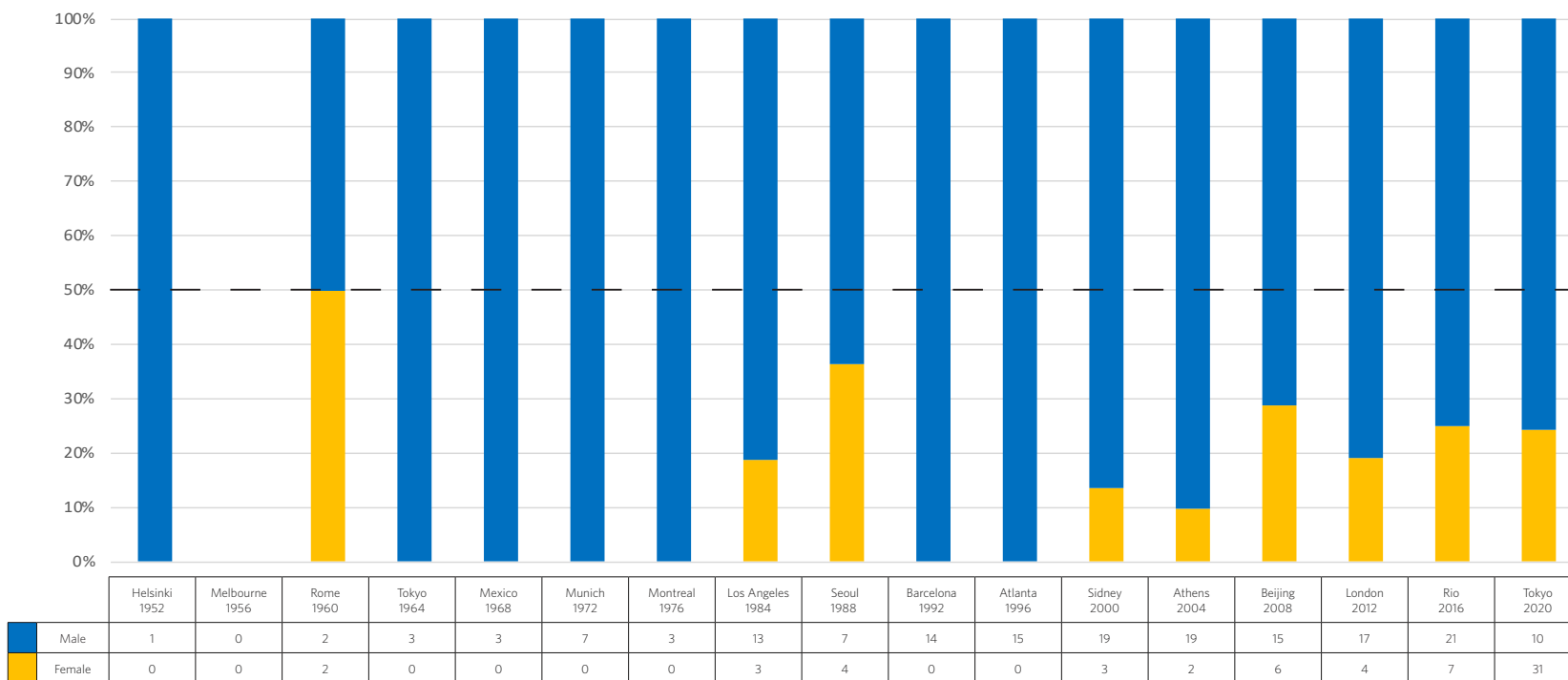
Winning the Athlete of the Year Title 1949-2021



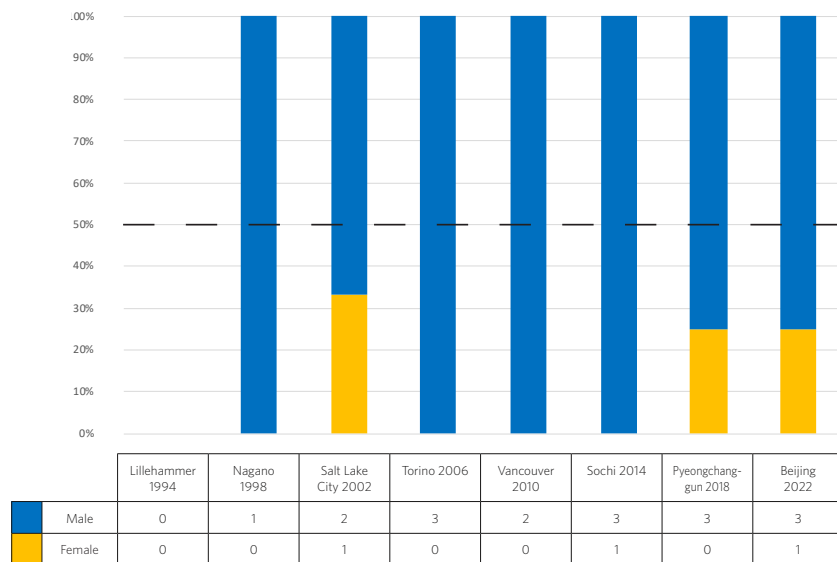
- As of 1949, the title Athlete of the Year has been awarded as a sign of appreciation, honor and entry into the Hall of Fame. The Olympic Committee of Israel awards these athletes a significant financial reward.
- As of 2013 gender has been taken into consideration and the title has been awarded to one male and one female athlete each year.

Training and Fostering Female Coaches

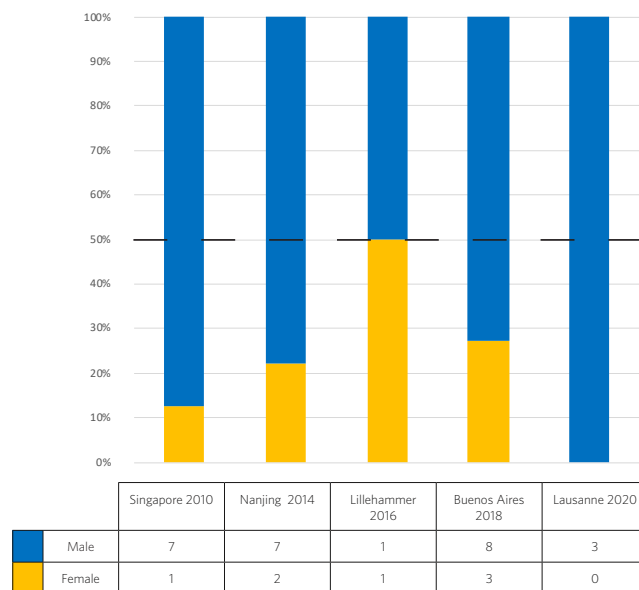
Male and Female Coaches in the Summer Olympic Games 1952-2020



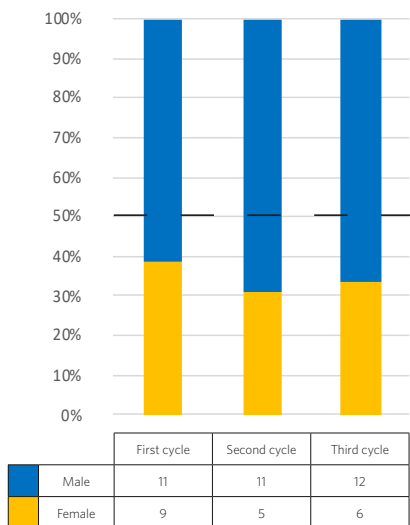
Male and Female Coaches in the Winter Olympic Games 1994-2022



Male and Female Coaches in the Summer Youth Olympic Games 2010-2020



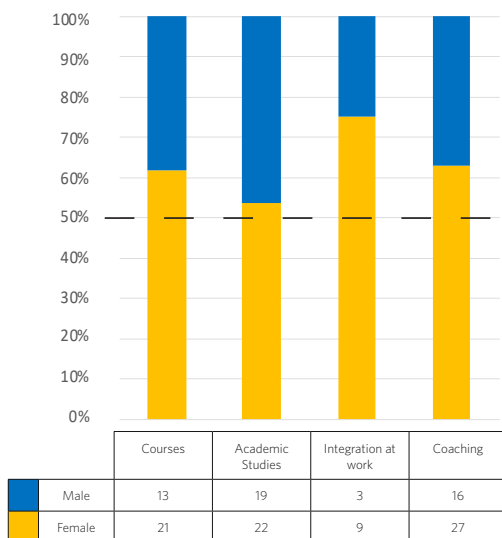
Participants of the National Program for Male and Female Coaches 2016-2022



- In 2016 the Olympic Committee of Israel launched the Podium Program - a national program for coaches.
- The sport federations are required to submit 3 candidates - with at least 1 woman among them.
- In the first session (March 2016) - 82% male and 86% females of the participants from the program have continued working as coaches.
- In the second session (May 2019) - 100% of the participants from the program have continued working as coaches.
- In the third session (March 2022) - 100% of the participants from the program have continued working as coaches.

Transitioning to a New Career

Participants in the Day After Project 2016-2021



- Since the onset of the project in 2016, 79 (61%) of 130 participants have been female athletes.
- The above data refer to male and female Olympic athletes.
- To join the program personal contact is made with the athletes.