



DIRECTIVES AND TIMELINE FOR GENDER EQUALITY IMPLEMENTATION
IFSC Asia, Term 2025-2029

1. BACKGROUND

The 2024 IFSC Asia Gender Equality Directive outlines a strategic framework to achieve gender parity within the Asian Council of the International Federation of Sport Climbing (IFSC) by 2029. Drawing on findings from the Global Gender Gap Index, which highlights significant gender disparities across Asian regions, the directive mandates specific milestones and guidelines aimed at achieving a balanced representation of genders on the Council in accordance with the principles of gender equality set out in the IFSC Continental Regulations.

By 2025, the Asian Council must target a minimum 30-70 gender ratio, progressing to a 40-60 (or ideally 50-50) balance by 2029. This initiative involves adjustments to board composition, the establishment of roles focused on diversity, and targeted leadership programmes, particularly supporting women in sports governance, to foster an inclusive and representative leadership within the sport climbing community across Asia.

2. ANALYSIS

2.1. Global Gender Gap Index – Asia

The Global Gender Gap Index, introduced by the World Economic Forum in 2006, benchmarks progress towards gender parity and compare countries' gender gaps across four dimensions: economic opportunities, education, health and political leadership.

The Global Gender Gap Report 2022 ([here](#)) outlines that in Central Asia, overall progress in closing the gender gap is stagnant at 69.1%, unchanged from the last edition. At this pace, it would take 151 years to close the gap. In 2022, Central Asia reported the fourth-highest regional score out of the eight regions, just after North America, Europe, and Latin America and the Caribbean.

East Asia and the Pacific has closed 69% of its overall gender gap, marginally increasing the regional performance from the 2021 edition, with 13 of 19 countries improving their gender gap score. At this pace, the region will need 168 years to close the gender gap.

With an average population-weighted score of 63.4% Middle East and North Africa has the second-largest gender gap to close, after South Asia. The region's gender score remains similar to the last edition, which gives Middle East and North Africa a timeframe to close the gap of 115 years. Israel, United Arab Emirates and Lebanon are the best-performing countries, while Qatar, Oman and Algeria are the worst-performing countries. This year's most improved countries in the region, compared to 2021, are Saudi Arabia, Morocco and Kuwait.

Among the eight regions covered in the report, South Asia ranks the lowest, with only 62.4% of the gender gap closed. The lack of progress since last edition extends the wait in South Asia to close the gender gap to 197 years, with broad stagnation across the gender parity scores of most countries. Bangladesh and Nepal lead regional performance, with over 69% of their gender gaps closed, while Afghanistan registered the region's and world's lowest level of overall gender parity, with a score of 43.5%.

Table 1 – Regional performance in 2022 by subindex

	Overall Index	Economic Participation and Opportunity	Educational Attainment	Health and Survival	Political Empowerment
Central Asia	69.1%	68.2%	98.8%	97.4%	11.8%
East Asia and the Pacific	69.0%	72.2%	95.4%	95.2%	13.3%
Middle East and North Africa	63.4%	46.0%	96.2%	96.4%	15.1%
South Asia	62.3%	35.7%	93.2%	94.2%	26.2%



Countries in each regional group are¹:

- Central Asia: Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyz Republic, Moldova, Tajikistan, Turkey, Ukraine
- East Asia and the Pacific: Australia, Brunei Darussalam, Cambodia, China, Fiji, Indonesia, Japan, Korea, Lao PDR, Malaysia, Mongolia, Myanmar, New Zealand, Philippines, Singapore, Thailand, Timor-Leste, Vanuatu, Vietnam
- Middle East and North Africa: Bahrain, Algeria, Egypt, Israel, Jordan, Kuwait, Lebanon, Morocco, Oman, Qatar, Saudi Arabia, Tunisia, United Arab Emirates
- South Asia: Afghanistan, Bangladesh, Bhutan, India, Iran, Sri Lanka, Maldives, Nepal, Pakistan

3. PURPOSE

This directive and timeline aims to achieve a more balanced representation of women and men among Asian Council Board members by establishing effective measures that aim to accelerate progress towards gender balance, while allowing the Asian Council sufficient time to make the necessary arrangements for that purpose.

4. SCOPE

This directive and timeline applies to Asian Council Board members and, indirectly, to Asian National Federation.

5. CURRENT ASIAN COUNCIL BOARD COMPOSITION

The current (2021-2025) Asian Board is composed of 12 members (2 female, 10 male), with a ratio of ca. 16-84 % in one gender.

TITLE	NAME	COUNTRY	GENDER
President	LI Zhixin	China	M
Deputy President	Anthony SEAH	Singapore	M
Secretary General	Rasip ISNIN	Singapore	M
Vice President - Special Projects	DING Xianghua	China	M
Vice President - Treasurer	Fred YU	Hong Kong, China	M
Vice President - Central Asia	Kazbek VALIYEV	Kazakhstan	M
Vice President - East Asia	MIZUMURA Shinji	Japan	M
Vice President - South Asia	Kiruthi Praveen KUMAR PAIS	India	M
Vice President - South-East Asia	Franz Gerhardt LIM	Philippines	M
Vice President - West Asia	Parisa ALARI	Iran	F
Athletes' Representative	OGATA Yoshiyuki	Japan	M
Athletes' Representative	Puntarika TUNYAVANICH	Thailand	F

IFSC Asia Regions	IFSC Members <i>*in blue NFs with women in leadership positions.</i>	Other
South Asia	India, Nepal, Pakistan, Sri Lanka	Afghanistan, Bangladesh, Bhutan, Maldives
West Asia	Iran, Jordan, Kuwait, Lebanon, Palestine, Saudi Arabia	Bahrain, Iraq, Oman, Qatar, Syria, United Arab Emirates, Yemen
South-East Asia	Cambodia, Indonesia , Malaysia, Philippines, Singapore, Thailand	Brunei, Laos, Myanmar, Timor Leste, Vietnam
East Asia	China, Hong Kong China, Japan, Republic of Korea, Macau China, Mongolia, Chinese Taipei	Democratic People's Republic of Korea
Central Asia	Kazakhstan, Kyrgyzstan, Uzbekistan	Tajikistan, Turkmenistan

¹ This division is geographical and referenced in the Global Gender Gap Report 2022. IFSC adopts the continental division as established by the IOC.



6. OBJECTIVES OF GENDER BALANCE ON CONTINENTAL BOARDS

The Asian Council shall ensure that Article 6.3.3 of the Continental Regulations: "Continental Boards should strive for 50-50 gender balance and must reach a ratio of no more than 60-40 in one gender" is reached by 2029 elections.

To reach this goal, a ratio of 30-70 in one gender must be achieved by 2025. This means a minimum of four (4) members out of 12/13 must be of other gender.

7. MEANS TO ACHIEVE THE OBJECTIVES

7.1. Board Composition 2025-2029 options

- Chair and Deputy Chair must be of different gender
- Out of seven (7) Vice Chairs, at least two (2) must be of different gender.
- Athletes' representatives must be of different gender
- The Vice Chair for Special Projects or Treasurer must be a woman. Special Projects may include overseeing that Gender, Diversity, Equity and Inclusion are considered in Asian Council activities.

7.2. Leadership

- Seek candidates to participate to Women Lead Sport courses.
- Promote amongst Asian National Federations women in leadership positions, by inviting them to institutional activities.
- Encourage Asian National Federations to submit women to be members of IFSC Commissions.

7.3. Fast-track and Selection of Candidates

Candidates shall be selected on the basis of a comparative assessment of the qualifications of each candidate. When choosing between candidates who are equally qualified in terms of suitability, competence and professional performance, priority is given to the candidate of the underrepresented gender.

8. ASIAN BOARD COMPOSITION 2025-2029

The Asian Board for the term 2025-2029 shall be composed as follows:

TITLE
Chair
Deputy Chair
Secretary/General
Vice Chair - Special Projects
Vice Chair - Treasurer
Vice Chair - Central Asia
Vice Chair - East Asia
Vice Chair - South Asia
Vice Chair - South-East Asia
Vice Chair - West Asia
Athletes' Representative (M)
Athletes' Representative (F)



9. TIMELINE OF IMPLEMENTATION

2025 Election	11 January 2025, Jeddah (KSA) A ratio of 30-70 in one gender must be achieved by 2025, meaning 4 women part of the Asian Council.
2025-2029 Commissions	A minimum of 5 candidates across all IFSC Commissions for the term 2025-2029 must be women from Asia.
2026 Leadership	investment for 2 candidates to take part to Women Lead Sport programme. Invite the 2 candidates to participate to institutional activities (IFSC General Assembly, Asia Assembly, Climbing Summit, other).
2027 Leadership	investment for 2 additional candidates to participate to Women Lead Sport programme. Invite all 4 candidates to participate to institutional activities (IFSC General Assembly, Asia Assembly, Climbing Summit, other)
2028	Prepare for Elections 2029
2029 Elections	A ratio of 40-60 (or better 50-50) in one gender must be achieved by 2025, meaning 5 women are elected on the Asian Council. The Chair of the Asian Council and the Continental Board Member (Asia) in the Executive Board should be of different gender.