



PARIS 2024 SOCIAL CONVENTION

The Paris 2024 Social Convention is dedicated to identifying and promoting social engagement guiding the action of the Organising Committee for the Olympic and Paralympic Games (OCOG), with the purpose of building strong social legacy in a spirit of sustainable human development. Each of these commitments must constitute a social reference engaging the OCOG, employers, social partners, and public authorities involved in the preparation and organisation of the 2024 Games.

These engagements will serve as the basis for an operational action plan, should the city of Paris be chosen to host the 2024 Games.

Establish a governance and steering framework to ensure the exemplary social nature of the 2024 Olympic and Paralympic Games

- 1 Establish an advisory committee bringing together employees' and employers' unions as well as public authorities to review the implementation of the Paris 2024 Social Convention and assess its impact.
- 2 Ensure the presence of trade unions in the governance of the OCOG through a representative of French employees at the Executive Board of the International Labour Organisation (ILO).
- 3 Encourage public procurement that takes into account integration through economic activity and includes clauses of social and environmental responsibility in public contracts.
- 4 Guarantee access to information in tender procedures related to the 2024 Olympic and Paralympic Games to small and medium-sized French enterprises in order to foster local employment and strengthen the economic fabric.

Place quality employment and working conditions at the heart of the economic impact of the 2024 Olympic and Paralympic Games

- 5 Prevent all forms of discrimination in access to employment, encouraging diversity in professions involved in the organisation of the 2024 Games.
- 6 Promote access to employment for those who need it most, including young people from underprivileged areas, workers with disabilities, the long-term unemployed, seniors, through the participation of all stakeholders (state, local authorities, companies...).
- 7 Commit to a goal of protecting the health and safety of employees as well as their working conditions, in particular for work in the organisation of the 2024 Olympic and Paralympic Games.
- 8 Promote compliance with international labour standards including « decent work » as defined by the ILO for subcontractors and suppliers.
- 9 Pay special attention to seconded employees in order to facilitate their access to information and the respect of their rights, especially by providing guidance to employers.

Enhance skill development and secure professional pathways for workers and volunteers involved in the organisation of the 2024 Olympic and Paralympic Games

- 10 Provide effective assistance to young people through professional or apprenticeship programmes in order to optimise their long-term access to the labour market.
- 11 Throughout the organization of the 2024 Olympic and Paralympic Games, build and develop education, training, and skill development programs relevant to labour market requirements (apprenticeship, work-based learning).
- 12 Recognize with certification the personal commitment and experience gained by volunteers devoted to the organization of the Games.
- 13 Help support the redeployment of employees who worked on the organisation of the 2024 Olympic and Paralympic Games.

Make sport the driving force of social and inclusive development through the organisation of the 2024 Olympic and Paralympic Games

- 14 Ensure an exemplary reconversion of the Olympic Village around a social housing and innovative urban development program following the 2024 Olympic and Paralympic Games.
- 15 Promote jointly with state and local authorities, the sport movement and trade unions, the practice of sport in corporate settings, especially through partnership with work councils.
- 16 Establish programs to promote international solidarity in the field of sports.

This Convention is the result of a joint effort led by the Paris 2024 Bid Committee and all five major French trade unions: CFDT, CGT, FO, CFTC, CFE-CGC