

# FROM WINDHOEK TO MONTREAL

INTERNATIONAL WORKING GROUP  
ON WOMEN AND SPORT



## WOMEN AND SPORT PROGRESS REPORT 1998-2002

ANITA WHITE & DEENA SCORETZ  
FOR THE INTERNATIONAL WORKING GROUP  
ON WOMEN AND SPORT (IWG)



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K. Terauds  
Martin Charboneau  
Sayuri Inoue (JWS)  
Singapore Sports Council  
Smith College (USA)  
WomenSports Federation (I. R. of Iran)

ISBN 0-9730719-0-7

This document is also available in French and Spanish:  
De Windhoek à Montréal : Rapport d'étape sur les femmes et le sport, 1998-2002  
De Windhoek a Montreal: Informe de Avance sobre la Mujer y el Deporte, 1998-2002

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# TABLE OF CONTENTS



Acknowledgements .....	v
Message from the Co-Chairs of the International Working Group on Women and Sport .....	vii
Introduction .....	ix

## Chapter 1: Background and Context

A) First world conference in Brighton, UK in 1994 .....	1
B) Work started between 1994 and 1998 .....	3
C) Second world conference in Windhoek, Namibia in 1998 .....	4
D) Work of the IWG and progress made between 1998 and 2002 .....	7

## Chapter 2: Progress on the Windhoek Call for Action

<b>1. Develop action plans .....</b>	<b>9</b>
• CAAWS - Canada .....	10
• Womens Sports Foundation UK .....	10
• Sport Council for Wales .....	11
• Australian Sports Commission .....	11
• Botswana National Sports Council .....	12
• Finnish Sports Federation .....	13
• Women's Sports Foundation USA .....	13
• Commonwealth Games Federation .....	13
• Commonwealth Games Association of Canada .....	14
• Supreme Council of Sport in Africa (SCSA) Zone 6 .....	14
• International Council of Sport Science and Physical Education (ICSSPE) .....	14
<b>2. Reach out beyond the current boundaries of the sport sector .....</b>	<b>15</b>
• WomenSport International (WSI) .....	15
• Australian Sports Commission .....	16
• Commonwealth Games Association of Canada .....	18
• Singapore Sports Council .....	18
• Japanese Association of Women in Sport .....	18
• Liberian Women and Sport Association .....	19
• Girl Scouts USA .....	19
• CAAWS – Canada .....	19
• DEMUSA – Mexico .....	20
<b>3. Promote and share information about the positive contribution of girls' and women's involvement in sport .....</b>	<b>21</b>
• WomenSport International (WSI) .....	21
• International Association of Physical Education and Sport for Girls and Women (IAPESGW) .....	21
• Women's Sports Foundation USA .....	21
• CAAWS – Canada .....	22
• Australian Sports Commission .....	23
• Singapore Sports Council .....	24
• Finland .....	25

<b>4. Build the capacity of women as leaders and decision-makers</b> .....	26
• International Olympic Committee (IOC) .....	26
• Commonwealth Games Federation (CGF) .....	27
• Conférence des Ministres de la Jeunesse et des Sports des Pays d'Expression Française (CONFEJES) .....	28
• Coaching Association of Canada .....	29
• Australian Sports Commission .....	30
• Women's Sports Foundation USA .....	30
• Finnish Sports Federation .....	31
• Singapore Sports Council .....	31
• National Olympic and Sports Committee - France .....	31
• Ministry of Youth and Sport – France .....	32
• Girl Scouts USA .....	33
<b>5. Avert the "world crisis in physical education"</b> .....	34
• International Council of Sport Science and Physical Education (ICSSPE) .....	34
• MINEPS III (UNESCO) .....	35
• International Association of Physical Education and Sport for Girls and Women (IAPESGW) .....	36
• Hillary Commission – New Zealand .....	37
• Austria .....	37
• Girl Scouts USA .....	37
• Women's Sports Foundation USA .....	37
• Sports Council for Wales .....	38
<b>6. Encourage the media to positively portray and significantly cover girls' and women's involvement in sport</b> .....	39
• Australian Sports Commission .....	39
• Canada, WTSN, Sports Axxess .....	40
• Women's Sports Foundation USA .....	41
• Ecuadorian Olympic Committee .....	41
• Finnish Sports Federation .....	41
• Japanese Association of Women in Sport .....	42
• France .....	42
• I. R. of Iran .....	43
• Supreme Council of Sport in Africa (SCSA) Zone 6 .....	43
• Girl Scouts USA .....	43
<b>7. Ensure a safe and supportive environment for girls and women participating in sport</b> .....	44
• WomenSport International (WSI) .....	44
• Council of Europe .....	44
• United Kingdom .....	44
• Canada .....	45
• Australian Sports Commission .....	45
• Japanese Association of Women in Sport .....	47
• Norway .....	48
• Ministry of Youth and Sport – France .....	48
• Finnish Sports Federation .....	49
<b>8. Ensure that policies and programs recognise the differences and diversity among women</b> .....	50
• Australian Sports Commission .....	50
• International Association of Physical Education and Sport for Girls and Women (IAPESGW) .....	51
• USA – Black Women in Sport Foundation .....	52
• Singapore Sports Council .....	52
• WomenSport International (WSI) .....	52

<b>9. Recognise the importance of governments to sport development</b> .....	53
• Canada .....	53
• Australian Sports Commission .....	54
• Japanese Association of Women in Sport .....	54
• Supreme Council of Sport in Africa (SCSA) Zone 6 .....	55
• Liberian Women and Sport Association .....	55
• France .....	55
• Thailand .....	56
• Women's Sports Foundation USA .....	56
<b>10. Ensure that Official Development Assistance programs provide equal opportunities for girls' and women's development</b> .....	57
• Commonwealth Sport Development Programs (CSDP) .....	57
• Australian Sports Commission .....	60
• France .....	60
<b>11. Encourage more women to become researchers in sport, and more research to be undertaken on critical issues relating to women in sport</b> .....	61
• International Association of Physical Education and Sport for Girls and Women (IAPESGW) .....	61
• WomenSport International (WSI) .....	61
• International Council for Health, Physical Education, Recreation, Sport and Dance (ICHPER.SD) .....	62
• Women in Sport and Physical Activity Journal .....	62
• Germany .....	63
• Finnish Sports Federation .....	64
• Ecuadorian Olympic Committee .....	64
• Japanese Association of Women in Sport .....	65
• Thailand .....	65
• Women's Sports Foundation USA .....	65
• Womens Sports Foundation UK .....	65
• IOC / Loughborough University UK .....	66

### Chapter 3: The A – Z of World Wide Action

<b>1. International Organisations</b> .....	67
• International and Regional Governmental Organisations .....	67
• International Multi-Sport Organisations and Sport Federations .....	70
• International Physical Education and Sport Science Organisations .....	82
<b>2. Regional Organisations and National Reports</b> .....	85
• Africa .....	85
• Americas .....	92
• Asia and the Middle East .....	100
• Arab Region .....	108
• Europe .....	109
• Mediterranean Region .....	117
• Oceania .....	118

### Chapter 4: Review of Progress and Conclusions .....

#### Appendices

A) The Brighton Declaration .....	129
B) Signatories to the Brighton Declaration .....	133
C) The Windhoek Call for Action .....	139
D) The International Working Group on Women and Sport 1998-2002 .....	141
E) Directory of Contributors .....	143





## Acknowledgements

We are grateful for the support and assistance contributed by the following groups and individuals to create this progress report.

The Government of Canada (Sport Canada) for providing the resources necessary to produce and publish this report in English, French and Spanish.

Members of the International Working Group on Women and Sport (IWG) under the leadership of Dr. Sue Neill and Hon. Pendukini Ivula-Ithana, for their contributions on regional and international developments and advice throughout the project.

Tracey Ferguson, Junior Policy Officer, Sport Canada, for her invaluable assistance in contacting contributors and reviewing progress from 1998-2000.

Caroline Bernèche and Suzanne Villeneuve in the Sport Canada office for their dedicated administrative support from start to finish.

Isabelle Doyon and Marian Hubley in the Communications Branch of Canadian Heritage for their guidance and committed support in coordinating design and production.

Brian Levesque and Corey de Laplante of Goldfish Communications for their innovative style and design expertise in developing the finished product.

All of the individuals and organizations who responded to our call for input and submitted their success stories, resources and lessons learned for the benefit of the rest of the women and sport movement.



## Message from the Co-Chairs of the International Working Group on Women and Sport

The following pages illustrate many of the outstanding activities, which have taken place to advance the status of women in sport around the world between 1998 and 2002.

The environment for women's participation in sport has changed considerably, yet in many parts of the world initiatives for women still take place outside of the mainstream of sport. Leaders require courage, dedication and tremendous energy to initiate change, and advocacy documents such as the Brighton Declaration and the Windhoek Call for Action continue to support coordinated action. We would like to recognise and give thanks to the many people whose programs, policies and actions are reflected in this document and whose efforts have served to improve the quality of life of women around the world.

We also thank Deena Scoretz and Anita White who have compiled this report and the Government of Canada (Sport Canada) for its generous support in the production.



**Sue Neill**  
Co-chair IWG



**Pendukini Ivula-Ithana**  
Co-chair IWG





## Introduction

One of the principal tasks of the International Working Group on Women and Sport (IWG) is to monitor the progress made in advancing the status of women in sport since the Second World Conference held in Windhoek, Namibia in May 1998.

The aim of this report is to share the success stories and lessons learned from actions taken to initiate or continue that advancement, by both national and international organisations worldwide. Building on a similar report produced by UK Sport in 1998 entitled *Women and Sport. From Brighton to Windhoek: Facing the Challenge*, which charted progress in the four years between the 1994 Brighton and 1998 Windhoek Conferences, this report is intended to serve both as a record of actions taken, and as a source of inspiration, ideas and advice for individuals and organisations working to enhance the involvement of women in sport and physical activity.

This report was commissioned and produced by Sport Canada on behalf of the IWG. The authors, Anita White and Deena Scoretz, gathered information through a questionnaire sent to individuals and organisations on the IWG contact list or the lists of the various regional groups. Information was also sought from all National Olympic Committees and International Federations. The responses received were then collated and edited, and efforts were made to fill as many the gaps as possible. Inevitably, some gaps still remain, and it has not been possible to verify the accuracy of the reporting. In some cases achievements may have been exaggerated, while in other cases they may have been too modest. Apart from minor editing and summarising, however, the authors have reproduced the reports as submitted, and let the respondents speak for themselves.

Many women and men around the world are contributing to the women and sport movement, and their contributions are acknowledged and celebrated in this report. We thank them most sincerely for responding to our request for information. We apologise for any omissions or inaccuracies, but we could only work with the information we received, having done our best to invite responses. The new Secretariat of the IWG has undertaken to regularly update this report as further submissions are received, so that it will become a living document. The contact details of the Secretariat are included at the back of this report.

In order to provide continuity, this report is organised with a structure similar to that of the 1998 report. Chapter 1 provides some background and context by highlighting landmarks in the development of the women and sport movement since 1994. Chapter 2 gives examples of progress made and lessons learned under each of the eleven points of the Windhoek Call for Action. Chapter 3 contains an updated A-Z of Worldwide Action in different countries and international organisations. Chapter 4 assesses the progress that has been made and draws conclusions. Finally, a Directory with the contact details of all those who contributed to the report is provided in Appendix E, to enable readers to network and seek more information and advice.

In this way, we hope the report not only provides a record of achievement, but will also serve as a useful working document, and an inspiration for future action on behalf of women and girls in sport.





# BACKGROUND AND CONTEXT



## Landmarks in the Recent Development of the International Women and Sport Movement

The following account highlights some of the landmarks in the development of the women and sport movement since the first world conference in Brighton, UK in 1994.

The struggle for women's equality in sport has of course a much longer history, both at the international level in events like the Olympic Games, and at the national level in most countries. There have also been organisations concerned specifically with promoting physical education and sport for girls and women in existence for some time, most notably the International Association of Physical Education and Sport for Girls and Women (IAPESGW), which is just over fifty years old. National organisations dedicated to women's equality in sport, such as the Women's Sports Foundation in the USA, have likewise been in existence for some time. We have taken the 1994 Brighton Conference as a starting point, however, because it marks the beginning of a strategic and co-ordinated international effort, and the establishment of the International Working Group.

This chapter is divided into 4 parts:

- A) The first world conference in Brighton, UK in 1994.
- B) The work started between 1994 and 1998 as women and sport issues gained recognition, regional groups were established and conferences were held.
- C) The second world conference in Windhoek, Namibia in 1998.
- D) The work of the IWG and progress made between 1998 and 2002.

### A. The Brighton Conference 1994

In May 1994, the 'Women, Sport and the Challenge of Change' conference took place in Brighton, England, organised and hosted by the former British Sports Council and supported by the International Olympic Committee (IOC). The aim of the conference was to address the issue of how to accelerate the process of change that would redress the imbalances women face in their participation and involvement in sport. The first major world conference aimed at decision makers from government and non-governmental sectors and focusing entirely on women and sport, it provided significant opportunities to learn of both the positive successes and the issues faced across the world.

By providing a truly international perspective on women and sport embracing every continent and numerous countries, the conference recognised and valued the diversity of cultures and of women throughout the world. A total of 280 delegates, from both government and non-government organisations and representing some 82 countries, were present.



The conference agenda embraced a similar range and diversity of subjects relevant to women's sport. It considered such issues as culture, gender, disability and sexuality, along with discussions on leadership, the management of change, marketing and the media, mentoring and networking. Those who attended the conference took away a wealth of knowledge about issues, actions and initiatives from across the globe. For many, it provided the opportunity to discover solutions to problems, to meet like-minded people and to make a new commitment to making more happen for women and girls in sport.

The conference was also a starting point for change, particularly through its three main outcomes:

- The International Women and Sport Strategy
- The Brighton Declaration
- The International Working Group on Women and Sport (IWG).

**The International Women and Sport Strategy, 1994-1998**, was created to co-ordinate work on women and sport issues in the international arena. It recommended the implementation of the Strategy and the adoption of the Brighton Declaration by governments and organisations around the world. The development of such an international strategic approach also sought to enable model programs and successful developments to be shared among national and international sporting federations, in order to accelerate the global evolution towards a more equitable sporting culture. The IWG was formed to oversee the Strategy implementation.

**The Brighton Declaration** provides a comprehensive set of principles for the development of opportunities for women and sport. Its overriding aim is:

**"To develop a sporting culture that enables and values the full involvement of women in every aspect of Sport".**

The Declaration recognises the significant value of sport which, when practised fairly and equitably, enriches society and friendship between nations, and provides a wide range of benefits to individuals. It also promotes the contribution that women can make to sport, and the fact that participation in sport can enrich, enhance and develop women's lives. The Declaration, which now has worldwide currency, is reproduced in Appendix A of this report, and is posted on the IWG Web site at [www.iwg-gti.org](http://www.iwg-gti.org).

One of the key objectives of the International Strategy, which has been pursued by the IWG with considerable success since 1994, has been to seek the adoption of the Brighton Declaration in all parts of the world, particularly by key decision makers and influencers. The initial target of 100 organisations adopting the Brighton Declaration between 1994 and 1998 was dramatically exceeded, with over 200 national and international organisations formally adopting or endorsing the Declaration by May 1998. That number continues to rise, and as of January 2002, 250 organisations have reported adoption of the Declaration.

**"To develop a sporting culture that enables and values the full involvement of women in every aspect of Sport".**

**The Brighton Declaration**

The diversity of organisations that have adopted the Declaration also reminds us of the efforts that were made at Brighton to ensure that it reflected common issues faced by women and sport throughout the world. Its widespread acceptance has demonstrated the Declaration's relevance to numerous organisations and countries with diverse cultural and religious traditions.

Organisations who have adopted the Declaration include over 40 international organisations and consortia. These include key government fora such as the Caribbean and Commonwealth Heads of Government, the European Ministers of Sport and the Supreme Council for Sport in Africa; international multi-sport organisations such as the IOC, International

Paralympic Committee (IPC) and Commonwealth Games Federation; and international physical education organisations and fora including the International Council of Sport Science and Physical Education (ICSSPE), and international sport federations in athletics, archery, badminton, cycling, sailing, weightlifting and many others.

Leading the way have also been non-governmental international and regional women and sport groups. Two particular groups who are at the forefront of change are IAPESGW and WomenSport International (WSI). Alongside these international groups are a number of regional groups such as the Arab, Asian, European and African Women and Sport



Associations, all of which have encouraged, pressured, supported and cajoled many other national and international organisations to adopt the Declaration.

The influence and resources of all these international fora cannot be underestimated. Together, the governmental fora represent a significant portion of the world's population, while each of the international physical education and sports organisations have hundreds or even thousands of members and affiliated organisations throughout the world, to whom a positive message of support for women's sport has been sent.

In addition, supporting these international organisations are over 150 national organisations, responsible for sport in over 80 countries. These organisations are making progress at the national and regional levels, ensuring that the Declaration and the actions that are carried out are appropriate for their culture and circumstances.

Full information on the Brighton Declaration and its Principles is contained in Appendix A. Appendix B also provides the full listing of the IWG's record of international and national organisations that have adopted the Brighton Declaration as of January 2002.

**The formation of the International Working Group on Women and Sport (IWG)**, composed of senior decision makers from sport on all continents, was the third major outcome of the Brighton conference. For the period from May 1994 to May 1998, the IWG was co-chaired by the Minister for Land Rehabilitation and Resettlement of the Republic of Namibia, the Honourable Pendukeni Iivula-Ithana MP, and the Director of Development for the English Sports Council, Dr Anita White. The Secretariat was provided by the United Kingdom Sports Council, and members of the group included representatives from Sport Canada, the Australian Sports Commission, the Hillary Commission (New Zealand), the Colombia Olympic Academy, WomenSport International and the Commonwealth Games Association.

## **B. Work Started Between 1994 and 1998**

### **Sport on the women's agenda and women on the sport agenda: the highest authorities take women and sport seriously.**

One of the immediate tasks of the IWG, as identified in the International Strategy, was to secure the consideration and discussion of the principles contained in the Declaration by the United Nations World Conference on Women, the International Olympic Committee (IOC) and the International Paralympic Committee (IPC).

The planning processes for UN World Conferences are extremely complex, and their agenda focus on such major issues for women as education, health, poverty and human rights abuses such as genital mutilation. It was therefore no simple task to penetrate the planning process, and convince those involved that sport and physical activity were issues worthy of inclusion.

However, through the determination, persistence and close co-operation of several key individuals, some of whom had strong government connections and others who had worked through non-government networks, we succeeded in getting three references to sport and physical activity added to the UN "Platform for Action" (PFA). The main outcome of the United Nations Fourth World Conference for Women held in Beijing in 1995, the Platform for Action is used by governments around the world to guide their policies on gender. The inclusion of the references to physical activity and sport was especially significant because it meant that those governments who signed the PFA were also committing themselves to improving the position of women in sport.

It also meant that, for the first time, sport was on the women's agenda at the highest level. The IWG has since continued to interface with the wider women's movement, including participating in the United Nations Beijing +5 meetings in 2000 and, together with other organisations (IWG, IAPESGW and ICSSPE), successfully lobbying for the inclusion of women's physical recreation, sport, health and empowerment in the official Beijing +5 Outcome Document.

Women's equality was also firmly established in 1995 on the agenda of the major international sports organisations. The IPC discussed gender equity at its General Assembly in 1995, and adopted the Brighton Declaration as a result. Meanwhile the IOC went even further, and not only adopted the Declaration in 1995, but also set up its own Working Group on

Women and Sport, chaired by Anita DeFrantz. In 1996, the IOC Working Group made various recommendations to the IOC, perhaps the most significant of which were the targets set for National Olympic Committees (NOCs) and International Federations (IFs). It was agreed by the IOC Executive Board that at least 10% of offices in the decision making structures of NOCs and IFs were to be held by women by the end of 2001, rising to 20% by the end of 2005.

While there was some criticism of the size of the targets (would 50% not be more appropriate?), the fact that the targets were set by the IOC at all helped raise the profile of gender as an issue in sport in parts of the world that would otherwise have ignored it. The IOC's consequent vigilance in continually monitoring and publishing the progress made by NOCs and IFs towards the achievement of the targets has kept the issue of women in decision making positions high on the agenda. Further details of the IOC's work are included later in this report.

### **The establishment of regional groups and the staging of conferences**

Another of the tasks of the IWG was to assist in the development of regional groups. The most popular way of establishing a regional group is to bring people together for a conference, and then attain an agreement to form a group to take forward the resulting recommendations.

European Women and Sport (EWS) pre-dated the Brighton Conference, and did not require help from the IWG. However, it has provided an extremely useful model for others to follow, and the Chair of EWS is a member of the IWG.

The first group to be formed after Brighton was the Arab Women and Sport Association, which was established at an international conference held in Egypt. Led by Dr Nabilah Abdulrahman, who had been a delegate at Brighton, it soon secured the backing of the Arab Ministers for Youth and Sport. Members of the faculty of Physical Education for Girls at the University of Alexandria have since organised a major conference on women and sport every two years, in 1997, 1999 and 2001.

The African Women in Sport Association (AWISA) was formally constituted and elections were held at a conference organised immediately before the World Conference in Namibia in 1998. Similarly, an interim Asian Women and Sport Group (AWS) was set up following a Conference held in Japan in June 2001. Information on the activities of all of these organisations is included in Chapter 3 of this report.

In addition, networking and spreading the message are important features of the women and sport movement, and many conferences advancing awareness of this issue have been held over the last six years. While many tend to cover some of the same ground, the simple fact of so many conferences being held in different parts of the world indicates that more and more people are becoming aware of the issues, taking away the key messages and then trying to make positive changes for women in sport in their own work.

Successful international conferences have been held in Trinidad, Greece, Finland, Norway, Germany, France, Japan, Colombia, Uruguay, Mexico and Venezuela. The IOC has held two World Conferences (in Lausanne in 1996 and in Paris in 2000), which resulted in strong sets of recommendations, as well as a successful series of seminars to support women in leadership positions around the world. IAPESGW has held conferences in Finland (1997), USA (1999) and Egypt (2001) - all of which have provided invaluable opportunities for women physical educators and sport scientists to meet and share their research and good practice.

### **C. The Second World Conference, Windhoek, Namibia, 1998**

Another decision taken as part of the international strategy at the 1994 Brighton Conference was to hold a follow-up conference in 1998, which the Namibian Government offered to host.

Over 400 delegates from 74 countries attended the conference held in Windhoek in May 1998. The theme was "*Reaching out for Change*," and the conference sought to challenge the women and sport movement to reach out beyond the traditional boundaries of sport, and work more closely with organisations concerned with increasing the status of women. It was felt that those working in sport and physical activity could be more proactive in highlighting the contribution sport and physical activity can make to women's development, leadership and decision-making, and in such substantive areas as education, health, violence and human rights. It was also felt that those working in these areas

tended to see sport and physical activity as marginal to women's global advancement and empowerment, and it was hoped that the conference would facilitate better understanding between the sectors and lead to reciprocal partnerships designed to improve the position of women in and through sport.

In addition to these strategic aims, the conference also enabled delegates to assess the progress that had been made since Brighton, exchange good practice and lessons learned, and strengthen their international, regional and national networks. On the more practical side, delegates were encouraged to build action plans to effect change in their countries and organisations. Workshops, with a supporting workbook, took them through a five-stage action planning process, starting with: 1) Creating Awareness, 2) Building Readiness, 3) Getting Ready, 4) Action and 5) Sustaining Action.

Officially opened by the Prime Minister of the Republic of Namibia, the Right Honourable Mr Hage Geingob, the conference featured such keynote speakers as Dr Patricia Flor, Chairperson of the UN Commission for the Status of Women; Ms Raija Mattila, Chair of the Council of Europe's Committee for the Development of Sport; Dr Awoture Eleyae, Secretary General of the Supreme Council of Sport in Africa; Ms Netumbo Ndaitwah, Director of Women's Affairs in the Republic of Namibia; and the Co-Chairs of the IWG, the Hon. Pendukeni Iivula-Ithana, Minister of Lands, Resettlement and Rehabilitation in the Republic of Namibia, and Dr Anita White, Director of Development in the English Sports Council.

As in Brighton, there was an emphasis on small group interactive sessions covering a wide range of topics. Group discussions were held on Physical Education, Participation, Elite Athletes, Leadership, Health and Medical Issues, Sports Organisations, Research and Disability. Global Issues seminars were held on the family, cultural development, human rights, health, technology and education. And strategy-based seminars were held for International Federations, Women's Sports Organisations, Multi-sport games, National Olympic Committees and Government organisations and departments.

Apart from the considerable benefits to the individual delegates who attended, the Windhoek Conference resulted in three main outcomes of lasting value to the international women and sport movement:

- A report on the worldwide progress of women and sport from 1994-1998
- The Windhoek Call for Action
- A strategy for moving on from Windhoek.

### **Women and Sport Progress Report 1994-1998**

The report on progress between 1994 and 1998 was produced by the UK Sports Council under the title ***Women and Sport. From Brighton to Windhoek: Facing the Challenge***. It contained examples of good practices in implementing the ten principles of the Brighton Declaration, an A-Z of worldwide action by international and national organisations, and a list of organisations that had adopted the Brighton Declaration. In assessing progress and identifying concerns, the report highlighted the impressive progress that was made in raising awareness and putting women on the sport agenda between 1994 and 1998. Concerns centred on the degree to which principles are being translated into practice through action on the ground, and the report suggests that organisations fall into one of four categories:

1. Those organisations that have not adopted the Brighton Declaration and do not recognise gender as an issue in sport.
2. Those organisations that have adopted the Brighton Declaration or made some other written commitment to gender equity, but who have taken no other action.
3. Those organisations that have produced an action plan but have not allocated the necessary human and financial resources to carry it out.
4. Those organisations that have taken positive steps, set targets, resourced their actions adequately and are monitoring the outcomes.

The report concluded that there was still a need to continue spreading awareness among those organisations that had as yet not recognised the importance of the issue. For those in categories 2 and 3, it was important to encourage them to move beyond endorsement of the Brighton Declaration towards the positive action that will improve the opportunities for women in and through sport. The ultimate aim was to see more organisations take their place in the fourth category, by taking effective measures and monitoring their progress in an open and accountable way.

Hard copies of the report, which was published in English, French and Spanish, were widely distributed during 1999 and 2000. Since 2001, the report has also been available on the IWG Web site, at [www.iwg-gti.org](http://www.iwg-gti.org) under the link, "Facing the Challenge."

## Windhoek Call for Action

The **Windhoek Call for Action** (printed in full in Appendix C of this report) reaffirmed the Brighton Declaration, and called for action throughout the world to further the development of equal opportunities for girls and women to participate in sport in its broadest sense. It also reflected an overwhelming desire on behalf of the delegates to seek greater co-operation and coordination between the many organisations responsible for women's issues, and recognised and stressed the importance that sport can and should play in the advancement of girls and women.

Used as the headings for Chapter 2 of this report, the eleven points in the Windhoek Call for Action include:

1. Developing action plans, setting targets, and monitoring and reporting progress
2. Reaching out to sectors outside of sport
3. Sharing information about the positive contribution of sport
4. Capacity building of women as leaders and decision makers
5. Physical education provisions for girls
6. Media portrayals of women's sport
7. Ensuring a safe and supportive sporting environment free from harassment, abuse and exploitation
8. Recognition of diversity
9. Government legislation and policy
10. International development assistance
11. Research.

## Moving on from Windhoek

The strategy for "*Moving on from Windhoek*" set out a coordinated and purposeful approach to sustaining the momentum of the international movement, while promoting and monitoring the implementation of the Brighton Declaration and Windhoek Call for Action. Key elements of this approach were:

- Commitment to the implementation and actions contained in the Brighton Declaration and Windhoek Call for Action
- Maximisation of international coordination mechanisms, such as co-operation between the IWG, the IOC Working Group on Women and Sport, WSI, IAPESGW, the UN Commission on the Status of Women and others
- Regular conferences and information exchange
- Developing and maintaining strategic alliances with the global women's development movement
- The continuation of the IWG in a facilitating, supporting and monitoring role
- The staging of a World Conference on Women and Sport in Canada in 2002.

A great many government and non-governmental organisations, groups and fora have the potential to play an influential part in the strategy, including:

- International government fora such as the UN, UNESCO, WHO, the Council of Europe and the Organisation of African States
- International sport organisations such as the IOC, IPC, the general Assembly of International Sport Federations, Supreme Council for Sport in Africa and CONFEJES
- National governments, quasi-governmental and non-governmental sports agencies
- International and national sports federations
- International and national women and sport groups
- International and national government and non-government women's groups
- Agencies that provide support for global development initiatives
- Other groups influencing national and international sport development such as ICSSPE and its member organisations.

The IWG, originally established in Brighton, continued as an independent co-ordinating body made up of individuals from key government and non-governmental organisations from around the world. Acting as a catalyst for existing agencies, it encourages and supports effective advocacy on behalf of women and girls. Details on the IWG's aims, operating principles and membership for the period 1998-2002 are included in Appendix D of this report.

While the Windhoek Conference was groundbreaking for the women and sport movement in several ways, it was perhaps most significant because of the strong leadership from Namibia, and the fact that about one half of the delegates were from Africa. This meant African delegates were able to have a far greater influence than usual on

the content of the discussions and the outcomes of the conference. It also enabled women working for gender equality from other parts of the world to listen and learn from the struggles of their African colleagues, and allowed African delegates to meet and learn from them. In so far as we were trying to create a global women and sport movement, the significance of holding this pivotal conference in Africa cannot be overestimated.

## **D. Progress Since 1998**

### **Enhanced communication and stronger networks**

Since 1998, the Secretariat to the International Working Group has been provided by the Government of Canada (Sport Canada), and chaired by Dr Sue Neill, Director of Policy for Sport Canada, and The Hon. Pendukeni Ithana, now Attorney General of the Republic of Namibia. Members of the IWG from 1998-2002 included representatives of key non-governmental organisations and regional groups from different continents (see Appendix D for more details). Over the past four years, the IWG has built upon its earlier work, and made significant new progress in a number of areas.

One significant area of progress has been the improvement of communication with individuals and organisations in the women and sport movement. In addition to the formal members of the IWG, there is also a list of "extended members" who possess special expertise, and with whom the IWG consults on strategic and practical issues. The IWG also has over 900 individuals on its mailing list. The Web site ([www.iwg-gti.org](http://www.iwg-gti.org)) was developed in English, French and Spanish, and is becoming an important source of information about the work of the group. A bi-annual newsletter has also been made available in English, French and Spanish. And the addition of French and Spanish in all communications, combined with the new membership of a representative from the francophone network "*Conférence des Ministres de la Jeunesse et des Sports des Pays d'Expression Française*" (CONFEJES), has undoubtedly broadened the reach of the IWG and its resources, and strengthened the women and sport network.

### **Regional support**

Significant progress has also been made in recent years in supporting the establishment of regional women and sport groups.

The Japanese Women and Sport Association (JWS) took the lead in establishing a women and sport network in Asia with the assistance of the IWG. Etsuko Ogasawara, Executive Director of JWS, was invited to attend meetings of the IWG as an observer, and members of the IWG subsequently advised her on the development of an Asian network. An Asian Conference, organised in June 2001 and attended by IWG members, resulted in the formation of an Asian Women and Sport network, the establishment of an interim Working Group and the development of an Action Plan.

The IWG held its 2001 meeting in Kumamoto City. Meetings were also held in Colombia in 1998, Egypt in 1999 and Finland in 2000. In each case, opportunities were taken to support the work of women and sport groups in the host country or continent. In Colombia, the IWG met with the Minister for Gender Equality, who subsequently facilitated the endorsement of the Brighton Declaration by the Olympic Committee and Ministry of Education. In Egypt, members of the group participated in an international conference where they were able to meet colleagues from Physical Education and Sport in the Arab world and learn first-hand from them about the issues surrounding Muslim women's involvement in sport. In Finland, a joint meeting was held between the European Women and Sport group and the IWG, resulting in a useful exchange of ideas about procedures and processes.

### **Rationalised procedures and greater transparency**

A third significant development for the IWG has been to rationalise processes for the appointment of members and Chairs to the IWG, and bidding procedures for the hosting of World Conferences and the IWG Secretariat. While retaining an independent and flexible approach, there is now a clearer rationale for membership based on representation from regional groups and key international non-governmental organisations. A bidding procedure for the 2006 World Conference was established in which bids were invited, criteria published, and a rigorous evaluation conducted. Japan was the successful bidder, so the work of the group will be led and serviced by Japan until the 4th World Conference in 2006.

## 2002 World Conference on Women and Sport

Finally, a great deal of planning has gone into the 2002 World Conference in Montreal. The theme of the conference is "**Investing in Change**," the emphasis is on participation, discussion and action-oriented examples of successful models and programs. Delegates will assess progress over the last four years and create fora for sharing knowledge, expertise and lessons learned. Delegates will also receive the **Montreal Tool Kit**, a resource containing practical and proven techniques and strategies for effecting change. All conference materials will be available in French, Spanish and English.

Immediately before the conference, the Canadian Association for the Advancement of Women and Sport (CAAWS) is holding a Professional Development Day.

The focus of the first day of the World Conference is "**Girls' and Women's Development Through Sport**" and workshops will deal with *sport as a vehicle to address change in*:

- Youth-at-Risk (poverty, crime & violence, Aids/HIV)
- Health (aging population, Aids/HIV)
- Cultural understanding (racism, Indigenous people)
- Peace (war zones, refugee camps)
- Community leadership development
- Disability
- Physical education
- Coaching.

The second day will focus on "**How to Change the Culture and Systems of Sport**," and delegates will have the opportunity to participate in workshops on:

- How to change organisational culture
- How to influence through government policy
- How to influence others' agendas
- How to set up a women and sport organisation or committee
- How to ensure progress through targets, quotas and other measurable objectives
- How to build a culture of respect, addressing harassment and abuse
- How to engage youth
- How to involve indigenous populations
- How to secure financial resources
- How to effect change as a woman
- How to engage the sport science & medicine communities
- How to engage the media.

Like Brighton and Windhoek before it, the conference promises to foster the further development of a global women in sport network, and stimulate further action for the advancement of women and girls in sport at the local, national, regional and international levels.

# THE WINDHOEK CALL FOR ACTION

## Progress and Lessons Learned

2002

THIS CHAPTER HIGHLIGHTS CONCRETE EXAMPLES OF ACTION TAKEN BY VARIOUS ORGANISATIONS IN RESPONSE TO THE ELEVEN POINTS IN THE *Windhoek Call for Action*. COLLATED FROM QUESTIONNAIRE RESPONSES RECEIVED, THEY DESCRIBE “PROGRESS MADE” AND “SUCCESS STORIES,” AND SHARE THE “LESSONS LEARNED” FROM RESPONDENTS’ EXPERIENCE.

**T**he first action point was designed to draw attention to the need for organisations to move from merely signing up to the principles of gender equity, towards taking the action needed to put those principles into practice.

The adoption of a rational planning process where aims, objectives and targets are set, responsibilities are allocated and resources are applied is well established in many sporting organisations. The planning process itself serves to get individuals and organisations to commit to making a contribution to the overall vision and objectives. Though some plans have been drawn up by single organisations, this is particularly important where a multi-agency approach is adopted, as in the development of national action plans that have input from both government and non-governmental agencies. The Canadian, Australian and WSF/Sport England plans are good examples of this successful co-operative approach.

To complete the circle, however, there should also be effective monitoring, reporting and evaluation. Formal approval or validation at the Board level legitimates the plan and all activities that flow from it, while ensuring at least a minimum level of accountability. While not many examples of monitoring or reporting were submitted, the Sports Council for Wales represents a notable example for having linked its plan to its work with national governing bodies, and for then requiring them to collate gender statistics and monitor progress. The Sports Council also monitors its own achievements through a regular process of review.

1. Develop action plans with objectives and targets to implement the principles of the Brighton Declaration, and monitor and report upon their implementation.



## LESSONS LEARNED

With this shift to performance-based planning, we are trying to be more specific around what we are trying to achieve. We have realised that we can't do it all, and being clearer about what outcomes we're working toward makes it easier for us to look for effective partners and alliances.

## Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS)

### CAAWS Board

In November 2001, CAAWS and two key government partners – Sport Canada and Health Canada – announced the development of a “**Canadian Strategy for Girls and Women through Physical Activity and Sport 2002-2008.**” Addressing many of the principles of the Brighton Declaration, this strategy creates clear objectives and targets to track the success of girls and women in sport and physical activity in Canada. By using a multi-level, multi-sectoral approach, it allows for the inclusion of traditional sport and physical activity communities, while also opening the door to partnerships within the non-traditional sectors (e.g. health, education, youth, etc). The Strategy will be presented at the **World Conference on Women in Sport** in Montreal in May 2002, followed by a subsequent launch at the first **National Conference on Women, Sport and Physical Activity** to be held in 21 years, in Hamilton, Ontario from November 28 to December 1, 2002.

In late 2001, CAAWS also began a review of its own **Strategic Plan** to align it more closely with the development of the more comprehensive Canadian Strategy. This too will specifically address the principles of the Brighton Declaration, identifying clear targets and action plans for CAAWS. In a recent planning session, CAAWS shifted the orientation of its action plans to focus on strategic outcomes.

By 2005, CAAWS actions are aiming to:

- Increase the number of girls and women becoming and staying active in sport and physical activity
- Increase the number of women in leadership roles
- Increase opportunities for girls and women in sport internationally
- Increase the recognition by medical, sport and physical activity organisations of girls' and women's achievements in sport and physical activity
- Increase the number of partners working toward equity for girls and women in sport and physical activity.

CAAWS is currently re-evaluating all of its activities against the above list of strategic outcomes, and looking for the new opportunities that need to be factored into its plans. To ensure relevance and adaptability, CAAWS' action plans are monitored constantly and formally at Board meetings held three times per year.

## LESSONS LEARNED

Commitment does not necessarily lead to practice, as a number of the organisations that signed up have not developed action plans or committed resources to women's

## Womens Sports Foundation (WSF) (UK)

### Amanda Bennett,

Senior Development Manager, Womens Sports Foundation (UK)

The WSF(UK) has worked in partnership with Sport England (the main governmental sports organisation in England) to develop a formal



National Action Plan (NAP) based on the principles of the Brighton Declaration. Providing a framework of objectives for sporting and sport-related organisations to develop their own initiatives and actions, the Plan was launched in 1999, and has since seen over 80 organisations sign on. The Plan can be downloaded from the WSF Web site at [www.wsf.org.uk](http://www.wsf.org.uk).

## Sports Council For Wales

**Sarah Butlin**

The Sports Council for Wales has had a Women and Girls in Sport Action Plan in effect since 1998. An internal working document, the Plan covers the objectives and strategic aims, as well as recording targets and progress. The format was changed in 2001 and is likely to be changed again for 2002, ensuring that the Sports Council for Wales remains focused on achieving its overall main strategic aim for women and girls, of halving the gap between male and female participation by 2005.

In 2000, 59 National Governing Bodies (NGBs) recorded the number of women and girls that were members of their organisations. Reviewed annually and presented to the Council each year, the 2002 annual review of the Plan will soon be available, including specific numbers and information on the progress of each individual Governing Body.

## Australian Sports Commission (ASC)

**Debbie Simms,**

Manager - Ethics & Women, Australian Sports Commission

The Australian Sports Commission (ASC) co-ordinated Australia's response to the Brighton Declaration and the Windhoek Call for Action by developing an extensive Federal Government policy entitled **Active Women: National Policy on Women and Girls in Sport, Recreation and Physical Activity 1999-2002**, as well as the companion document, **How to Include Women and Girls in Sport, Recreation and Physical Activity: Strategies and Good Practice** (included in the Montreal Toolkit).

The policy's overriding aim is to foster a culture that encourages and supports the full involvement of women and girls in every aspect of sport, recreation and physical activity in Australia. Active Women provides guiding principles (based on the Brighton Declaration and Windhoek Call for Action) aimed at increasing the involvement of women and girls in sport, recreation and physical activity; offers statistics and information on the benefits of greater participation; and identifies barriers and suggests positive and collaborative solutions to overcoming them. How to Include Women and Girls in Sport, Recreation and Physical Activity gives practical strategies and examples of good practice to guide actions intended to break down some of the barriers to full participation. This document provides many examples of what can and is being done in Australia under all of the key statements and principles outlined in the Windhoek Call for Action.

involvement. The NAP is not linked to funding agreements so organisations, particularly national governing bodies, were not required to integrate gender equity into development plans. From April 2001, Sport England introduced equity into agreements with governing bodies.

### LESSONS LEARNED

The Action Plan affects all Sports Council for Wales departments, and there is a genuine commitment from all officers and partners that more has to be done to address the imbalance. Increasing the participation of women and girls is now one of Sports Council for Wales' highest priority areas. The action plan reflects this, and is constantly reviewed and changed as needed. One such change is in the way we have prioritised sports in their potential to promote sports for women and girls and assist us in achieving our strategic goals.

### LESSONS LEARNED

The Active Women Policy has been a useful document for those who are already proactive in this area, and genuinely want to increase the participation of women or girls. It has not been as successful, however, for those who probably need it the most. Unless such policies are tied to government funds, it is difficult to convince many organisations to implement strategies. Some who have indicated a need and/or interest in implementing strategies do not have the financial or human resources necessary to do so (nor in some cases the motivation). Some organisations are interested in implementing strategies, particularly those that increase participant/player numbers, but have been hesitant to make any real changes to the dominant culture. Many people (both male and female) at the operational, grass roots delivery level have expressed an interest in implementing strategies/programs, but frequently do not have the support at the higher levels of their organisations which is required in order for the strategies to be successful.

Continued awareness of the policy is another issue – letting people know that the policy exists and continually being able to do this has been an ongoing problem. A frequent comment has been “I didn’t know this existed – I’d wish I had known earlier.” The use of the Internet has helped in getting information out to a wider audience, but again, you have to know where to look, and have the inclination to look.

Some states, such as New South Wales, also developed and implemented state government women and sport plans which support the Active Women Policy, Brighton Declaration and Windhoek Call for Action.

## Botswana National Sports Council

**Tjiyapo Mokobi,**

Publicity Secretary, Botswana National Sports Council

Women and Sport Botswana (WASBO) was launched on November 3, 2000 as a sub-structure of the Botswana National Sports Council, at a convention held in Gaborone. Attended by also stakeholders including 2 delegates of national sports associations, district representatives and women athletes, the conference featured the discussion and adoption of a strategic plan, and agreement upon the following call for action:

### Call for Action

- All development programs should reflect the development of women and the girl child
- All executive committees to have at least 2 women as members
- A minimum of 20% budget to be channelled to the development of women and the girl child
- All training programs (both technical and managerial) to have at least 30% women participants
- All national delegations to international events to include 30% women representation
- All national sporting facilities to have child care facilities
- Provision of guidance and counselling to women athletes.

This **Call for Action** was later ratified at a Botswana National Sports Council Ordinary Meeting, which is attended by the Presidents and Secretaries General of national sports associations.

WASBO is now at the stage where it is planning a review of associations’ strategic plans, with a view to incorporating the development of the girl child in all strategic plans and increasing the number of women in administration and decision making positions. Committee volunteers from the Sports Volunteer Movement are being taken through a workshop on the WASBO strategic plan. This group, together with a committee member, will then be assigned a group of sporting codes for conducting mini workshops, assist in the creation of development plans, collect data and review progress.

Also in the planning stage is a women’s empowerment workshop aimed at female athletes and officials.

To avoid parallel structures, WASBO has a Botswana National Olympic Committee representative within their committee, ensuring that all activities are coordinated and targeted at awareness and women's empowerment, as well as facilitating access to funding.

## Finnish Sports Federation

**Nelli Heinonen,**

Manager, Gender Equality, Finnish Sports Federation

The "Common Goal" National Gender Equality Program of the Finnish Sports Federation was established in 1998 for the years 1998-2000. As a multi-dimensional program in promoting gender equality in sports, it is still equally valid today, and will be an important framework for future planning.

For the year 2002, an action plan focuses on three main areas:

- The protection of children and young people in sports: sexual harassment
- Women on the Move networks: Establishing and strengthening regional networks around the country to contribute to local sports development and decision-making
- International cooperation: European Women and Sport, IWG, IAPESGW, ENGSO, Nordic and Baltic cooperation.

## USA Women's Sports Foundation

**Yolanda L. Jackson,**

International Liaison, Women's Sports Foundation, USA

The USA Women's Sport Foundation updated its Strategic Plan in March 2001 to extend from 2002-2004 with the principles of the Brighton Declaration in mind. The Foundation's overall Mission is to: 1) promote the lifelong participation of all girls and women in sports and physical activity; and 2) create an educated public that encourages females' participation and supports gender equality in sports. The Plan includes five Goals with accompanying Objectives.

## Commonwealth Games Federation (CGF)

**Judy Kent,**

CGF Sports Committee

The Women in Sport Committee of the Commonwealth Games Federation has an action plan in place for Women in Sport, including key activities, tasks and responsibilities. Key activities include the development of a leadership network in Commonwealth Countries and new means of communication (list serves, fax updates), research on women and girls in sport within the Commonwealth, stronger sector alliances and leadership training.

### LESSONS LEARNED

Attitudes change very slowly!

### LESSONS LEARNED

It has been hard at the international level to work with a plan – but it is essential as a tool to establish priorities and check back on successes. It is easier to use specific issues or initiatives to draw people together.

## LESSONS LEARNED

An action plan cannot be top-down driven; grassroots development is necessary and it is important to have a critical mass of key personnel (women and men) to ensure progress.

## LESSONS LEARNED

Power struggles based on personality differences, not principles, have impeded progress. The importance of long and short-term strategic plans has been significant. There has also been a tendency to associate with the World Women and Sport Movement, before ensuring that the home front is functional.

## LESSONS LEARNED

It has been a long process to gain commitment to the Gender Equity Plan, but it has been important to go through the full process of getting the plan approved and then following up with monitoring and reporting. Despite strong support from the President and one of the Vice Presidents of ICSSPE, there were some natural scientists on the President's Committee who were sceptical about taking positive measures for gender equity in case it compromised the scientific quality of publications or conferences. Where pockets of resistance were identified the tactic used was to involve those people in the production of the plan. The main lesson learned was the importance of having a well-stated case, and the need for patience and persistence. Gender Equality issues needed to be included on every agenda of ICSSPE Board Meetings to ensure attention and progress, and constant reminders about the Gender Equity Plan were necessary. Profiles of progress are included in the Council's publications as a reminder and event organisers are reminded of the conference guidelines when they ask for financial support or patronage. ICSSPE has also been more successful with direct action than in persuading its members to take action.

## Commonwealth Games Association of Canada (CGAC) International Sport Division

**Jay Mafukidze**, CSIC Coordinator, Commonwealth Games Association of Canada

The CGAC has assisted Zimbabwe in developing an action plan for women in sport and facilitated Africa's Zone 6 Women and Sport Strategic Plan (see below).

## Supreme Council of Sport in Africa (SCSA) Zone 6 (Botswana, Lesotho, Mozambique, South Africa, Zimbabwe, Malawi, Swaziland, Angola, Namibia and Zambia)

**Charles Dzimba**, Project Co-ordinator, SCSA Zone 6

Women and sport is one of the major projects of the SCSA Zone 6. as a result, it has prepared a strategic plan which includes a mission, vision, values and a SWOT analysis (i.e. an evaluation of strengths, weaknesses, opportunities and threats). All member states have been assisted in forming national associations, and the Zone has established a number of different committees (Technical & Development; Advocacy and Awareness; Marketing and Finance; Research and Documentation; Organisational Effectiveness; Equity and Access) each with their own goals, terms of reference and action plans which identify key activities, responsibilities, timelines, resources and outcomes. Three times a year, meetings are held with all member states to monitor progress and review strategic plans.

## International Council of Sport Science and Physical Education (ICSSPE)

**Prof. Dr. Gudrun Doll-Tepper**, President, ICSSPE

In order to respond to the first point of the Windhoek Call for Action, the Executive Board Members of the International Council of Sport Science and Physical Education (ICSSPE) asked for a Gender Equity Plan to be developed in 1998. In 1999, the Gender Equity Plan was adopted by the Executive Board, and in 2000 the Plan was ratified by the General Assembly. This Gender Equity Plan (including Conference Guidelines) is now part of ICSSPE's Statutes and Byelaws. Since adopting this Plan, the Council has changed its bylaws concerning patronage and financial support. Now, event organisers must meet new gender equity criteria in order to receive support from ICSSPE, and gender equity guidelines are used in the preparation of ICSSPE's Pre-Olympic Scientific Conferences.

ICSSPE has also included monitoring and reporting in its work on two levels: 1) with respect to the actions of ICSSPE itself, and 2) in the actions of each member organisation. ICSSPE's President and Executive Office staff communicate the Council's initiatives in its regular publications, on the Internet and at Board Meetings. Member organisations are asked to submit progress reports to the Executive Office every two years and a summary of progress is presented at each General Assembly. In preparation of the report to the 2000 General Assembly, only 6 of the 22 member organisations of the Associations' Board responded. Profiles of member organisation's initiatives are also regularly included in the Council's publications.

The theme of the Windhoek Conference was “*Reaching Out for Change,*” and the recognition that it was important to collaborate with non-sport sectors marked a significant step forward in the development of the women and sport movement. The following examples illustrate the range of new connections that are being initiated and strengthened.

## WomenSport International (WSI)

Dr. Carole Oglesby, President, WSI

The intention of WomenSport International, in its UN-Strategic Bridges initiative, was simple: to create and strengthen collaborative efforts involving the general women’s advocacy groups of the UN system and the international women’s sport advocacy movement. Such efforts hold the promise of mutual benefit in which the international women sport advocacy groups both serve and counsel the general women’s movement coalitions in the area of physical recreation and sport, AND gain the facilitation of the UN system networks to raise awareness, visibility and value of the women’s sport/physical recreation issue on national, regional and global governmental and civil society agendas. Some of the gains made by the entire women’s sport advocacy network along with specific gains by WSI in relation to UN-system work include:

- An e-mail network has been created including over 50 sportswomen in 15 different countries for the purpose of UN-system advocacy. Moderator of the network is Carole Oglesby, WSI President. Anyone wishing to join the list should so indicate to Dr. Oglesby at [reds@astro.temple.edu](mailto:reds@astro.temple.edu).
- In the year 2000, liaisons were created with four caucuses related to the Beijing+5 (B+5) effort: health, education and training of women, the girl child, and youth. The liaisons worked to impact the language being developed for the B+5 Outcome Document. Continuing liaisons are Liz Gettleman, Youth Caucus and Carole Oglesby, Heath Committee for Commission on the Status of Women and CSW-NYC.
- Active participation occurred on the electronic fora created by CSW leading into the B+5 meetings. These global electronic dialogues also served as an advocacy mechanism for Outcome Document language and strategy development.
- In June 2000 at the Beijing+5 UN Special Session, three sport/physical recreation workshops were held by participating members of WSI, WSF, IWG, IAPESGW and CAAWS.
- In the lead-up to B+5, an Alternative Report on Sport/Physical Activity was prepared by WSI member Libby Darlison and filed with the International Women’s Tribune Center, the Congress of NGOs (CONGO) and USWomenConnect.
- In the B+5 Outcome Document, specific language pertaining to the benefits of sport and physical recreation was included (pp.55-1281). Additionally, there were numerous references in the document to the importance of the opportunity for “healthy, active ageing” and to the importance of “holistic health” including physical, mental and social considerations.

2. Reach out beyond the current boundaries of the sport sector to the global women’s equality movement and develop closer partnerships between sport and women’s organisations on the one side, and representatives from sectors such as education, youth, health, human rights and employment on the other. Develop strategies that help other sectors obtain their objectives through the medium of sport and at the same time further sport objectives.

## LESSONS LEARNED

1. *Build a larger network specific to UN-system work.* While the actions of the advocacy network resulted in some tangible consequences following B+5, the impact was limited by our sheer lack of numbers. Governmental and NGO groups were in countless meetings prior to, and during, B+5 sessions as is common at these events. The few available sport advocates could not “cover” as was needed. We must build a larger, co-ordinated and prepared network of individuals representing all regions and crosscutting Beijing Platform for Action themes.

2. *Consultative status.* NGO organisations, registered for the Beijing World Conference on Women in 1995, have been automatically accredited with ECOSOC (Economic and Social Council) for Beijing-related meetings including B+5. It has been made clear that this will not continue. NGOs must now achieve ECOSOC recognised status for full participation rights. We believe that the more international-based women's sport organisations that achieve this status, the better. There is a rigorous process for attaining consultative status and interested organisational leaders should contact Yolanda Jackson of the Women's Sports Foundation, USA or Carole Oglesby of WSI.

3. *Join on issues of "general concern" to women.* Women's sport advocacy groups cannot "only" focus on "our" issues and expect to consistently gain the support of our sister organisations from other caucuses. Collaboration such as that undertaken by WSI on general issues signals to general women's advocacy groups that we are neither self-absorbed nor one dimensional in our concerns.

4. *Invite UN leadership to participate with us* as often as is reasonable.

- In March 2001, as part of the program of the Preparatory Commission meetings for CSW of the UN, representatives of WSF and WSI presented a workshop on "Physical recreation and sport in the Beijing Platform for Action."
- In June 2001, at the Preparatory Commission for the UN General Assembly Session on Rights of the Child, WSI and the International Relations section of the Girl Scouts of America presented a panel on the contributions of sport for girls.
- WSI participated in several general UN-based advocacy measures related to targeted issues including: See Change (seeking to modify the status of the Vatican within the UN system); petitioning the UN for a Fifth World Conference of Women 2005; and joining the International Coalition to Mark World Day for the Prevention of Child Abuse, Nov. 19, 2001. WSI, with other signing organisations, was featured on a global poster distributed to mark the event.

## LESSONS LEARNED

The partnerships have been very effective and on the whole enjoyable. The ASC would not have been able to develop and implement the number and diversity of projects without working collaboratively with others. In addition to the effective use of financial and human resources, another benefit in the collaborative approach is that your message is delivered to "markets" you would not ordinarily reach.

It can however also be very frustrating, as you are reliant on others to contribute. You must also ensure all partners have the same understanding and agreement on what is required, who it will be achieved by, timeframe and management of the project.

## Australian Sports Commission

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

At both the Federal and state levels (through the Australian Sports Commission (ASC) and State Departments of Sport and Recreation), good working relationships have been established in Australia with human rights and equal opportunity agencies, offices of the status of women, immigration and multicultural affairs, and universities. Three collaborative projects are listed below and others are included under points 6 and 8 of the Windhoek Call for Action and in the A-Z section of this publication.

***Pregnancy and Sport Project:*** The ASC worked collaboratively with experts in the fields of medicine, law, insurance and ethics to conduct a *National Forum on Pregnancy and Sport* on 1 August 2001 in Sydney, Australia, where current research, statistics and information relating to pregnant women participating in sport was presented and discussed. Over 200 people representing national and state sporting organisations, sport federations, state departments of sport and recreation, state institutes and academies of sport, women's sport organisations, equal opportunity and anti-discrimination agencies, offices of the status of women, medical practitioners, sports lawyers and media attended the forum. We are now working on developing national guidelines on issues around pregnant women's participation in sport. *Outcome – more informed people, less*

*discrimination, safer participation and greater media interest in issues in women's sport.*

**Harassment-free Sport Strategy:** A risk management tool to assist organisations in protecting themselves and their members, the Strategy aims to decrease harassment, discrimination, abuse and other forms of inappropriate behaviour in sport. The Strategy comprises publications, model policies, model complaint procedures, educational seminars, skills' training courses, on-line training, research, newsletters and advice. The publications, in particular, were developed in consultation with a wide range of expert agencies and individuals including the Human Rights and Equal Opportunity Commission; National Association for Prevention of Child Abuse and Neglect; Australian Federal Police Sexual Assault Unit; Child Protection Enforcement Agencies; NSW Commission for Children and Young People; national and state sporting organisations; State Departments of Sport and Recreation; Australian and New Zealand Sports Law Association; authors, groups and researchers on gay, lesbian and transgender issues; and consultants in the areas of sport for people with a disability, women's sport, Indigenous sport and junior sport. The seminars and courses were, and continue to be, developed in consultation and collaboration with expert groups and individuals. See Point 7 of the Windhoek Call for Action for more information. Outcome – *increased awareness and discussion, decrease in harassment, abuse and other forms of inappropriate behaviour in sport, increased tolerance and fair play, and more welcoming environments in sport, particularly for women, Indigenous people and people with a disability.*

**Centenary of Women's Participation in the Olympics:** The ASC worked collaboratively with the Office of the Status of Women, Australia Post and the French Embassy to commemorate and celebrate on May 20, 2000 the centenary (100 year anniversary) of the opening ceremony of the Paris Olympic Games - the first Olympics at which women could compete. Initiatives included:

- Design of a Centenary Logo approved by the International Olympic Committee. The logo appears on all of the centenary projects.
- Implementation of a Women's Sport Scholarship/exchange between Australia and France for women operating at the highest levels of coaching accreditation in an Olympic sport.
- Production of a Commemorative Education Kit distributed to every school in Australia. The package contains the CD ROM, *An Olympic Journey: The Story of Women in the Olympic Games*, and a series of fact sheets detailing the outstanding achievements of Australian women Olympians since 1912.
- Conduct of a Commemorative Centenary Women's Sport Function on 20 May 2000 involving 24 Australian female Olympians and Paralympians (representing every Olympic Games since 1928).
- Production of an Australia Post Olympic postcard series & commemorative postmark. The centenary emblem appeared in the gutter of the stamps and on the maxicards that showed the female competitors.



## LESSONS LEARNED

The international and multi-sectoral co-operation necessary for these projects has revealed that: it is very important to have clear roles for partners; implementation manuals can be very valuable; it is more effective to start small and grow slowly; and goals should be clear and focussed.

## LESSONS LEARNED

These links are useful to reach out to a targeted group of men and women, especially successful businessmen and businesswomen who in turn have the connections and financial resources to assist WSWG in implementing its action plans.

In addition, the School and Junior Sport Committee is aware of the need to work with the Ministry of Education to increase the participation of girls in sports in schools and early childhood.

## LESSONS LEARNED

We had felt some gaps between the general activists of human rights and us. Although they had a long history of organising symposiums, fora or seminars to promote their activities, most of the audience was middle-aged women. They need to attract more attention from young people. We thought that we should not take the same approach in order to achieve our final goals: gender equity in all areas of society through sport.

**The JWS presentations were sensational because other activists on women's issues did not think that sport was one of the issues that needed to be discussed in promoting the status of women.**

**Dr. Etsuko Ogasawara,**  
Executive Director,  
Japanese Association  
of Women in Sport

## Commonwealth Games Association of Canada (CGAC), International Sport Division

**Jay Mafukidze,** CSIC Coordinator, Commonwealth Games Association of Canada

The Commonwealth Sport Development Programs have worked in cooperation with the health sector, education sector, municipal governments and the United Nations Drug Control Program. Details regarding these programs are included under Point 10 of the Windhoek Call for Action.

## Singapore Sports Council

**Tan Ching Hui & Juliana Kang,** Singapore Sports Council

The Women and Sport Working Group (WSWG) has developed links with the Singapore Council of Women's Organisations in Singapore, the Ministries of Health, Community Development and Education and the International Women's Forum. Joint projects are planned to coincide with International Women's Day.

In the case of the School and Junior Sport Committee, the committee has worked with the Singapore Sports Council's Regional Sports and Fitness Centres and Youth Volunteers to run the Sports Camps.

## Japanese Association of Women in Sport

**Dr Etsuko Ogasawara, Executive Director,** Japanese Association of Women in Sport

The Japanese Association for Women in Sport (JWS) has worked with the gender equality office at the Ministry of Education, Culture, Sports, Science and Technology (MEXT) to publish the first white paper on women and sport, and also organised the forums for women to promote sport. In addition, the JWS was commissioned by the gender equality office at MEXT to conduct research (a survey) on women with babies and children who wish to take part in or see sports.

The JWS has organised small symposiums at the national gender research forum, the traditional nation-wide forum to discuss gender issues. It was the first time that the topic of sport was presented at the national forum. The JWS presentations were sensational because other activists on women's issues did not think that sport was one of the issues that needed to be discussed in promoting the status of women. The women and sport sessions also received media coverage.



## Liberian Women and Sport Association

**Deborah Williams** - Acting President

**Alice D. Howard** - Vice-President for Administration, Liberian Women and Sport Association

The Liberian Women and Sport Association has worked with the World Health Organisation, the Ministry of Health & Social Welfare, the Female Lawyers Association and the Liberia National Olympic Committee.

We also worked with the World Health Organization to celebrate the International Year of Older Persons. This was very successful, because a large number of older persons participated by walking, and this made them feel that they were a very important part of society. At the end of the day tokens were distributed to the oldest and youngest walkers. Following the event, we compiled statistics on the entire program and submitted them to the World Health Organization. The Ministry of Health worked with us in partnership in observing this day.

## USA Girl Scouts

**Verna Simpkins**, Director, Membership & Program Initiatives, Girl Scouts USA

USA Girl Scouts successfully collaborated with numerous sports, health and fitness organisations to provide increased opportunities for Girl Scout councils and the girls and adults they serve. Some of these organisations included: the Office of National Drug Control Policy, the National Bone Health Campaign, the Women's Sports Foundation, Outward Bound, Bancroft Arnesen Explorers, the American Cancer Society, Environmental Protection Agency and Game Face Productions.

## Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS)

**CAAWS Board**

Since 1998 CAAWS has continued to reach beyond sport to the following sectors:

- **Health:** support through Health Canada has allowed CAAWS to initiate various leadership, communication and research projects in the area of girls and women and sport and physical activity.
- **Diabetes-specific project:** CAAWS has recently submitted a project proposal to the Canadian Diabetes Prevention and Promotion Fund (funding confirmation to be received in April/May 2002), centred around CAAWS' 'On the Move' initiative – a national initiative designed to increase opportunities for non-active girls and young women (ages 9-18) to participate in fun-filled, supportive, female-only sport and physical activity. Entitled "**On The Move**" Against Diabetes,

### LESSONS LEARNED

1. Collaborations are a critical element of successful sport and fitness programming because they increase the possible range of activities and stimulate membership growth
2. Collaborations can be informal or formal partnerships
3. Collaborations should be mutually beneficial
4. Building effective collaborations is time-consuming

### LESSONS LEARNED

We have learned that partnerships are very important and more are needed to be as effective as possible. There are many organisations that could support the work that CAAWS is aiming to do. "Don't limit your boundaries."

**“Don’t limit your boundaries.”**

**CAAWS**

the project is focused on involving other sectors in the education, awareness and delivery of the OTM initiative. Partners who are confirmed as part of the Steering Committee include: Canadian Public Health Association, Canadian Nurses Association, Canadian Cancer Society, Canadian Teachers Federation, Canadian Parks and Recreation Association, Canadian Association for Health, Physical Education, Recreation and Dance and Girl Guides of Canada.

- *Other:* CAAWS has also been involved with Heart and Stroke, Osteoporosis and Girl Guides of Canada on other initiatives.
- *Corporate:* CAAWS has secured corporate involvement with Nike and Chatelaine Magazine and continues to explore the potential for other corporate partners.

## **DEMUSA – Mexico**

**Norma Baraldi, Charlotte Bradley & Colette Soto, DEMUSA**

### **LESSONS LEARNED**

*Health sector:* DEMUSA (Deporte, Mujer y Salud - Sport, Women and Health) submitted a project to the governmental organisation *Desarrollo Integral para la Familia* [Comprehensive Development of the Family], which was met with interest. However, due to budget constraints, it has not been implemented.

The Ministry of the Interior, through the newly created NATIONAL WOMEN’S INSTITUTE, has invited us to help develop a public campaign aimed at increasing physical activity in women. A breakfast focusing on women’s sports was held on November 21 with prominent female athletes, trainers, judges, leaders and reporters, and recognition will be given to a private initiative that is helping promote women in sport.

We have sent financing projects to 27 international and national foundations, from which we have yet to receive a positive response.



**P**romoting and sharing information about the positive contribution sport makes to other aspects of women's development links very closely with Action Point 2, and is an essential part of reaching out and collaborating with agencies outside sport. A wide range of channels and opportunities have been used to successfully share information and promote the benefits of women and sport.

### WomenSport International (WSI)

**Dr Carole Oglesby**, President, WSI

1. A 40-page document for UNESCO was prepared by Elizabeth Darlison on Social-economic Development sport and women. It is available for download at the WSI website: [www.de.psu.edu/wsi/index.htm](http://www.de.psu.edu/wsi/index.htm)
2. A paper (3 pages) prepared for the purpose of Beijing+5 advocacy, "Physical activity as a basic human right," is available from Dr. Carole Oglesby, WSI president: [reds@astro.temple.edu](mailto:reds@astro.temple.edu) fax: +1 215 887 3778.

### International Association of Physical Education and Sport for Girls and Women (IAPESGW)

**Dr Margaret Talbot**, President, IAPESGW

IAPESGW members have led and contributed to a range of seminars at the national and regional levels, to disseminate the evidence that girls' and women's participation in physical activity and sport contributes to educational achievement and the reduction of risk behaviours and health problems. There have been presentations at national conferences in Cyprus, Hungary, Ireland and the UK.

The annual *IAPESGW Bulletin* and Web site have been used to disseminate information to members in more than 50 countries. Some of the relevant Declarations have been translated into other languages by national representatives or members of the Executive Board, and an annotated list of useful Web sites was prepared for the 2000/2001 Bulletin by Marina Bonello.

The evidence from the World Summit on Physical Education (Berlin 1999) has been summarised and circulated as PowerPoint presentations for use by members in their own countries, along with copies of the Windhoek Call for Action and the Declarations and other advocacy documents which have been produced during the last 4 years.


The Association is responding to requests from members in Africa for a leaflet for use in traditional communities, which challenges the physiological and social myths about women's participation in physical activity.

### USA – Women's Sports Foundation

**Yolanda L. Jackson**, International Liaison, Women's Sports Foundation, USA

One of the Goals in the Women's Sport Foundation's Strategic Plan is to educate the public about the importance of sports and physical activity

3. Promote and share information about the positive contribution that girls' and women's involvement in sport makes, inter alia, to social, health and economic issues.



for girls and women, and the current state of inequality. The objective is to annually increase the percent of the general public and key influencer groups such as mass media, legislators, educators, parents and sports agencies who:

- Recognise the benefits of sports/physical activity participation
- Demonstrate consistent positive behaviour toward the growth of women's sports/physical participation
- Support equal treatment and opportunity for female athletes

The Foundation completed a variety of projects in 1999 that served to educate female sports participants of all ages and skill levels as well as the general public, including:

1. Producing Bodies in Motion: ***A Guide to Sport & Fitness for Young Women***. A guide geared to girls aged 13-19, this 10-page colour brochure provides important fitness and health information, and offers advice to teenage girls from champion athlete role models on topics such as success, goal setting, competition and how to be a team player. The guide highlights how sports can greatly enhance the lives of young women.
2. The Foundation's Outreach Program distributed educational materials to more than 30,000 people at four major conventions.
3. The Foundation distributed over two million posters, newsletters and resource guides to more than 100 other conferences, conventions, clinics, camps and tournaments.
4. A new Web site was launched ([www.WomenSportsFoundation.org](http://www.WomenSportsFoundation.org)) which is the number one information resource for girls' and women's sports on the Internet.
5. The Foundation completed a groundbreaking study, Addressing the Needs of Female Professional and Amateur Athletes, which was presented at a joint summit with the United States Olympic Committee.

In 2000, the Foundation collaborated with one of its sponsors to launch ***Minds in Motion*** – a depression awareness program designed to educate people about the symptoms of depression, as well as increase the understanding of this potentially debilitating condition.

In 2001 the Foundation published its ***Health Risk and The Teen Athlete*** research study. The study provides objective assessment of the relationship between sports and adolescent health.

## Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS)

### CAAWS Board

CAAWS has widened its communication network significantly using the Internet and e-mail communication. The CAAWS Web site ([www.caaws.ca](http://www.caaws.ca)) is available in English and French, and is Canada's main resource for up-to-date information on news, leaders, breakthroughs, useful links, guidelines and publications on women and girls involvement in sport and physical activity. The Web site has shown great success and has grown substantially since it was first launched in July 1999, with currently up to 60,000 visitors

per month. News releases are widely disseminated using the national Sport Information Resource Centre's database to the entire sport, physical activity and health community. CAAWS is currently completing a review of its communications plan and will soon launch an e-mail bulletin (to be distributed every two months) to keep individuals up to date on the accomplishments of girls and women in sport and physical activity.

CAAWS was asked to provide feedback, advice and letters of support prior to the granting of the license to launch the first Women's Sports Television Network in the world: WTSN (see additional information under point 6).

The following programs/initiatives of CAAWS also try to promote and share information about the positive contribution that girls' and women's involvement in sport can make:

- ***On the Move (OTM)***: a national initiative designed to increase opportunities for non-active girls and young women (ages 9-18) to participate in fun-filled, supportive, female-only sport and physical activity. Since 1988, CAAWS secured funding to have a National Coordinator in place to strengthen the network of professionals involved in female-only programming and individuals and organisations concerned with the health and well being of girls and women.
- ***Nike Girls @ Play program***: launched in 1998, this program includes monthly grants, an annual Youth Achievement Award and a Web site (part of the CAAWS Web site) dedicated to young girls already involved in sport.
- ***Chatelaine 'On The Move' Walking Clubs***: launched in September 2001, this program encourages 25-49 year old women to get out and start their own walking club.
- ***CAAWS Breakthrough Awards and recognition for other Awards***: CAAWS continues to recognise women and men for their achievements and "breakthrough activities" to advance the cause of girls and women in sport and physical activity. CAAWS also continues to nominate women to other major awards categories, launched the "***Most Influential Women in Sport/Physical Activity in Canada***" list in 2000, and will continue to recognise these individuals annually.
- ***Mothers in Motion Web site***: CAAWS will launch a Web site in early 2002 dedicated to young mothers, and encouraging women to lead a healthy lifestyle and to mentor their children to do the same.

## Australian Sports Commission

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

The Australian ***Active Women*** policy includes information on the benefits to individuals (health and social), to the Australian community (social and economic) and to the sport industry (economic) of women and girls in sport. Articles promoting the policy and the benefits have appeared in several Australian sport industry publications. In particular, the ASC ensures that there is always a gender balance, if not gender predominance, in articles and images in its corporate magazine, ***Centreline***, and its sport development magazine, ***Activate***.



## LESSONS LEARNED

The athletes particularly enjoyed and were appreciative of the visits by the High Performance Committee members, as we are also made up of retired successful athletes. However, the male administrators in the National Sports Associations did not want to be involved in the meetings and visits - they felt it was a women's affair. We found their attitudes somewhat discouraging as they had been informed to join in and the committee had wanted the male administrators to be aware of what we do with and for the athletes.

Responses from the athletes were initially not as high as expected, even though we had included contact numbers and e-mail addresses for athletes to speak with either an English-speaking or Mandarin-speaking member. Nevertheless, we will continue to open our lines of communication and organise events for the athletes.

Additionally, in a culture and environment which places a lot of emphasis on educational success, we have found that if sport participation is linked to brain stimulation, it is one way of getting more parental support for their children's participation in sports. As such, there is a need to educate more parents to see the links of sports to learning, the enhancement of social skills and health.

## Singapore Sports Council

Tan Ching Hui & Juliana Kang, Singapore Sports Council

The positive contribution that girls and women's involvement in sport makes is highlighted in all speeches and publicity materials for the various projects implemented to date, such as the Funtastic Sports Camps for Girls and Sports Leaders Workshop.

In addition, the High Performance Committee has developed a notebook titled "The Women Athlete," the aims of which were to:

1. Introduce ourselves to the athletes and tell them what we are about. This project gave us a reason to visit the teams and we used this opportunity to visit the female athletes and encourage them.
2. Motivation to the athletes - the notebook contained inspiring and motivational quotations, which were useful to the athletes.
3. Convenience to the athletes - the notebook is pocket-sized and user-friendly. The athletes were encouraged to use them any way they wanted, from scoring, to keeping notes, to suggesting to us how we can improve on the next series of notebooks.



## Finland

**Nelli Heinonen**, Manager, Gender Equality, Finnish Sports Federation

### *Oulu "Ladies in Sport" network's success story:*

Oulu "Ladies in Sport" is a voluntary and "free-mode" ladies' cooperation network that is run by women and functions in the area of sport. It covers the local area of Oulu, Northern Finland, as well as the whole country through its active members. Established in 1995, the network was awarded the national Piikkarit (Spikes) award in 1999 as the most remarkable pluralistic and equality enhancing work.

Oulu Ladies in Sports membership includes women from different sports areas and sports groups, trainers, instructors, action leaders, sports teachers, sports directors, elected community representatives, a minister and members of sports committees.

The aim of the network is to increase equality and diversity of values in sports culture by enhancing such concrete matters as children and young people's possibilities, local area development, the building of sports areas and improving the position of women in sports organisations. The goal is to ensure that women's, children's, youth and special groups' recreational sports are seen to be equally valuable with men's competitive sports when political and financial decisions are made.

### *What has been achieved?*

The Oulu Ladies in the Sports network has had the effect that, in the City of Oulu, all sports facilities including competitions are free of charge for all those under the age of 18. Moreover, the City of Oulu fees charged from adults using the sports facilities are used to acquire sports equipment for facilities that the sports groups are using, and those using the facilities can influence the decisions being made.

Oulu Ladies have also positively influenced the cross-administrative cooperative work being conducted in the City of Oulu. Experts in the network have given statements on matters of sports strategies for the City of Oulu and the use of sports buildings. Moreover, the network has positively affected the environments being built for sports, such as for instance ensuring that school and nursery areas and playing and sports fields of local areas are in usable condition. Oulu Ladies also act as godparents in children's afternoon clubs and enable the possibility of conducting guided sports sessions after school. Finally, women of the network have risen to leading positions in the field of sport.

## LESSONS LEARNED

- One should be committed to the objectives, not to the methods
- The network is more valuable than its members altogether
- Cooperation is based on open communication
- The risks and mistakes of failures are accepted in the network
- Individual responsibility – common responsibility



4. Build the capacity of women as leaders and decision-makers and ensure that women play meaningful and visible roles in sport at all levels. Create mechanisms that ensure that young women have a voice in the development of policies and programs that affect them.

The importance of women’s leadership in sport is another area where the message is certainly getting across. The IOC’s initiative in setting targets for all NOCs and IFs has had an impact in all parts of the world. As a result, there are more women in visible leadership roles in these organisations, although there is still a long way to go to reach anything approaching equality. Positive steps are being made to support and help build the capacity of women recently elected to new leadership positions through the IOC’s programs of regional seminars and national training opportunities.

**International Olympic Committee (IOC)**

**Katia Mascagni**, Chief, Section for Women’s Advancement, Department of International Cooperation, International Olympic Committee

In 1996, the IOC set a target that urged all National Olympic Committees, International Federations, National Federations and other sport organisations of the Olympic Movement to work to ensure that, by 31 December 2000, at least 10% of all the offices in all their decision making structures (in particular all legislative or executive agencies) be held by women, and that such a percentage reach at least 20% by 31 December 2005.

The IOC is aware of the fact that such a goal can only be reached progressively, and that successive stages must be set to this effect. Many NOCs and IFs have responded positively and are co-operating with the IOC in this regard.

**Women’s representation in the IOC<sup>1</sup>**

Since 1981, when, under the leadership of President Samaranch, the first two women were co-opted as IOC members, several other women have joined the IOC. Similarly, IOC Commissions and Working groups have included more women than before, enabling their direct contribution to all issues and policies that the IOC is working on. Moreover, for the first time in the history of the Olympic Movement, a woman, Anita DeFrantz, became IOC Vice-President in 1997.

**IOC’s Executive Board**

**INTERNATIONAL OLYMPIC COMMITTEE**

January 2002	Women	Men	Total	%
Executive Board	1	14	15	6.6
IOC members – Session	11	110	121	9
Commissions	35	271	306	11.4

<sup>1</sup> IOC information and statistics are taken from the IOC publication: The Promotion of Women in the Olympic Movement, prepared by the Department of International Cooperation, January 2002.



## Women's Representation in NOCs

Based on the information provided by 157 NOCs (as of 1 January 2002):

- 105 NOCs (66.8%) have met the 10% target
- 138 NOCs (87.9%) have at least one woman on their executive board
- Among these 138 NOCs, 39 have more than 20% women on their board.

## Women's Representation in IFs and Recognised IFs

Based on the information provided by the 35 IFs (as of 1 January 2002):

- 15 Olympic IFs (42.8%) have met the 10% target
- 27 Olympic IFs (77.1%) have at least one woman on their Executive Board
- Among these 27 IFs, 8 Federations have more than 20% women on their Board.

Based on the information provided by 28 out of 30 Recognised IFs (as of 1 January 2002):

- 10 Recognised IFs (35.7%) have met the 10% target
- 20 Recognised IFs (71.4%) have at least one woman on their Executive Board
- Among these 20 federations, 5 Recognised IFs have more than 20% women on their Board.

## IOC Olympic Solidarity Assistance Programs

Through the special program for "Women and Sport", the IOC has been able to support NOCs for national seminars, workshops, research and other related events on this subject, and finance the attendance of NOC delegates to IOC regional seminars and world conferences on women and sport. This program is administered in co-operation with Olympic Solidarity. From 1997 to 2000, over 147 NOCs have benefited from this program, and many NOCs have succeeded in starting their own women & sport policy. Women's Commission's within National Olympic Committees have also received financial support for their special activities.

With respect to Regional Seminars and World Conferences:

- Seven regional seminars, covering 129 NOCs on the five continents, have been organised for women involved in sport
- Two World Conferences on women and sport were organised in 1996 and 2000 with the participation of delegates from around the world
- The recommendations adopted during these seminars and conferences had positive outcomes for the NOCs and the IFs, and helped them outline and further develop their activities for the promotion of women in sport.

## Commonwealth Games Federation (CGF)

**Judy Kent**, CGF Sports Committee

The increase in women leaders in Commonwealth Games Associations and NOCs is mainly due to the setting of IOC targets. The CGF has supported this development by providing tools and support to the CGAs, including attendance at IOC Regional Leadership sessions and bi-yearly information from the Women in Sport Committee.

## LESSONS LEARNED

IOC Targets have been a major incentive at the national level. It is very difficult for men to understand they are not being replaced – giving up their status and authority, if they support the gender equity initiatives.

## Conférence des Ministres de la Jeunesse et des Sports des Pays d'Expression Française (CONFEJES)

### Development program for female coaches in connection with the Games of La Francophonie 2001

#### CONFEJES

##### **Objectives:**

1. Offer coaches the opportunity to receive advanced training and acquire relevant major Games experience by taking part in the Games of La Francophonie (GOLF) 2001
2. Encourage a larger number of Francophone female coaches who will be able to act as coaches of national teams during major Games
3. Promote the creation of a communication network among the program participants
4. Establish the basis of a single system for promoting women in the field of coaching within the international Francophone community
5. Constitute a legacy of the GOLF for the integration of Francophone women in the field of sport at the international level and in major Games.

##### **Target and countries concerned:**

Seven trainee coaches from developing countries (Burkina Faso, Côte d'Ivoire, Lebanon, Madagascar, Mauritius and two from Cameroon), chosen in co-operation with CONFEJES and four mentor coaches from Canada.

##### **Activities:**

1. **Pre-Games seminar** (Held in Ottawa, Canada from May 25 to 27, 2001). A co-ordinator and five facilitators presented material from the leadership seminar in the form of workshops developed in co-operation with the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS). The workshops were an opportunity to identify issues in the various countries, share experiences and knowledge, and develop strategies and possible solutions.
2. **Participation by trainee coaches and supervision by mentor coaches at the 2001 Games of La Francophonie** (Ottawa-Hull, July 12-24, 2001). The participation in the 2001 Games of La Francophonie allowed the trainee coaches to make direct contact with the athletes and coaches of their national team, to develop their coaching techniques and put into practice the knowledge acquired and lessons learned at the pre-Games seminar.
3. **Post-Games seminar** (July 25-29, 2001). The post-Games seminar was held during the conference of coaches of La Francophonie in Montreal. In addition to participating in the technical training offered by the sport federations, the coaches had a chance to learn more by attending various theoretical workshops.
4. **The discussions and the bonds** created among the participants of this program made it possible to create an international network of coaches.
5. **Creation of an association for women and sport** in the Côte d'Ivoire by that country's participant.

## Coaching Association of Canada

**Cyndie Flett**, Director, Women in Coaching Program, Coaching Association of Canada

The Women in Coaching program is a national campaign aimed at increasing the number of coaching opportunities for women at all levels of sport. Since 1987, over 400 women coaches have received some \$2,000,000 in the form of professional development grants, major Games apprenticeship grants, Best Practices Grants and National Coaching Institute scholarships.

An additional aspect of the campaign is the development of resources to increase the awareness of women coaches at the international and professional levels, in order to provide role models for aspiring coaches. The latest addition to these resources is the Canadian Journal for Women in Coaching (see below).

### Canadian Journal for Women in Coaching

In recent years, as the participation of girls and women in sport in Canada has skyrocketed, barriers have tumbled and opportunities have begun to proliferate. Coaching has also been impacted by this explosion, yet women who choose to coach nonetheless continue to face serious challenges, generally as a result of programs that, when designed, did not consider their unique needs. Other barriers include a lack of mentoring, the failure of sport organisations to spotlight female role models, mis-communication and a lack of access to information that is critical to professional success.

To address these challenges, the Women in Coaching program of the Coaching Association of Canada introduced *The Canadian Journal for Women in Coaching*. The premise of the Journal is that timely, accurate, targeted information will go a long way towards creating a healthier and more positive environment for women coaches, in Canada and around the world. During the research phase, a worldwide search turned up little information specific to the situation of the woman coach.

One of her dominant concerns is family life. Whether in a relationship or single, women coaches with children report debilitating struggles to balance the demands of coaching with their family responsibilities. Other pressing issues focus on negotiating equitable compensation and satisfactory contracts, breaking into the high performance echelon, establishing personal behaviour guidelines, understanding employee and employer rights and working effectively with a board of directors.

As well as tackling pertinent issues, the Journal goes one step further by providing practical, hands-on and proactive suggestions and solutions to inform the coaches, their employers, the parents of their athletes, their clubs and associations. Topics addressed in the Journal include: being professional about your employment; being a coach and raising a family; getting what you need to succeed as a coach; developing the next generation of women coaches; coaching men and coaching women; feminism in sport; equitable pay for women coaches; understanding Canada's sport system; and what the future holds for women coaches. Above all, the Journal is designed to make sure that readers will develop an understanding of the unique challenges faced by women coaches. The Journal is available on the Internet at: [www.coach.ca/women/e/journal/index.htm](http://www.coach.ca/women/e/journal/index.htm)



## LESSONS LEARNED

It is not enough to advertise or promote the availability of scholarships, workshops and courses for women and hope that many women will turn up. You need to, wherever possible, personally invite women to attend. We have found, and research indicates, that women frequently do not have the confidence (in their experience, technical and/or personal skills) to attend courses or apply for scholarships; don't think that it has relevance or applies to them; have only fleetingly looked at the information and not given it any consideration; and so on. When women are personally asked to attend, given more information and had their questions or concerns answered, more women attend.

We also found you have to be constantly diligent and proactive in ensuring women have representation as speakers and participants at conferences. We have found that compiling a list of women who have expertise in various fields (finance, marketing, communications, media, law, etc) from several different states is very useful as a way of nominating women for sport and other relevant boards and committees.

## Australian Sports Commission

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

***Mentor as Anything!*** The ASC implemented a three-year research project to look at the issue of the under-representation of women in key decision-making and leadership roles. The result of the Management & Leadership Project was the development and implementation of a mentor program for women in sport, the Mentor as Anything! Program, which includes:

- A Mentor as Anything! booklet that outlines both the action required by organisations that want to set up a mentor program, and tasks for individuals who want to establish their own mentoring relationship
- Training course for facilitators of mentor programs (people who facilitate the relationships)
- Train-the-trainer course (a person has been trained in each state to train facilitators as required).

Mentor programs for women in sport are being implemented in every state in different ways. For example, some mentor programs target Indigenous women or newly arrived immigrant women, some target female coaches or final year sport students, while other programs involve women from across a range of roles, ranging from administration through to sports journalism.

***Women as coaches.*** The ASC (through the Sport Education Section) provides a range of services to build the capacity of women as coaches, including scholarships for female coaches; mentoring program for coaches, particularly female coaches; working with individual sports on a needs basis to implement strategies to increase female coaches; conducting research on issues around women in coaching; and developing resources such as the brochure, Women, Coaches and Officials – How to recruit and retain women in coaching and officiating.

Many State Departments of Sport and Recreation conduct courses and seminars, offer scholarships and hold networking functions for women to build skills, confidence and capacity in a range of roles in sport.

In addition, the ASC and State Departments also try to ensure that women are represented as both speakers/experts and participants in any seminars, conferences or courses they conduct, and as consultants in working groups that are established to look at issues in sport.

## USA Women's Sports Foundation

**Yolanda L. Jackson**, International Liaison, Women's Sports Foundation, USA

Since 1982, the USA Women's Sport Foundation has provided invaluable apprentice experience for close to 400 interns. In 1999, the Foundation received over 100,000 requests for information via the Information Referral Service (a free public telephone service). Interns can request to work any one of the Foundation's seven departments, and many Foundation interns have gone on to find employment in the country's leading colleges and universities as coaches, instructors and trainers, as well as at major sports management companies, leading corporations specializing in sports marketing and sports print and broadcast media. Additionally, the Foundation presents an annual Sports Summit conference where leaders in women's sports gather to attend and

participate in four days of panels, workshops and activities focused on national and international issues and concerns of girls and women in sports. Throughout the Summit, the outstanding achievements of student athletes, coaches, researchers and Foundation supporters are acknowledged in several award ceremonies.

## Finnish Sports Federation

**Nelli Heinonen**, Manager, Gender Equality, Finnish Sports Federation

The Finnish Sports Federation (SLU) organised mentoring programs for women in Finnish sports organisations during 1995-2000. During the five years, 53 women took part in the mentoring programs. SLU organised these programs with the help of International Women's Management Institute Finland Oy (WOM). The role of WOM was to choose the mentors and actors, match the pairs, help the participants orientate to the subject and train the mentors.

Each mentoring program started with a preparatory meeting where the participants specified their own needs. Later, in a start-up meeting the mentors, the actors were introduced to mentoring in general, defined their objectives for mentoring and composed a plan for the program. Between monthly meetings of the pairs there were workshops for mentors and actors, in which the participants shared their experiences and evaluated the progress of their own development. The mentoring program ended with a closing seminar where the participants compared the objectives they had with the effects of the program. Both groups experienced very positive results from the program.

## Singapore Sports Council

**Tan Ching Hui & Juliana Kang**, Singapore Sports Council

The Women and Sport Working Group (WSWG) organised a Women Sports Leader Workshop with overseas speakers to better prepare women already serving in National Sports Associations, the WSWG and the Ministry of Education for leadership positions. The WSWG works closely with the Singapore Sports Council to encourage National Sports Association to include more women in their executive committees, and has in a number of cases successfully recommended women from the WSWG, for example with the Football Association of Singapore and Singapore Sailing.

In addition, the High Performance Committee is made up of women who have been involved in sports as athletes or administrators. These women serve as good role models and encourage younger and potential female leaders to contribute to sports.

## France - National Olympic and Sports Committee (CNOSF)

**Dominique Petit**, Responsible for Women and Sport, CNOSF

**Nicole Dechavanne**, President, Femix'sports

The CNOSF is committed to increasing opportunities for women in the national sport system. Below are several general and specific initiatives underway.

### **General Solutions:**

- To acknowledge a status of sport manager – to find compensations for the personal commitment of the manager



## LESSONS LEARNED

Changing mindsets is not easy. However, increasing awareness of the positive contribution that women administrators and technical officers can make and serving as positive role models can be quite effective.

Holding just one workshop will not change the 'culture' and the need for continuity cannot be ignored. Organising events and keeping the athletes informed and in touch is important.

- To train young people – to introduce into the sport diplomas and degree courses some content regarding the organisation of sport and the take-over of responsibilities
- To rethink the equipment – to conceive sport structures adapted to both sexes for the athletes and the training staff.

**Specific Solutions:**

- To modify the status of the French National Olympic and Sports Committee to hold 5 seats (10%) for women in the next constitution of the Board of Directors
- To create an observatory of the presence of women in all of the different structures of the sport movement, and to carry out a census of the progression of women’s involvement
- To create a documentary source to gather and update all of the information regarding the participation of women in sport.

The National Olympic and Sport Committee (CNOSF) also fosters a stronger network between women leaders. In February 2001, 100 people met, and the creation of a formal national network is in progress. There has been minor progress in the management of sport, with three women attaining presidency at the federation level. Technical and coaching training is also being addressed.

**France - Ministry of Youth and Sport (MJS)**

**Michèle Toussaint**, Responsible for Women and Sport, Office of International Relations, Ministry of Youth and Sport

Women and Sport issues will be dealt with in the initial training for sports professors and adult education and youth counsellors. The current training on careers, trades and different positions of authority within the MJS will be strengthened in 2002, by adding training activities on the specific problems relating to the role of women within the MJS and on career- and skills-development for women.

In terms of professional practices, issues related to Women and Sport will be explicitly identified and dealt with in a number of training activities including the following areas: coaching methodology, management training methodology, analysis of training practices, project management, and legal approaches to professional practices.

The specifics of coaching female athletes, managerial conditions of female high-performance athletes, and the coaching situation of female high-performance athletes are all areas covered in the 2002 training for sports professors acting as national technical managers for coaching missions to national teams or high-performance sports teams.

**Employee Professional Development**

For the first time, training assignments on Women and Sport will appear in the 2002 national training plan. Four complementary training assignments geared to specific audiences will be developed by the “Women and Sport” team.

1. “Carrying out responsibilities within the MJS”: open to female sports professors, adult education and youth counsellors and inspectors with up to five years of experience.

2. “Effective professional development”: aimed at female sports professors with experience in management.
3. “From speaking up to access to responsibilities”: geared to female sports professor trainers and regional and departmental correspondents not enrolled in the training program and not in a position of responsibility.
4. “Speaking up and timetable for access to responsibilities”: aimed at male and female sports professors and may serve as the second level of the third training assignment or “Women and Sport” training initiatives and is geared to employees who have already completed a training assignment in communications.

## USA – Girl Scouts

**Verna Simpkins**, Director, Membership & Program Initiatives, Girl Scouts USA

GSUSA offers leadership institutes for up to 25 girls, ages 14-17. These three to five day events provide an opportunity for girls to develop their leadership skills in a variety of fields, and support the council's leadership pool by providing leadership training to teens. Over the past several years, a number of leadership institutes focused on sports and sports careers, and workshops on topics such as Title IX, leadership, sports psychology, sports careers, diversity issues in sports and competition have been offered. Each participant commits to “taking the training home” by developing a sports and fitness project that she will then implement in her town or community.

## LESSONS LEARNED

Girls are often an untapped pool of leaders that can be utilised to deliver Girl Scouting within their communities. Girls are often eager to take on adult roles.



5. Avert the “world crisis in physical education” by establishing and strengthening quality physical education programs as key means for positive introduction to young girls of the skills and other benefits they can acquire through sport. Further, create policies and mechanisms that ensure progression from school to community-based activity.

**T**he fifth action point concerns the provision of physical education and opportunities for girls to learn sports skills, and make the transition from school to community sport. It is generally accepted that girls are more dependent on school physical education and sport than boys, because in most societies they have less opportunities to play sport outside school. United efforts at the international level have spurred national initiatives to lobby for and support quality physical education for all children. At a time when competition for financial resources is at an all-time high, advocacy to build a strong case with scientific foundations is the key.

### World Summit on Physical Education

**Prof. Dr Gudrun Doll-Tepper**, President, ICSSPE

The International Council of Sport Science and Physical Education (ICSSPE) organised a Summit to address the “world crisis in physical education” in Berlin from November 3-5, 1999. The aims of this event were to:

- Raise awareness of the positive benefits of physical education
- Increase awareness in the public, media, governmental and private sectors about the serious situation of physical education worldwide
- Offer a platform for organisations and institutes to present the activities they are undertaking
- Compile existing research, statements and declarations
- Identify areas where co-operation is necessary
- Strengthen networks and co-ordinate plans of action and implementation.

A total of 250 representatives from governments (including five Ministers), non-governmental organisations, inter-governmental organisations, universities, schools and research centres attended this action-oriented meeting from over 80 nations worldwide. Despite the diversity, there was unanimous agreement on two fundamental issues:

1. Physical Education is a right for all children and a fundamental component of their development and education
2. Strategies and actions are needed to ensure that quality physical education is implemented and supported worldwide.

It is important to note that gender issues were successfully integrated and mainstreamed into all of the World Summit’s discussions and follow-up documents. Men and women participated equally in the preparation of the event, both as presenters and as participants. Dr Ken Hardman and Dr Margaret Talbot made particular reference to the specific situation of girls, as highlighted below.

Gender was one of the points of study in the World-Wide Survey on the State and Status of Physical Education in Schools that was presented at the event. Dr Ken Hardman (UK) reported that, in 84% of the countries/states in the study, gender equity is considered achieved in physical education. This finding must, however, be interpreted with caution because “levels of awareness about equity issues vary from high to low, and the extent of awareness is an important factor in the degree to which equity is



practised in many countries.”<sup>2</sup> Issues such as legislation, culture and the preparations/preparedness of teachers were cited as the most relevant factors affecting gender equity in physical education.

The benefits and importance of physical education for girls was emphasised by Dr Margaret Talbot, ICSSPE Vice-President and President of the International Association of Physical Education and Sport for Girls and Women (IAPESGW), in her presentation on the “Case for Physical Education.” In addition to its proven physical, social and psychological benefits, quality school physical education is particularly important for those groups that are most likely to be excluded – including girls. Schools are a safe and accessible environment for girls to learn skills and healthy lifestyle habits develop confidence and benefit from potentially powerful and influential role models - physical education teachers (particularly women).

The participants of the World Summit on Physical Education created and endorsed an advocacy statement: The Berlin Agenda for Action Part One for Government Ministers. Outlining why physical education is important, the document lists actions that governments should take to ensure that physical education is part of the development and life-long education process for *all* children. For more information, visit the ICSSPE Web site at [www.icsspe.org](http://www.icsspe.org).

### MINEPS III

The 3<sup>rd</sup> International Conference of Ministers and Senior Officials responsible for Physical Education and Sport (MINEPS III) was organised by UNESCO immediately following the World Summit on Physical Education. Representatives from 62 Member States, 3 observer states and 38 Intergovernmental or Non-Governmental Organisations including ICSSPE gathered in Punta del Este, Uruguay from November 30 to December 3, 1999. More information is available on the UNESCO/MINEPS III Web site: [www.unesco.org/education/educprog/mineps/](http://www.unesco.org/education/educprog/mineps/).

Physical education and sport opportunities for women and girls were part of the core discussion topics, and are mentioned specifically in Point 5 of the *Declaration of Punta del Este*:

“The Ministers note that, although substantial progress has been made worldwide, women are still under-represented as participants, coaches, officials and decision-makers in sport. They urge Member States and sports bodies to undertake a course of action to raise the involvement of girls and women in physical education and sport in all capacities at regional, national and local levels, using the 1979 United Nations Convention on the Elimination of All Forms of Discrimination Against Women and the 1994 Brighton Declaration on Women and Sport as reference documents.”<sup>3</sup> (*Declaration of Punta del Este*, MINEPS III, 1999)  
The Government of Canada played an important role in drafting the Declaration of Punta del Este.

“The Ministers note that, although substantial progress has been made worldwide, women are still under-represented as participants, coaches, officials and decision-makers in sport. They urge Member States and sports bodies to undertake a course of action to raise the involvement of girls and women in physical education and sport in all capacities at regional, national and local levels, using the 1979 United Nations Convention on the Elimination of All Forms of Discrimination Against Women and the 1994 Brighton Declaration on Women and Sport as reference documents.”

***Declaration of Punta del Este,***  
MINEPS III, 1999

### LESSONS LEARNED

It was possible to mainstream gender issues successfully into the wider physical education debate. Specific considerations for girls, particularly in less-developed countries, were highlighted, but action-steps and strategies were aimed at enhancing opportunities for both girls and boys. Action at the local level is critical and success must be recognised and planned for with local contexts in mind. This World Summit was important in raising awareness of the importance of physical education, but real change is only possible at the local and national levels. Below are several initiatives that are making a difference.

<sup>2</sup> Doll-Tepper, G. & Scoretz, D (Eds.). 2001. World Summit on Physical Education Proceedings, Schorndorf: Hoffman Verlag, page 28

<sup>3</sup> Declaration of Punta del Este, MINEPS III, Punta del Este, Uruguay, Nov. 30 – Dec. 3, 1999.  
<http://www.unesco.org/education/educprog/mineps/>

ICSSPE is convinced that unified action on a world scale is necessary to enhance the situation of physical education for girls and boys worldwide, and is currently monitoring progress. Building on the current knowledge base, examples of good practice and the indisputable effects of quality physical education, co-ordinated action steps in the future can enhance the quality of life of children worldwide.

## LESSONS LEARNED

The evidence to support the case for physical activity and physical education as ways of fulfilling other development needs is patchy and needs to be strengthened, if advocacy is to be effective and there is to be spending from education, health and equity budgets on physical activity programs.

Many practitioners in these areas work in isolation, without the support of knowing that others are in the same position and are able to share experiences and good practice. Hard data are difficult to find, but the collection of case data from a wide range of countries and cultures could provide persuasive evidence of the effectiveness of these programs. IAPESGW members have attempted to find financing for this kind of data collection, but have realised that government departments are reluctant to invest in projects related to physical activity. It is difficult to break this circle, but it is very important that it is done! (See Point 11 of the Windhoek Call for Action.)

The links with practitioners working in health promotion and gender equity should be strengthened, at both national and regional levels.

Women working in physical education require further support and help to protect and develop the place of physical education in schools and education, and there need to be stronger links between school practice and sport development work. The national and regional groups on women and sport,

## IAPESGW

**Dr Margaret Talbot**, President, IAPESGW

IAPESGW's core activities include the development of opportunities in and through physical education, and its work has included:

- Use of the Association's membership in ICSSPE and the International Committee of Sport Pedagogy, to engage with the issues facing school physical education – the “world crisis”. Many IAPESGW members in different countries collected and provided data for the World Survey of Physical Education, undertaken by Dr Ken Hardman in preparation for the World Summit on Physical Education in 1999. Two IAPESGW members – President Margaret Talbot (UK) and Executive Board Member Doreen Solomons (South Africa) – gave presentations at the World Summit. Margaret Talbot, as ICSSPE Vice-President, made a major contribution to the Berlin Agenda for Action and supporting documents, which were submitted at MINEPS III and which led to the Declaration of Punta del Este. IAPESGW members, including Vice President Julika Ullmann, supported ICSSPE's efforts in Punta del Este.
- The advocacy materials produced for the World Summit have been customised for use in arguing the specific case that school physical education provides a unique preparation for girls for future participation in sport and physical activity. A PowerPoint presentation has been circulated amongst members for adaptation and use in their own countries or regions.
- An excellent relationship has been developed with the Foundation for Olympic and Sport Education, an organisation based in Greece which has been developing an international teachers' package for use in primary schools. The cross-curricular package “Be a Champion in Life!!!” aims to promote positive values (including gender equity and the value of diversity) and informed participation in physical activity. IAPESGW members from different countries have been pleased to support the efforts of FOSE and the lead writer, IAPESGW member Deanna Binder, in trialling the materials to ensure they are culturally appropriate and relevant. Before the launch of “Be a Champion in Life!!!” in Greece in 2000, two of the five international trials were led by Pauline Wetton (UK) and Doreen Solomons (South Africa). The results of the trials, including the teacher evaluations, were presented at the FOSE International Conference. Other IAPESGW members attended the Conference and took part in workshops on the materials, and further trials of the materials took place in Japan, Malta and the Philippines.
- IAPESGW has supported UNESCO's work to develop opportunities for girls and women, especially through physical education. Margaret Talbot made keynote presentations on the particular role of physical education in developing opportunities for girls and women, and on women as sport leaders, at the CIGEPS (Intergovernmental Committee on Physical Education and Sport) conferences in Algeria and Athens in 2001.

## New Zealand – Hillary Commission

Trish McKelvey, Manager Sport Development, Hillary Commission

The Hillary Commission has established the **Winning Women Role Model Program**, which involves getting talented and high profile women into schools to talk to students.

The 2001 program was revamped and now includes:

- New resources such as bookmarks and vests
- Web site presence
- Girls leadership program being developed
- Public speaking/media training
- Hillary Commission newsletter
- “In Touch” Ambassador Program - includes three high profile female athletes who take students through an athletes' profile, and then have work completed in student workbooks.

## Austria

Gabi Bauer-Pauderer, Frauenforum Leibeserziehung

A Women's Forum for Physical Education has been formed at the national level, which aims to support movement and sport for girls in schools. This initiative sees school physical education as an opportunity for teachers to enhance the health and self-confidence of girls. The focus is on the specific needs of girls, and women as physical education teachers (and role models) for girls. Training is offered to physical education teachers wishing to make more out of their physical education classes.

## USA – Girls Scouts

Verna Simpkins, Director, Membership & Program Initiatives, Girl Scouts USA

USA Girl Scouts has developed and implemented a GirlSports Basics project for girls aged 5-8 years old. The purpose of this project is to teach girls all the basic sports skills such as throwing, catching, kicking, volleying, dribbling, striking, batting and locomotion skills, which are necessary for success in organised sports. Launched in summer 2000, the project enables adults with little experience in sports to conduct the project and build their confidence in leading sports activities.

**Fun and Fit** (working title) is an exciting sports and fitness project for girls ages 9-11. Designed to boost girls' interest and participation in sports, it also helps them develop lifelong health and fitness habits. In addition to learning valuable sports skills, girls learn the importance of warming up, cooling down and stretching. Other activities include jumping rope, fitness games, cooperative games, relays and obstacle courses. Project materials are scheduled for release in late 2002.

## USA - Women's Sports Foundation

Yolanda L. Jackson, International Liaison, Women's Sports Foundation, USA

In 1998, the Foundation obtained sponsorship to present the Meet a Champion project: a series of clinics that delivered sports programming to economically disadvantaged youth. In each clinic, a champion athlete delivered a motivational talk to the students that stressed the importance



## LESSONS LEARNED

1. Providing opportunities outside of the school setting for girls to participate in sports and fitness activities is essential to their growth and development
2. Youth-serving organisations can make a difference in the lives of girls who are not athletic or shy away from physical activity. The all-girl environment provides a non-threatening atmosphere for success.

of academic performance as well as athletic goals and achievements. This program continued through 2000.

The *Spirit of Sports Awards* program launched in 1999 was designed to recognise the coaches, athletes and “sportsmoms” who demonstrate the benefits of sport, fitness and physical activity.

The Foundation’s *Community Action Program (CAP)* has become the principal component in the development of community support for grassroots participation of girls and women in sports. CAP promotes opportunities and achievements of girls and women in sports and physical activity, as well as bringing attention to women’s sports issues to the local level. CAP exists in 91 communities in 87 cities across 34 of the 50 United States.

## LESSONS LEARNED

The lack of media coverage and images of girls actually taking part in sport is a regular complaint that Sports Council For Wales receives. The poster series that accompanies Girls First has received strong support. These are to be made freely available to all schools and local authorities, National Governing Bodies and clubs. Early indications from Girls First are good, and there are already examples of good practice beginning to emerge. As the first year’s programs come to an end and we collect our monitoring data, we will be able to gauge the full impact that the scheme is having.

## Sports Council For Wales

### Sarah Butlin

In April 2001, the Sports Council For Wales launched a new program called Girls First. Girls First is a challenge to each of the 220 state secondary schools in Wales to produce an extra curricular program that will raise the level of girls participation in sport. Funded by an extra allocation of money that the Sports Council For Wales received from the National Assembly of Wales, the challenge provides £1,000 available for each school in the form of a grant. Within the challenge, schools must be innovative and provide opportunities that appeal to those girls that are not attracted to sport. To date 80 schools have responded to the challenge with schemes providing football, rugby, aerobics, water aerobics, self-defence and martial arts as well as some outdoor pursuits such as canoeing.

Some eye-catching publicity material and a set of 15 posters depicting images of both elite performers and general participation shots of girls enjoying their sport accompany the scheme. The school packs also contain a press release to encourage the school to promote their program with the local media.



**M**ass media coverage of women's sport has always been a contentious issue for the women and sport movement. Not only do sportswomen rarely get the recognition they deserve, but the lack of media coverage also puts them at a disadvantage when seeking sponsorship. There are also further significant concerns about the sexist and condescending nature of some media coverage of women in sport, which emphasises sportswomen's femininity rather than their sporting achievements. Many studies have been conducted on this issue, and considerable efforts have been made to address it. The examples below highlight programs that have produced media guidelines, collected statistics and celebrated good practice. However, while there are some breakthroughs, the dominance of male sport in the media continues to be a concern.

### Australian Sports Commission

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

The Australian Sports Commission (ASC) compiled a media information package on contemporary issues in women's sport and sent it to journalists across Australia in early 2000. Providing a few paragraphs of information, statistics, quotes, possible angles and contact details of people on a range of issues appropriate for feature stories, the package proved quite successful. Many radio, print and television media followed up and ran with stories, and many sport journalists are still using the contact list. The issues included were:

- Sexploitation of women's sport - what are they really selling?
- Centenary of women's participation in the Olympics
- Equal pay for equal play - the sponsorship and prize money debate
- Media coverage of women's sport - when winning doesn't count!
- Harassment in sport
- Homophobia in sport
- Women in boxing and martial arts
- Girls just want to have fun - girls increasing interest in non-traditional sports
- More than a tea lady - women in non-traditional roles in sport
- Where are the women power brokers in sport?
- A Pregnant Pause - pregnancy and sport

***A Fair Deal For All: Diversity in Sport Media Reporting.*** A collaboration between the ASC, the University of Canberra and State Departments of Sport, this project featured the production of information and guidelines for the appropriate reporting of athletes with a disability, women, Indigenous and older athletes. The products produced will target three groups involved in sport media: tertiary institutions conducting journalism courses (influencing the future journalists); media organisations (influencing current journalists); and public relations/media personnel in sporting organisations (influencing the information that goes to

6. Encourage the media to positively portray and significantly cover the breadth, depth, quality and benefits of girls' and women's involvement in sport.

### LESSONS LEARNED

The media do not like being "told" how to do their job so the education of working journalists has to be subtle. Targeting "media friendlies" and ensuring they have all the latest contacts, statistics, research, access to athletes, first bite at breaking stories, etc is very helpful. Having a list of good female "talent" is also valuable, so that when journalists request information you can give them the details of women who can give interviews on women and sport issues.

We have focussed more of our energies on educating the journalists of the future (so that they consider women's sport as mainstream and newsworthy) and educating the people working within sporting organisations that deal with the media.

journalists). Gathering, analysing and synthesising a diverse body of both published and unpublished research on the coverage of women, matured athletes, athletes with a disability, Indigenous and ethnic minority athletes, this project will also take the next step in practically applying that research in consultation with the sports media industry. *Outcome - long-term aim is to improve the overall quality, quantity and diversity of sports media coverage in Australia, particularly of women's sport.*

Media Workshops/seminars: Many state departments of sport and recreation have conducted seminars, working luncheons and workshops on this issue.

## Canada

The Canadian Association for the Advancement of Women and Girls and Sport and Physical Activity (CAAWS) has created "*A Media Guide for Athletes and their Coaches*". Written by a team of sports journalists and sports media relations experts, and published by CAAWS in partnership with other associations including CAC, COA, CCES, Canada Games and Athletes Can, this guide offers tips for coaches and athletes on preparing for an interview and dealing with the media. Copies can be ordered from CAAWS, and many provinces are planning on giving the guide to their athletes who will be competing at the Winter Canada Games in February 2002.

## WTSN

In September 2001, the world's first 24-hour, national speciality television network for women's sports was launched: WTSN (Women's Sports Television Network). Dedicated to the promotion and broadcast of women's sports, WTSN was a breakthrough initiative in promoting women's sport achievements. The network's schedule provides viewers with a unique mix of live sports events, information and magazine programming. As Sue Prestedge, Senior Vice-President, WTSN notes:

"In addition to being an entertaining service, WTSN will help create heroes, mentors and role models for young female athletes."

WTSN's schedule continues to evolve and now includes event coverage, WTSN Connects - an hour-long flagship show at 5:30 pm on Saturdays and Sundays that delivers a dynamic mix of news, information, interactivity and entertainment; Benchmarks - weekly documentaries focusing on women who have made an impact on the Canadian sports landscape; Hockey Her Way - a half-hour instructional hockey show; and PE-TV - a fast paced, action-oriented half-hour program focusing on health, exercise and nutrition. WTSN is owned by NetStar's TSN, part of the CTV Inc. family. WTSN Web site:

[www.wtsn.ca](http://www.wtsn.ca).

## Sports Axxess

Sports Axxess is a half-hour show on regular cable TV in Canada (The Score) that showcases girls in sport, primarily at the elite level. Shown twice a week and hosted by Lisa Bowes, it is the only show on regular Canadian television dedicated to regular coverage of girls and women's sports.

**"In addition to being an entertaining service, WTSN will help create heroes, mentors and role models for young female athletes."**

**Sue Prestedge,**  
Senior Vice President  
WTSN

## USA – Women’s Sports Foundation

**Yolanda L. Jackson**, International Liaison, Women’s Sports Foundation, USA

The 1999 copy of *Images and Words in Women’s Sports: Guidelines for Female Athletes, Media, Public Relations, Advertising and Marketing Communities* was created by the Foundation to provide valuable information to those responsible for promoting and marketing women athletes. Topic areas include: treating male and female athletes equally in sports reporting, commentary, public relations, marketing and advertising in print and broadcast media; the rights of active women to control the ethical and appropriate use of their name and image; and the most frequently asked questions about media coverage of women’s sports.

In 1998 the Foundation teamed up with a major cable TV station that presents programs targeted towards women, to produce an hour-long special on women in sports. Portions of the Foundation’s annual awards dinner were taped and shown alongside personal stories of athletes and their achievements. This media agreement was renewed in 1999, 2000 and 2001.

In 1999 the Foundation teamed with a major cable TV network to present *Dare to Compete: The Struggle of Women in Sports*. The Foundation hosted thirteen events across the country to showcase the premiere of the documentary, which explores the history of women in sports through a collection of personal stories, challenges and achievements of female athletes.

In 2000 “*Game for Anything*”, a special about the passion of female athletes for their sports, aired on a major national TV network. Through these and other programs, the Foundation seeks to educate the public about female athletes and the benefits of sports participation for girls and women. It is important that young girls see positive images of female athletes on television, in order to reinforce their belief that they can play and to let them know there are others like them.

As the “voice” of women’s sports in the USA, the Foundation is regularly quoted on topical issues in the electronic and print media, resulting in more than 1.6 billion media impressions (mentions) each year.

## Ecuadorian Olympic Committee

**National Olympic Committee**

The Ecuadorian Olympic Committee (EOC) receives significant support from the media, considering that in Latin America most of the coverage is for football (soccer). There are few women journalists in the Ecuadorian media, but those who are involved in these activities are the ones invited most often to give talks on the Olympic movement and to speak on women and sports. The EOC’s Director of Media and Public Relations, Sandra López, is a sports journalist for a major national channel, which helps to maintain closer ties between the EOC and the media.

## Finnish Sports Federation

**Nelli Heinonen**, Manager, Gender Equality, Finnish Sports Federation

The Finnish Sports Federation’s Internet newsletter, “*Liikunnan ja urheilun maailma*” (the World of Sports and Motion), is published every other week, and is widely read by the Finnish sports community. Once a month, the



manager of Gender Equality or other interested parties contribute an article for the Internet newsletter on the topic of women's involvement in decision making or other aspect sports.

In the spring of 2001, Mr Markku Huuhtanen, a journalist, was awarded a Spikes award for the remarkable, broad-ranging and intelligent articles that he has written through the years about girls' and women's sports in his local newspaper.

## LESSONS LEARNED

Although we had good opportunities to expose our activities through the media, the number of female reporters in the sport section at all newspaper companies was small. On one hand, most of the major newspaper companies had only one female reporter at their sport section, so that it was easy to write articles related to issues of women and sport. On the other hand, it is true that their male counterparts tend to see their female colleague as minor writers focusing on the "minor issue" of women's sport. In other words, if a female sport reporter focuses on the gender issue, her male counterparts do not tend to recognise her as a good reporter.

## LESSONS LEARNED

Women are being increasingly listened to and there has been certain qualitative progress - certain stereotypes have been overcome particularly since the Sydney Olympics. The lag remains significant, however, compared with the broadcast rate of men's sport.

## Japanese Association of Women in Sport

**Dr Etsuko Ogasawara**, Executive Director, Japanese Association of Women in Sport

The Japanese Association for Women in Sport (JWS) recruited female reporters in the sports division or section at major newspapers. The JWS has also regularly communicated with the female reporters to inform them and release our activities, which was very effective in promoting our activities and women and sport through the media.

## France

**Nicole, Dechavanne**, President, Femix'sports

**Michèle Toussaint**, Responsible for Women and Sport, Office of International Relations, Ministry of Youth and Sport

Initiatives addressing the issue of media coverage include: contact with the sportswriters' association; the production of several press kits for each action/event; the distribution of a "women and sports" film; and the creation of a media prize.

### **Media Prize**

For the second consecutive year, the French Ministry of Youth and Sport handed out the "*Femmes et Sports*" Awards in December 2001. The purpose of these awards is to encourage the media's appreciation of women's sports.

In order to support the feminisation of sports headlines, the *Prix Jane Renoux* (1945-1999, sports journalist with *l'Humanité* from 1980 to 1990) rewards a sports journalist for an article or broadcast. The *Grand Prix Femmes et Sports* recognises a work that, through its theme or realisation, contributed to improving the image of athletes and/or enhancing the commitment and the place of women in the sports world.

In 2001, the *Prix Jane Renoux* and the *Grand Prix Femmes et Sports* were handed out for two categories: written and audiovisual press. The four recipients each received 4 600 euros.



## I.R. of Iran

**Tahereh Taherian**, Deputy President of WomenSports of I.R.Iran

WomenSports of the I.R. Iran is designing special women's sports programs and news for television and radio, including interviews with several women in sports and champions in different sport disciplines to show the benefits of women's involvement in sport. From 1999 to 2001, about 30,900 news reports on women's sports events and activities have been broadcast on Iranian radio, including 48 hours of specialised coverage of women's sport activities. 65 newspapers regularly publish news on women's sport activities, and about 43,648 hours have focused specifically on women's sports on Iranian TV.

At the same time, about 13,563 women in sports and female champions in different disciplines have been invited and interviewed by different TV, radio and newspaper reporters. In addition, 264 foreign reporters from different countries, such as Turkey, the USA (Newsweek magazine, Washington Post, PBS T.V Group) and Japan, have come to the I.R. of Iran and publicized women and sport news.

## SCSA – Zone 6

**Charles Dzimba**, Project Co-ordinator, SCSA Zone 6

Zone 6 of the Supreme Council of Sport in Africa involves representatives of the media in strategic planning, workshop review and advocacy initiatives, and also works specifically with selected media personnel, encouraging them to pay special attention to women and girls.

## USA – Girl Scouts

**Verna Simpkins**, Director, Membership & Program Initiatives, Girl Scouts USA

This past year, GSUSA has collaborated with Game Face Productions to produce a resource in conjunction with the traveling photography exhibit entitled, *GAME FACE: What Does a Female Athlete Look Like?* This resource examines the gains in women's sports over the last century and portrays girls and women of all ages, ethnicities, and abilities in a variety of sports activities. By working to dispel the myth that an athlete must be of a particular body shape or type, it counteracts many of the negative images portrayed in the media, and encourages each girl to discover the athlete within herself.

## LESSONS LEARNED

Photography can be used as an effective tool to enhance the self-esteem and body image of girls and women.

7. Ensure a safe and supportive environment for girls and women participating in sport at all levels by taking steps to eliminate all forms of harassment and abuse, violence and exploitation, and gender testing.

**F**our years ago, issues of harassment and abuse in sport were not widely recognised, and were in fact often denied. While this is still the case in some parts of the world, these issues have been addressed and awareness raised through the collaborative work and determination of women researchers and activists from the UK, Norway, Canada and Australia.

## WomenSport International (WSI)

**Dr Carole Oglesby**, President, WSI

WSI Sexual Harassment Task Force members have made presentations and published notable texts around the world in the past four years, including *Spoilsport* by Celia Brackenridge and *The Dome of Silence* by Sandra Kirby and colleagues. Dr. Sandra Kirby received the 2001 Breakthrough award from CAAWS in recognition of this, and other, work.

A major program of research on sexual harassment in the lives of elite women athletes, carried out under the direction of Celia Brackenridge (UK), Kari Fasting (Norway) and colleagues and supported by the IOC, the Norwegian Sports Council and other bodies, is also beginning to have a major impact.

Much of the work in the field of harassment and abuse has meanwhile been led by a group of feminist researchers and activists, including Celia Brackenridge (UK), Kari Fasting (Norway) and Sandy Kirby (Canada). In May 2001, the International Society of Sport Psychology hosted a symposium on sexual harassment and abuse at its Congress in Greece as a WSI Task Force event. As a result, the *Journal of Sexual Aggression* agreed to publish all the papers presented as a special issue in 2002. Meanwhile, a number of countries and international organisations have made significant strides in developing policies and programs to address these issues.

## Council of Europe

The European Ministers responsible for Sport met in Bratislava for their 9<sup>th</sup> Conference in May 2000, and adopted the ***Resolution on the Prevention of Sexual Harassment and Abuse of Women and Children in Sport*** based on several declarations, charters and reports. The background paper prepared by Celia Brackenridge and Kari Fasting and the resolution are available online at: [www.coe.int/T/E/cultural\\_co-operation/Sport/Sport\\_for\\_all/Conference\\_of\\_Ministers/](http://www.coe.int/T/E/cultural_co-operation/Sport/Sport_for_all/Conference_of_Ministers/).

## United Kingdom

**Dr Celia Brackenridge**, Independent researcher/consultant in gender equity and child welfare issues in sport

In 1999, after years of upward pressure and lobbying, Sport England (the government agency for sports development in England) convened a National Task Force which brought together key sporting and child protection agencies with the police and local authorities. An action plan was agreed upon and a Child Protection Unit was set up within the National Society for the Protection of Cruelty to Children. All agencies in receipt of government funds for sport are now required to have child protection policy and programs in place, and monitor their effectiveness.

<sup>4</sup> Celia Brackenridge, 2001. Developments in Child Protection Policy and Practice, paper presented to the Council of Europe Committee for the Development of Sport seminar, Finland, September 2001.

## LESSONS LEARNED

“No one bothered when it was just women – policies for women and sport, both in the UK and Europe, have not been as effective as they could have been in many countries because of the apathy towards gender equity. Child sexual abuse grabbed the media headlines in the UK and has probably done more for gender equity than all the previous policy work”<sup>4</sup> (Celia Brackenridge, 2001).

Education, information and support are provided, and Coach UK has provided workshops for over 8000 people in the last two years. Women working in higher education, sport and the voluntary sector have been the leaders of this significant progress in the UK, a good example of the ways in which women can influence sport culture for the better.

## Canada

### CAAWS Board

#### ***Harassment and Abuse Prevention Guide and Web site***

The Canadian sport community released a guide and Web site to assist sport clubs and associations in confronting harassment and abuse. The guide and Web site were produced through the Harassment and Abuse In Sport Collective, which represents 40 National Sport and Government Organisations, including the Canadian Hockey Association (CHA), Coaching Association of Canada (CAC), the Canadian Centre For Ethics in Sport (CCES) and the Canadian Association for Women and Sport and Physical Activity (CAAWS).

The Collective produced “Speak Out...Act Now!”, a guide providing detailed direction and guidance for sport organisations and clubs to prevent and respond to harassment and abuse. Available free to the general public through the new Web site at [www.harassmentinsport.com](http://www.harassmentinsport.com), the guide contains guidelines for developing policies and procedures; guidelines for responding to harassment complaints and abuse disclosures; an overview of provincial child protection acts, the Canadian Criminal Code and the duty to report; guidelines for the screening of personnel; and prevention guidelines.

The Collective also introduced the following resources:

- “*Abuse and Harassment Can Be Stopped*” brochures, which define harassment and abuse, encourage athletes to speak out and tells athletes how to help a friend or get help themselves
- Harassment and Abuse in Sport Web site ([www.harassmentinsport.com](http://www.harassmentinsport.com)), a composite site of the latest information on harassment and abuse in sport
- “What Parents Can Do About Harassment and Abuse in Sport” booklet, which outlines the role parents can play in preventing harassment and abuse in sport
- Kids Help Phone partnership, which is actively promoted by National Sport Organisations as the only 24-hour, bilingual national kids help line in Canada.

## Australian Sports Commission

**Debbie Simms, Manager** - Ethics & Women, Australian Sports Commission

***The Harassment-free Sport strategy*** is a risk management tool established to assist organisations in protecting themselves and their members. The strategy will work to decrease harassment, abuse and other forms of inappropriate behaviour in sport, to increase tolerance, fair play and safety, and to make for more welcoming environments in sport for all people, particularly women, Indigenous people and people with a disability. It aims to do this through education, and by developing a system to prevent and deal effectively and appropriately with harassment



### LESSONS LEARNED

We have been more successful in engaging a sports' interest and support in addressing sexual harassment and discrimination of women and girls by packaging them as issues that affect all of their members and society in general. We have found that using a combination of approaches has been most successful. This has involved providing statistics, research and information

that appeals to a sport's moral values (their social and ethical obligations and duties), their business sense (risk management approach to reduce possible litigation, insurance, loss of members and reputation) and their desire to be seen as leaders or role models in sport (we promote sports that are proactive in this area as examples of good practice/leading edge management and get them to put peer pressure on other sports). Although women and girls are not specifically targeted by this approach, they are usually the main beneficiaries of proactive and preventative policies, practices and programs that sports implement.

and abuse in sport. The Strategy comprises educational resources, model policies, model complaint procedures, educational seminars, skills training courses, on-line training, research, newsletters and advice. The educational resources are a series of eight publications that help individuals and organisations to better understand, recognise, respond to and prevent various forms of discrimination and harassment within their organisation, and include: guidelines for sport and recreation organisations, coaches, administrators, athletes and officials; anti-disability discrimination guidelines for sport and recreation providers; guidelines to address homophobia and sexuality discrimination and guidelines for protecting children from abuse in sport.

The documents are available from the ASC's Publications Unit or can be downloaded free of charge from the Active Australia Web site at [www.activeaustralia.org](http://www.activeaustralia.org) - Harassment-free Sport Strategy.

In addition to these publications, other resources include:

- Newsletter sent electronically to the trained harassment contact officer network, national sporting organisations and State departments of sport to share experiences and good practice and keep them up to date on relevant issues, opportunities for training, changes in legislation and new resources
- Model anti-harassment policy that organisations are encouraged to adapt to suit their own sport (included in the Montreal Tool Kit)
- Member protection policy template: a comprehensive model/template policy that incorporates child protection requirements and clauses to address other issues that sports have raised (e.g. parent and spectator behaviour, pregnancy in sport). The policy will include all the relevant forms required for police checks and other procedures and will hopefully be available by 2002.
- Database that lists all the HFS trained harassment contact and complaints officers in Australia, accessed by sport or by State.

The ASC has also developed a series of educational seminars and skills training courses on specific harassment issues in sport, including:

- **Harassment Contact Officer** (2 days) – Practical, interactive and experiential, this course enables participants to appropriately handle the receipt of enquiries, concerns and complaints about harassment in sport (first point of call). It is currently being renamed Member Protection Officer (MPO)
- **Complaints Officer** (1 day) – This course focuses on mediation skills to enable participants to mediate a harassment situation to a successful outcome, either formally or informally. It is being renamed Member Protection Mediator (MPM)
- **Member Protection** – Handling concerns and complaints from children (1 day) – This course reinforces the skills gained from the HCO course and looks at the different skills, issues and knowledge that participants need to receive complaints involving children.
- **Risk Management Approach to Harassment** – organisational responsibilities (4 hours) - Aimed at CEOs, Directors, managers, presidents, administrators and other high level executives, this workshop discusses the prevalence of harassment in sport, including

definitions and impact, legislation and how to take a risk management approach to the issue.

- **Harassment in Sport** - individual rights and responsibilities (4 hours) – This workshop is about increasing the understanding of harassment, including what behaviour does and doesn't constitute harassment, its impact on individuals and organisations, and what an individual can do if they are being harassed.
- **Child Protection Legislation** – A one-hour seminar on child protection legislation in Australia and the implications and obligations for sport.

Other issue-specific workshops to be developed include:

- **Child Protective Behaviours** (2 hours) for people working with children (e.g. coaches)
- **Racial Harassment and Vilification** (3 hours)
- **Homophobia and Sexuality Discrimination** (3 hours)
- **Disability Discrimination** (4 hours).

The ASC has also written numerous articles on harassment, discrimination and abuse issues in sport that appear either on our Web site or in sport industry publications. Some of the issue papers that appear on the women and sport Web site ([www.activeaustralia.org](http://www.activeaustralia.org)) include:

- Sexploitation – using sex to sell women's sport
- Body Image and Participation in Sport
- Sporting Attire
- Transgenders in Sport
- Gender Verification
- Pregnancy, Sport and the Law
- Harassment-free Sport

## Japanese Association of Women in Sport

**Dr Etsuko Ogasawara**, Executive Director, Japanese Association of Women in Sport

In 2000, the Japanese Association for Women and Sport (JWS) translated the 1998 sexual harassment guidelines published by the Australian Sports Commission into Japanese, thanks to a financial grant from the Asian Women's Foundation.



## LESSONS LEARNED

Although the business sector has begun addressing the issue of harassment in the workplace, the JWS felt that it needed to find a different, more subtle and indirect approach to introduce the issue of protecting athletes from sexual harassment in sport. Previous approaches in other sectors have led to very negative feelings toward dealing with this issue. It would be unwelcome to introduce these guidelines directly, and the JWS is developing a more “covered” approach in order to ensure real cooperation with both male and female colleagues. The Guidelines have not yet been widely disseminated; the JWS is waiting for the appropriate timing.

## LESSONS LEARNED

To believe in something strongly enough and make a strategic plan of how to reach your goal is important. Information on the "unscientific" standard of the test and the harm it could do was essential. Most people had never questioned why the test was carried out. It was important to have high officials in the organisation fighting on our side. Cooperation with the other Nordic countries, both the sport organisations and also the Ministries responsible for sport, made the protest stronger.

It was important to force the issue on the agenda of important bodies such as the IOC Athletes Commission, as well as on conference programs. The issue was raised at IOC's First Conference on Women and Sport in Lausanne (1996), the Second World Conference on Women and Sport in Namibia (1998), and the Third European Women and Sport Conference in Greece (1998).

**"No one bothered when it was just women – policies for women and sport, both in the UK and Europe, have not been as effective as they could have been in many countries because of the apathy towards gender equity. Child sexual abuse grabbed the media headlines in the UK and has probably done more for gender equity than all the previous policy work"**

**Dr Celia Brackenridge,**  
Independent  
researcher/consultant  
in gender equity and child  
welfare issues in sport

## Norway

**Associate Professor Berit Skirstad,** Member of the International Committee of the Norwegian Olympic Committee and Confederation of Sports

Successful lobbying, based on a strategic plan, led to the abolishment of gender testing by the IOC.



## France - Ministry of Youth and Sport (MJS)

**Michèle Toussaint,** Responsible for Women and Sport, Office of International Relations, Ministry of Youth and Sport

The health of female high-performance athletes is being addressed by the MJS. The medical exam for high-performance athletes, defined by the order of April 28, 2000, calls in particular for three exams. During these exams, the doctor asks the female athlete about any irregularity in her menstrual cycle. The dietary interview is now mandatory twice a year. Finally, in some disciplines (judo, swimming, cycling...) changes in female hormone levels are checked. These measures are a partial response to the failure of supervisors (coaches, doctors, etc.), and indeed of the athletes themselves, to show sufficient interest in the health of female athletes, particularly in the face of warning signs such as amenorrhea and eating disorders.

**Preventing specific problems.** Case studies and research has shown that all female athletes are potentially exposed to the risk of developing the "female athlete triad" (absence of menstruation, eating disorders, hormonal imbalances). Research on the bone density of female athletes, is currently underway with the cycling, swimming, football and skiing associations. The basic research is to continue with different partners: national institute of health and medical research (INSERM), national centre of scientific research (CNRS), department of health.

Increasing the role of women in positions of medical supervision is one element of better supervision and greater awareness of women's specific issues. For example, at the Tunis Mediterranean Games, in September 2001, no female doctors and few female kinesiologists were part of the delegation. Work is underway to address this area. As of 2000, there are an equal number of female and male medical advisors within the regional branches of the MJS.

## Finnish Sports Federation

Nelli Heinonen, Manager, Gender Equality, Finnish Sports Federation

In the Fall of 2001, the Finnish Sports Federation together with the Finnish Ministry of Education and under the supervision of the Council of Europe Sports Committee (CDDS) organised a European seminar under the title, *“The protection of children, young people and women in sport: How to guarantee human dignity and equal rights for these groups.”* The seminar had two themes: 1) The physical and emotional protection of children and young people in both recreational and high level sport; and 2) Protecting children, young people and women from sexual abuse and harassment in sport.

Prior to the European seminar, a national discussion meeting was held on the important topics in 2001. The active participation of many member organisations in the discussion encouraged the organisations to develop their work in the area.

The Finnish Sports Federation is now preparing its action plan for the protection of children and young people in sports, including educational material and a survey studying the frequency of sexual harassment in the Finnish sports system.

## LESSONS LEARNED

Some conclusions made by Diane Murray, administrator, Council of Europe:

With respect to the protection of children and young people in both recreational and high level sport it was agreed that articles of the UN Convention on the Protection of the Child, which had been signed by all countries of the UN except the United States and Somalia and in which a child was interpreted to mean anyone up to the age of 18, applied equally to sport as to other areas. It was however noted that more countries were members of the International Olympic movement than of the United Nations. The Seminar took note of and worked with the following definition of sexual harassment given by the Netherlands Olympic committee and Confederation of Sport: "Sexual harassment is any form of sexual behavior or suggestion in verbal, non-verbal or physical form whether intentional or not which is regarded by the person experiencing it as undesired or forced."

It was pointed out that education is the most cost-effective method of child protection. By this is understood education of all parties and at all levels - children, athletes, parents, coaches, trainers, governments and sports associations and federations.

The problem of sexual harassment of women in sport, having often been ignored in earlier years, was now benefiting from the extensive attention paid to child abuse. Equity and ethics work - on gender, race and disability - is closely linked to the issue of child protection because discrimination, harassment and abuse are parts of the same continuum. Therefore, work in all these areas should be mutually supportive and reinforcing.



8. Ensure that policies and programs provide opportunities for all girls and women in full recognition of the differences and diversity among them – including such factors as race, ability, age, religion, sexual orientation, ethnicity, language, culture or their status as an indigenous person.

## LESSONS LEARNED

We have found there has been a slight feminist backlash in many parts of society, including sport. We are having more success in getting sports to address some women and sport issues by ‘packaging’ them as ethical issues and promoting measures that have a beneficial effect on several population groups rather than just women or girls.

**T**his action point reminds us of the differences between women, and the need both to respect and celebrate those differences, and to take positive steps to ensure that sporting opportunities are genuinely accessible to all women. It is also intended to broaden our capacity for awareness and the tolerance. The following examples illustrate how some organisations are addressing diversity issues.

## Australian Sports Commission

**Debbie Simms, Manager** - Ethics & Women, Australian Sports Commission

The ASC has established the Community Programs and Social Policy Section that comprises the Indigenous Sport Unit, Disability Sport Unit Ethics & Women Sport Unit and Junior Sport Unit. The major strategy for this section is to work with national sporting organisations to achieve inclusion of people with disabilities, women, Indigenous people and young Australians. All units in the section are responsible for working with industry groups to ensure that programs for these people are relevant, appropriate and contemporary, and to develop policies aimed at ensuring social inclusion in sport and addressing related ethical issues. In addition to working with sporting organisations on an individual basis, the section has developed some sport-generic resources and programs such as:

- **The Active Women:** A National Policy on women and Girls in Sport, Recreation and Physical Activity
- **Harassment-free Sport Strategy:** In particular the resources on addressing homophobia and sexuality discrimination, and on anti-disability discrimination. It was a breakthrough to get a federal government to produce and officially launch a document on homophobia
- **Cross Cultural Awareness Program:** A sport-specific, cross-cultural awareness package that aims to improve understanding and appreciation of Indigenous culture, it includes a one-day training course that provides information on Indigenous society and offers a practical guide to working appropriately with Indigenous communities (is not women/gender specific).

**Indigenous Women in Sport project:** A collaborate project between the ASC (Indigenous Sport Unit and the Women and Sport Unit), the Aboriginal & Torres Strait Islander Commission and state/regional Indigenous sport officers to increase the opportunities and participation in sport of Indigenous women and girls. The project's first activity was to conduct a three-day Indigenous Women's Sport Summit in Sydney on 16-18 May 2000. Indigenous women from around Australia attended, and topics included barriers to participation, good practice initiatives and ideas, information on harassment, how to get funding and sponsorship, media skills, how to include Indigenous people with disabilities, body image and self-esteem, and a question & answer session with a panel. An Indigenous Women and Sport Reference Group has also now been established to assist in developing and implementing further strategies, and more national or regional workshops for Indigenous women are planned for 2002. This will require working collaboratively with numerous sport,



Indigenous, women's and health groups. *Outcome – increased awareness of issues facing Indigenous women in sport, greater knowledge of what can be done to increase opportunities for and participation of Indigenous women and girls in sport.*

## International Association of Physical Education and Sport for Girls and Women (IAPESGW)

**Dr Margaret Talbot**, President, IAPESGW

The Association produced a Congress brief, which emphasised the need for visible commitment to diversity through themes, keynote presenters and workshop sessions. At the 14<sup>th</sup> IAPESGW Congress, there was simultaneous translation for the first time ever, to enable participation by both Arabic and English speakers. It had been hoped to provide French also, but there were few abstracts submitted in French, and the costs proved prohibitive for such a small number.

The Association's Constitution enables the formation of an Executive Board, which reflects diversity across the regions of the world, by allowing for co-options. This has led to the inclusion of Akiko Takahashi from Japan and Doreen Solomons from South Africa to help diversify the Board, whose elected membership has, in the past, tended to be dominated by white Europe and North America. Maha Shafeik has also served as representative of the organising committee for the 14<sup>th</sup> Congress in Egypt.

The two IAPESGW Vice-Presidents have a specific role to promote relationships and support women working in two particular regions of the world. VP Christine Shelton works in Latin America, using her extensive experience of the region and her fluent Spanish to promote cooperation, support and shared activity. Similarly, VP Julika Ullmann worked with women in Eastern European countries - work which is now being continued by new VP Susi-Kathi Jost, whose responsibilities also include forging links with Francophone women. The Association's activities and work, however, remain limited by the use of English as the working language.

For the 14<sup>th</sup> IAPESGW Congress in Alexandria, the Association made a successful bid for IOC funding to support participants from less developed countries. These extra funds enabled participants from 12 less developed countries to attend the Congress, who otherwise would have been unable to do so. Several Association members also made funding available to support delegates from countries experiencing difficulties with currency, or whose travel expenses were particularly high.

Part of the Association's forward plan has been to work proactively with Islamic women and girls. This commitment was formed as a result of representatives of Islamic countries requesting help to challenge Western myths about the effects of Islamic belief on women's opportunities for physical activity and sport. The selection of Alexandria as the location for the 14<sup>th</sup> Congress was part of this commitment, and the Association secured funding (from ICSSPE and the Commonwealth Secretariat) to produce a guidance leaflet for people working with Islamic girls and women. An international steering group has helped to guide the development of the leaflet and it is hoped to be launched during 2002.



## USA – Black Women in Sport Foundation

**Tina Sloan Green**, President/Executive Director, Black Women in Sport Foundation

*The Black Women in Sport Foundation* hosted their 6th Annual National Conference, “From the Locker Room to the Board Room,” from October 5-7, 2001. Attracting more than 300 women, men, boys and girls who came for education, information and entertainment, the conference honoured not only past and present athletes, but also those who had gone on to successful careers as coaches, sport administrators, businesswomen and communication professionals. The conference discussed issues facing women in sports as well as strategies for career advancement, and attendees received information concerning Black Women's Health Issues, Entrepreneurship and Coaching Strategies. For more information, please go to [www.blackwomeninsport.org](http://www.blackwomeninsport.org).

## Singapore Sports Council

**Tan Ching Hui & Juliana Kang**, Singapore Sports Council

The Adult Women Sports Committee works with the Singapore Sports Council's Sports for All Division to devise policies and programs that provide opportunities for women of all age groups, regardless of race, to exercise.

The SFA Division has in turn devised programs such as:

- Cheap and convenient *Learn-to-Play* schemes held at Regional Sports and Fitness Centres that are situated in Public Housing Estates, including aerobics, yoga and taiji courses that require only nominal sums for participation. The Learn-to-Play brochures are widely distributed to all regional centres, community clubs and various women organisations for maximum publicity
- Family Day Carnivals, often tied in with other mass events, which involve the whole family and give busy parents a chance to be with their children and also exercise at the same time.

## WomenSport International (WSI)

**Dr Carole Oglesby**, President, WSI

WSI created a Task Force on Active Lifestyle and Older Women. Chaired by Yvonne Harahousou of Greece, the Task Force will build on the progress of the 2001 World Leisure Conference, “*Social development, leisure and the older person*,” for which Harahousou was the program chair. For more information, contact [harakabi@otenet.gr](mailto:harakabi@otenet.gr).

The late Wendy Ey, an original member of WSI, led a research-based effort on behalf of masters women athletes. The effort led to the creation of a model drug-testing policy provision that would allow appropriate exemptions for masters women athletes on hormone replacement therapy under the care of a physician. For more information, contact WSI Executive Committee member Dr. Barbara Drinkwater at [bldrink@aol.com](mailto:bldrink@aol.com).

**G**overnment involvement in sport varies greatly from country to country. In the United States of America for example, there is little governmental involvement in sport except through Title IX legislation, while in countries like France there is sport policy, legislation and a substantial investment of public funds. However, more and more governments are recognising the importance of success in sport to the enhancement of national pride, and the contribution that sport can make to the health and well being of their citizens. In some countries such as Australia and the UK, state responsibility for sports development is vested in Sports Councils or Commissions. Depending on the relationships between sport and government in different nations, the 9<sup>th</sup> Action point urges close cooperation with governments and their agencies. By working with them in the development of legislation, public policy and funding, it is possible to positively improve sport for girls and women. In addition, gender impact analyses are important in demonstrating the impact policy, legislation and distribution of public money has on women and men, and can be very useful in highlighting inequities.

## Canada

**Dr Sue Neill**, Director of Sport Policy, Government of Canada (Sport Canada)

Since the publication of the Sport Canada policy on Women and Sport in 1983, Women and Sport has been a public policy priority. During the period from 1998 to 2002, Sport Canada has continued to be active both nationally and internationally.

### International

Women and Sport has continued to be an international priority for Sport Canada. This is reflected in the bilateral agreements which the Government of Canada has with other countries as each one contains at least one project relating to women and sport. These projects may involve an exchange of experts, support to attend conferences on Women and Sport or support for women to attend coaching courses.

Sport Canada and the Coaching Association of Canada, in conjunction with the “Agence Intergouvernementale de la Francophonie”, provided support for a major coaching apprenticeship program for female coaches from the Francophonie working with athletes in the Francophone Games in Ottawa/Hull in 2001 (see a detailed description under Point 4 of the Windhoek Call for Action).

Additionally, the Government of Canada has provided support to the International Working Group on Women and Sport over the last four years. This has included the Secretariat, the Co-chair of the IWG, several meetings of the IWG and of course, the 2002 World Conference on Women and Sport. The presence of the IWG in Sport Canada has provided a stimulus for women and sport activities.

### Within Canada

Within Canada, Sport Canada has provided ongoing support for and continued to work in partnership with the Canadian Association for the Advancement of Women and Sport.

9. Recognise the importance of governments to sport development and urge them to develop appropriate legislation, public policy and funding monitored through gender impact analysis to ensure gender equality in all aspects of sport.

## LESSONS LEARNED

Following the 2<sup>nd</sup> World Conference at Windhoek, the ASC team resolved to work harder at improving internal links and developing an across-Commission approach to certain gender issues. This was successful in assisting the development of the Harassment-free Sport Strategy, the Child Protection guidelines and, more recently, the conduct of the pregnancy and sport forum.

## LESSONS LEARNED

“Most activists to promote gender equality do not know that sport is one of the areas that should be improved. Therefore, it is very important that we directly approach them to inform them of the issues of sport and make the law together.” (Dr. Etsuko Ogasawara, 2001)

In order to further its public policy objective for women and sport, Sport Canada has made it a requirement that all sport organizations in receipt of government funds must have a formal policy demonstrating a commitment to equity and access for women. In addition, national sport organizations must include a component on Women and Sport in its Accountability Agreement with the Government of Canada.

Using the World Conference as a stimulus, Sport Canada has worked with CAAWS and Health Canada and other key agencies to design a Canadian Strategy on Women and Sport and Physical Activity. As part of this strategy, there will be a Canadian Conference on Women and Sport to be held in Hamilton in November 2002.

## Australian Sports Commission

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

- The Federal Government launched the Active Women policy in 1999, and some State governments have adopted similar policies
- The ASC Sports Consultants, who are the main point for liaison with national sporting organisations, review, discuss and analyse several issues when meeting with sports groups. It is also planned to strengthen the gender analysis of sports by providing the Sport Consultants with a gender analysis checklist
- The Ethics & Women's Sport Unit Strategic and Operational plans for 2001-2002 included a detailed gender analysis of several targeted sports with consultancy advice to assist in addressing any identified areas of need, although it has been postponed until 2002-2003
- The NSW Department of Sport and Recreation has produced a Diversity in Sport Guidelines checklist that covers facilities, policies and programs.

## Japanese Association of Women in Sport

**Dr Etsuko Ogasawara**, Executive Director, Japanese Association of Women in Sport

Since 1999, the JWS has applied its projects to the Ministry of Education, Culture, Sports, Science and Technology (MEXT) to build a solid relationship and promote women and sport. As a result, the JWS has been appointed to complete projects promoting gender equality through sport by the MEXT two years straight since 2000.

The JWS also successfully contributed towards urging the Mito City government (the local government to which the JWS belongs) to make the gender equality law a city ordinance in 2001. The city gender equality ordinance, including the item related to sport which the JWS has requested, was accepted, and promulgated in March, 2001. It was the first time that a sport item was included in the local law in Japan.

## SCSA Zone 6

**Charles Dzimba**, Project Co-ordinator, SCSA Zone 6

National Physical Education and Sport and Recreation Policies are complimented with Acts of Parliament and legal frameworks – or vice versa depending on the country.

## Liberian Women and Sport Association

**Deborah Williams** - Acting President

**Alice D. Howard** - Vice-President for Administration, Liberian Women & Sport Association

In Liberia, a Ministry of Gender and Development has been set up to address gender issues, and a woman has been appointed as its Head. The Liberian Women and Sport Association has also made a proposal to the government through the Ministry of Youth & Sports to develop appropriate public policy to address gender issues.

## France

**Michèle Toussaint**, Responsible for Women and Sport, Office of International Relations, Ministry of Youth and Sport

**Nicole Dechavanne**, President, Femix'sports

### Legislation for Female Athletes

A priority of the (female) Minister of youth and sports, equal access for women and men to all sports and positions of responsibility is the subject of specific legislative and regulatory measures.

Thus, the law of July 6, 2000, amending the law of July 16, 1984, in its articles 8 and 16, reaffirms the principle and establishes a mechanism guaranteeing the equality of women and men.

- Article 8 states that sports associations cannot receive government assistance unless they are accredited and that accreditation requires statutory provisions guaranteeing the association's democratic operation and equal access for women and men to its governing bodies.
- Article 16 states that typical statutes contain provisions leading the accredited federations to ensure in particular access for men and women to physical activities and sports.

To attain these objectives, the sport federations and associations must:

- Guarantee and enforce, internally, the absence of any discrimination based on political, philosophical or religious opinion or sex;
- Establish mechanisms to ensure women and men are represented on governing committees and internal bodies in proportion to the number of graduates of each sex.

### The Memoranda of Understanding (Convention d'Objectifs) Negotiated by the Government and Sport Federations

**Objectives:** to encourage projects to promote female participation, to ensure equity in the resources allocated to organize men's and women's competitions and to encourage women in positions of authority in the various federal authorities.

## LESSONS LEARNED

“Due to the political history of 10 of the 14 countries of the Zone, all have been very keen to ensure equality. During liberation wars against colonial masters, women and men fought side by side and died irrespective of gender.”  
(Charles Dzimba, 2001)

“Most activists to promote gender equality do not know that sport is one of the areas that should be improved. Therefore, it is very important that we directly approach them to inform them of the issues of sport and make the law together.”

**Dr Etsuko Ogasawara,**  
Executive Director,  
Japanese Association  
of Women in Sport

**Means:** Identify the sum allocated and paid out for measures to promote equal access for women and men in sport and positions of authority and evaluate the measures taken, on a year-over-year basis. If the amounts allocated have not been used for the specified purpose, an audit will be conducted of the previous year's grant.

**Actions:** the sport directorate identified, in the various Memoranda of Understanding (MOUs) negotiated with the sport federations, the actions undertaken to promote female participation in all sports and at all levels, and it opened a specific budget line. This led the sports movement to propose actions designed to promote female participation in all sporting disciplines, ensure an equitable allocation of resources to organize women's and men's competitions, and promote women in positions of authority. The federations were also asked to provide information on the various programs they have in effect.

### **Bilateral agreements**

The French government is promoting the automatic inclusion of Women and Sport components in all bilateral co-operation programs negotiated by the sports directorate. High-profile initiatives are encouraged and exchanges involving teams, coaches and experts in co-operation programs must increase the role of women. Sport federations are systematically educated about “Women and Sport,” presented as a priority for the Minister, in a bulletin requiring them to present their bilateral co-operation projects.

## **Thailand**

**Dr Supitr Samahito,** President, Thailand Women and Sport Association

The National Women and Sport Association invited high-ranking government officers to join the Association, to effectively share information with them about how to develop women and sport activities. There is some evidence to indicate that we will get very strong support from the government in the near future.

## **USA - Women's Sports Foundation**

**Yolanda L. Jackson,** International Liaison, Women's Sports Foundation, USA

The Foundation is currently preparing to celebrate its participation in the 16<sup>th</sup> National Girls and Women in Sports Day that will take place in 2002. At this event, supporters of women's sports and champion athletes gather in Washington, D. C. to make visits to members of Congress to raise awareness, seek congressional support to ensure that athletic opportunities are available for females, and stress the need for gender equity.

The Foundation's Advocacy department is constantly fielding calls regarding Title IX (the law that mandates that any college, university or organisation that receives federal funds must provide equal access for girls to participate in sports as boys) violations, and forwarding them to our advocacy “partners” at the National Women's Law Center located in D.C.

“Due to the political history of 10 of the 14 countries of the Zone, all have been very keen to ensure equality. During liberation wars against colonial masters, women and men fought side by side and died irrespective of gender.”

**Charles Dzimba,**  
Project Co-ordinator,  
SCSA Zone 6

**T**hough there are few examples in this section, the value of sport as part of a comprehensive development program is clearly illustrated through the excellent examples below from the Commonwealth Sport Development Program.

### Commonwealth Sport Development Program (CSDP)

**Jay Mafukidze**, CSIC Coordinator, Commonwealth Games Association of Canada

The success of the CSDP is due largely to the variety and commitment of its partners, including those that provide financial or in-kind support, and those that share in the development, implementation or sustainability of CSDP projects.

CSDP partners include: Canadian International Development Agency (CIDA), Sport Canada, Commonwealth Games Association of Canada (CGAC), UK Sport, Zimbabwe Olympic Committee (ZOC), UNICEF, Barbados Olympic Committee (BOC), Australian Sports Commission, Sport and Recreation Commission of Zimbabwe, Barbados Ministry of Sport, United Nations Drug Control Program (UNDCP), and Organisation of Caribbean Administrators of Sport and Physical Education (OCASPE). As a result of these partnerships, many well-known, highly successful CSDP programs have been developed worldwide, and have become well rooted in international sport systems.

All of the programs described below included or targeted women and girls in all program objectives, and were undertaken with many different partner organisations.

#### **Aerobics for Pregnant Women**

The Aerobics for Pregnant Women program in Zimbabwe enables pre and post-natal women to participate in a bi-weekly aerobics program, led by trained community health professionals. Attracting more than 2000 women each week, the aerobics program also involves educational components such as women's rights, health, family planning, HIV/AIDS awareness and gender issues in sport and physical activity. The initiative began as a program for pregnant women, but interest quickly spread and the program is now open to all women, mainly from rural areas.

Promoted through local media and the Internet, partners in the program include the CSDP, community health clinics and Sport and Recreation Commission. Supported by community health and medical practitioners, the program has attracted interest among women in all provinces of Zimbabwe, and professional evaluations have confirmed the health benefits to women such as increased level of energy, development of positive attitudes, reduced labour times and healthier mothers and babies.

The Aerobics for Women initiative is also part of a broader initiative in Zimbabwe called Women in Sport (WiS) that has been expanded to include a capacity building component. A network of women interested in sport throughout Zimbabwe has evolved with the support of the CSDP,

10. Ensure that Official Development Assistance programs provide equal opportunities for girls' and women's development and recognise the potential of sport to achieve development objectives.



“Since it started in 1994, the Aerobics for Pregnant Mothers program has been very important to us. The mothers tell us about a lot of the benefits of aerobics such as reducing substantially their time of labour. All of our mothers at our clinics are now taking up aerobics because it's easy and fun; it's just music and dance. It's good for the women to get together-they make friends, they share experiences.” (Joan Marunda, a community nurse spearheading the Aerobics for Pregnant Women program)

**Joan Marunda,**  
Community Nurse

“Giving youth a sporting chance”

**Mathare Youth Sports Association (MYSA)**

Sport and Recreation Commission (SRC) and Zimbabwe Olympic Committee (ZOC), and workshops in capacity building - including strategic planning at the provincial and district level - have been organised.

A significant component of the Women in Sport initiative is the creation of a nationwide research study focusing on the barriers to participation of Zimbabwean women in sport and physical activity. Over 3000 questionnaires have been collected and are ready for analysis. This information will help to develop better resources and programs to meet the needs of Zimbabwean women, and the resulting database will further enhance CSDP's ability to reach into the women's community on health and physical activity issues.

“Since it started in 1994, the Aerobics for Pregnant Mothers program has been very important to us. The mothers tell us about a lot of the benefits of aerobics such as reducing substantially their time of labour. All of our mothers at our clinics are now taking up aerobics because it's easy and fun; it's just music and dance. It's good for the women to get together-they make friends, they share experiences.” (Joan Marunda, a community nurse spearheading the Aerobics for Pregnant Women program)

### **Mathare Youth Sports Association (MYSA)**

This grassroots project takes place in Kenya, in one of Africa's most sprawling slums. Girls and boys are provided opportunities to play a sport (football) in exchange for community health and education services, such as cleaning up the environment or educating their peers about the dangers of AIDS. Run completely by youth, the program builds self-esteem, creates a sense of personal and social responsibility and volunteerism, and develops valuable leadership skills in some of the most underprivileged children of the world. It links sport and the environment by having teams earn points in the league standings for each completed environmental cleanup project. The program also attempts to help the masses of jailed street kids by working with local authorities in providing cooked lunches, securing funds to renovate the cells, building new toilets as well as contacting their parents to help secure their release.

MYSA is organised and run primarily by youth under 16 years. With over 15,000 members, it is now the biggest youth sport and community service organisation in Africa. As a testament to their principle of “for youth - by youth,” the current President of the program is a 16-year-old girl.

“Giving youth a sporting chance” is the motto of the program. MYSA has effectively promoted the program internationally through various media vehicles such as TV, radio talk shows and at international conferences.

### **Your Life, Your Health - Make it Right!**

This program targets female Netball players under 16 years of age from across the Caribbean. Envisaged as a mechanism to reinforce the benefits of leading and maintaining a healthy, active lifestyle, it helps provide basic peer leadership training for young girls and women, to empower them with the skills needed to become role models in their respective communities and countries. An adult mentor program will be implemented to guide the young leaders back in their country to deliver the active healthy active message through “Netball.”



“Your Life, Your Health - Make it Right!” will be rolled out in Jamaica at the under-16 girls Caribbean Netball Tournament. It will initially reach over 150 players and coaches from approximately 13 territories, who are identified as being among the best youth players in each territory and are deemed ideal potential leaders.

Specific goals of the program are:

- To empower young Caribbean girls and women to maximise their leadership potential
- To provide a forum for young Caribbean girls and women to dialogue about health issues in their lives and the decision making process around these issues
- To develop a framework for the sustainable development of the leadership potential of young Caribbean girls and women.

### **Youth Education Through Sport (YES)**

With poverty and the HIV/AIDS pandemic rampant in Zimbabwe, youths are at significant risk of acquiring this disease. Efforts to curb its devastating effects are therefore all the more important at this level. The YES program was developed to bring youth together through sport to address life skills and educate them about HIV/AIDS related issues. Its main objectives are:

- To encourage youth to be actively involved in sport
- To encourage youth to have a positive attitude towards themselves and healthy living
- To train youth to become peer educators of important life issues
- To encourage youth to act as positive role models within the community
- To encourage youth to take responsibility for their communities through participation in community development projects
- To encourage youth to teach and practice the principles of fair play.

The partner organisations involved in the project are CSDP, Sport and Recreation Commission (SRC) of Zimbabwe, UK Sport, Ande Cole Foundation, UNICEF and the Ministry of Education, Sport and Culture (Zimbabwe). To ensure sustainability, the Sport and Recreation Commission of Zimbabwe also involved many different stakeholder groups such as the Ministry of Education Sport and Culture, Ministry of Health and Child Welfare, National AIDS Coordination Program (NACP), the Scripture Union, National Association of Primary and Secondary Head teachers (NAPH and NASH), the Zimbabwe Football Association, Zimbabwe Junior Soccer Association, Zimbabwe Soccer Coaches Association, Zimbabwe Women’s Football League, Girl Child Network, Women and Sport Foundation, medical directors and local authorities.

Once the pilot project was completed, the program began to focus on three core components: education, community projects and a football league. The volunteer-run national program is now operating in all provinces, and over 1,000 youth leaders have been trained to lead discussion groups. In addition, 375 teams (211 boys teams and 164 girls teams) have registered to participate in the league, including 29 belonging to a special category drawn from street kids, probation centres and squatter camps.



## LESSONS LEARNED

It is important not to impose your own values when working with other cultures.

The SRC has established regional managers throughout the country to help promote the YES program through their region, primarily through word of mouth. The pilot phase project was evaluated internally, and findings showed that all three components (education, community and the football leagues) were a success. As such, the program was rolled out nationally with more than 6,000 female and male youths (from the initial 1000) joining the football teams and league activity.

### Australian Sports Commission

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

Through its International Section, the ASC has conducted sports development programs in more than 30 countries, and has always adopted an inclusive policy in relation to the participation of women and girls in these programs. Some programs have also specifically targeted this population group. For example, the ASC assisted South Africa in developing its women and sport plan and implementing women and sport strategies; it assisted New Zealand in developing its own anti-harassment strategy; it has provided resources, advice and conducted coaching and administration courses for women Netballers in Pakistan and the Caribbean; it has supported women's sports events in Cambodia, Laos and Vietnam; and it recently organised a visiting program in Australia for the Sultana Ferdous Ara Khanam Dolly (from Bangladesh) to gain knowledge and information on programs and policies for women and girls.

### France

**Michèle Toussaint**, Responsible for Women and Sport, Office of International Relations, Ministry of Youth and Sport

**Solidarité Afghanistan:** The Minister of Youth and Sport was behind the call for an Afghan delegation made up of women and men to take part in the Athens Olympic Games. This initiative, which has received wide support in France, has also gained the support of our Greek partners, who will host the Olympic Games in 2004.



**R**esearch has played a fundamental role in the development of the women and sport movement, with many women researchers also engaging in social action to bring about change. Nevertheless, women are still under-represented in some of the sports sciences, and there remains an ongoing need for more women to be engaged in research and for more critical research on sport and gender to be conducted.

## International Association of Physical Education and Sport for Girls and Women (IAPESGW)

**Dr Margaret Talbot**, President, IAPESGW

IAPESGW has had a long tradition of hosting quadrennial congresses to give women researchers the opportunity to present papers, lead workshops and exchange information and ideas in a woman-friendly environment. In 1998, the Association sponsored a session at the International Conference of the Leisure Studies Association in Leeds, during which young women from Egypt, Malaysia and South Africa presented their development work as examples of activism to influence national policy in sport or education. The events of Sept 11, 2001 affected attendance at the most recent Congress, held in Egypt in October 2001. Nevertheless, almost 200 delegates from 30 countries attended – a triumph for international women working in sport and physical education (Dr Margaret Talbot, October 2001).

The Association has used its Conferences to provide opportunities for younger women to become involved in IAPESGW activities and structures. IAPESGW members have endowed special awards for people who make distinguished contributions to the work of the Association, and the Seminar to celebrate 100 years of women in the Olympics, led by IAPESGW in cooperation with WSI and ISHPES, included several papers that mapped and honoured women leaders in the Olympic Movement.

There are several IAPESGW awards dedicated to recognising the achievements of women researchers. The Lynn Vendien Award and the Kluka/Love Award are provided to recognise distinction. At the 2001 Congress, the Kluka/Love Award was shared by Dr Suzanne Bagry of Egypt and Barbara Maodzwa of Zimbabwe.

## WomenSport International (WSI)

**Dr Carole Oglesby**, President, WSI

WSI emphasises the topic of women, sport/exercise and healthy active ageing. As an example of the importance of this area, the November issue of the on-line journal “Women’s Health Issues” (call 1-202-863-2454 to subscribe) stated that the “more physical activity of women over 60, the higher the quality of life.” This finding held true for both the frail and the well elderly.

WSI also continues to emphasise the value of voluntary, self-chosen exercise and physical recreation for girls and women in the developing world and women in low socio-economic conditions in the developed world. In June 2002, WSI is sponsoring a satellite international conference on the development of appropriate research and advocacy models for

11. Encourage more women to become researchers in sport, and more research to be undertaken on critical issues relating to women in sport.

Almost 200 delegates from 30 countries attended – a triumph for international women working in sport and physical education.

**Dr Margaret Talbot**,  
President, IAPESGW

sport and women of the developing world. The conference will be held in St. Louis Missouri in the United States, at the time of the annual conference of the American College of Sports Medicine and the delayed Salt Lake IOC Sports Science Conference. It is hoped that the material developed for the Conference will guide and stimulate research and increased institutionalised support for girls and women's sport/activity programs in the developing world. For information, contact Carole Oglesby at [reds@astro.temple.edu](mailto:reds@astro.temple.edu) or Barbara Drinkwater at [bldrink@aol.com](mailto:bldrink@aol.com).

WSI leadership believe that, not only is there a great need for more research on women and sport, but there is an equally important issue of the coherent collection and compilation of the research which has been conducted. WSI is therefore involved in an effort to form a consortium of the various Centres and Institutes which are being created around the world focused on women, exercise and sport. If you are interested in being linked in such a consortium for the purpose, at this time, of shared communication, contact Carole Oglesby at [reds@astro.temple.edu](mailto:reds@astro.temple.edu).

### International Council for Health, Physical Education, Recreation, Sport and Dance (ICHPER.SD)

**Dr Mona Alarsari**, Director, ICHPER.SD Girls and Women in Sport Commission

ICHPER.SD Congresses offer opportunities for women throughout the world to present scholarly papers on topics of interest in their areas. Proceedings are then published, and the information is added to several bodies of knowledge. The Girls and Women in Sport Commission provides opportunities for emerging researchers as well as established researchers and scholars to share information and forums to present latest findings.

### Women in Sport and Physical Activity Journal

**Lynda Ransdell**, University of Utah, USA

#### **Statement of Purpose:**

The purpose of the Women in Sport and Physical Activity Journal is to provide a forum for women-centred issues and approaches to sport and physical activity. Consisting of original data-based research, review essays, creative writing, book and video reviews, commentaries, letters and responses, and other scholarly writings relative to sport and physical activity, the journal welcomes contributions from across all disciplines, and with a variety of approaches and viewpoints. Emphases are on the development of theory about women and their physicality, gender issues relevant to women in sport and physical activity, feminist reconceptualisations of existing knowledge, and action-oriented research. Contributions are sought throughout the world, and from both traditional and non-traditional settings.

**Circulation:** 250 to 300, which may increase if current efforts to get the journal "on-line" or make it the official journal of the National Association for Girls and Women in Sport are successful.

Papers are published from many different countries, and there are no dominant trends for countries whose faculty publish articles. Examples of themes covered in the Journal include: Race and Gender of Coaches; Physical activity: A treatment for binge eating disorder; What can we learn from women scholars in exercise science?; Multiple realities of women's work experiences in coaching and athletic management; Issues and

perspectives on gender in physical education; The impact of sport on young women's attitude to physical activity in adult life; and Chinese women and sport: Success, sexuality, suspicion.

WSPAJ has tended to publish qualitative and quantitative papers in the disciplines of sport sociology and psychology, women's health, sports marketing and administration, exercise physiology, sport history, professional development for women in academe, physical education and general and specific sport essays.

## Germany: Women in Leadership – Action Alliance to Increase the Proportion of Women in Leading Positions in Sport

**Prof. Dr Gudrun Doll-Tepper**, Berlin, Germany

Led by Prof. Dr Gertrud Pfister and Prof. Dr Gudrun Doll-Tepper, and funded by the German Federal Government at a rate of 750 000 DM for 3 years, the project aims include:

- Analysing the extent to which women are represented in executive bodies
- Evaluating the effects and results of schemes on the advancement of women
- Analysing the causes of the under-representation of women in executive posts
- Developing and implementing concepts of gender mainstreaming in sport
- Involving men in leading positions in the development of concepts and the implementation of measures.

### ***Projected Outcomes:***

- Women's experience and competence will be used
- The shortage of people in leadership positions will be remedied
- Women will have equal opportunities in influencing and decision making in sport.

### ***Scope:***

The project includes the national level (NOC, DSB and major sports organisations), regional level (selected federal state federations and associations) and large sports clubs. It will also include a survey of the situation beyond national borders to see what other initiatives exist to increase the proportion of women leaders in other countries, how successful they are and how they may be applied in Germany.

### ***Strategy for submitting the proposal:***

Three strong female leaders in German sport were identified. They then approached the German government with a project idea, which included a scientific component (based at a university) and a practical component (based at the National Olympic Committee NOC). The two major sport organisations in Germany – the NOC and the German Sport Federation (DSB) - were involved in the proposal, and offered support through its findings. Before presenting the proposal, the project leaders had several meetings with representatives from government ministries and from sport, to determine whether there was a positive reaction. The reaction



was very encouraging, and the representatives were included in the development of the project. Working together, building alliances and emphasising the benefits of the project were the keys to success.

## LESSONS LEARNED

- All educational materials should be composed with gender specific aspects in mind
- Gender equality and other value aspects of sports are only superficially internalised by many sports people. Many trainers/coaches have positive attitudes about equality questions per se but do not know how to enhance these values in their own work
- Many trainers/coaches are not aware of the cultural and social meanings that are attached to sports from outside of it
- Many coaches have not developed the sense of adult's responsibility that his/her position requires
- Some important administrators and agents in the field do not consider gender equality important
- Sports is generally seen as a field in which traditions weigh more than the overall societal development or parents' expectations and needs in terms of children's training
- The concepts that are used to describe reality work against gender equality. Women are compared pejoratively to men, while on the other hand, the model of man is quite narrow
- In terms of resources, women are maintained at a lower level.

## Finnish Sports Federation

**Nelli Heinonen**, Manager, Gender Equality, Finnish Sports Federation

During 1998-2001, sports sociologist Mr Arto Tiihonen conducted an evaluation on the gender specific effects of coaching/training in Finnish sports. This study discussed gender specific aspects of training and coaching from multiple perspectives, and will be followed by educational material targeted for trainers at various levels under the theme: "The trainer/coach's role and development."

The Finnish Sports Federation has also encouraged and supported many young female university students in the field of sports sociology and administration in writing their master theses writing on the topics of: mentoring, women's representation in the media, women's networking in the sports, financial resources allocated to women in sports.



## LESSONS LEARNED

In our country, little research has been done in this field, but women's participation is significant in many areas. They stand out more as athletes than as managers, where there are very few women, so we must work toward integrating women in sports management. The NOC has been very open to achieving this goal, thus fulfilling the mandate from the International Olympic Committee.

## Ecuadorian Olympic Committee

**National Olympic Committee**

Management of the Ecuadorian Centre for Sports Information and Documentation has encouraged professionals in sports and sports medicine to conduct research on women's participation and on the leading role that women can play wherever they are. They are provided with relevant documentation so that they can support their arguments with actual experiences. Our NOC celebrates Olympic Week every year, and on the day devoted to the subject of women and sport, various professionals present papers and girls are encouraged to read and research the topic.

## Japanese Association of Women in Sport

**Dr Etsuko Ogasawara**, Executive Director, Japanese Association of Women in Sport (JWS)

The JWS has organised seminars and fora to promote women and sport since 1999. In addition, the JWS has provided opportunities for young female scholars to study abroad, provided time and opportunities for them to discuss their future plans with scholars, and collected all of the statistics and existing data on women and sport in 2001.

## Thailand

**Dr Supitr Samahito**, President, Thailand Women and Sport Association

The National Association for Women and Sport has begun educating researchers and attempting to find research grants from both the public and private sectors. Unfortunately, research budgets are limited due to the current economic situation, but graduate students are encouraged to focus on critical issues relating to women and sport for their dissertations.

## USA – Women’s Sports Foundation

**Yolanda L. Jackson**, International Liaison, Women’s Sports Foundation, USA

Despite the growth of participation in sports and physical activities among girls and women during the past 30 years, the Foundation recognises that very little research has been done to document and analyse aspects of their experiences and issues pertaining to female athletes. Therefore, the Foundation has established three grant programs to fund research pertaining to girls and women in sports:

- 1) *The Evian Research Grant Program On Re-hydration In Women’s Sports:* one grant for \$5,000 has been earmarked for research related to this area
- 2) *Lilo Leeds Women’s Sports and Fitness Participation Research Endowment:* one grant for \$1,000 is given for psychological or sociological research that creates a greater understanding of the factors that influence the participation of girls and women in sports and fitness activities
- 3) *Women’s Sports Foundation Girls and Women in Sports Research Grant:* one or more grants totalling \$5,000 is available for research projects related to girls and women in sports.

## UK – Womens Sports Foundation

**Amanda Bennett**, Sr. Development Manager, Womens Sports Foundation

The WSF runs an annual dissertation award for undergraduate research into any aspect of women’s sport. Nominations from supervising tutors/lecturers are received and dissertations are assessed by senior academics in the WSF. A cash prize is presented at the WSF’s annual conference, and the findings of the winning dissertation are featured in the WSF’s newsletter. This scheme has been running successfully since 1997, and entries increased by 100% between 2000 and 2001.

## LESSONS LEARNED

We need more money to support young talented female scholars who wish to study, and more mentors to show the young scholars their bright future.

## IOC / Loughborough University UK

**Katia Mascagni**, Chief, Section for Women's Advancement, Department of International Cooperation, International Olympic Committee

A joint project between the IOC and the Institute of Sport and Leisure Policy at Loughborough University on Women's Leadership in the Olympic Movement has been agreed upon, and will run from 2002-2004. This project supports the second phase of the IOC's initiative on percentage targets for women in decision-making positions on National Olympic Committees. Information will be gathered about the life histories and career paths of women who have been appointed to NOCs, the processes that led to their appointment and how they are experiencing and functioning in their roles. This will then be placed within the context of the position of women and sport in different countries, and the ways that NOCs operate. The findings should enable the IOC to better support women in their roles, and offer advice to NOCs on how to recruit and retain more women in their organisations.





# The A-Z OF WORLDWIDE ACTION

2002



THIS SECTION LISTS ACTION REPORTED BY INTERNATIONAL, REGIONAL AND NATIONAL ORGANISATIONS THROUGHOUT THE WORLD. BEGINNING AT THE INTERNATIONAL LEVEL, PROGRESS REPORTS FROM GOVERNMENTAL ORGANISATIONS, MULTI-SPORT ORGANISATIONS, SPORT FEDERATIONS AND PHYSICAL EDUCATION AND SPORT SCIENCE ORGANISATIONS ARE INCLUDED.

THE REMAINDER OF THE CHAPTER IS ORGANISED BY REGION AND INCLUDES OVERVIEWS FROM AFRICA, ASIA AND THE MIDDLE EAST, THE AMERICAS, EUROPE AND OCEANIA, FOLLOWED BY ALPHABETICAL REPORTS FROM COUNTRIES WITHIN EACH OF THE REGIONS. TWO ADDITIONAL REPORTS, FROM THE SPORT ASSOCIATION OF ARAB WOMEN AND THE MEDITERRANEAN WOMEN AND SPORT NETWORK RESPECTIVELY, HAVE ALSO BEEN INCLUDED, AND ARE LISTED AT THE END OF THEIR RESPECTIVE REGIONS. IN EACH CASE, THE AUTHORS HAVE EDITED AND SUMMARISED THE INFORMATION WHICH WAS SUBMITTED. CONTRIBUTORS ARE IDENTIFIED WHENEVER POSSIBLE AND THE CONTACT INFORMATION FOR CONTRIBUTORS WHO RESPONDED TO THE IWG'S CALL FOR INPUT IN 2001 IS INCLUDED IN APPENDIX E.

## International and Regional Governmental Organisations

### The Caribbean Heads of Government and the Caribbean Ministers of Sport

The Caribbean Heads of Government endorsed the Brighton Declaration, and the issue of women and sport engaged the attention of Ministers in May 2001. Decisions were made with regard to research, policy formulation and advocacy. The Caribbean Community Secretariat (CARICOM) Human Resource Development in the Sport Committee will examine the issues with a view to proposing a regional strategy to build the capacity of Member States to promote women in sport programs.

Web site: [www.caricom.org](http://www.caricom.org)



## Commonwealth Heads of Government (CHOGM)

In its report to the 1998 meeting of Commonwealth Health Ministers at Barbados, the CHOGM Committee on Co-operation through Sport (CCCS) stated the case for the contribution of physical activity to health. The spirit of that case can be summed up by the World Health Organisation viewpoint that “Physical activity offers ‘the best buy in public health.’ It provides a low cost, easily accessible approach to better health, disease prevention and health gain for all people.”<sup>5</sup> Some fifteen recommendations were approved by the Ministers, including those calling on governments:

- To encourage the development of human resources in physical activity, sport and health
- To promote moderate physical activity as an integral part of public health, social policies and programs
- *To recognise and address issues relating to gender, physical activity and health - giving prominence to access and equity*
- To develop national frameworks, strategies and programs to promote physical activity for health, including the provision of basic facilities, workplace and setting-based activity, and the encouragement of traditional games.

Web site: [www.thecommonwealth.org](http://www.thecommonwealth.org)

## CONFES - The Conference of Youth and Sport Ministers of the States sharing the use of the French language

The International Committee of the Games of La Francophonie (CIJF) reports to the Conference of Youth and Sport Ministers of the States sharing the use of the French language (CONFES), and its mandate is to provide general supervision of the organisation of the Games entrusted to the host country.

Established in 1969, CONFES's main objective is to strengthen the bonds of solidarity and cooperation among the youth of Francophone countries by means of an exchange policy. Among other objectives, CONFES' activities are designed to promote youth and the integration of women and people with disabilities into sport. CONFES has also adopted the Brighton Declaration on Women and Sport and the Windhoek Call for Action.

Through the strategies developed by Canadian Heritage, Canada has for a number of years stressed the importance of a greater and fairer role for women within CONFES's programming. In the past two years, Canada's sustained efforts have been reflected in the CONFES programming: first in the appointment of a female representative from a CONFES country, Ms Nawal El Moutawakel of Morocco, to the International Working Group on Women and Sport (IWG), and then again in the creation of a working committee within CONFES.

Projects undertaken as part of CONFES programming are:

- (1) First meeting of the CONFES working committee responsible for promoting sport and youth activities among women, held in Madagascar in October 2000
- (2) Development program for female coaches in connection with the Games of La Francophonie 2001, proposed by Canada and adopted by the Heads of State and Government at the most recent Francophone Summit, in Moncton in September 1999 (for details see Windhoek Call for Action Point 4 in Chapter 2 of this report)
- (3) Second meeting of the CONFES working committee responsible for promoting sport and youth activities among women (GTCF), held in Saly Portudal, Senegal in November 2001.

The following projects were suggested at the meeting in November 2001:

- Set up regional and national networks for the GTCF
- Set up a practicum in sports administration (level 1 or 2 depending on the results of the evaluation from level 1 completed in November 2001 in Cameroon)
- Set up a practicum for female officials (level 1 coach, official, referee, etc.) in track and field, handball, basketball and volleyball
- Provide refresher training for young female officials living near the Indian Ocean for the fourth edition of the CJSOI Games
- Provide administrative and management training for female members of youth organisations
- Hold a seminar on listening, counselling and guidance techniques for community education workers.

<sup>5</sup> WHO 1997 Active Living for Better Health: Physical Activity and Sport for Health, WHO, HPR December 1997.

**Problems to be solved:**

- (1) Unsafe environment - harassment, exploitation, violence, etc.
- (2) Low level of education for girls.

**Recommendations:**

In light of the progress made since the first meeting in Madagascar, the GTCF recommends:

- (1) That CONFEJES support the plans outlined during GTCF's second meeting in Saly Portudal, Senegal
- (2) That CONFEJES confirm that the group needs to appoint a co-ordinator to act as liaison between the GTCF, the General Secretariat of CONFEJES and the members of the group, and to represent the GTCF on the International Working Group (IWG)
- (3) That CONFEJES include the female perspective when designing the sports journalism training unit.

Web site: [www.confejes.org](http://www.confejes.org)

## Council of Europe - Committee for the Development of Sport

The Council of Europe - Committee for the Development of Sport (CDDS) actively promotes the involvement of women in sport. The European Ministers responsible for sport have committed themselves to the Brighton Declaration by recommending that the CDDS promote the implementation of the Brighton Declaration throughout Europe, with the aim of developing a sporting environment that enables and values the full involvement of girls and women in every aspect of sport. This recommendation has guided the work of the CDDS since 1995.

Web site: [www.coe.int/T/E/cultural\\_co-operation/sport](http://www.coe.int/T/E/cultural_co-operation/sport)

## Supreme Council of Sport in Africa (Zone 6)

The Zone 6 countries are Botswana, Lesotho, Mozambique, South Africa, Zimbabwe, Malawi, Swaziland, Angola, Namibia and Zambia. All Zone 6 member states have Women and Sport National Associations (Chapters), and the Zone coordinates all Women and Sport programs of the SADC through the Women and Sport Technical Commission –part of the SCSA Zone 6 Executive Committee. AWISA, the African Women in Sport Association, is extremely active in the Zone, with the President and Secretariat based in Namibia.

## United Nations (UN)

See Point 2 of the Windhoek Call for Action in Chapter 2 of this document for information on the United Nations and its activities.

Web site: [www.un.org/partners/civil\\_society/m-women.htm](http://www.un.org/partners/civil_society/m-women.htm)

## World Health Organization (WHO)

The WHO promotes the specific benefits of physical activity for women's health, offering information sheets on physical activity's multiple benefits for women, economic benefits and factors to consider with respect to equity and equality in women's accessibility to physical activity and sport for all.

The WHO is emphasising the benefits of physical activity in 2002 with the promotion of World Health Day. The theme for 2002 is *Agita Mundo: Move for Health*, and special activities are taking place worldwide to encourage men, women, youth and children to be active.

Web site: [www.who.int/hpr/index.htm](http://www.who.int/hpr/index.htm)

# International Multi-Sport Organisations and Sport Federations

## International Multi-Sport Organisations

### International Olympic Committee (IOC)

**Katia Mascagni**, Chief Section for Women's Advancement, Department of International Cooperation

Since the creation of the Women & Sport Working Group and the section for women's advancement within the IOC administration in 1995, the IOC policy on this matter has been focused on two key objectives:

- 1) To promote and increase women's participation in the Olympic Games, in sports activities in general and in the governing structures of national and international sports organisations
- 2) To raise awareness of the members of the Olympic Movement about this issue and help them to establish a clearly defined policy for women in sport at their own level.

As a result, there have been numerous achievements at all levels of the sports movement in the past six years, including:<sup>6</sup>

### Policy

- A gender-inclusive approach has been adopted for policies, programs and procedures at the IOC level as well as by several IFs and NOCs. Women and sport issues are becoming more and more part of the general agenda of the Olympic Movement, and some organisations have developed a specific policy for women and sport
- 47 NOCs and 7 IFs have, to this effect, established Women and Sport Commissions within their structures to follow up on related matters, while others are tackling these issues through the general administration. Athletes' Commissions also include more women
- The Olympic Charter was modified to include a special reference to the principle of equal opportunities between men and women.

### Leadership

Progress has been made regarding the 10%-20% minimum target for women in leadership structures, particularly when compared to 1998, when women's representation in NOCs and IFs was generally very limited or non-existent. Some of the progresses in leadership include:

- In 1998, there were very few women in NOCs' leadership positions (1.5% of Presidents, 12.6% of Vice-Presidents, 4% of Secretaries General). In 2002, 105 NOCs have met or exceeded the 10% target.
- In 1998, 33 NOCs had at least one woman on their Executive Board. By January 2002, 138 NOCs had female members on their Boards.
- In 1998, there were only 15 women in leadership positions of IFs. In January 2002, 42.8% of IFs (15) have met the 10% target, and 77.1% of Olympic IFs have at least one woman on their Executive Board.
- More women have also been appointed in technical commissions and working groups of the IOC (11.4%), NOCs (61.7%) and IFs (20%).

### Olympic Games

The Olympic program has increased women's sports, disciplines and events to the point where they are almost equitable. Increases in recent years are:

- Games of the Olympiad (1996-2000): from 21 to 25 sports and from 108 to 132 events (i.e. 44%)
- Olympic Winter Games (1998-2002): from 6 to 7 sports and from 31 to 37 events (i.e. 47.3%)

<sup>6</sup> IOC information and statistics are taken from the IOC publication: *The Promotion of Women in the Olympic Movement*, prepared by the Department of International Cooperation, January 2002.

## New Women's Sports on the Olympic Program

Year	Sport	Year	Sport
1900	Tennis, golf	1964	Volleyball, luge
1904	Archery	1972	Archery
1908	Tennis	1976	Rowing, basketball, handball
1912	Swimming	1980	Hockey
1924	Fencing, ice skating	1984	Shooting, cycling
1928	Athletics, gymnastics by teams	1988	Tennis, table tennis, yachting
1936	Ski	1992	Badminton, judo, biathlon
1948	Canoe	1996	Football, softball
1952	Equestrian	1998	Curling, Ice hockey
1960	Speed skating	2000	Weightlifting, pentathlon, taekwondo, triathlon
		2002	Bobsleigh

The *participation of female athletes* has also increased:

- Games of the Olympiad: from 34.2% (1996) to 38.2% (2000)
- Olympic Winter Games: from 30% (1994) to 36.2% (1998).

### Gender Representation in NOC Delegations

As of the 2000 Sydney Summer Olympic Games, *gender-verification tests* have been suspended.

### Games of the XXVII Olympiad, Sydney 2000

	Total	Africa	Americas	Asia	Europe	Oceania
NOCs without women *	9	2	1	6	0	0
NOCs with mixed delegations	190	51	41	36	48	14
NOCs without men	0	0	0	0	0	0
<b>TOTAL</b>	<b>199</b>	<b>53</b>	<b>42</b>	<b>42</b>	<b>48</b>	<b>14</b>

- \* Africa (2): Botswana, Libyan Arab Jamahiriya  
 Americas (1): British Virgin Islands  
 Asia (6): Brunei Darussalam, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates

New NOCs with mixed delegations which did not have women at the Centennial Games in Atlanta in 1996 (17) were: Africa (9), Americas (3), Asia (3), Oceania (2).

Independent Olympic Athletes: 1 woman, 3 men.

### Olympic Solidarity Assistance Program

During the 1997-2000 quadrennial, there has been a small increase in the number of women who have access to these programs and scholarships for their technical training. Details are included under Point 4 of the Windhoek Call for Action in the first section of this report.

The Olympic Solidarity Program has provided support for woman athletes in the form of scholarships, growing from 21.5% (Atlanta '96), to 28.9% (Nagano '98) and 25.6% (Sydney 2000), and including:

- Scholarships for young promising athletes: from 30.9% (1997) to 37.2% (2000)
- Scholarships for coaches: from 9.3% (1997) to 10.7% (2000)
- Scholarships for sports administrators: for the period 1997-2000, only 56 women National course directors have been trained through this program (14.6% of the total of 383 directors).

## Public Information

- Brochures, articles and other news about the activities of the IOC for women in sport have been published, and a special section of the IOC Web site is regularly updated. The IOC is also taking part in conferences and seminars organised by other institutions on women and sport.

Web site: [www.olympic.org](http://www.olympic.org)

## International Paralympic Committee

**Martina Reuter**, Communication Manager

In elite sports for athletes with a disability, some progress has been made towards the advancement of women's participation. In 1995, for example, the International Paralympic Committee (IPC) General Assembly unanimously endorsed the Brighton Declaration. Since then, various efforts have been made to increase the representation and equity of girls and women within the organisation, and address the marginalisation of female athletes with a disability.

The Sport Technical Department of the IPC introduced a number of initiatives for the Sydney 2000 Paralympic Games that have proven to be successful, including:

- Equity in allocation of country wildcards
- Emphasis on at-risk events for women and athletes with severe disabilities in allocation of sport wildcards
- Addition of viable events and disciplines for women
- Equitable allocation of slots by sports and nation
- Emphasis on increasing awareness of Sport and National Paralympic Committee (NPC) leadership of issues related to women and sports.

One major accomplishment of these initiatives was the creation of an instrument that allows the IPC to determine the degree of participation of women in major international events. Statistics are then kept on the participation of women by nation and by event.

Carol Mushett, IPC Technical Officer and the only woman on the 21-member IPC Executive Board, notes that while some measures have been taken, "true gender equity will require coordinated and systematic action by Sports, NPCs, Regions, IPC Management and Executive Committees, IPC Development Committee and the support of IPC staff" (The Paralympian, October 2000). This goal, however, has not yet been achieved within the IPC framework, as only 4 of the 24 Chairpersons of the Paralympic sports in the IPC Sports Council are women (equestrian, wheelchair dance sport, nordic skiing and swimming), and 2 of those are in traditionally female sports.

Nonetheless, the constitution of the IPC supports initiatives relating to the advancement of women. Article 6 states that the promotion of sports for athletes with disabilities without discrimination for political, religious, economic, disability, sex or racial reasons is one of the primary objectives of the organisation. Article 9 calls for endorsement of "the inclusion in the Summer and Winter Paralympic Programs, of sports and events for athletes with a more severe disability and female athletes."

To this end, the IPC is in the process of setting up its own Women and Sports Commission, and is also involved in the IOC Women and Sport Working Group. Beatrice Hess, an outstanding swimmer and Paralympic medallist, holds the IPC representative seat on this particular IOC Committee.

The IPC Women and Sports Commission will convene for the first time in Bonn in spring next year. The Commission will be comprised of five to six representatives of NPCs, International Organisations of Sport for the Disabled (IOSDs) and experienced members from outside the movement. The IOC has nominated Mrs. Gunilla Lindberg of Sweden as its representative on this Commission.

Female participation at both Summer and Winter Games still lags behind that of men. Little specific information is available about women in sport for athletes with disabilities. Anecdotally, women in Paralympic Sport report social factors, shortened sport careers, definitions of elitism, cultural implications of both gender and disability, and limited

“grass roots” opportunities as factors limiting their participation in sport. In general, women have less access to the facilities, technology and technical aides (e.g. sport wheelchairs, prostheses, etc) that are so crucial in sports for people with a disability at the recreational or elite level.

Very few nations have tracking systems for female athletes with a disability. The promotion of elite sport for the disabled generally focuses on men for a number of reasons, one being that women generally tend to be less privileged in most societies and thus have to endure discrimination on the basis of their gender. Besides the known problems of women in sport, the predominant reluctance to display the disability in the pursuit of disability sport needs to be overcome.

The resulting smaller number of female athletes competing at international competitions leads to a smaller number of events and event opportunities being offered. In order to ensure an adequate number of competitors in each competition, classes often have to be combined, with athletes with different degrees of disability competing against each other. This in turn discourages nations to bring along female athletes, especially those with more severe disabilities, because their chances of winning are decreased.

Yet there are significant success stories to be acknowledged. The degree of representation of women at the Summer Games, for example, has increased from 24.5% (Atlanta) to 25.4% (Sydney) of overall athletes over a period of four years. In Sydney, 36 (29.2%) of the 123 participating countries and delegations did not enter women athletes. In addition, the number of event opportunities for women at the Paralympics is being increased. Sydney 2000 saw the inclusion of female power lifting, and in Athens in 2004, women will also have their own judo and sitting volleyball competitions.

The IPC introduced a further solidarity measure in 1999, which made financial support to athletes participating at the Paralympics in Sydney conditional on the inclusion of women in their national squads. Thanks to contributions from the IOC, the Government of Australia and the IPC, athletes from 64 countries received financial support for their participation at the Paralympics, contributing greatly to the success of the 2000 Games.

The maximum subsidy per athlete was US\$ 2000. Of the four different subvention classes, three had women athletes as a criteria for receiving a grant. Roughly speaking, half of the athletes to be supported had to be female in order for the subvention to be granted.

## 1998 Nagano Paralympic Winter Games: Participation by Gender

	Total	%	Total (without ice sledge hockey)	% (without ice sledge hockey)	Alpine	Nordic	Ice Sledge Racing
Female Participation	123	21.35	123	25.84	51	64	8
Male Participation	453	78.65	353	74.16	185	149	19

## 2002 Salt Lake City tentative participation by gender (preliminarily figures according to the Qualification Criteria Quota)

	Total	%	Total (without ice sledge hockey)*	% (without ice sledge hockey)	Alpine Skiing	Nordic Skiing
Female Participation	150	25.86	150	30.61	70	80
Male Participation	430	74.14	340	69.39	190	150

\* There won't be any ice sledge racing events at Salt Lake City because the qualification criteria were not met by enough countries.

## 1996 Atlanta Paralympic Summer Games

	Female	Male	Total
No. of participants	780	2397	3177
Percentage	24.5%	75.5%	100%

## 2000 Sydney Paralympic Summer Games

	Female	Male	Total
No. of participants	978	2689	3847
Percentage	25.4%	74.6%	100%

Web site: [www.paralympic.org](http://www.paralympic.org)

### Commonwealth Games Federation Judy Kent, Sports Committee Member

The Commonwealth Games Federation (CGF) has continued to progress since 1998. As a signatory of Brighton, the CGF endorsed the Windhoek Call for Action and established a work plan around relevant areas. The Women in Sport group has also been working in three main areas to improve gender equity within the Commonwealth Games movement:

1. The Sports Program for the Games
2. Women's participation as athletes, coaches and officials at Games
3. Women in leadership positions within the Federation, the Commonwealth Games Associations (CGAs) and Organising Committees.

The following chart outlines the progress made over the last four games:

## Commonwealth Games Gender Statistics: 1990 - 2002

### Chart 1: Sports, Events and Number of Participants

	Sports			Events			Participants	
	Men M	Women W	Open O	Men M	Women W	Open O	Men M	Women W
1990 Auckland	11	10	2	125	71	24	1388 (32%)	652
1994 Victoria	11	8	2	127	76	8	1694 (31%)	752
1998 Kuala Lumpur	I 12 T 3	11 2		I 125 T 3	80 2	3	2387 (34%)	1246
2002 Manchester	I 15 T 2	14 2		I 120	87	3	Est. at 40%	

I = Individual T=Team

### Chart 2: Leadership Positions

	CGF Officers, Regional VPs, Sports and Finance Committees		CGA Presidents (Note: these numbers change as CGAs hold elections throughout the Quad.)		Organising Committees: Senior Management and Board of Directors	
	Men M	Women W	Men M	Women W	Men M	Women W
1990 - 1994	25	0	65	0	46	10
1994 - 1998	25	0	63	3	17	0
1998 - 2002/3	24	2	62	7	42	4



The 2002 Commonwealth Games in Manchester, England, meanwhile, have a gender equitable sports program with almost equal opportunities for women and men to compete in a wide variety of sports and events. With the increase in the number of events for women, it is anticipated that there will also be an increase in the number of women athletes and coaches at the Games.

The area that continues to offer the greatest challenge, however, is the inclusion of women as leaders in decision-making positions within the CGF. There has been some progress, with one senior office position, Honorary Secretary, being held by Louise Martin of Scotland. In addition, in a major step forward and a strong precedent for the future, Judy Kent of Canada was co-opted as a member of the Sports Committee to ensure representation by both genders.

Progress has likewise been made at the national level by Commonwealth Games Associations (CGAs). Some of this progress is directly attributable to the IOC targets, since many of the CGAs are also National Olympic Committees. While the numbers are still relatively small, the result has been an increase in the number of women delegates at CGF meetings, and more women Presidents of CGAs.

At the 2000 General Assembly, delegates approved an Article on Gender Equity in the Constitution, as well as a recommendation to strengthen the article by including a target of 20% for the underrepresented gender on all CGF bodies. But progress was perhaps most effectively demonstrated by the Women in Sport meeting at the 2000 Assembly, which was attended by 47 delegates from 28 Commonwealth countries. Clearly, the issue is being recognised, addressed and supported by more individuals and countries each year.

Web site: [www.commonwealthgames.org](http://www.commonwealthgames.org)

### **Islamic Countries Women Sports Solidarity Council**

The 3rd Muslim Women Games were held in Tehran, Iran on October 24-30, 2001. The 753 Muslim women from 17 countries who took part in the Games competed in 15 events, including badminton, athletics, taekwondo, table tennis, tennis, chess, volleyball, basketball, futsal, karate, handball, swimming, gymnastics, shooting and fencing. At the same time, a scientific congress took place, drawing 26 speakers from Iran and 10 speakers from countries such as the USA, Pakistan, Sudan, Iraq, Bahrain, Sri Lanka, Oman, Azerbaijan and Tunisia.

Web site: [www.icwsf.org/English/ThirdGames.htm](http://www.icwsf.org/English/ThirdGames.htm)

### **International Committee of the Games of La Francophonie (CIJF)**

See CONFEJES under "International and Regional Government Organisations" for more information.

Web site: [www.confejes.org](http://www.confejes.org)

### **General Assembly of International Sports Federations (GAISF)**

**Jean Claude Schupp**, Director General

Some progress has been made in GAISF since 1998, including the election in 2000 of one woman, the President of the World Squash Federation, to the 11-member GAISF Council.

Web site: [www.agfisonline.com](http://www.agfisonline.com)



## International Sport Federations

### International Association of Athletics Federations (IAAF)

Ilse Bechthold, Chair, Women's Committee

#### Special Events

The "Year of Women in Athletics," announced by the IAAF for 1998, was an undisputable success, with numerous different activities being successfully carried out in all regions of the world. Merlene Ottey was the Patron of the whole initiative, and an Area Patron was nominated for every IAAF Area to represent women in athletics in their respective continents. Posters, pins and special T-Shirts were distributed around the world, and special awards were given to the Areas to hand out to 5-10 outstanding men or women who had significantly supported women in athletics.

A stunning photo exhibition was produced and displayed around the world with an excellent response. Moreover, every Federation was asked to stage at least one special athletics event for women. An interesting Seminar entitled "From a great past to an even brighter future" was staged over 2 days in Granada, Spain. Women in Athletics celebrations were also part of the annual IAAF Gala at the end of November, and many great female athletes were invited to the event.

Another remarkable event in the "Year of Women in Athletics" was a Seminar in Qatar on women's issues, which attracted more than 100 participants. Since then, the IAAF has been trying to strengthen contact in this region. The Athletic Federation of Qatar stages one of the yearly Grand Prix Meetings (with women's events), and it is hoped that the IAAF will have the chance to stage a second seminar in the near future, with the continued strong support of the President of the Qatari Federation.

In May 2001, a three-day Seminar on Women's issues funded by the IAF (the IAAF's Foundation) was staged in Yerevan, Armenia. And in October 2001, the Chair of the IAAF's Women's Committee attended the 3rd Moslem Women Games in Tehran, Iran, as a Technical Delegate for the Athletics Championships and a Representative of the IOC Working Group on Women in Sport. She recommended that the special situation of women in Moslem countries be taken into consideration by the IAAF, and that increased support and training be offered to athletes, coaches and officials.

**"by 2005 athletics in Africa should have at least 20% women at all decision making levels!"**

**Lamine Diak,**  
President of the AAC  
and the IAAF President

#### 75 Year Celebrations

In 2001, women in athletics could look back on 75 years of competition. In 2002, the IAAF celebrates its 90th anniversary. Plans have been made by the Women's Committee to organise a Seminar on the occasion of the AFRO/ASIAN Games this summer in India, a Workshop on the occasion of our World Junior Championships in Jamaica and a Workshop for women in the South America Area.

#### New competition events for women

The IAAF World Championships in Seville in 1999 saw the first Hammer Throw and Pole Vault events for women, and both events were terrific attractions

and a great success. Unfortunately, due to an IAAF policy, the female competitors only received half of the prize money offered to male athletes in the same events.

The IAAF Congress 1999 in Seville also agreed to include the 3000m Steeplechase into the competition program for women, and the IAAF Women's Committee is fighting to include this event in our World Championships programs for all age groups as well.

The 2001 IAAF Congress in Edmonton, Canada similarly agreed to include a Decathlon for women in the competition program. The report from the Women's Committee presented a schedule to the Congress proposing that this event replace the Heptathlon.

#### Participation statistics and initiatives

In 1999, in order to increase the number of women in leadership positions, the Congress of the Area of North America Central & Caribbean Athletic Association (NACAC) made it compulsory for at least 2 women to have seats at the Council.

In 2000, the IAAF Women's Committee circulated a questionnaire on women's involvement in the federation's organisational structures, committees and competition events to all of the national federations. The results, included in the "Concise Annual Report of Federations," were rated "more than unsatisfactory," revealing large differences between the federations - but an overall level of participation at 20%! A similar analysis is planned for 2001, but more detailed questions will be used in order to offer more comprehensive descriptions of the situation of women in athletics worldwide.

At the 2001 Annual Meeting of the African Athletics Confederation (AAC), the President of the AAC and the IAAF President, Mr. Lamine Diak, made a landmark resolution in favour of women, stating that *"by 2005 athletics in Africa should have at least 20% women at all decision making levels!"* This was a groundbreaking resolution, and the IAAF Women's Committee hopes that other Areas will follow this outstanding example.

In the meantime, the IAAF's Women's Committee is working to increase the participation of women at all levels and in all areas within the Athletics Movement, and is doing its utmost to encourage and recruit women to work for Athletics.

Web site: [www.iaaf.org](http://www.iaaf.org)

## **International DanceSport Federation (IDSF)**

**Rudolf Baumann**, President

DanceSport is a Sport of 100% gender parity, in which male and female athletes compete against each other at the same time and on the same surface. In addition to several women members of the IDSF Commissions, there are a total of 2 women (17%) in the IDSF Presidium, including the 2nd Vice President, Mrs. Natasa Ambroz (Slovenia), and Rita Thomas (England), Member of the Presidium.

The DanceSport Federation is therefore already highly positioned in regard to the involvement of women, although it is always its aim to get more women into leading positions of the Presidium and Commissions.

Web site: [www.idsf.net](http://www.idsf.net)

## **International Hockey Federation**

The International Hockey Federation (FIH) is the most gender-balanced Olympic sports federation. With nearly 40% representation of women in its decision making body, the FIH has far exceeded the IOC's Women and Sport working group's initial goal for international Olympic federations to have at least 10% women in their Executive Board by 2000. Following the FIH Elections in April 2001, the FIH now has nine women representatives on its 23 strong Executive Board, including its first ever female President.

Participation of women in hockey at the international level is also extremely balanced. In all cases, competitions under the auspices of the FIH have equal representation of men's and women's teams. Inequality still exists in the Olympic Games, where there are 12 men's teams and 10 women's teams, but the FIH continues to promote female on-field officials, and all umpires in women's international matches must be female.

Els van Breda Vriesman, FIH President, comments, "Hockey has a genuinely balanced representation across both genders and the FIH continually strives to represent the hockey family fairly through both the quality and composition of the Executive Board."

Web site: [www.fihockey.org](http://www.fihockey.org)

**"Hockey has a genuinely balanced representation across both genders and the FIH continually strives to represent the hockey family fairly through both the quality and composition of the Executive Board."**

**Els van Breda Vriesman,**  
President, FIH

## International Federation of Netball Associations

Anne Steele, Executive Officer

The International Federation of Netball Associations adopted The Brighton Declaration in July 1995.

Netball is predominantly played and administered by women, and its organisation is 100% committed to promoting women in sport. Recently, the Federation has attempted with considerable success to raise awareness amongst its members of the need for more women to participate in sport, in order to improve their lifestyle. There are now more than seven million women regularly playing Netball around the globe and, within the Commonwealth, Netball has a higher number of active women participants than any other sport.

Women in Sport has been discussed whenever the Federation has met, and its newsletter has been used to raise issues concerning women's participation in sport and the real value of such participation.

In 2001, the Federation held an Administration Conference in Africa, and it continues to be in regular contact with various Government officials in a variety of African countries. Through this contact, the Federation is raising awareness not only of Netball as a sport for women, but also of the importance of women participating in sport in general. By doing so, the Federation believes women become better citizens and enjoy a much healthier lifestyle - an extremely important benefit for Africa, which has been so affected by AIDS. Women gain confidence by playing sport and being part of a team, and it is this message that is currently being communicated to African governments in particular, where women are sometimes undervalued. More details on the developments in Africa are included in the box below.

For the future, the Federation aims to continue to include Women and Sport on the Agenda for any Conference it may hold, and is also trying to persuade the Commonwealth Games Federation to increase the number of Netball teams that will take part in the 2006 Games in Melbourne. If successful, this will also increase the overall number of women taking part in the event.

For Netball to grow as an international sport, it is necessary to do everything possible to encourage women to take part in sport in a safe and supportive environment - and to keep taking part in sport throughout their lives. By encouraging members to adopt this view, the Federation is working to ensure that opportunities and programs on offer are geared towards increasing the involvement of women at all levels and in all functions and roles within their organisations.

The Federation very much supports the work of the International Working Group on Women and Sport, and is willing to assist in any way it can to accelerate the process of change, so that more women can have the opportunities that others enjoy.

Web site: [www.netball.org](http://www.netball.org)

### Confederation of Southern African Netball Associations (COSANA)

The Confederation of Southern African Netball Association (COSANA) is a member of both the SCSA Zone 6 and the Confederation of African Netball Associations (CANA). Governments, through their respective Sports Commissions and Sports Councils, are the main sponsors. However, while it has the largest number of Netball playing countries in Africa, due to financial difficulties, only five countries of COSANA members are members of IFNA.

COSANA has enjoyed support from AWISA (African Women in Sport Association) in its activities involving women and girls in the region, such as the Senior Netball Challenge Cups (1998, 1999, 2002), umpire's and administration clinics, an Under 21 tournament and participation in the first Africa Cup of Nations Netball, to be held in Ghana in July 2002.

## **International Ski Federation (FIS)**

**Sarah Lewis**, Secretary General

The International Ski Federation (FIS) has taken the following steps to promote the role of women in its organisation:

1. All Juries for all women's competitions at FIS World Championships and Olympic Winter Games must include at least one woman
2. Ladies sub-committees for both Cross-Country and Alpine Skiing have been formed to concentrate on their issues
3. In 1998 FIS appointed a woman as Director, who was promoted to Secretary-General in 2000.

Web site: [www.fis-ski.com](http://www.fis-ski.com)

## **International Triathlon Union (ITU)**

**Les McDonald**, President

The International Triathlon Union (ITU) has a clear policy on gender equity, and was one of the first International Federations to adopt the Brighton Declaration when it was declared in 1994. Three women sit on the ITU's Executive Board (20%), and the Chairs of the ITU Technical Committee, Paralympics Committee, Coaches Committee and Credentials Committee are women. Currently, the ITU's Marketing Director and General Director are women, and the organiser of the 2001 World Championships and Technical Director of the Sydney 2000 Summer Olympics were women. Seven elected members make up the ITU Women's Committee, and five women and five men make up the Athlete's Commission. Women are also represented on the Medical Commission (1 of 7 members), Constitution Commission (2 of 6 members), Credentials Commission (1 of 3 members) and Coaches Committee (2 of 6 members).

Web site: [www.triathlon.org](http://www.triathlon.org)

## **Union Cycliste Internationale/International Union of Cycling (UCI)**

**Sylvia Schenk**, Management Committee Member

The UCI adopted the Brighton Declaration in 1997. In 1998, only 2 out of 96 members of the UCI commissions were women, and there were no female members of the Management Committee. In 2000, for the first time a woman, Ms. Sylvia Schenk (Germany), became a member of the Management Committee. Following the elections in October 2001, the UCI also has one woman on the Management Committee (16 members total), 3 women (out of the total 62) are members in the UCI commissions (there are fewer commissions now than before) and one woman is currently chairing a commission. During the same time period, the number of women in the UCI staff with responsibility for the commissions has increased, and more women have assumed positions within the National Federations, which is the basis for further involvement at the international level.

Web site: [www.uci.ch](http://www.uci.ch)



## Profile: Women's Road World Cup in Montreal

Marie-Josée Gervais, Deputy Director

**1998:** Birth of the Women's Road World Cup in Montreal. Despite bad weather, more than 5,000 spectators cheered the women cyclists throughout the city.

**1999:** Start-up and confirmation year for the World Cup organisation with the International Cycling Union. The start of the race was moved to the top of Camilien Houde hill for the first time in the history of cycling on Mount Royal, thrilling the estimated 15,000 spectators who gathered along the race route to watch and cheer on their favourite competitors.

**2000:** The turning point for the future of the event. As a result of this competition, the media began to recognise the sport and human interest stories in this group of athletes who, until this point, were hardly recognised in their field. R.D.S. televised three hour-long programs, and the European broadcasting union rebroadcast three-minute clips. More than 30,000 spectators came to Mount Royal to support Quebec cyclists

Driven by the excitement of cycling enthusiasts, the organisation decided to offer an additional opportunity to see their stars in action: a race which brought together all international racers who participated in the World Cup was held in the streets of Lachine before more than 5,000 spectators.

**2001:** A year of recognition for efforts in promoting women's cycling. As a result of its continuing work, and in addition to the World Cup, the organisation was granted international accreditation at the highest level (1.9.2.) for the Lachine race. In order to increase the visibility of women's cycling and please racing fans, the organisation added two new races as part of a World Cup Challenge completed by a cumulative point standing. The Montreal area alone hosted four competitions.

Some 25,000 spectators braved the rain and cold to support the best cyclists in the world at the Mount Royal race, considered to be the most difficult on the World Cup circuit. The organisation was rewarded provincially, nationally and internationally for its efforts in offering an international women's sporting event to the public free of charge.

The ultimate recognition was the award from the International Cycling Union for the Best Women's World Cup Organisation 2001 within the elite club of World Cup event organisers, as a result of its tireless efforts to increase the visibility of women's cycling and the amount of media coverage the races were given. The race received even greater coverage than in Europe, where competitive cycling has existed for over 100 years.

**2002:** The organisation acts on the momentum and continues to innovate. The Tour of Greater Montreal with international accreditation as a high performance cycling tour (2.9.2.) is introduced. The World Cup is the only cycling event to receive such recognition at the regional, national and international level, and it has done so in less than four years, becoming the only stage of the ICU World Cup on the entire American continent.

Web site: [www.uci.ch/english/road/world\\_cup/world\\_cup\\_2001/wcf\\_05/info.htm](http://www.uci.ch/english/road/world_cup/world_cup_2001/wcf_05/info.htm)

## **Union Internationale Motonautique (UIM)**

Répine Vanderkerckhove, Secretary General

The UIM has had a female Secretary General since 1992, and in recent years, more and more women have become active in the national sports federations.

Web site: [www.uimpowerboating.com](http://www.uimpowerboating.com)

## **The International Mountaineering and Climbing Federation (UIAA)**

Claude Eckhardt, Secretary General

Since 1998, a one-week "International Women's Meet and Seminar" has been organised with great success in Plas-y-Brenin (North Wales, UK) in May, dealing with:

- Improving opportunities for women to climb
- Improving women representation
- Establishing media platforms
- Increasing actions for the social integration of women in mountaineering.

In addition, an extended report was presented (by Mrs Nora Schuylenberg, NL) on these subjects at the UIAA General Assembly on September 25, 1999 in Olympia, Germany. The report was unanimously accepted by the GA with great applause. Plus, the N° 1999/1 issue of the magazine "World Mountaineering and Climbing" (the UIAA Journal) was devoted especially to "Women in Mountaineering," with an editorial, a letter from the President and 15 articles dealing with various aspects on this theme.

Nonetheless, the most important actions remain are the concrete efforts currently made by our member Associations worldwide.

Web site: [www.uiaa.ch](http://www.uiaa.ch)

## **World Squash Federation (WSF)**

Ted Wallbutton, Chief Executive

The World Squash Federation (WSF) endorsed the Brighton Declaration in November 1995. Since 1991, the WSF Constitution has included a provision for at least one of its three Vice-Presidents to be male, and at least one to be female, resulting in there always being at least one female member of the four-person Management Committee. In 1996, Susie Simcock was appointed the first woman President of the WSF, and with the appointment of a female Vice President, there is now complete equality between the sexes on the WSF Management Committee. The effect of this leadership by the WSF is that most of its 115 member nations now have automatic provisions for women to be represented on their Management Boards. The WSF constantly promotes this need by persuading all national and regional federations to adopt a standard constitution containing these terms.

One further effect has been the increasing visibility of WSF President Susie Simcock in International Olympic Committee circles, culminating in her election to the Council of GAISF in October 2000 as the first woman to hold the post.

Squash has been at the forefront of the movement to advance the status of women in sport, and although current legislation gives every possibility to women at all levels, the Federation is constantly monitoring the situation to ensure it remains balanced and equitable.

Web site: [www.worldsquash.org](http://www.worldsquash.org)

## International Physical Education and Sport Science Organisations

### International Council of Sport Science and Physical Education (ICSSPE)

Prof. Dr. Gudrun Doll-Tepper, ICSSPE President

The International Council of Sport Science and Physical Education (ICSSPE) is an umbrella organisation with over 220 member organisations in all 5 continents, ranging from government Ministries to international sport federations, National Olympic Committees, universities and research centres. All members are active in sport, physical education and/or sport science, and contribute to ICSSPE's highly recognised work in the areas of sport science, education and advocacy. Progress with respect to gender equity is evident in three main areas: international collaboration, policy and publications and information dissemination.

In terms of its international partners, ICSSPE is the only non-governmental organisation in the areas of sport science and physical education to have "formal associate relations" with UNESCO. It co-operates with UNESCO in a number of projects, particularly focusing on the four priority areas of women, Africa, youth and least developed countries, and is a member of CIGEPS (Comité Intergouvernemental pour l'éducation physique et le sport). ICSSPE also cooperates with the IOC and the WHO, and ICSSPE's President, Dr. Gudrun Doll-Tepper, is an Extended Member of the International Working Group on Women and Sport (IWG). As a result, the Council is in regular communication with the IWG.

Details regarding ICSSPE's policy decisions, Gender Equality Plan, reporting and monitoring are included under Point 1 of the Windhoek Call for Action in the first part of this report. The structure of ICSSPE is itself a good example of gender equity. Prof. Dr. Gudrun Doll-Tepper, President since 1997, was unanimously re-elected for a second term from 2001-2004, the Vice-President is Prof. Margaret Talbot and women make up 30% of the Executive Board.

With respect to publications, ICSSPE produces and disseminates a wide range of scientific and information publications. Its regular magazine, the *ICSSPE Bulletin*, regularly reports on women and sport events, issues and research. In 2000, in response to a request from UNESCO, the Council published *Women, Sport and Physical Activity: Sharing Good Practice*. The first international collection of successful programs, policies and contact information created to support decision makers in developing increased opportunities for women and sport at the local, national, regional and international levels, this unique book has been widely distributed (1500 copies printed) and, thanks to financial support made available by the IOC, it has been sent to all National Olympic Committees. ICSSPE's scientific publications similarly address issues relevant to women and sport (Physical Activity and Ageing, The Business of Sport) and offer male and female sport scientists a platform for communicating their work and its applications. The International Association of Physical Education and Sport for Girls and Women (IAPESGW) and WomenSport International (WSI) are member organisations of ICSSPE, and as such are able to share developments and news of their work in ICSSPE's publications and with the other 220 member organisations.

ICSSPE's main conference event is the Pre-Olympic Congress, held just prior to the Summer Olympic Games. The 2000 Pre-Olympic Congress was held in Brisbane and featured a 6-hour Symposium celebrating 100 Years of Involvement of Women in the Olympic Movement.

Since 1998, ICSSPE has supported (through patronage and financial subventions) many women and sport events organised by member organisations and partners and the Council has contributed to and participated in many international women and sport events. In June 2001, ICSSPE modified its By-Laws and application forms to explicitly include compliance to the Gender Equality Plan as a pre-requisite for any financial support or patronage granted to an event or project.

Web site: [www.icsspe.org](http://www.icsspe.org).

### Gender Equity Monitoring Reports from Members of ICSSPE's Associations' Board

#### European Association of Sport Management (EASM)

Alberto Madella, General Secretary

EASM has introduced a change in its charter, which will become operational from its next association year in September 2002. With this change, it will become obligatory that at least two members of the Executive Board are



women, and in the next election a specific procedure will ensure this representation. At this time, women are a significant part of the Association's membership (around 35%).

### **International Sports Press Association (AIPS)**

**Trevor Bond**, Deputy General Secretary

As far as AIPS and all its member National Associations of Sports Journalists are concerned, membership is NOT conducted on any gender basis. All applications for AIPS or NSJA membership, whether from male or female sports journalists, are treated on the same basis and vetted accordingly.

Approximately one-third of all AIPS/NSJA members are women, many of whom report on specialist sporting events such as equestrian sports, skating, ice-dancing, canoeing, trampolining, gymnastics and others where female athletes tend to perform well. Many women are also reporting on sports where there is distinct equality, such as cricket, skiing, badminton, field hockey and table tennis. Sports previously considered "male" are likewise now increasingly being covered by female sports journalists, including soccer, rugby and professional boxing.

AIPS has consistently recognised the role of women in sport, and therefore the role of women sports journalists. At its Congress in Toronto, Canada in 2001, a special seminar debated the subject of "The Media's Take on Women in Sport," where delegates were able to question a panel of leading Canadian sports journalists and female Canadian Olympic athletes on the female role in sport and the sports media. As a result, at the AIPS Bureau Meeting in Moscow on July 11, 2001, it was agreed to set up a Women in Sport Sub-Commission. This will be debated at future AIPS Bureau and Executive Committee Meetings and during Congress.

In Britain, as in many other countries, almost one in every two sports programs is now hosted by a female sports journalist - Sue Barker, Gaby Yorath, the late Helen Rollason and Helen Irving to name just a few. At least three female sports journalists have been nominated for or voted as Sports Journalist of the Year in the past six years.

AIPS and its supporting national associations have begun in earnest to recognise the role of women in sports journalism, by the introduction of seminars and in recognising women's reporting achievements.

### **International Society of Sport Psychology (ISSP)**

**Dr Gershon Tenenbaum**, President

ISSP has an equal opportunity policy on gender. Currently, two of the three Vice-Presidents in the Managing Council are women, and of the 16 Managing Council members, five are women.

### **Conseil International du Sport Militaire - International Military Sports Council (CISM)**

**Colonel Robert Eggermont**, Secretary General

The matter of "gender equity" is considered very seriously and is given a great priority by the Council. In its spring session, the Board of Directors decided to create a special commission to emphasise this aspect, called "Women in CISM."

### **International Sociology of Sport Association (ISSA)**

**Prof. Dr Joseph Maguire**, President

In terms of the status of women with ISSA, senior positions are currently held by women on both the Executive and extended Boards. 3 of the 8-person Executive are now women, with two colleagues holding the Past-President and Vice-President positions. In addition, of the 12-person extended board, 5 are women, representing countries from Africa, Europe, South America and Asia.

Within the statutes and administrative practice of ISSA, the promotion of gender and other equity issues is a priority, as illustrated on its Web site. The current head of the Scientific Committee for the upcoming World Congress for Sociology is a woman, and conference themes invariably examine sport and gender issues. Gender issues (masculinity and femininity) also appear as a regular feature of research published in the ISSA's official journal, the *International Review for the Sociology of Sport*.

## **International Association for Sports Information (IASI)**

**Alain Poncet**, President

In the IASI, 60% of the Presidium are women, and women make up 40% of the Executive Board. In the last congress in Lausanne in 2001, 57% of the speakers were men and 43% women.

## **International Academy of Sports Vision (IASV)**

**Dr Gerald Trees**, President & **Dr Darlene A. Kluka**, Vice-President, Research

The following pieces of information represent the status of IASV's commitment to gender equality within the organisation.

- Demographics: Membership is open to all who apply, and approximately 25% of total membership is currently female.
- Executive Committee: 2 of 7 positions are held by women, including Vice-President, Research and Secretary.
- Editor of journal: female.
- Associate editors of journal: one female, one male.

It should be noted that the composition of the journal editorial and review boards has reflected both geographical and gender diversity since their inception in 1993, in accordance with an unwritten policy by the leadership of the editor. It should also be noted that research presentation programming through the IASV annual conference has since 1990 reflected both geographical and gender diversity, as an unwritten policy by the leadership of the Vice-President.

## **German Society of Sport Science (dvs)**

**Frederik Borkenhagen**, General Secretary

The German Society for Sport Science has implemented gender equity within its structure since the early 1990s. In September 1991, it established a committee on "Gender Studies" ("Frauenforschung in der Sportwissenschaft"), which held its first conference on gender studies in German sport science in Cologne in 1992. Since then, several meetings and conferences on gender studies have taken place and been supported by the society.

On July 1st, 2001, the German Society of Sport Science had 852 members, of which 209 (24.5%) were female. Two of the six Executive Board members are women (33.3%), and the society's members are themselves primarily sport scientists from German universities, with an interest in gender equity. However, as in many other fields of the academic area, there are not many women among the staff in sport science institutes. Taking this into account, it is not easy to "recruit" women for executive positions for the society.

## **Physical Education Association of the United Kingdom (PEAUK)**

**John Matthews**, Chief Executive, PEAUK

PEAUK is the lead subject association for physical education in the UK, representing the interests of all physical educationists. As a membership organisation, the only criteria for membership is to be qualified in physical education. Our Executive Committee comprises 15 elected members, 8 of whom are women. Our immediate Past President, current President and Vice-President are all women, each of whom was elected on ability.

## **International Council for Health, Physical Education, Recreation, Sport and Dance (ICHPER.SD)**

**Dr Mona Alansari**, Director, Girls and Women in Sport Commission

Following earlier seminars in 1996 and 1997 after ICHPER.SD adopted the Brighton Declaration, a second seminar was held in Cairo, Egypt at the 1999 ICHPER.SD World Congress. A third was planned for the 2001 ICHPER.SD World Congress in Curitiba, Brazil, but the Congress was cancelled. In 2002, the Third Seminar on Leadership Development is planned to take place as part of the ICHPER.SD World Congress in Taipei, Taiwan.

Web site: [www.ichper.org](http://www.ichper.org)

## Africa

### African Women and Sport Association (AWISA)

Carol Garoës, Secretary General

The progress of AWISA continued to be advancing in some zones and slow in others. Communication and finance continue to be major problems.

Of the seven zones of the Supreme Council of Sport in Africa (SCSA), Zone 6 continues to be the most effective zone. Among its accomplishments was a Task Force on Women in Sport, created with the assistance of AWISA for a two-year period, to ensure the creation of Women and Sport Chapters in all ten member states by the end of 2000. In August 2001, a Commission on Women in Sport was created to address, among other issues, equity in sport in this zone.

AWISA is currently busy with preparations for its first congress, where elections will also take place. With the creation of the African Union to replace the Organisation of African Unity (OAU), and with women's issues beginning to take centre stage in Africa, it is hoped that AWISA will gain the recognition it deserves and be more effective in the other zones.

Due to financial difficulties, which make it a challenge to cover all of Africa effectively, AWISA is now negotiating with the SCSA for a permanent sponsored office within the its Headquarters. The SCSA needs to be more involved, and to follow the successful example of Zone 6 in encouraging other zones to create Task Forces addressing women and sport.

### Algeria

Great developments for women and girls in sport are occurring in Algiers. For the first time, a Women's National Championship for Football took place in 1999, with the final being played prior to the Algerian Cup Final for Senior Men in front of 80,000 fans. *CabashFC*, a women's football club in Algiers, played a game in public despite having received death threats.

The National Association for the Promotion and Development of Women's Sport was also established in Algeria, and hosted a conference on women and sport with the theme "Dimensions and the Future of Women's Sport in the Third Millennium" from June 12-13, 2000.

### Benin

Adèle Agoundo, President, Benin Association of Women for Sport

After Windhoek (1998), the NOC organised a national seminar for women and sport and sent two delegates to the IOC Regional Seminar in Abidjan. Today, there are more women in the decision-making bodies of sport and at the federation level, and there is considerably greater participation of young girls and women in the sport movement. The Association of Basketball Players was formed and has been making significant efforts to promote women's basketball, while the *Association des Femmes Béninoises pour le Sport* (Benin Association of Women for Sport) has been helping to develop women's sports in many different disciplines.

### Botswana

Tjiyapo Mokobi, Publicity Secretary, Botswana National Olympic Committee

After the adoption of the Brighton Declaration by the Botswana Government in 1994, a national convention was held with all stakeholders in order to raise awareness of women and sports issues. As a result, an interim committee was formed which, after extensive consultation, produced a draft plan of action.

On November 3<sup>rd</sup>, 2000, Women and Sport Botswana (WASBO) was eventually launched as a sub-structure of the Botswana National Sports Council, at a convention held in Gaborone. This convention was attended by all stakeholders including 2 delegates of national sports associations, district representatives and women athletes, and the strategic plan was discussed and adopted. Details are outlined in the first section of this report under Point 1 of the Windhoek Call for Action.

## Burundi

**Dominique Niyonizigiye**, Assistant Secretary General of the National Olympic Committee / President of the Women and Sport Commission & **Jeanine Kamariza**, Member, Women and Sport Commission, National Olympic Committee

The Commission on Women and Sport of Burundi's National Olympic Committee was created in 1998 with the financial and material support of the International Olympic Committee, and it has endeavoured to carry out its work in spite of the crisis shaking Burundi since 1993. A summary of its accomplishments includes:

1998: Creation of the Commission on Women and Sport as part of the NOC and participation in the regional seminar on Women in Sport in Abidjan.

July 1999: The Commission held days of reflection on the women in sport movement and organised sport events for women, inviting all federations, sport organisations and representatives of women in sport to participate. The recommendations emerging from those days provided a basis for action, and as a result a phenomenal growth in women's sport is now occurring. Numerous women's clubs, especially in soccer and basketball, are popping up all over the country, and women have been promoted to an unprecedented number of senior positions in the sport movement, such as:

- 21% of women on the Executive Board of the NOC (0% before)
- One woman in the NOC Office (Assistant Secretary General)
- Two women Presidents of Federations (gymnastics and association for disabled athletes)
- A woman Assistant Secretary General of the Track and Field Federation
- Two women in the Basketball Federation Office
- One woman in the Volleyball Federation Office
- One woman in the Swimming Federation Office
- A "women's soccer" Commission was created as part of the Soccer Federation
- A "women's track and field" Commission was created as part of the Track and Field Federation.

2000: Attendance at the IOC's Second World Conference on Women in Sport in Paris

2001: The First National Congress of Representatives of Women in Sport was held, with representation from all of the provinces as well as the Department responsible for sport. The Commission now faces the challenge of seeing the recommendations of the Congress implemented.

In addition to these annual accomplishments, the Commission also helps provide funding on an ongoing basis for women to take part in tournaments outside the country (like the 2001 Swimming Championship in Japan), and to organise women's championships in sports such as: soccer, handball and swimming.

## Côte d'Ivoire

In 1999, Marcelle Kouassi-Zokouhas was named General Secretary of Côte d'Ivoire Football Association.

## Congo

**Simone Nkakou-Moundziala**, Assistant Secretary General, National Olympic Committee and President of the Women and Sport Commission

Several awareness campaigns were created in the Congo in accordance with the IOC's targets for women in sport. The Congo National Olympic Committee and, particularly, the Women in Sports Commission appealed to women and national sport federations to enable women to apply to executive structures during the elective general assemblies held around the time of the Olympic Games in Sydney, and for national sport federations to permanently set aside two or three positions for women within their executive bodies by modifying their statutes and regulations. Following these elective general assemblies, female representation within the executive bodies surpassed the 10% mark, to the satisfaction of the NOC, the federations and the Commission. In addition, the National Olympic Committee adopted the Brighton Declaration through the Ministry responsible for integrating women, a decision that was later ratified by the government.

## Egypt

**Ahmed Enan**, Director General, Egyptian Olympic Committee

The Egyptian Olympic Committee formed a Women's Commission, and the election law of all national sport federations was amended to stipulate the necessity of having at least one woman on each board. This means that women have been given the right to be members of all administrative councils of clubs, sport federations and youth centres not only by election, but also by nomination.

Similarly, the election law of the Egyptian Olympic Committee has been modified, stipulating that at least one woman must be a member of the EOC Board, and that women now have the right to be members of the National Olympic Committee. In recognition of her role in supporting the participation of women in sport and her efforts in establishing the first female football team in the region, Dr. Sahar El Hawary was awarded the IOC Award for Women and Sport for the Year 2000.

Dr. Ali Eldin Helal, Egyptian Minister of Youth, formed the Supreme Committee of Women and Sport to encourage women to participate in sport, and the Faculty of Physical Education for Girls at the University of Alexandria hosted several meetings and international conferences including "Women, Sport and Science - Affecting and Being Affected" in 1999, and the 14<sup>th</sup> IAPESGW Conference, "Life Long Learning - Towards Active Girls and Women" in 2001.

## Eritrea

**Ghirmay Hadgu**, Secretary General, Eritran National Olympic Committee

The Eritrea government has a strong policy for the general progress of women's participation in decision-making positions, which began with the struggle for liberation some 40 years ago. Even in Parliament, 30% representation is reserved for women in addition to those who run for election with men.

Concerning women in sport, Eritrea has some women representatives on Executive Boards, and many women in key positions in regional sport committees, up to and including the presidency level.

## Ethiopia

The Ethiopian Olympic Committee held a Symposium on women and sport in 1999, and has since formed a Women's Committee.

## Gambia

The First National Seminar on Women and Sport in Gambia was held in October 1998.

## Ghana

The African Women and Sport Association (AWISA) was introduced in one University and to girls in the second cycle of education at sport festivals, encouraging them to see sport as a serious endeavour worth pursuing.

## Lesotho

**Makhube Nkalimeng**, Secretary General, Women in Sports Committee of Lesotho

The Lesotho National Olympic Committee adopted the Brighton Declaration in 1998, and since that time, more women have become involved in sports administration and leadership. Sport programs have been developed specifically for girls, female coaches and referees have been trained and workshops for women have been organised.

## Liberia

**Deborah Williams**, Acting President & **Alice D. Howard**, Vice President for Administration, Liberian Women & Sport Association

LIWASA members are represented on the Executive Body of the Liberia National Olympic Committee, occupying the position of Vice-President for Administration and serving on the Executive Committee. In order to support the next generation of leaders, LIWASA has also developed a comprehensive project proposal for a national administrative seminar to train women and girls to become administrators, coaches and referees. This proposal has been submitted to the Olympic Solidarity.

LIWASA has itself established a Board of Directors, launched an awareness campaign amongst various female sporting teams in the country and opened aerobic classes for women and girls to enhance physical fitness. Additionally, members of the organisation have participated in the promotion and advancement of girls and women by co-operating with other women's organisations through programs, seminars and workshops, including the observance of world peace for women celebrated in August 1999, and the establishment of a bond of friendship between the women of Liberia and those of Taiwan in November 1999. LIWASA members attended international conferences on women and sports in both 1999 and 2000, and were represented in Sydney at the 2000 Olympic Games.

## **Mali**

**Maïga Aminata Fofana**, President, Women and Sport Commission, National Olympic Committee

Since 1998, the Mali National Olympic Committee has created an Association for Women and the Promotion of Women's Sport. In the Malian sport movement, 22% of decision-making positions are occupied by women, including three Presidents, seven Vice-Presidents and 2 Secretaries General. Women take part in 19 sports, and Mali has 10 national women's teams, six of which have senior, junior and cadette age categories. Training opportunities have also been organised, including a national seminar on women and sport in August 2000, and three seminars on leadership for the eight administrative regions.

## **Namibia**

**Carol Garoës**, Secretary General Namibian Women and Sport Association

The Namibian Women and Sport Association (NAWISA) continues to be very active in both the region and in Africa as a whole. Tremendous progress has been made in getting NAWISA recognised by the Government and the private sector, NAWISA chapters have been completed at Regional and constituency levels, and numerous activities have taken place including regional games in which women and girls took part.

The NAWISA headquarters office has been completed. Equipped and staffed with a full-time secretary, it now accommodates the headquarters of the Confederation of the Southern African Netball Associations (COSANA) and AWISA. NAWISA is also in the process of securing and equipping its regional offices, including supplying them with computers to improve communication problems.

With the assistance of the regional governors, who have shown a great deal of interest in the activities of NAWISA, the Association has also begun working on leadership training for the Regional Directors and coaches for women and girls. NAWISA sent six Regional Directors to the Administration course organised by the Olympic Committee in Windhoek, and is also involved in the introduction of regional league games in women's soccer, netball and basketball in the regions where they are not participating.

### **Namibian Women on the Move**

- In 1998, Namibia appointed a Women's General Team Manager to manage the group that participated in the Commonwealth Games in Malaysia
- In 1999, a woman was appointed as General Team Manager for the All Africa Games
- In 2000, Namibia appointed a woman as Chef de Mission to head the delegation to the Sydney Olympic Games
- Namibia also appointed a woman as the Chairperson of the National Sports Commission, which is the supreme body of sport in the country. In addition, a woman heads the Namibian Olympic Committee.

## **Nigeria**

The Nigerian Association of Women in Sport (NAWIS) was created in 1999.

## **Rwanda**

**Robert Bayizamba**, Secretary General National Olympic Committee

A National Association for Women and Sport in Rwanda was created in December 2000, and has since taken the following initiatives:

- Organising sport activities specifically for young girls between 12 and 18 years of age
- Sending a delegation to the Rwandan Congress on Women in Rhénanie-Palatinat in June 2001
- Sending a delegation to the Jeux de la Francophonie in July 2001 in Canada

- Implementing the recommendations arising out of the Summit of the First Ladies of Africa on the Child and HIV/AIDS at the national level in May 2001
- Establishing provincial associations in 8 of the 12 provinces in the country
- Organising sport activities in Kibuye, which gathered together representatives from four provinces in March 2001 on the occasion of the International Women's Day
- Establishing a permanent office of the National Association for the Promotion of Women and Sport in Rwanda.

Over 30 amateur women's football teams have started up in recent years, despite considerable resistance from men in the country.

## Senegal

**Ibrahima Sall**, Administrative Director, National Olympic Committee

The National Olympic Committee endorsed the Brighton Declaration in 1998, and has taken the following actions since that time:

- Organised conferences focusing on women and sport
- Asked the Assembly of Federations and national sport groups to recruit women to be involved in management of the organisations
- Participated in all international and African meetings and conferences concerning women and sport
- Increased the number of women on the NOC's executive committee. Three women joined the committee at the most recent general assembly, raising the total number of women to five.

## Seychelles

In 1999, the Minister for Sports, Mrs. Sylvette Pool, established a women and sports committee, which then set up a sports day for women on the International Women's Day on March 8, 1999, and hosted a seminar in May 1999. The seminar was aimed at identifying problems affecting Seychellois women in sports, and proposing solutions for them. Following the seminar, the Seychelles Women and Sports Association (SWASA) established an Action Plan for 2000-2004 that outlines its mission "to ensure that girls and women have access to a complete range of opportunities and choices and have equity as participants and leaders in sports and physical activities." During September and October of 2000, the committee organised youth seminars on various topics including harassment, peer pressure, teenage pregnancy, substance abuse and fair play. Similar youth seminars were planned for 2001 for two other islands of the Seychelles - Praslin and La Digue.

## Sierra Leone

**Pamela Elizabeth J. Williams**, Acting President, Sierra Leone Association of Women in Sports

In 1998, competitions were organised by the Sierra Leone Association of Women in Sports (SLAW) in Lawn Tennis and Athletics for schoolgirls and regional women in a town north of Freetown, as a means of recreation and for developing sports. In 1999, little could be achieved, as the country was struck with a rebel war which devastated buildings, sports grounds for girls and women and homes. Many lives were lost as a result.

In 2000, Mrs. Jestina Jones, a SLAW member, attended a conference in Ethiopia, and shortly thereafter SLAW organised a grand Sports Festival including athletics, volleyball, table tennis and football for women all over the country - including displaced women. The funding for this initiative was provided by the National Olympic Committee through the International Olympic Committee, and was very much appreciated. Mrs. Jones also attended the Sydney 2000 Olympic Games as a Chaperon of the Team.

Many women in less privileged areas were very active, but were driven from their homes by the rebels. They nonetheless emerged as true champions, winning trophies and prizes in the above-mentioned competitions.

SLAW also participated in a march on March 8 celebrating International Women's Day, as well as in Cultural Shows, Trade Fairs and Symposiums. In 2000, competitions in softball and athletics were held for girls and women with disabilities, and in February 2001, Sierra Leone organised a volleyball competition in respect of a female visitor of the National Olympic Committee from the United Kingdom.

As of the end of 2001, women have 60% representation in sport clubs, and women's committees have been set up for volleyball, athletics, lawn tennis, softball, handball and broad jump. A sports festival was held in December 2001 for the wives of men in the armed forces to discourage the use of weapons and small arms. SLAW's vision for 2002 is to be able to reach all parts of the country to assist the country's sportswomen.

## South Africa

**Hajera Kajee**, 2<sup>nd</sup> Vice President, National Olympic Committee

The National Olympic Committee of South Africa (NOCSA) Women's Commission was established in, and has been operational since, 1997. Two of the 9 members of NOCSA's executive are women, and the national sport federations are sensitive to and aware of gender representation, with both women and men represented at meetings, seminars and in training sessions.

In 2000, the Women and Sport South Africa Association (WASSA) was able to win the removal of a clause in the new Boxing Control Act, which would have forbidden women's participation in boxing and wrestling.

The South African Ministry of Sport and Recreation has also adopted the Windhoek Call for Action.

## Swaziland

**Muriel Hofer**, Secretary General, Swaziland Olympic & Commonwealth Games Association

The implementation of the Brighton Declaration began in 1996, when the Swaziland Olympic & Commonwealth Games Association created a policy to include women athletes and officials in team delegations participating in the Commonwealth Games, All Africa Games and Olympic Games. To achieve this goal, further policy was created to ensure gender equity in the training of officials and administrators in all programs of SOCGA.

In February 1998, SOCGA formed the Women in Sport Commission, which is a working group targeting the development and involvement of women in sport at all levels and all ages. Recognised by the Swaziland National Sports Council, the Women in Sport Commission now represents women at the Olympic and Zone 6 forums.

The Commission, whose aims and objectives mirror those stated in the principles of the Brighton Declaration, also created a Strategy for Women's Development, which was presented to the affiliates during the Swaziland National Sports Council Annual General Meeting in December 1998. The Strategy defines its three key focus areas as 1) leadership and training, 2) participation and 3) excellence. As a result:

1. All Affiliate Sports Associations were called upon to amend their constitutions to ensure equal gender opportunities in their objectives and programs, and to work toward 10% representation of women in decision-making positions by the year 2000. To assist in this process, SOCGA created a policy to include at least one man and one woman in all their sport administration programs and other activities. This has led to a remarkable increase in women's involvement at the association level, with 29 of the total 108 Executive Positions (23%) in the 21 registered sports Associations being held by women.
2. Participation of girls and women in sport activities has not accelerated as rapidly as the administrative representation or the training of coaches, and will therefore be emphasised in the activity program for 2002. The activity programs of SOCGA have seen an improvement in women's participation in the volunteer program, the Olympic Day run, the Olympic Academy and other courses and seminars run by SOCGA.
3. Women are still very much in the minority in high performance sport. Swaziland has had some high achievement success by women in Lawn Bowling and Taekwondo, and the media coverage of Netball has improved, but other sports in which women participate are still not well covered. A number of Associations have adopted a policy of ensuring that women are represented in competitions. The essential care of athletes, however, is still not a priority across the board, leading to a high number of elite athletes retiring from their sport after an international competition. This can be attributed to the absence of good coaching certification programs, progressive athlete development and the minimal amount of competitions offered in the region.



This area of development has positive potential, and will be emphasised in all activities in 2002. The Women in Sport Commission is currently working toward hosting a "Week of Active Women in Sport" campaign which will be run throughout the country in January/February 2002, highlighting the importance of women's involvement in sport and recreational activity.

In conclusion, the statistics are encouraging, with more women participating in sports activities, and an overall 36% representation of women in administrative positions, executive board membership and on subcommittees of Olympic affiliated sports. The weak areas for women in Swaziland are still the availability of facilities and the lack of dress code for women in sport. In the rural areas, there is a high number of women and girls involved in sports such as Netball and athletics, but opportunities to develop into high performing sportswomen are almost non-existent. However, the government Sports Policy has included women in sport as a priority, and the goals and objectives of the Strategy Plan for Women in Sport is bearing positive results.

## **Togo**

The Women's Commission of the National Togolese Olympic Committee (CNOT) formed regional offices in 2000 to supervise sport activities for women and girls, and held seminars and workshops to familiarise women with the values and benefits of participating in sport. CNOT is now working with National Federations to emphasise the importance of including women in the administrative structure of their organisations.

## **Tunisia**

**Ghattas-Foten**, Responsible for Women and Sport, Ministry of Youth and Sport

The number of women and sport associations has increased in Tunisia, and there are also more female sport teachers and coaches in different sport disciplines and activities for women. Days to promote and support women and sport have been organised, and a larger number of women are working in the Tunisian sport federation.

## **Uganda**

Uganda had a female Chef de Mission for the 2000 Olympic Games in Sydney, signifying the leadership development of women.

## **Zambia**

Zambia also had a female Chef de Mission for the 2000 Olympic Games in Sydney.



## The Americas

### Pan American Women and Sport Working Committee

Nicole Hoevertsz, President

Women of the 42 PASO member countries have traditionally participated actively in sports. At the Sydney Olympic Games, all but one PASO country sent women athletes, and 39.7% of the Pan American participants were women.

When compared to the 1995 Pan American Games, where 30.2% of all participants were women, the 1999 Winnipeg Games showed a similar increase of 6.5%, with women forming a total of 36.7% of all participants. Additional events and sports for women were also added to the program in basketball, modern pentathlon, water polo, weightlifting and football.

A complete and more detailed presentation of information relevant to the Americas will become available with the completion of a general survey that has been distributed among the 42 PASO member-countries. The results of this survey will present information about the current status of women in sport within the continent, to enable the creation of new and effective policy initiatives and strategies.

### PASO Women and Sport Working Committee

A Women and Sport Working Committee was established in October 1998 by the PASO General Assembly, as part of the advisory body of the PASO Executive Committee and General Assembly. The mandate, objectives and membership of the Women and Sport Working Committee is available on the Internet at [www.odepa-paso.org/mujer%20y%20deporte\\_i.html](http://www.odepa-paso.org/mujer%20y%20deporte_i.html).

Developments since 2000 include:

- The election of the second female member to the PASO Executive Committee, Mrs. Veda Bruno Victor
- Establishment of the PASO Committee as a focal point for queries about issues related to women in sport. Several organisations and interested individuals turn to the Committee for information and, in some cases, seek to establish a working relationship with PASO and the Committee
- Introduction of several key policy changes, including:
  - ▲ An amendment to the PASO General Assembly Regulations which, while fully respecting the authority of the National Olympic Committees to decide on the representation of their countries in Pan American Games, now guarantees equal opportunities of qualification and participation to male and female athletes
  - ▲ A proposed amendment to the PASO Statutes that would include the promotion of women in sport at all levels as an objective and responsibility of PASO, in particular as administrators and decision makers
- Participation as presenters and lecturers during regional and national meetings on women and sport to encourage stronger networks and raise awareness about the PASO Committee, with the organisation of the following successful events:
  - ▲ 2nd MERCOSUR Conference on Women and Sport (Mendoza, Argentina, July 2000)
  - ▲ National Congress on Organised Sports (Acapulco, Mexico, October 2000)
  - ▲ Pan American Congress on Women and Sport (Mexico City, Mexico, November 2000)
  - ▲ 3rd Pan American Congress on Women and Physical Education (Caracas, Venezuela, December 2000)
  - ▲ International Workshop on Women and Sport (Curacao, Netherlands Antilles, March 2001)
  - ▲ Pan American Conference on Women and Sport (Cartagena, Colombia, May 2001).

### Future recommendations

In order to achieve its goals and objectives, the PASO Working and Sport Working Committee is recommending the following actions:

- Encourage the creation of National Women and Sport Commissions within each of the PASO member countries
- Endorse the Final Document of the Second IOC International Conference on Women and Sport (Paris, March 2000)
- Include women's issues in all policy initiatives and documents
- Address women's issues as a regular item on the agenda of sports governing bodies
- Guarantee equal opportunities of participation to men and women in Pan American Games while respecting the authority of the NOCs to define their delegation
- Allocate equitable funding and training programs to women through the Olympic Solidarity and Pan American Solidarity Programs
- Organise, in cooperation with the IOC Women and Sport Working Group, a continental conference focusing on concrete policy initiatives and projects for Member Countries.

## Aruba

**Nicole Hoevertsz**, Secretary General, National Olympic Committee

The National Women and Sport Committee at the level of the National Olympic Committee is ready "in principle," and will be formally established at the beginning of 2002.

As of the end of 2001, women make up 20% of the NOC Executive Board (2 out of 9 members). The Technical Committee and Medical Committee have female members. The NOC's Secretary General and President of the PASO Women and Sport Working Committee is a woman. And, in addition, the 2nd Secretary General is also a woman.

Aruba will host a continental conference in 2003, and is involved in planning the Continental Conference in Montreal prior to the upcoming World Conference.

## Barbados

**Mona Alleyne**, Assistant Director of Sport, National Sports Council

Highlights of progress in Barbados as reported from the National Sports Council include:

- An annual Women in Sport 10km Fun Walk was established in 1997 and has been held successfully each year. In 1998, the Fun Walk was held in association with the Barbados Cancer Society through the Brest Screening Program
- Representatives from Barbados attended a Regional Seminar for Women and Sport for National Olympic Committees from North America and the Caribbean (Jamaica, 1999) and the IOC's 2<sup>nd</sup> World Conference on Women in Sport (France, 2000)
- Meeting of the Organisation of Caribbean Administrators of Sport and Physical Education (OCASPE) was held in St. Kitts, where it was decided to prepare and produce a magazine highlighting women in Netball in the Caribbean, entitled "*More than a Player*." Barbados is responsible for the preparation of the magazine (in progress), which will promote Netballers who have excelled in their professions
- Local Women in Sport Seminar was held in 2000 to rekindle interest in the organisation, and featured presentations by IWG member Ms. Anra Bobb, the Minister of Labour, Sports and Public Sector Reform, the IOC and many other prominent women
- A ceremony in 2001 entitled "Salute to Olympians" honoured sixteen women for their participation in the Olympic Games between 1968 and 2000
- The Barbados Olympic Association met the 10% target for women's representation on its Board
- The Assistant Director of Sport of the National Sports Council is a woman, and there has been a significant increase in the representation of women at the national association level.

## Brazil

**Maria Beatriz Rocha Ferreira**, Faculty of Physical Education at State University of Campinas, São Paulo

In Brazil, the main places to practise sport are schools, sport academies and clubs. Actions are therefore being developed to encourage more girls and women to participate in sport at school (from pre-school to high school), and at the recreational (all ages) and competitive levels. As a result, the number of girls and women participating in sport and physical activities has increased in recent years.

A special day for women in sport formed part of the internationally recognised Project, "Agita São Paulo," and another project is planned to increase sport participation among Brazilian indigenous populations that will include the issue of women in sports.

Women and sport is also receiving increasing attention at Brazilian universities, with nine dissertation theses completed which focus on women and sport. In addition, the media have increased their reporting on women's sport (particularly women's volleyball), resulting in the attraction of more financial assistance.

Laws for girls and boys with respect to physical education at school are equal. In competitive sports, although salaries, awards and other elements still favour men, the laws have been changing and the situation for women has improved.

The following are some of the key successes for girls and women in sport and physical activity in Canada since 1998, as reported by the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS).

### Announcement of two legacies

Two legacies from the World Conference on Women in Sport for girls and women in Canada were announced:

- The development of a **Canadian Strategy for Girls and Women through Physical Activity and Sport** (2002-2008)
- The hosting of the first **National Conference for Women, Sport and Physical Activity** in 21 years in Hamilton, Ontario from November 28-December 1, 2002.

The Strategy will be presented at the World Conference on Women in Sport, and CAAWS itself will undergo a review to align its Strategic Plan with the larger Canadian Strategy as it develops.

### Programs and activities of CAAWS

- **Leadership**
  - ▲ Maintained the *Perspective on Women's Leadership* Workshop; will undergo a thorough review in 2002; trained Francophone facilitators ; held athlete-only sessions
  - ▲ Developed *Skills Day* for the World Conference.
- **Participation**
  - ▲ Maintained the "On The Move" initiative encouraging inactive girls to become more active; submitted a proposal to the Canadian Diabetes Promotion and Prevention Fund to enhance sector awareness and delivery of the program
  - ▲ Launched the *Nike Girls @ Play* program
  - ▲ Launched the *Chatelaine 'On the Move' Walking Clubs*.
- **Health**
  - ▲ *Mothers in Motion* Web site to be launched in early 2002, to encourage young mothers to be active and mentor their children to do the same
  - ▲ Received Health Canada support for various smaller leadership, communications and research projects in the area of girls and women and physical activity.
- **Communications**
  - ▲ Launched the French and English versions of the CAAWS *Web site* ([www.caaws.ca](http://www.caaws.ca)); attracted 60,000 visitors per month to the site
  - ▲ Launch an *e-mail bulletin* in March 2002
  - ▲ Developed a Communications Plan
  - ▲ Produced a Media Guide for Athletes in co-operation with other partners.
- **Marketing and Sponsorship**
  - ▲ Marketing/Sponsorship plan developed for the World Conference
  - ▲ Marketing/Sponsorship plan developed for the National Conference
  - ▲ Marketing/Sponsorship plan developed for other CAAWS properties.
- **Recognition**
  - ▲ Continued to recognise "breakthroughs" for girls and women in sport and physical activity through the CAAWS *Breakthrough Awards*
  - ▲ The Herstorical Breakthrough Award was revised to the *Marion Lay Herstorical Breakthrough Award* in recognition of her contribution to Women and Sport in Canada
  - ▲ CAAWS and COA partnered on the *Leadership in International Sport Award* to recognise the late Carol Anne Letheren
  - ▲ CAAWS initiated the annual '*Most Influential Women in Sport*' list.
- **Resources**
  - ▲ "*Speak Out! ..... Act Now!*" document regarding harassment and abuse in sport was developed by the Harassment Collective with CAAWS participation; an update of the document will be completed in 2002.
- **Partnerships**
  - ▲ CAAWS is continuing to work with Promotion Plus, its provincial counterpart in British Columbia
  - ▲ CAAWS is assisting a group from Quebec in establishing a Quebec Women in Sport group
  - ▲ CAAWS has continued to work with the traditional sport and physical activity communities.

CAAWS has also worked on developing relationships in the non-traditional sectors, including Health, Osteoporosis, Heart and Stroke, Diabetes, Girls Guides of Canada and more.

Girl Guides of Canada has introduced the new option of GirlSports as part of its program. A six-week module, the objective of the GirlSports program is to increase the opportunities for girls and women to participate in fun-filled, recreational sport and physical activity, under the supportive, female-only umbrella of Guides Canada.

## Chile

**Veronica Rajji**, First Director, Chilean Olympic Committee

The Chilean Olympic Committee has increased the number of women in decision making positions, and set up a women and sport committee. In addition, Chile's DIGEDER (Dirección General de Deporte y Recreación) has started a Women in Sport Commission.

## Colombia

**Clemencia Anaya Maya**, Director, Colombian Association of Women and Sport

As a result of connections made during the IWG meeting in Bogotá, work is underway in Colombia to develop a National Plan on Women and Sport. In 1999, the Government of Colombia and the Colombian Olympic Committee adopted the Brighton Declaration, and in 2001, the Colombian Women and Sport Association started a micro business project to help former female athletes support themselves and their families.

On Sundays and holidays, Bogotá's main streets are closed to automobiles, creating a 180 km long bikeway throughout the entire city. It is open only to cyclists, roller skaters, in-line skaters, runners, walkers and pedestrians, and aerobics and music stations are set up at various points in the city. Thousands of women and girls participate every weekend, and the program has become a means of social exchange that brings the city together for sports, health and happiness each week.

## Cuba

In December 2000, three young women were chosen for five-year scholarships in Cuba in the area of Physical Education and Sport.

## Dominica

**Phillip White**, Treasurer, Dominica Olympic Committee

A female President currently leads the Dominica Olympic Committee, and there are female sports officers throughout the island. The principles of the Brighton Declaration have been carefully noted, and every effort is being made to enforce and advance the cause of women in Dominica. Women are being encouraged by National Associations to get involved in coaching and officiating in particular, and are already active in sports administration.

Competitive sport opportunities for women are also increasing. Football for seniors and school children has been introduced, and a Women in Sport Sub-committee is embarking on an aggressive sensitisation program, supported by their male counterparts. Finally, a sports medicine association is being formed with women sharing equal responsibility and opportunities for further training.

## Ecuador

National Olympic Committee

In 1999, the Ecuadorian Olympic Committee (EOC) began one of its most ambitious projects to date: building a sports centre exclusively for women. In July 2000, the Juan Antonio Samaranch Women's Sports Centre officially opened, and it now offers courses in table tennis, volleyball and basketball. Aerobic gymnastics classes have attracted the most interest, and the space is also used to host the cheerleading championships.

Further to the mandate from the International Olympic Committee, the EOC established the Commission on Women and Sports, which continually strives to involve women in sports in Ecuador, and to make sports part of their activities. While it was formed in 1998, it was not until the meeting of the Executive Committee on April 29, 1999 that Mariadela Pérez, Sandra López, Mariuxu Febres-Cordero and Carmen Pazmiño were appointed to the Commission.

One of the first activities of the Committee was to participate in the second session of the EOA. This meeting was an opportunity to become acquainted with women involved in sports in the coastal, mountain and eastern provinces, so that the Commission could work more effectively in these areas.

The lack of information on the quality and quantity of human resources was the first obstacle to be overcome. The Commission developed a three-page questionnaire for a detailed survey that would help identify possible candidates for the Commission of Women on Sports in Ecuador. This questionnaire is being sent to the main sports organisations in Ecuador, namely the National Sports Council, the Ecuadorian Olympic Committee, the National Sports Federation, the national federations for individual sports and provincial sports federations. The persons conducting the surveys are physical education teachers who volunteer their time for this activity, and have received guidance on how to do this work.

For the Olympic Week organised by the EOA, the Women's Commission was given space on the program in the first official invitation from the Commission, and the response was excellent. A large number of women attended, forty women teachers spoke along with women sports journalists and former sportswomen. The conference ended with a round table at which the following suggestions were made:

1. Find a way to ensure that every public school has a physical education teacher, and make taking part in sports a daily requirement for students
2. Make sports activity a requirement at public and private universities in the country, so that everyone takes part in sports and makes it a lifetime habit
3. Create women's committees in the various sports federations in Ecuador to ensure that more women participate
4. Hold ongoing seminars with physical education teachers to show them the right way to promote women and girls in sport, and especially to promote Olympic ideals among Ecuadorian children

The Commission on Women and Sports also aims to:

1. Provide special funds to promote sports for women, with financial assistance
2. Promote educational activities like special courses to give a better and clearer idea of the role of women and their situation in sports
3. Offer information courses and fora to discuss aspects of the future of women in sports
4. Organise annual conferences, competitions, exhibitions, etc. to increase women's participation in the important activity of sports
5. Undertake research including finance projects to promote research on women and sports
6. Create regional and local networks that encourage women to participate in sports
7. Collect information and data on women and sports, so that progress can be monitored and maintained
8. Support the IOC's activities without duplicating them.

## **Grenada**

**Margaret Payne**, Treasurer, Grenada Olympic Association

The Grenada Olympic Association now has an equal number of men and women on its Executive Body, and the General Secretary has been invited to sit on the PASO Executive. Women also make up 40% of the Physical Education Officers at schools.

## **Guatemala**

150 participants, including representatives from sport federations, national sport associations and the Guatemalan Army, attended the first Guatemalan Forum on Women and Sport.

## **Guyana**

**Minister Gail Teixeira**, M.P. of the Ministry of Culture, Youth and Sports

Minister Gail Teixeira, M.P. of the Ministry of Culture, Youth and Sports, established a Women and Sport Working Group that co-ordinated the 2001 International Women's Day celebrations, including a "Female Cavalcade of Sport" which showcased females in fifteen different sports with approximately 300 athletes taking part. A television program including highlights of women in sport at all levels was also produced and well received.

The first female President of a National Sport Association was named in Netball, and the first female Executive Member was named to the Cricket Association. Guyana hosted its first ever women and sport conference, "*Equity and Equality in Sport and Society*," on March 18-19, 2000, and the Brighton Declaration was endorsed.

The Guyana Olympic Association included a special presentation on women and sport in its two-week course for administrators, and is looking at other ways to promote the cause.

## Haiti

**Valiollah Valiollah S.L. Gilmus**, Working Group on Women and Sport, National Olympic Committee

The National Olympic Committee created the Working Group for Women and Sport in Haiti on March 8, 2001 on the occasion of International Women's Day. A press conference was organised, and a meeting was held two days later with presentations and workshops. Four members of the Women and Sport Working Group took part in the international conference held in Norway in May 2001.

## Mexico

**Norma Baraldi, Charlotte Bradley & Colette Soto**, DEMUSA

The Mexican Women and Sport Association is progressing, with eight regional representatives developing strategies on women and sport, focused mainly on physical education. A national study is being conducted to support a complaint against the press due to the decreased percentage of participation by women in leadership roles in the area of sports.

DEMUSA (Deporte, Mujer y Salud - Sport Women and Health) reports the following activities and issues since 1998

From 1997 to 2000, DEMUSA distributed thousands of brochures covering various topics on women in sports as well as fair play among participating athletes at national championships and children and youth Olympiads.

In 1998, the Association attended the 2<sup>nd</sup> *World Conference on Women and Sport* in Windhoek, Namibia. The 1<sup>st</sup> *National Meeting on Women and Sport in Mexico* was also held that year, with attendance by 27 entities from the country establishing state commitments for the following year.

In 1999, DEMUSA, in partnership with the IWG (International Working Group on Women and Sport), organised the 1<sup>st</sup> *Latin-American Meeting in Winnipeg, Canada*, at which the initial steps were taken towards put together a group of Latin American countries that would establish a communication network and work jointly on this project. Also in 1999, the 2<sup>nd</sup> *National Meeting on Women and Sport* was held, at which actions and achievements were reviewed and new commitments were established to ensure growth of the movement in Mexico. Eight women representatives of each region were appointed to maintain better relations at the national level, and the "*Call for Action*" event was organised in the Federal District of Mexico, featuring participation by 1570 women of all ages in 10 different sporting disciplines.

In 2000, DEMUSA attended the 2<sup>nd</sup> *International Conference on Women and Sport* sponsored by the IOC in Paris, France. In the later part of the year, in coordination with CONADE (Comision Nacional de Deportes), the Mexican Olympic Committee, CODEME (Confederación Deportiva Mexicana) and ODEPA (Organización Deportiva Panamericana) DEMUSA organised the 1<sup>st</sup> *Pan-American Conference on Women and Sport* to establish ties aimed at strengthening the movement at the Pan-American level.

In 2001, the *Annual National Plan* and a special project with the National Women's Institute were submitted to CONADE. Contact was also made with various national and international foundations working in this area, to maintain continuity at the national level. In September 2001, the Youth and Sports Commission of the Chamber of Senators called upon non-governmental organisations to participate in reviewing the Federal Sports Act in Mexico. DEMUSA also sent proposals referring to the Brighton Declaration and the topic of Mexican women in sport.

## Partners

DEMUSA proposed a program of physical activity and sports, including self-defence, to the group responsible for Domestic Violence and Sexual Assault for inclusion in their rehabilitation programs. DEMUSA has also been in touch with the federal organisation, "Women National Institute," who are more interested than the Sport authorities in working together to promote women and sport. DEMUSA organisation is also currently supporting two girls who have accused a coach of psychological harassment and sexual harassment.

## Trinidad and Tobago

The first ever Women's Games were held in March 2000, and new ways are being looked at to improve the performance of women in training, coaching and officiating.

## United States

Throughout the USA, several different groups are leading activities to improve the position for women and girls' sport.

### Girl Scouts of the USA

**Verna Simpkins**, Director, Membership & Program Initiatives

Girl Scouts of the USA is committed to providing opportunities for every girl everywhere to participate in Girl Scouting, regardless of her ability, race, religion, ethnicity, etc. Girl Scout sports and fitness projects provide adult leaders with suggestions for being inclusive and for adapting activities for girls with different abilities, interests and needs.

Since 1996, Girl Scouts of the USA (GSUSA) has successfully provided opportunities for 2.8 million girls aged 5-17 to participate in sports, health and fitness activities through the Girlsports initiative. A range of materials for girls, adults and local councils have been produced to help support and promote this program, which is designed to teach sports, health and fitness skills, promote fair play, build teamwork and leadership skills, and develop lifelong health and fitness habits.

GSUSA is also working in co-operation with four other organisations to coordinate the annual National Girls and Women in Sports Day - a day set aside to acknowledge the contributions of girls and women in sports. A Community Kit is distributed through each organisation, providing tool for planning events, and working with the media and other organisations. With the combined resources of organisations representing more than 50 million girls and women, a much greater impact is made than would be possible by any one group working alone. Additional information on this partnership is included in this report under Point 9 of the Windhoek Call for Action.

### Women's Sports Foundation USA

**Yolanda L. Jackson**, International Liaison, Women's Sports Foundation, USA

With the assistance of its International Committee, which includes individuals with international knowledge and expertise in areas dealing with sports and physical activity issues, the Foundation has developed strong alliances with organisations in South America, Asia, Oceania, Europe, North America and the Caribbean. In addition, in 2000 the Foundation's Board of Trustees approved the establishment of an International Council of the Advisory Board, and renamed the standing International Committee as the Steering Committee of the International Council. The renamed committee was charged with overseeing the establishment of the International Council and the Foundation's International Development Strategy. Composed of representatives from the regions named above as well as the Middle East, Africa and Central America, the goal of the Council is to act and be recognised as a resource for information on advocacy for girls and women in sports and physical fitness.

The Steering Committee has been working on developing the format of the Strategy during 2001. However, the economic problems that have been prevalent since the beginning of 2001 and the tragic events of September 2001 have made it necessary for the Steering Committee to make major adjustments in the Strategy, pushing its implementation back at least a year.

In the meantime, the Foundation continues to be involved on a global level by receiving feedback from the Steering Committee members who travel abroad to attend international conferences. The Foundation is also represented at the United Nations through ECOSOC (Economic and Social Council) as an NGO with Consultative Status, and the WSF attends meetings annually and has been granted approval to attend Council sessions in Switzerland and Austria as well.

Although the Foundation's efforts to expand its reach to incorporate more of the world's expertise has been delayed, it still maintains close ties with organisations such as WomenSports International (WSI), the International Working Group on Women and Sport (IWG), the International Association of Physical Education and Sport for Girls and Women (IAPESGW), the International Council of Health, Physical Education, Research, Recreation, Sport and Dance (ICHPER-SD), the International Olympic Committee (IOC) and most of the international sports governing bodies.



Because the Foundation values non-discrimination in all of its programs or activities on the basis of race, age, religion, colour, national origin, gender, physical disability or sexual orientation, its various grant programs touch girls and women of all skill levels and from diverse groups. In 2000, through its *Travel and Training Grant* program the Foundation awarded more than \$526,000 to 335 individuals and 153 teams and programs across 48 states.

The Foundation's *College Scholarship Program* made an additional educational investment in female athlete leaders. In 2000, scholarships were given to 281 high school seniors who demonstrated outstanding leadership and support of women's athletics both on the playing field and in their communities. Three \$5,000 scholarships and one \$10,000 scholarship were also awarded to the women with the finest credentials among all applicants.

The Women's Sports Foundation (U.S.A.) launched an interactive Web site ([www.gogirlgo.com](http://www.gogirlgo.com)) which provides information on sports organisations and resources where girls can learn about sport for all skill levels and time commitments.

A longitudinal study on women in intercollegiate sport in the U.S.A. (by L. Carpenter and R. V. Acosta) found that, while participation numbers are up and there are more opportunities for females to play sport, there has been a decrease in the percentage of female coaches and female administrators.

## Uruguay

Hilda Olivera, President, AMUREDE

On June 19, 2001 a celebratory meeting of 54 female athletes from Uruguay who had competed at the international level in many different sports was organised, thanks to the support of the Ministry of Sport and Youth, the Institute of Family and Women (Ministry of Education and Culture) and the Commission for the Fight Against Cancer. The event was organised under the auspices of the National Olympic Committee of Uruguay, and AMUREDE (Women's Recreation and Sport Association) asked all sport federations and the National Olympic Committee of Uruguay to produce the names of all female athletes who had competed in the 20<sup>th</sup> Century. At the emotional event, athletes received congratulatory messages from many local authorities including a telephone message from First Lady Ms. Mercedes Menafra de Batille, and organisers were able to reunite athletes from many different sports and generations, ranging in age from 86 to 16.

On August 16, 2001 an agreement was signed between AMUREDE and the Federation of Residents in the Centre of the Country, which unites 20 million societies in Montevideo. Sport and physical activities were organised for all members to promote the important benefits of physical activity and sport for women.

## Venezuela

Meetings of the Women's Commission of the Congreso Pan Americano de Educacion Fisica were held in Caracas, Venezuela on July 12-14, 2001.



## Asia and the Middle East

### Asian Women and Sport (AWS)

Dr Etsuko Ogasawara, Chair, Interim Working Group, AWS

The First Asian Conference on Women and Sport was held in Osaka, Japan on the 9<sup>th</sup> and 10<sup>th</sup> of June, 2001, attracting more than 500 delegates from 14 Asian countries and regions, including Philippines, Nepal, Sri Lanka, Indonesia, Chinese Hong Kong, Mongolia, Cambodia, Japan, Syria Republic, Korea, Singapore, Malaysia and Chinese Taipei. Delegates present at the Conference recognised the need within Asia to coordinate efforts for the advancement of women and sport, and agreed on three primary action points:

- 1) To reaffirm the principles of the Brighton Declaration and the recommendations of the Windhoek Call for Action and the two IOC World Conferences on women and sport, and to call on all the relevant organisations within Asia to endorse and act on these recommendations
- 2) To establish an Asian Women and Sport (AWS) movement comprising:
  - a) An Asian Working Group on Women and Sport (AWG)
  - b) A Network of contact persons in Asia
  - c) An Asian Conference on Women and Sport every two years
- 3) To appoint an interim working group of individuals from the various regions of Asia.

The Conference further called for the interim working group to bring forward proposals on AWG membership, aims, objectives and resources, and to develop a 5-year plan for consideration by the AWS network before the end of 2002, which should take into consideration the draft Osaka Five-Year Plan prepared by the Steering Committee of the Conference.

The interim working group subsequently put forward a set of Guidelines, which have since been adopted by the AWS. Along with the Brighton Declaration, the Windhoek Call for Action and both of the IOC Conference Resolutions, these Guidelines and the AWS Action Plan have been mailed to each NOC President in Asia, and to all participants of the First Asian Conference on Women and Sport in Osaka (2001). The AWS Guideline and Action plan, including the members of the interim working group, are available on-line at [www.jws.or.jp/ae](http://www.jws.or.jp/ae).

### Armenia

Harutyun Yavryan, Head of Membership, National Olympic Committee

Working groups on women have been created in 12 national federations, and a steady increase in the participation of women in sport teams has been noted since 1998. In 1998, for example, 23 female Armenian athletes participated in international, European or World Championships. This number grew to 33 in 1999 and 43 in 2001.

There has also been an increase in the percentage of women in decision-making positions in Armenia. Three of the 35 national sport federations have female Presidents, 30% of the staff of the National Olympic Committee (CNOA) are women and 25% of the specialists in the Sport Department are women. On May 7, 2001, a woman (who is also the President of the Women and Sport Commission) was elected to the Executive Board of the CNOA for the first time. And whereas, in 1998 women represented only 2% of the 213 CNOA members, in 2001 10% of the 93 members were women.

### Bahrain

For the first time, the Institution of Youth in Bahrain is forming a committee for women's sport, which will be headed by a woman. Another first occurred at the Sydney 2000 Olympic Games, when a young girl from Bahrain participated in the swimming competitions. At just 12 years of age, she was both Bahrain's swimming champion, and the youngest female participant in the event.

### Cambodia

Narin You, Chair, Cambodian Commission of Women and Sports

Before 1970, Cambodia was a peaceful country, where athletes earned numerous medals and female athletes were very involved in sport. However, due to the war and government regimes since then, the country's infrastructure and human resources have been diminished.

The NOC of Cambodia was recognised by the IOC in 1994. Up until 1998, there were only men as Board members, but one woman has been a member of the Board since 1999. A Commission of nine women has also now been created working within the NOC.

Each year in Cambodia there are:

- Primary school boys and girls championships in volleyball, basketball and athletics. In 2001, 960 boys and 236 girls (19.70%) took part
- High school boys and girls championships in volleyball, basketball and athletics. In 2001, 1,338 boys and 439 girls (24.70%) took part
- National championships, where women participate in athletics, swimming, shooting, volleyball, basketball, badminton, table tennis, lawn tennis, taekwondo, cycling, wrestling, gymnastics, seipak takrar and petan.

The Cambodian Commission of Women and Sports is planning to organise a seminar concentrating on women and sport activities throughout the country. It also plans to create sport clubs in some of the country's 100 factories, where women represent approximately 80% of the workforce. By reaching this market, the Commission hopes to encourage women to be more involved in sport. In addition, a special program was held by the Commission for female sport competitions in November 2001, in which both the organising committee and competitors were women only.

The Cambodian Commission of Women and Sports has participated in the IOC sub-regional seminar on women and sports in Kuala Lumpur (1999), the IOC World Conference on Women and Sports in Paris, France (2000) and the First Asian Conference on Women and Sports in Osaka, Japan (2001). At the 21st SEAGAMES in Kuala Lumpur, the Cambodian Women's teams won a gold and a silver medal.

Traditions are still a challenge for women in sport in Cambodia. Parents do not want girls taking part in sport, because they believe that they would lose their character, or "*khmer*." In addition, the Commission is also faced with financial difficulties in trying to implement what its representatives have learnt from different conferences and colleagues around the world.

## China

National Olympic Committee Secretariat

The Chinese Olympic Committee included the article, "*Promote and develop women's sport in China*," into the newly modified Chinese Olympic Committee's Charter, which was approved and adopted at the NOC General Assembly on January 11, 2000. In addition, the NOC has also reached the 10% target of women decision makers in sport required by the IOC, and at the central sport administration, 36.6% of the staff members are women, and women hold 12% of the decision making positions. Among the NOC's Associations, there are 5 female Presidents, one Vice-President and a Secretary General.

In terms of the participation of female athletes at the Olympic Games, 44 women participated on behalf of China in the 1998 Nagano Winter Olympic Games, representing 73% of the 60 athletes. At the Sydney 2000 Summer Olympic Games, 186 women competed, representing 67.1% of China's team.

The NOC has taken measures to prevent female athletes from possible training injuries. For sports that require more physical protection, such as gymnastics and diving, more coaches and trainers are now being provided to the National Teams, at a rate double that of men's teams.

## Chinese Taipei

Kevin Kuo-I Chen, Secretary General, Olympic Committee

The Chinese Taipei Olympic Committee adopted the Brighton Declaration in 1999. Female Presidents lead 5 (8.77%) of the 57 sports federations in the country, and in the National Olympic Committee, 8 (13.11%) of the 61 members are women, and women hold 50% of the middle management positions. In 2000, the Chinese Taipei Olympic Committee also established a Women and Sports Committee.

## Hong Kong, China

Malina Ngai, Member, Women & Sport Commission

The Women & Sport Commission of Hong Kong, China was founded in January 2000, and inaugurated two months later in February 2001. The terms of reference of the Commission are to:

1. Create awareness that sport activities are fundamental to ensure the physical well being and mental health of women
2. Encourage women's participation and involvement in physical activities and sports organisations
3. Strive for equal opportunities for women to participate in major sports competitions and Games
4. Publicise the achievements of women athletes
5. Organise educational activities in relation to women and sport to address specific needs of women in sport
6. Urge the Sports Federation and Olympic Committee of Hong Kong, China and its member associations to fill more of their decision-making positions with women.

Within the short period of its existence, the Commission has:

- Organised a conference entitled "*Creating New Experiences in the New Century*"
- Completed a research project in 2001 funded by the International Olympic Committee, entitled "*Gender Preference on Coaches Among Elite Athletes in Hong Kong*"
- Attended 5 overseas conferences on the subject of women and sport
- Scheduled a second conference, "*The Inside Out of Developing Female Athletes*," for February 2002.

The "Creating New Experiences in the New Century" conference was held in February 2001, focusing on the barriers females are facing in general and in participation of elite sport. Teachers, students, national sports association representations and members of the media attended, and many different views were exchanged. One of the major difficulties discussed in the promotion of sports was the limited coverage on local sports news in both print and electronic media.

The Commission has also joined hands with other associations (such as the Bauhinia Junior Chamber) in promoting sport activities among women.

## I. R. of Iran

Tahereh Taherian, Deputy President, WomenSports Federation of I. R. of Iran

### Women in national sport organisations

In 2000, there were two women on the 11-member Executive of the National Olympic Committee, one woman as the sub-head of the NOC, six women on the 23-member NOC General Assembly and other women involved as leaders in sports organisations. As well, partnerships are being built with schools, universities and other sport organisations like the Country Sports Super Council, and over 17,000 women coaches and 10,000 women referees have been trained.

### International training courses and exchanges

The Islamic Republic of Iran's Women's Mountaineering Federation hosted British climbers in September of 1998, as the first part of a planned exchange. Basketball coaching courses were organised for women and attended by women from the UK in 1998, and from Cuba in 1999. In 1998, a British instructor took part in an equestrian training course, an international swimming clinic was held and a tennis coaching course was organised with the participation of an instructor from the UK. In 1999, a Modern Gymnastics coaching course was attended by an instructor from Bulgaria, and an Artistic Gymnastics & Aerobic Gymnastics coaching course was organised. Also in 1999, a course aimed at retraining coaches was attended by an instructor from Cuba, a Japanese instructor took part in a coaching theory course, an instructor from France took part in a refereeing course and a representative of the Women's Fencing Association took part in a fencing special language and techniques course in France.

### Participation in international sport events

Iranian women have participated in international events in many sports, including karate, chess, shooting, chess and aerobic gymnastics. The national mountaineering team climbed to the peak of Mirapic, Nepal in 2000. There is also a Women's Sports Association for Disabled Persons in Iran, and women with disabilities participated in international shooting, athletics, chess and volleyball competitions during 2000.

A woman has recently taken on the position of "General Manager Of Girls" at the student's physical education office in the national university, to develop closer partnerships between this organisation and women and sport activities. Women's sport has strong partnerships with other sectors such as government organisations, universities, schools and media. These links help their women's officers and workers to improve their physical & sport activities. To increase the meaningful and visible role of women as leaders and decision makers, a woman has been selected as "The General Manager Of Women's Sports Associations Joint Affairs."

## Japan

**Dr Etsuko Ogasawara**, Executive Director, Japanese Association of Women in Sport

The Japanese Association for Women in Sport (JWS) was founded in February 1999, and adopted the Brighton Declaration later that year. The first Japanese Women in Sport symposium, "*Women in Sport for the 21<sup>st</sup> Century*," was held in Tokyo from October 6-7, 1999.

As part of its mandate, the JWS has raised awareness about the IOC recommendations on the representation of women in decision-making bodies in sport at all levels of sport administration. Although the IOC could not yet reach this target, the Japanese Track and Field Association added two young female executive board members in 2001, and the Japanese Gymnastics Association invited three female board members in 2001. Even if there are not many associations that have achieved the minimum 10% requirement, it was clear that there was some positive movement and actions towards achieving gender equality in sport. Most sport-related associations and organisations are still unaware of the IOC recommendations, so it is important to promote the need to increase female decision makers in all sport associations at all levels.

The JWS organised the First Asian Conference on Women and Sport in Osaka, Japan on June 9 and 10, 2001. On the occasion of this event, the Board of the Japanese Olympic Committee (JOC) endorsed the Brighton Declaration.

The 2000 Japanese White Paper on Women and Sport was published, and introduced in several newspapers, sports journals, magazines and on a Web site.

A joint bid submitted by the Board of the Japanese Olympic Committee (JOC), the Japanese Association for Women in Sport (JWS) and Kumamoto City resulted in Japan being awarded the 2006 World Conference on Women and Sport, and the IWG Secretariat for the period 2002-2006.

## Malaysia

**Latifah Tan Sri Ya'Cob**, Assistant Secretary General, Olympic Council of Malaysia

Malaysia's multi-racial culture ensures opportunities for everyone, regardless of ethnicity. Its society is built upon harmonious relationships and respect, and women's role in the development of Malaysia is emphasised by the recent creation of the Ministry of Women and Family Development, which includes a Women's Sport Foundation.

The Olympic Council of Malaysia (OCM) has a Women and Sports Committee, and in 2000, the OCM attained the 10% target set by the IOC for women's representation on its Executive Board and the Council. In addition, the OCM has adopted a policy whereby attendance at international seminars, conferences, study tours, Games and other such events is equally shared between male and female officials.

Since 1998, the OCM has co-operated with the Heart Foundation of Malaysia, the Walk for the Nation and the Avon Run in encouraging women to be physically active. Government departments, including the Ministry of Youth and Sports and the National Sport Council and Sports Schools, have all been involved in promoting equity for female athletes.

## Mongolia

Banzragch Delgermaa was appointed as the first woman Executive Board Member of the Mongolian National Olympic Committee (MNOC). Since Mongolia's debut in the 1964 Olympics in Tokyo, 43 female athletes have represented Mongolia at the Games, winning an Olympic bronze medal in 1992 in Barcelona.

## Myanmar

**Khin Maung Lwin**, Joint Secretary General, Myanmar Olympic Committee

The Myanmar Women's Sport Federation (MWSF) is responsible for enhancing nationwide programs which promote the participation of women and girls in sport and physical activity. One of its objectives was to introduce aerobic and callisthenic exercise across the country, to improve the physical and mental development of girls and women and promote the participation of women in sports.

Initiated soon after the MWSF was established, the national Aerobics and Callisthenics Program was introduced and made compulsory at all schools, universities, government ministries and departments throughout the country. Women in government offices and factories, and even nurses in hospitals, were encouraged to take part in these exercises during their off hours. To enable the general public to participate in the program, a slot in State Television programming was provided every morning, in which aerobics and callisthenics were demonstrated. Women in rural communities, whose household and field work already entail a great deal of physical exertion, received special attention.

For the purpose of advocacy and encouragement, aerobics and callisthenics competitions are now held regularly at the state/division and township levels, and an open national competition is organised for the Myanmar Women's Sports Federation President's Trophy. All of these tournaments are recorded and broadcast on the national TV program.

Other advocacy activities include:

- Regular visits of the Patrons, the President and Executive Committee members of the Myanmar Women's Sports Federation to the state/division and township branches for meetings with members and the community
- Advocacy meetings at the township level on "Women's health and sports" in collaboration with the Myanmar Medical Association (Women's Section)
- Implementation of a physical fitness program for young children at model villages, in collaboration with the Myanmar National Committee for Women's Affairs
- Contributions to lectures on women and sport at training programs for physical educators, sports officers, sports federation medical officers and administrators
- Publication and distribution of a Manual on Physical Fitness for Children
- Presentation of a scientific paper on "*The Physical Fitness Program for Young Children*" at the National Education Research Conference in December 1999.

The MWSF initiated participation in a new sport, Netball, in May 2000. Two officials from the Myanmar Olympic Committee were sent to Singapore to undergo training in Netball, and in October 2000, the Olympic Committee invited three officials from the Malaysian Netball Association to provide intensive training to 30 coaches and 30 umpires. Participants came from across Myanmar, and the aim was to spread the sport to young women in all states and divisions. Now, the MWSF has begun giving basic training to selected Netball players, and since it is a new sport, many are taking an interest in the game. Another sport, softball, is also being introduced to young women with the assistance of the Myanmar-Japan Friendship Association.

At the 21<sup>st</sup> Southeast Asian Games in Malaysia in 2001, women won 13 of the nation's 19 gold medals, 9 out of 14 silvers and 18 out of 53 bronze medals.

## Nepal

**Sita Pandey**, President, Women in Sports/Nepal

Women in Sports/Nepal (WINS) was formed as Nepal's first NGO, with the mandate of "uplifting and empowering Nepalese women through their involvement in sports." WINS has since organised sport camps, and publishes monthly bulletins.

## Pakistan

The 5<sup>th</sup> National Women's Netball Championships held in Peshawar, Pakistan received television coverage for the duration of the tournament by the Pakistan TV Corporation.

## Palestine

**Dr Ahmed Al-Yaziji**, Deputy Minister and Acting Minister, Ministry of Youth and Sports

The Palestine National Authority, already very active in the scenario of European and Mediterranean youth life, is also ready to assume all further responsibilities in order to ameliorate the position of women in various domains, including sport.

Basing its actions on a strategic plan created in 1995, the Ministry has succeeded in co-operating with the Palestinian federations of different sports to establish female teams within most sport federations, including the Palestinian Football Federation. As a result, there are now female national teams for basketball, tennis, handball, karate, taekwondo, fencing and athletics, and Palestinian women have participated effectively in national, regional and international competitions since 1995 with promising results.

The overall plan of action has been revised by the Ministry, and the following recommendations were formulated:

- Gender awareness should be promoted more effectively at all levels
- It is necessary to establish a core group of local female trainers capable of continuing the effort of upgrading the level of female trainers and coaches
- The development of female sport clubs and infrastructure is vital to increase social awareness and women's participation in sport
- National programs to care for young sportswomen and promising female athletes are of great value, and have the aim of providing direct assistance to talented sportswomen while laying the groundwork for pedagogical structure and programs.

The Palestinian Ministry of Youth and Sports is committed to supporting all Palestinian sportswomen in their quest for gold medals in international championships.

## Philippines

**Hon. Cynthia Carrion-Norton**, Commissioner - Philippine Sports Commission, Chairperson - Philippine Olympic Committee Women in Sports Committee

In cooperation with the Philippine Olympic Committee (POC), the National Sports Associations (NSAs) and other women organisations in the Philippines, the Philippine Sports Commission (PSC) has accomplished several major developments in recent years.

In September 1998, the Philippine National Team was made up of 359 males and 174 females, with 167 male coaches compared with 15 females. At present, there are 298 female athletes in the national pool compared to 591 male athletes, and female coaches and assistant coaches account for 16 of the total of 159.

Women sports leaders in the PSC, POC and the various NSAs have likewise increased. In the PSC, one of the five members of the Board of Commissioners has been a woman every year from 1993 to 2000, and in 2001, two women Commissioners were members of its hierarchy. In the Philippine Olympic Committee, however, there has been only one female President since its establishment, and of the 50 POC-accredited national sports associations, only three have women Presidents.

In the Philippines, women account for approximately 80% of the population. Yet sports continue to be viewed as the province of men, and women's opportunities to engage in sports are less than those of men. Joining the battle against chauvinism, the Philippine Sports Commission (PSC) is therefore trying very hard to level the playing field for both male and female sports enthusiasts. To effectively address this concern, the PSC Sectoral Sports Unit was established. Headed by the author, the Unit's primary task is to promote gender equity in sports, and plan and implement a comprehensive "Women in Sports" program.

The PSC has opened opportunities for female junior athletes to undergo training programs both at home and abroad, to develop their full potential. PSC continuously subsidises the training expenses of talented females in various National Sports Associations, and is also taking charge of the training and studies abroad of female athletes. Participation in international conferences and seminars of women employees, officials and athletes were financed by the PSC, and sports activities for women were likewise organised and spearheaded.

PSC was also the lead implementing agency of the National Women's Month Celebration held in March 2000, in cooperation with the National Commission on the Role of Filipino Women and Womensports Philippines under the theme: "*Support the Women Empowerment in the New Millennium.*"

Highlighting the year 2000, Women's month celebration was the 1<sup>st</sup> Philippine Womensports Festival, held on March 8, 2000 at the Philsports Multi-Purpose Arena. More than 6,000 women from various public and private sectors converged for the day-long affair, which was divided into four components: a multi-event friendly sports competition called "Palarong Pinay;" a dynamic sports forum, which was a vital occasion to present and discuss issues and concerns of women; a photo exhibit called "*The Milestone of Sportswomen,*" and a Women Achievers in Sports Awards Night. On 13 March 2001, the PSC conducted the 2nd Womensports Festival at the Philsports.

The Philippine Olympic Committee (POC) is currently conducting a search for nominees for the 2002 "POC WOMEN AND SPORT TROPHY," awarded annually to promote the advancement of women in sport by recognising achievements and landmarks made to develop, encourage and strengthen the participation of women and girls at all level in the sporting world.

## **Qatar**

For the first time, women have been given the right to be members of all administrative councils of clubs, sport federations and youth centres, and the National Olympic Committee of Qatar, not only by election but also by nomination.

## **Singapore**

**Tan Ching Hui & Juliana Kang**, Singapore Sports Council

A major milestone was achieved with the establishment of the Ministry of Community Development and Sports, which provides policy direction for sports development.

The Singapore Sports Council adopted the Brighton Declaration in 1999, and organised an annual National Sports Carnival for women in 1997, which has since grown to a record number of 20,000 participants in 2000.

Singapore's Women and Sports Working Group (WSWG), created in 1999, has six committees, each of which have devised action plans based on the principles of the Brighton Declaration on Women and Sport. The committees are:

1. *School and Junior Sport Committee*, which has conducted two Funtastic Sports Camps aptly named "*Girls @ Play*" for girls from 6 to 14 years of age
2. *High Performance Committee*, a support group for elite female athletes
3. *Adult Women's Sports Committee*, whose function is to work closely with the Sports for All Division of the Singapore Sports Council, in order to help enhance programs and raise awareness amongst housewives, working women and senior women on the importance and benefits of exercise and sports to staying healthy
4. *Leadership in Sports Committee*
5. *Research and Education Committee*
6. *Communications Committee.*

A Women and Sport Conference addressing women's issues in sport was held on March 15-16, 1999. Endorsed by the Ministry of Community Development and Sports, the Singapore National Olympic Council and the IOC Women and Sport Working Group, the conference not only addressed broad topics like women's health and wellness, but also provided delegates with a forum for open debate into the participation constraints that women face every day.

All assistance programs of the Singapore Sports Council for athletes are made available to both male and female athletes who recommended by their respective National Sports Associations. The WSWG is trying to encourage the National Sports Associations to place equal emphasis for male and female athletes on their development programs, which may be hampered by the lack of female administrators, and has recommended several of its women members to serve in the NSAs.

## **South Korea**

The Korean Association of Physical Education for Girls and Women held the 2000 Seoul Symposium of Physical Education for Girls and Women in November 2000. Representatives from 10 countries in Asia were invited.



There are three main women sports organisations in Korea: Korean Physical Education Association for Women and Girls, focusing on academic activities to develop and improve female physical education instructors; Korean Women Sports Association, focusing on social activities in sport; and Korean Leaders Association for Sports and Physical Education, which focuses on promoting the status of women through social sports activities.

Yang Ja Hong, Vice-President of the Korean Olympic Committee, reported at the First Asian Women and Sport Conference that the Korean Olympic Committee (KOC) has three female officers on its Executive Board, and that the general membership of females in the KOC is approximately 20% - an increase since 1997-2000.

## Sri Lanka

**Cdr. H. U. Silva**, Secretary General, National Olympic Committee & **Jayani Pinnawale**, Secretary (Sports), Ministry of Urban Development, Public Utilities, Housing & Sports

In spite of certain practical difficulties, the National Olympic Committee of Sri Lanka has taken meaningful steps toward ensuring participation of women in sports administration. It has amended its Constitution to ensure that, in the case of all sports open to women, one of the two representatives of each Sport Association is a woman. In addition, one of the three Sports Administration Courses held last year under the aegis of the Olympic Solidarity Program was offered exclusively to women. As a result, thirty-five women attended the program.

Ms. Jayani Pinnawale, an official from the Ministry of Tourism and Sport, presented the situation for women in sport in Sri Lanka at the First Asian Women and Sport Conference. Emphasising the important impact of elite female athletes, she pointed to athletes such as Ms. Susanthika Jayasinghe (Athletics) and Ms. Damayanthi Dharsha (Netball) as role models for the growth of women's sport participation and increased corporate support.

Government Authorities have ensured that no differences with respect to sex or ethnic background will affect an individual's opportunity to participate in sport. Funds have been provided to women's sports like Netball, which enabled Sri Lanka's team to participate in many international tournaments and win the Asian Championships. Five-year programs aiming to develop other sports, such as athletics, have also been successful, and additional support for women's sport is planned.

## Syria

The General Sports Federation (GSF) and the National Olympic Committee endorsed the Brighton Declaration in 1998, and the GSF has since made it a mandatory requirement for women to be involved at all levels of sports administration.

In 2001, 30% of the sport students at the Syrian College of Sport Education were female. In that same year, Ms. Nour Al-Houda Karfoul, General Secretary of the Syrian Olympic Committee (1983-2000), was awarded the Olympic Order by the IOC. She is the first woman in the Arab Region to gain this honour.

## Tibet

Tibet's Nimmi Sherpa has founded the Woman Sherpas Training Association.

## Thailand

**Dr Supitr Samahito**, Chair - Women and Sport Commission, Thailand Olympic Committee, President - Thailand Women and Sport Association

Thailand has established a Women and Sport Association as well as a Women and Sport Commission, which was under the National Olympic Committee. Together, these two organisations are working for women and girls in sports and social activities.

Two conferences were held in Bangkok about the "Roles of Women and Sport," and each was attended by 250 participants.

The Association publishes a Women and Sport journal three times per year, and works very closely with the Asian Working Group (AWG). The representative from Thailand (Dr. Supitr Samahito) was a founding member of the AWG. In addition, representatives from the Thailand Women and Sport Association took part in international conferences that were held in Korea, Japan, China and Malaysia.

The Association has been active in raising awareness about the Brighton Declaration on Women and Sport, and has encouraged sport organisations around Thailand to adopt both the Brighton Declaration and the Windhoek Call for Action. Fortunately, more than 75% of sport organisations in Thailand have already done so. Other initiatives that the Association has been involved in include:

- Setting up the "Homecoming Day" for those who contributed to the achievements in physical education and sports for the nation
- Establishing social activities involving all kinds of sports, both in Bangkok and in rural areas around Thailand
- Educating women and girls about health care
- Establishing a "Hall of Fame" for women and girls who have made exceptional accomplishments in sport for the nation.

Thailand currently has one female member on the Board of its National Olympic Committee: Dr. Supitr Samahito, who was also appointed to be the Chairperson of the Women and Sport Commission.

## Sport Association of Arab Women (SAAW)

**Prof. Dr Nabilah Ahmed Abdulrahman**, President, SAAW

SAAW cooperated with partners to organise:

- Qualification courses in administration and refereeing, in coordination with teacher preparation centres in Jordan
- Arab Symposium on Woman and Sport
- Sport activities with different National Federations and sport institutions.

In terms of mass communication, SAAW:

- Utilised the sport events and activities which are organised with the national federations to increase awareness of the Association through advertising, bulletins and other ways
- Utilised the Mediterranean Sea Games Tournament held in Tunisia in September 2001 to share information about the Association
- Gave the Communication Committee full information about its activities and any information related to countries in the Arab region, including:
  - Notes about women from every country
  - Preparing female Arab players for the Mediterranean Games
  - A scientific subject about sport and its benefits and effect on women
  - A brief note about female participation.

SAAW's scientific activities have included:

- Organising a symposium or workshop in all mass media
- Opening a summer club for girls by a member of the executive board or the committee according to educational bases
- Producing generalised abstracts and recommendations of the research which was applied in some Arab countries, including a survey study of Arab women practising sport and (in Arabic and English) including news, current events and information on the importance of practising physical activity
- Participated in numerous international scientific conferences about woman and sport science at the regional and international levels to activate the role of Arab women.



## Europe

### European Women and Sport Group (EWS)

Nelli Heinonen, Manager, Gender Equality, Finnish Sports Federation

Dr Christa Thiel, EWS Chair 2000 - 2002

The European Women and Sport Group (EWS) is a free-standing group consisting of representatives and contact persons related to or interested in the gender equality work of non-governmental or governmental sports organisations and bodies in their respective countries.

Made up of 44 contact persons in 41 different European countries, it was founded as a practical result and follow-up of special working group activities which the European Sports Conference (ESC) had developed during the years 1989-1993. Since 1994, the EWS has had an associate member status at the European Sports Conference Executive Committee.

The EWS holds national seminars, a biennial open meeting and a biennial European Women and Sport Conference that focuses on one particular issue. The most recent Conference, on "*Women, Sport and Innovation*," was held in Berlin in April 2002.

#### EWS 1998-2000 (Finland)

Finland held the Chair of the European Women and Sport network from September 1998 until June 2000, during which time the EWS Chairwoman was Ms Birgitta Kervinen, and Ms Pirjo Puskala, Manager in Gender Equality at the Finnish Sports Federation, served as Secretary of the network.

When the Finnish Sports Federation began its work as the EWS chair, there were 29 member countries involved in the network. When Finland gave the Chairmanship over to the German Sports Confederation in 2000, 41 member countries were part of EWS.

During Finland's Chairmanship, Guidelines were established for the network for the first time, defining the concept and means of EWS work. Three times a year the Finnish EWS Secretariat published a newsletter containing current information about EWS objectives, marketing, steering group, contact person functions and meetings. This newsletter also opened the application process for the 2000-2002 EWS Chairmanship, and forwarded a survey about gender equality work to all member countries.

The Finnish Secretariat organised the 4<sup>th</sup> EWS Conference in Helsinki in June 2000, under the theme "*Women, Sport and Culture - How to Change Sports Culture?*" Altogether, 250 participants from 47 countries took part in the conference. Speakers included Mr Jacques Rogge, President of the European Olympic Committees, ENGSO President Mr Bengt Sevelius, President of Finland Ms Tarja Halonen, Parliament Speaker Ms Riitta Uosukainen and Minister of Culture Ms Suvi Lindén. The **Helsinki Spirit 2000** Conference Recommendations which resulted from this conference (see the full text in the Montreal Tool Kit) have further advanced the goals of EWS work.

#### EWS 2000-2002 (Germany)

The German Sports Confederation was given the EWS Chair for the period 2000-2002. The slogan for this period was **Sport For All Women**, and progress achieved since 2000 includes:

- Increase in the number of EWS contact persons from 41 to 44
- Exchange of know-how and mutual co-operation regarding successful developments and projects for women in sport (Sport for All models, EWS Newsletter)
- Encouragement of national efforts for stronger institutional structuring and promotion of women and sport activities
- Involvement of EWS Steering Group members and contact persons as lecturers and participants in many meetings and conferences on women and sport in Europe
- Development of strategies and modern approaches of communication for women in sport (the EWS Web site, under its own, independent domain name [www.ews-online.com](http://www.ews-online.com), contains a great deal of information on the organisation, conferences and the contact information for EWS national contact persons).

It was decided at the EWS Open meeting in 2001 that the EWS Chair for the period 2002-2004 will be France.

## Albania

The Albanian Women and Sport Foundation was founded in August of 1998.

## Austria

**Eva Janko**, Austrian Sports Federation

In 1999, the Austrian Sports Federation conducted a study to learn about developments and trends in the field of Sport in Austria. Among other findings, the study showed that there is a lack of female presence in almost every area. As a result, the committee of the Austrian Sports Federation (BSO) decided to form a work group called Women in Sport to address this problem.

The work group consists of a total of seven women, including two from each Umbrella Association and one woman from the Handicap Sports Association. After analysing the detailed research, it was found out that there is a significant lack of women, especially when it comes to officials and/or coaches. In terms of representation in leadership positions, the results showed that in 56 federations, only 72 women hold decision-making positions, as compared to 699 men. This means a percentage of 91% to 9%, and in 22 federations there were no women at all.

Women in Sport therefore started a campaign addressed to all the Austrian federations and associations and their clubs, referring to the IOC recommendations and requesting that they take measures for a higher involvement of women in their leading positions and committees. The feedback was more than sobering. Only the three Austrian head associations replied, while all the federations remained and still remain silent.

In the meantime, in 2001 a woman - Liese Prokop - was elected for the first time in the Austrian Sports Federation (BSO) as a Vice-President, as well as President of an umbrella association (UNION). This was a very important step for the future.

In 2000, a meeting of former and active sportswomen was organised to discuss "Involvement in Sports Federations" and "Life after Sports." Many successful women in the fields of sport, economy and media agreed to exchange and pass on their experiences and thoughts in a new mentoring program, and many well-known top sportswomen and businesswomen attended the meeting.

There is also another private organisation in Austria which supports women and sport initiatives: "Platform Women in Sports in Austria". Founded in 1997, it is a network composed of women from many different areas of sport. Its goal is to facilitate the development of sport from women's perspective, by allowing for the exchange of experience and opinions from a wide range of institutions and initiating goal-oriented lobbying. The network has initiated actions supporting women and sport that could be implemented in the existing sport structures, with an emphasis on successful co-operation between each sport area to facilitate a rapid change to a fairer sport culture.

## Croatia

**Mimi Vordelja**, Member of the Women's Committee, National Olympic Committee

The Croatian Olympic Committee adopted the Brighton Declaration in 1999, and held a roundtable discussion on women and sport on June 1<sup>st</sup> of the same year. Participants called for gender equity, mutual appreciation of women in sport and a respectful view of women and sport.

At the Annual Convention for the Croatian Olympic Committee, attention was given to the role and position of Women in Croatian sport. A Women's Committee was established, and efforts are underway to increase the percentage of women on teams and in decision-making positions.

## Czech Republic

**Nada Knorre-Vlasakova**, Chairperson, Women and Sport Committee, Czech Olympic Committee

The Czech Olympic Committee adopted the Brighton Declaration in 1997. Since 1998, progress that has been achieved includes:

- The first woman was elected to the Board of the Czech Olympic Committee in January 2001, for the period 2001-2004: Nada Knorre-Vlasakova
- A woman leads the only marketing agency working for the Czech Olympic Committee: Alena Kindova

- Since 1997, the Czech Olympic Committee has frequently organised international conferences on Women and Sport. In 2001 the theme was Women, Sport and Media, and the keynote speaker was Prof. Kari Fasting. An edited proceedings book was produced after each of these conferences with all speeches translated from English into Czech
- A regional network for Women and Sport involving 12 women from all regions in the Czech Republic was created in 2001, organised by the Committee for Women and Sport of the Czech Olympic Committee (5 women). This Committee also works at the governmental level for the Ministry of Education, Youth and Sport
- In 2001, the first book on Women and Sport for University students was authored by Nada Knorre-Vlasakova and Anna Hogenova
- Since 2001, the Project Women and Sport in the Czech Republic has been in operation. Begun in co-operation with the Norwegian University of Sport and PE in Oslo, the project research will run until 2004.

## Finland

**Nelli Heinonen**, Manager, Gender Equality, Finnish Sports Federation

**Pirjo Puskala**, Contact Manager, Training and Education, Finnish Olympic Committee

One of the main areas of priority in the Finnish Sport Federation's (SLU) gender equality work has been the promotion of Women on the Move Networks in all of the SLU's 15 regions. A national Women on the Move Network was established in 1993, and has since served as a communication channel for 450 women involved in sports. Starting in 2001, SLU has also advanced a localisation process with its national Women on the Move members, who have gradually started working together on a regional basis.

One of the functions of the network is to strengthen the connections between women of different age groups in sports around the country. Through their multiplied contacts, women will be likely to appoint a competent "sister" to a decision making position when one becomes available. One of the pioneering regional networks in Finland has been the "Oulu Ladies in Sport" (for more information, see Point 3 of the Windhoek Call to Action earlier in this report). Established in 1995, the Oulu Ladies continue to serve as an example for evolving networks around the country. Working in conjunction with the regional SLU units, the regional Women on the Move networks plan their activities based on local needs and conditions. Twice a year, key members of the regional Women on the Move Networks gather together in one region for education and the sharing of ideas.

Although the percentage of women in decision-making bodies is generally growing slowly in the Finnish sports, some positive advancements have been made. For example:

- The Finnish Sports Federation's Board was 41% women in 2002
- In the 15 Finnish Sports Federations' regional boards, there were 38% women in 2001.

The Finnish Olympic Committee initiated the **Women's Elite Sports Project 1999-2000 & 2001**. This program aims to:

- Improve the respect for women's elite sport
- Promote young athletes' development towards the international elite level
- Raise the athletes' personal training to the level of the world's best female athletes
- Improve women's success in elite sport
- Increase the number of female trainers on the national and international elite level
- Encourage women to take more responsibility for Finnish elite sport.

Placing emphasis on the improvement of training quality, young athletes, Olympic candidates (team and individuals) and athletes with a disability, the program offers support to athletes and trainers; guidance in career preparations; intensified training and coaching follow-up; and development support for training systems.

Results of the program to date include: increased financial and human support for female athletes and trainers; emergence of women's projects in the national sports federations (Finnish Ski Association and Finnish Athletics Association); more women on the Athlete's Commission of the Finnish Olympic Committee; more women in influential positions at the Paralympics.

## France

**Nicole, Dechavanne**, President, Femix'sports

**Michèle Toussaint**, Responsible for Women and Sport, Office of International Relations, Ministry of Youth and Sport

**Michel Fourcade**, International Relations Delegate, French National Paralympic Committee (Fédération Française Handisport)

The National Olympic and Sport Committee (CNOSF) of France established a Women and Sport Commission in 1999. In addition, a national network of women in leadership positions was formed, and the CNOSF worked with the Ministry of Youth and Sport to produce a film on women and sport.

Increasing the role of women in the high-performance sport network has also been a priority. Composed of resource people within the federations and the regional and departmental branches of the Ministry of Youth and Sport (MJS), the network's objective is to help male and female athletes reconcile their athletic and professional lives. Today, 6 of the 26 high-performance sport officials within the regional and departmental branches are women. In the 23 regional centres for physical education and sports (CREPS), 5 women occupy these positions, up from none in 2000. There are also six women in the federations, up from 2 in 2000. It should also be noted that a woman has been named national technical director of one of the Olympic federations, triathlon, and another woman has been named director of the authority responsible for Olympic preparation.

Additional progress within France includes:

- The Sport Act of 6/7/2000 forbidding all forms of discrimination (see Point 9 of the Windhoek Call for Action earlier in this report)
- Equality in recognising high-level disciplines
- More equitable distribution criteria for the allocation of personalized assistance to high-performance male and female athletes
- Agreement on changes to the CNOSF statutes in favour of female representation in leadership positions
- Department of Youth and Sport action plan, initiated by Mrs. Buffet, Minister of Sport, was started in March 1998
- Organising a national congress in May 1999, drawing 500 participants
- Setting up regional officer positions and 10 working groups
- On-going action towards the general mobilisation of departments and regions, with another reorganisation scheduled for December 2002
- CNOSF action plan: beginning in 1999, implemented a commission for women and sport and organised a group on access to responsibilities in February 2001
- Being awarded the Chair of the European Women and Sport Group (EWG) for 2002-2004
- Creating the association *Femmes Mixité Sports* in June 2000, in order to create a network, exchange ideas, fight inequality, expose discrimination and intervene when necessary, and impact mentalities and the media through advocacy and a quarterly "Newsletter." 77 members were recorded as of September 2001.

The French National Paralympic Committee (Fédération Française Handisport) has reported the following progress in decision-making positions since 1998: 3 women in the Management Committee (20 members); 1 woman "*Chargée de Mission*"; 3 women Presidents of regional committees (25 committees). In addition, 27% of affiliated members and 40% of FFH young members are women.

A development project has also been undertaken in order to increase the number of women in the French Sport for Disabled Movement; one way to reach this objective is to work in close relationship with other European partners (European Handisport Federations) and with European Paralympic Committees.

## Germany

**Anouschka Bernhard**, Assistant to the General Secretary & Head of Personnel Development – Women, National Olympic Committee

**Dr Christa Thiel**, Chair of Women's Committee, German Sports Confederation (DSB)

### National Olympic Committee

In 1997, only 5 out of 40 individual members of the NOC were women. To address this imbalance, the NOC founded a working-group which put the main emphasis on the personal development of women. In 2001, 10 out of 43 personal members of the NOC were women.

In 2000 the NOC passed an Action Plan to support women in sport, which included an annual report about the status of women in commissions of the NOC. The NOC also made a commitment to publish more articles referring to women in official publications, and to use more women as speakers or presenters in events organised by the NOC.

Based on the Plan, the project "Women in leadership - Action alliance to increase the proportion of women in leading positions in sport" was started in 2001. (see Point 11 of the Windhoek Call for Action earlier in this report for more details). The overall project is divided into two closely related sub-projects: the "research" sub-project and the "field of practice" sub-project, which will concentrate on the following tasks:

- Collaboration in the development and selection of concepts
- Implementation of these concepts in co-operation with associations and clubs
- Supervision of measures and campaigns as well as the fostering of networks.

The project will begin in selected sports associations, regional sport federations and the NOC, and concrete projects will include the following areas:

- Motivation, information, training for qualifications and the fostering of future management staff
- Inclusion of male managing staff in courses on "gender training"
- Discussion of and possible changes to tasks and structures of decision-making bodies.

On December 14-15, 2001, the kick off meeting was held in Berlin with over 35 representatives from government, sports associations, regional sport federations and the NOC.

### **German Sports Confederation (DSB)**

The German Sports Confederation (DSB) was given the Chair and Secretariat office of the European Women and Sport Group for the period 2000-2002 (see the EWS report earlier in this section), with a principle aim of developing strategies and modern approaches of communication for women in sport.

The percentage of women who are members of the sport clubs and therefore members of the German Sports Confederation (DSB) has risen from 10% when the DSB was founded in 1950, to 40% in 2001. Women hold 25% of the leadership positions within the DSB, and in many clubs, women members now outnumber men. Women in decision-making positions represent 10.4% of the 55 national governing bodies of sport that are members of the German Sports Confederation. Seven member organisations within the DSB are led by a woman as President, and 34 have female Vice-Presidents. The Women and Sport Committee of the DSB celebrated its 50th Anniversary in 2001.

### **Participation Programs**

The "Street Girls" program in urban areas of Berlin aims to get girls aged 10-15 years to learn to be active through participation in "Street Culture" activities like running, street basketball and soccer, dancing, skateboarding and in line skating. In 1999, there were over 1000 girls participating in this program.

Girls' and women's days, weekends and weeks for sport and exercise have also been organised since the early 90s in Germany, at both the regional and local levels. Participants usually come from all age groups and take part in all kinds of activities where no special abilities are required. There are young girls (6+) and senior citizens as well as girls and women with a disability, and the number of participants usually amounts to several hundred or even a thousand or more. These days, weekends and weeks aim to:

- Encourage girls and women involved in sports
- Increase the interest of girls and women in the whole range of sports offered in the clubs of their respective areas
- Encourage girls and women to join in a sports club
- Offer girls and women the possibility to collect information related to female aspects in sport
- Provide sports for all coaches with ideas for their work in clubs
- Give all coaches the possibility to prolong their trainer's license.

In addition to the sport activities, workshops and lectures are often organised, and child supervision is provided to allow women to bring their children along.

## Hungary

**Szilvia Perenyi**, Ministry of Youth and Sports

In the year 2000, the importance of women's participation in all areas of sport and physical activity was raised by the Ministry of Youth and Sports of Hungary. For the first time in the history of Hungarian sports, the Ministry initiated action to enhance the opportunities for women of all ages and abilities to participate in physical exercise and all areas of sport.

In order to discuss the different issues of women in sport - such as equal opportunities in participation in all sports, participation in decision making processes, safe and comfortable sporting environments, social and psychological needs, etc. - the Ministry organised the First National Conference of Women in Sports, which took place with unexpected success in November 2000. The conference also developed a Final Document containing the recommendations of the more than three hundred participants, which has been sent to over one thousand governmental and civil sport organisations, educational institutions, politicians in influence of sports and Parliament committees in Hungary, in addition to the main international sports organisations.

The First National Conference of Women in Sports also created a solid base for Hungarian women in sport issues to be integrated into the recently developed Law of Sports, enacted by the Hungarian Parliament in December 2000. The Law ensures equal opportunities for men and women and for boys and girls to choose and participate in the sports they like, to contribute to the development and the leadership of their sports, and to enjoy funding to execute different sport programs. It also requires that all organisations, foundations, federations and decision making, leadership or controlling committees and bodies must raise the participation of women to 10% by November 2001, 20% by November 2002, 30% by November 2003 and 35% by 2004.

In addition to the fundamental affects of both the First National Conference in Women in Sports and the Law of Sports on the development of women in sports, the Ministry has also funded a promotional program for women in sports with a specially designed logo and the slogan "Keep in Shape." The program includes weekly Women of Sports pages in a daily newspaper, articles in sports magazines and a weekly television health and lifestyle program. A book with practical advice for women starting physical exercise and a collection of international documents on women in sport have been published, along with a short video featuring women in leisure sports activities, the history of women's participation in sports, roles presently played by women in sport as physicians, psychologists, coaches and referees, and the success of women at the 2000 Olympics.

The new challenge of women in sports programs in Hungary for the opening years of the new Millennium is to help influence the implementation of the recent achievements. The Ministry is continuing the communication program by expanding the "History of Women in Sports" film into a 30-minute program to be shown on national television, the Women in Sports Photo Exhibition to a temporary exhibition at the Museum of Sports of Hungary, and on the weekly newspaper pages and magazine articles promoting women's sports in general. Most importantly, the Ministry is planning to establish a grant system providing financial assistance for local sport programs and civil organisations ensuring regular exercise for female groups. The 2<sup>nd</sup> National Women in Sports Conference was held in March 2002, and a follow-up system will be built to generate the implementation of the articles of the Law of Sports.

## Lithuania

**Vida Ijole Domarkiene**, International Director, National Olympic Committee and Vice President, National Women and Sport Association

**Liucija Kalvaitiene**, President, Lithuanian Women in Sport Association (LWSA)

The National Olympic Committee of Lithuania / National Women in Sport Association formed a National Women's Sport Network in the towns and regions of Lithuania. In addition, seminars for female leaders and administrators were organised, and the National Women and Sport Association worked through the newly established athletic festivals to raise awareness about women and sport, and established already traditional women's sporting days – demonstrating women's willingness and ability to coordinate sporting competitions and festive ceremonies.

The Lithuanian Women in Sport Association (LWSA) is pleased to report that the number of women in sport clubs is increasing, as is the involvement of women in sport management. In 1995, the Brighton Declaration was published in Lithuania, obligating governmental and non-governmental organisations to advance equal policy for women and men in sport. Endorsement and implementation of the principles of the Brighton Declaration has significantly supported the activities of LWSA.



## Malta

**Vivienne Gatt**, Member, Women in Sport Commission, Malta Olympic Committee

In response to the Windhoek Call for Action, the following initiatives have taken place in Malta:

- The Women in Sport Commission was set up by the Malta Olympic Committee
- The Maltese Government supported Malta's membership in the EWS Steering Group
- Malta successfully hosted the EWS Open Meeting in September 1999.

The initial plan of action agreed and embarked upon by the WIS Commission focused on:

- Liaison with local sports associations / federations to set up a local network for Women in Sport
- Lobbying for adoption / ratification of the Brighton Declaration & Windhoek Call for Action
- A preliminary Survey regarding the participation of Maltese women in sport and sport administration
- An ongoing questionnaire regarding the use of sporting facilities.

## Norway

**Berit Skirstad**, Member of the International Committee of the Norwegian Olympic Committee and Confederation of Sports

The Norwegian Olympic Committee and Confederation of Sports (NOC) has a comprehensive program to promote and develop the role of women in sport. The Brighton declaration was adopted by the Norwegian NOC in December 1998, and by the Ministry of Cultural Affairs in March 1999. In 1995, the Norwegian NOC launched 'The Women Project' as part of 'Olympiatoppen,' to increase the number of women engaged as coaches and leaders within Norway's top level sport and to improve the quality of female participants in order to win more medals in the international arena. The Project brought together women identified by their particular sports federations as having the potential to succeed in top-level sport, and provided them with training, support and the benefits of being within an elite network.

The aim of the Women Project was to reach 20% female representation of the support team to the Nagano and Sydney Olympics, and have a total of 10-15 medals taken by women in these two Olympic Games. Both results were achieved, with 21% females in the support team in Nagano and 22% in Sydney, and 11 medals taken by women. The goal to get more female coaches was not reached, and a special program should focus on that in the future.

Several booklets and articles were written both in Norwegian and English on the topics linked to the project, and presentations of the project have been held in many countries. As a closure to the project, an international conference entitled "Investment in Women's Sport – pays off" was organised in Lillehammer, Norway in May 2001, drawing 160 participants from 40 countries. A follow-up intervention project is planned for 2001-2003 to prevent eating disorders within all levels of sport for female and male athletes. Workshops are being organised on the topic Female Triad, and the NOC has promised 300 000 NOK per year for three years for this project.

The Women Project was also divided into 5 sub-projects: research, motherhood and top-level sport, network/theme days, training and developing leaders and coaches, and elite athletes. Some of the initiatives carried out in each of these areas include:

### **Sub-project: Research**

Research was carried out on "The Female Athlete Triad," including such themes as energy and nutrition intake, eating disorder, menstrual disturbances, osteoporosis (bone density), motherhood and sexual harassment. A consultancy service was set up at the Top Sport Centre with a nutritionist, psychiatrist and a researcher working on the female triad two days a week. The results will be used in education courses and to increase the competence of the entire organisation. Data on sexual harassment and abuse of female top-level athletes both within and outside the sport arena were mapped (Fasting, Brackenridge, Sundgot-Borgen 2000) and have been made available in both English and Norwegian.

Based on this background, on June 13, 2000, the executive board of the NOC agreed upon a set of guidelines relating to sexual harassment in sport which describe what sexual harassment is, where it happens, the responsibility of the support system and the athletes, and what to do when sexual harassment happens.

### **Sub-project: Motherhood and top-level sport**

Elite athletes and leaders/coaches were asked about being pregnant or being a mother at the same time as working or competing at the elite level. Based on the results, general strategies were made concerning how to meet the needs of athletes when they are pregnant.

### **Sub-project: Network/theme days**

Six theme days were organised on topics focusing on women and elite sport, and presented to leaders, coaches-to-be and other interested individuals: 1) Food, weight, body, menstruation; 2) Coaching; 3) How to handle the media and presentation techniques; 4) Ethical dilemmas around top level sport; 5) Women and the hurdles they have to overcome; and 6) Culture gaps and differences.

### **Sub-project: Training and developing leaders and coaches**

Twenty-five women and five men started in the program. The group was divided into five teams, each of which had two mentors - one from sport and one from private enterprises or public organisations.

The backing of the federations were of the utmost importance, as they were obliged to give participants the possibility to qualify as leaders, coaches or team supporters in the Nagano and Sydney Olympic Games. When needed, financial support was also provided by the federations. The focus was on creativity and the ability to get results and victories, and the federations were evaluated according to how they followed up on the participants in the program period.

### **Sub-project: Elite athletes**

The target group for this sub project was female athletes with the ambition, aspiration and expected capacity to win medals in their individual sports in 1998 and 2000. The group consisted of 20-30 female athletes (maximum 2-3 per sport), who were brought together to learn from each other's experiences and knowledge. Some of the best coaches in Norway were responsible for the project, and the athletes' own coaches also took part. From 1998, the top-level athlete project and the training program for leaders and coaches were linked. This was based upon the experiences from Nagano, and was continued until Sydney in the year 2000.

## **Portugal**

**Manuela Vasconcelos Hasse**, President, Women and Sport Commission, Portuguese Olympic Committee

The Portuguese Olympic Committee formed a Women and Sport Commission and adopted the Brighton Declaration in October 2001.

## **Switzerland**

**Susi-Käthi Jost**, Chairwoman, Women and Sport, Swiss Olympic Association

Since 2000, a woman has been in charge of Switzerland's National Olympic Committee's national coaches training. Swiss female athletes were also extremely successful at the 2000 Sydney Olympic Games (especially in the triathlon, fencing and mountain biking), and Ms. Susi-Käthi Jost, Chairwoman of Woman and Sport, was re-elected to the Executive Board of the Swiss Olympic Association.

## **Turkey**

**Nese Gundogan**, Director of sports, National Olympic Committee of Turkey

The NOC of Turkey Women's Commission was established in 1996, and started the Free of Charge Sport Schools project to give primary, secondary and high school students in Turkey's underprivileged areas an opportunity to participate in sports. The commission repaired sport halls in the selected neighbourhood schools, provided sports equipment and paid for the expert salaries. This year, 5,000 children - half of whom are girls - were given the chance to participate in sports through this project.

The number of female athletes in Turkey's national teams has increased over the years. In the Sydney 2000 Olympic Games, female athletes made up 25% of the Turkish delegation – the highest female representation to date. At the October 2001 Mediterranean Games in Tunis, 36% of the Turkish delegation were women.

The NOC of Turkey has also elected a woman member to its Executive Board, and has more women administrators in high-level positions. There are more female executive board members and Presidents in the National Sport Federations as well, and the number of female referees is increasing. Recent increases in women's participation are observed in football and wrestling, and Turkish women in general are making progress in all areas, including sport.

## United Kingdom

**Amanda Bennett**, Senior Development Manager, Womens Sports Foundation

**Liz Nicholl**, Director of Performance Services, UK Sports Council

**Sarah Butlin**, Sports Council for Wales

The Womens Sports Foundation (WSF) is a non-governmental organisation committed to improving and promoting opportunities for women and girls in sport at all levels. Since 1998, it has worked closely with Sport England (its major funder) to produce a National Action Plan based on the Brighton Declaration and Windhoek Call for Action. Over 80 organisations have signed up to this plan, committing to effect change for women and girls in sport at the national, regional and local levels.

Seen as "the voice of women's sport," the WSF responds to a wide range of enquiries (approximately 5000 per annum) from sportswomen, the media, sports organisations and politicians, has a Web site on the Internet and publishes a quarterly newsletter. Special programs and initiatives include:

- A syllabus guide for teachers and lecturers
- A dissertation award for undergraduates
- An Olympic pack sent to all secondary schools
- Seminars for young elite athletes
- Leadership courses
- Coach mentoring and development.

UK Sport is a government agency charged with providing support to high performance sport at the UK level, and coordinating UK-wide strategy with the Sports Councils for England, Wales and Northern Ireland. It has recently established a UK Coordinating Group on Women and Sport with representation from the four Home Country sports councils, as well as WSF, the Women's National Commission and a range of other agencies.

## Wales

As reported under Point 1 of the Windhoek Call for Action in Chapter 2 of this report, the Sports Council for Wales has set itself the target of increasing female participation in sport, and aims to halve the current gap between male and female participation by 2005. Ways in which the Council is looking to close this gap include increasing sporting opportunities for women at grassroots level, raising the profile of women's sport and encouraging more females to coach.

## England

In October 1999, Sport England held a conference to promote, communicate and discuss implications of the Windhoek Call for Action. As the government agency with responsibility for the development of sport in England, the distribution of public funds to sport equity principles are embedded in its work. Gender targets are built into all programs as an integral part of its corporate plan, and are regularly monitored. In addition, grants to sporting organisations are conditional on equity targets being set and met.

## Scotland

Sportscotland is the government agency with responsibility for the development of sport in Scotland. Their "school sport coordinators" initiative has increased girl's participation by 100%.



## Mediterranean Women and Sport Network

**Marie-Christine Lanfranchi**, Initiator and Advisor for the Association for Women, Sport and Culture of the Mediterranean (l'Association femmes sport culture Méditerranée)

From November 23-25, 2000, 430 participants from 18 countries gathered together in Antibes, France for the first ever Euro-Mediterranean Conference on Women and Sport. The final resolution of the conference recommended:

- The implementation of resolutions from the Brighton Declaration (1994), Windhoek Call for Action (1998) and the IOC World Conference on Women (2000)
- The promotion of women's place and role in the world of sport while recognising the diversity of Mediterranean countries
- The establishment of equal access of physical and sport activities for women
- The implementation and development of cooperative projects in the field of sport to promote women of all ages
- An increase in dialogue between the countries of the North and South to promote Mediterranean athletes and promote equal treatment of female and male athletes.

A significant conference outcome was the recognition and declaration of the need to form a group, along with a process in which to function, to act on the conference resolutions. These actions would include creating a Mediterranean Women and Sport network; establishing a pool of knowledge; creating an interactive information network; organising meetings and symposiums; and establishing international relationships and recognition.

## Oceania

### Australia

**Debbie Simms**, Manager - Ethics & Women, Australian Sports Commission

Australia's continuing efforts to address issues facing women and girls in sport are predominantly coordinated by the Australian Sports Commission at a national level. State Departments of Sport and Recreation, sporting organisations, community groups, schools, local governments and women and sport associations significantly contribute at the state and local level. The following report is a summary of the key women and sport initiatives the ASC has implemented since 1998.

#### **Active Women: National Policy on Women and Girls in Sport, Recreation and Physical Activity 1999-2002**

The federal government's new policy on women and sport, developed in conjunction with Commonwealth agencies, state and territory governments, national sporting organisations and lobby groups, was launched by the Federal Minister for Sport, the Hon Jackie Kelly, MP, in late 1999. The policy's overriding aim is to foster a culture that encourages and supports the full involvement of women and girls in every aspect of sport, recreation and physical activity in Australia. For more information, refer to Point 1 of the Windhoek Call for Action in Chapter 2 of this report.

#### **Active Australia**

Active Australia is a national initiative designed to encourage and enable more Australians to lead healthier, more active lives. It focuses on two main areas: encouraging people to be more physically active, and working to improve the places where people can be physically active. A key role for the Community Programs and Social Policy Section of the ASC is to ensure that Active Australia is relevant to people from non-dominant groups. Comprising the Indigenous Sport Unit, Disability Sport Unit, Ethics & Women in Sport Unit and the Junior Sport Unit, the major strategy for this section is to work with national sporting organisations to achieve inclusion of people with disabilities, women, Indigenous people and young Australians. All units in the section are responsible for working with industry groups to ensure that programs for these people are relevant, appropriate and contemporary, and all units work together to develop policies aimed at ensuring social inclusion in sport and to address related ethical issues.

#### **Community Forums Research**

In 2000, the Community Programs and Social Policy Section conducted fora in 12 councils across Australia to look at issues for women, older adults, people with a disability and young people in accessing sport and recreation. A report summarising the information gathered from the forms was produced and used to guide the Section's future direction in relation to specific population groups' access to and participation in sport and physical activity.

## Harassment-free Sport Strategy

In response to government legislation and the growing legal and ethical responsibilities and concerns around sport, the ASC developed the *Harassment-free Sport Strategy*. Aimed at creating a safer and more tolerant sport environment, particularly for women and girls, the Strategy has been evolving and responding to sports' needs and legislative requirements since 1998. The Strategy now includes a number of components to assist individuals and organisations. For more details, refer to Point 2 of the Windhoek Call for Action in Chapter 2 of this report.

## Women and Sport Management And Leadership Project

In 1996, the ASC initiated a three-year project to address gender inequities in management, leadership and decision making in Australian sport, in response to the significant under-representation of women in these positions at all levels in the sport and recreation industry. The project involved four phases:

- Phase 1 (1996/97): research and needs analysis
- Phase 2 (1997/98): identification of appropriate ways and development of relevant projects, resources, policies to address issues arising from phase 1
- Phase 3 (1998/99): production of relevant resources and implementation of programs
- Phase 4 (2000+): ongoing implementation and evaluation.

As a result of this project, it was agreed to develop a national mentor program for women entitled *Mentor as Anything!* For more information on the program, refer to Point 4 of the Windhoek Call for Action in Chapter 2 of this report.

## Centenary of Women's Participation in the Olympics Project

The ASC worked in collaboration with the Office of the Status of Women, Australia Post and the French Embassy to commemorate and celebrate on May 20, 2000, the centenary (100 year anniversary) of the opening ceremony of the Paris Olympic Games - the first Olympics at which women could compete. For further information on this initiative, refer to Point 2 of the Windhoek Call for Action in Chapter 2 of this report.

## Publications

The following women and sport resources are available from the Australian Sports Commission's Publications Unit by e-mail at [pubs@ausport.gov.au](mailto:pubs@ausport.gov.au), and some can be downloaded from the Web site [www.activeaustralia.org](http://www.activeaustralia.org):

- *Mentor as Anything!*: Guidelines for developing and implementing a mentoring program for women in the sport and recreation industry
- *An Illusory Image: A Report on the Media Coverage and Portrayal of Women's Sport in Australia 1996*
- *Active Women: National Policy on Women and Girls in Sport, Recreation and Physical Activity 1999-2002*
- *How to Include Women and Girls in Sport, Recreation and Physical Activity: Strategies and Good Practice*
- *Harassment-free Sport resources*
- *Women Coaches and Officials: How to Recruit and Retain Women in Coaching and Officiating (brochure)*
- *Don't Stop for Menopause: A Guide For All Active Women*
- *Pregnancy, Sport and the Law: A guide for the player, coach, official, administrator and facility manager (booklet and brochure)*
- Issue papers on women and sport

## Cook Islands

The Cook Islands Sports and Olympic Association established a working group known as the Women and Sport Committee. The Committee has since reported success with its Canada Fund Outer Island development program, hosting workshops with the theme of "Empowering Women and Sports: For Women by Women."

## New Zealand

**Debbie Richardson**, Olympic Programs Manager, New Zealand Olympic Committee

**Trish McKelvey**, Manager Sport Development, Hillary Commission

The New Zealand Olympic Committee now has 12.5% of decision-making positions (governance and management) filled by women. An Olympic program has been devoted solely to gender equality, and to encouraging women to take on roles at all levels and in all structures, especially in the executive bodies of national sports-related organisations. In addition, a gender audit of all National Federation sports is currently being undertaken.

The Hillary Commission for Sport, Fitness and Leisure received the 2000 IOC Women and Sport Trophy for Oceania in recognition of the success of its Winning Women strategy.

In addition, model Harassment policy and procedures were sent out to all National Sports Organisations and regional Sports Trusts in 1999, and a series of training workshops were offered to all sports in 1999 and again in 2001.

## Samoa

**Dennis Miller**, Oceania National Olympic Committees (ONOC)

A significant event in shaping the further destiny for Samoa women in sport administrators occurred on November 16<sup>th</sup>, 2001 when 90% of the SASNOC's members came together with representatives from major Government Organisations and NGOs for the Inaugural Samoa Women in Sport and the Challenge of Change Workshop, held at the Central Bank Conference Room in Apia, Samoa.

The Samoa Honourable Minister of Sport Youth and Culture, Ulu Vaomalo Kini, and SASNOC Vice-President Lefau Moana Soonalole both made reference in their official addresses to the valuable input women bring to the organisation of sport. This issue was further validated by reference to former IOC President Juan Antonio Samaranch's proclamation that sport must not only be made more accessible to women, but women must also play a leading role in all of the professions in the Olympic movement.

Adding further weight to the empowerment of women in sport administrators was the Parliament Under Secretary for the Ministry of Women's Affairs, Safuneituuga Neri Paaga. Safuneituuga was inspirational, and cited the need for groups to work collaboratively to ensure the most effective use of available resources.

The outcomes of the 2001 Samoa Women in Sport Workshop resulted in two resolutions being passed, and the continuing adoption and adaptation of the 1994 Brighton Declaration and the 1998 Windhoek Call for Action. Consensus was reached and the decision was made to formalise steps to ensure the Samoa Women's in Sports Commission is launched by March 2002.

## Palau

**Baklai Temengil**, Secretary General, Palau National Olympic Committee

Since Palau became a NOC in 1999, it has had the opportunity to begin a collaborative effort to bring more women to sports. The organization adopted the Brighton Declaration in 2000. Three of the seven members of the Palau NOC Executive Board are women, and most Palau sports programs and National Federations have women leaders. Palau also attended the Women and Sports Conference in Paris, and plans to attend the next one in Canada.

## Tahiti

Evelyne Whitman of Tahiti was the first woman ever elected as President of a National Football Association, heading up La Fédération Tahitienne de Football.

# OVERVIEW OF PROGRESS AND CONCLUSIONS



THIS CHAPTER TAKES AN OVERVIEW OF THE PROGRESS REPORTED IN CHAPTERS 2 AND 3, DRAWS SOME CONCLUSIONS ABOUT THE DEVELOPMENT OF THE WOMEN AND SPORT MOVEMENT OVER THE LAST FOUR YEARS, AND LOOKS FORWARD TO THE FUTURE CONFERENCE IN MONTREAL, AND BEYOND.

## The Windhoek Call for Action

Each of the 11 points of Windhoek Call for Action are listed in full and addressed in Chapter 2 of this report. Below is an overview of progress.

### 1. Rational planning

Many organisations have used a rational planning approach to their work, adopting the principles of the Brighton Declaration as a guiding framework. Others such as ICSSPE have focussed specifically on those parts of the Windhoek Call for Action that were most pertinent to their work. The Botswana plan is notable for its clear numerical targets; the SCSA Zone 6 plan for the inclusion of mission, vision, values and a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats); and the CAAWS plan for its focus on outcomes.

Among the main lessons learned were the need to ensure plans are adequately resourced with both human and financial resources. Keys to success included the importance of having support for the plan at the highest level in the organisation, combined with an understanding of the situation at the grassroots level.

Overall, there are some highly effective examples of planning that should prove useful to those organisations and countries that have not adopted this kind of approach. There is also a continuing need for those organisations with plans to follow up on their planning phases, by monitoring the implementation of their plans, reporting whether or not targets have been met and evaluating the reasons why.

### 2. Reaching out beyond the sports sector

WomenSport International, working in collaboration with the IWG, WSF (USA), CAAWS and ICSSPE, has led the work in reaching out to other sectors at the international level with the United Nations. With the leadership and commitment of Carole Oglesby, there has been an extremely strong follow-up to getting sport put on the women's agenda in Beijing, and ensuring it remained in the language of the Beijing+5 Outcome Document. This is time-consuming work from which the end result is not immediately apparent. The involvement of more individuals and countries in this work is needed to strengthen the case and broaden the reach of our message.



Other examples in the report demonstrate the large number of different sectors with whom sports organisations have worked, including health, medicine, human rights, education, community development, environmental protection, the law, the police, the media, equal opportunities commissions, women's commissions and fora, and foreign embassies.

Judging by the sheer range and number of examples of reaching out by organisations at all levels, it is clear that the messages from Windhoek were taken to heart and put into action by numerous individuals and organisations. Though it takes time to develop partnerships with agencies outside sport and reach a common understanding, this time is well spent when the agencies recognise the potential of sport as a tool for development. This theme will be further developed at the Montreal Conference, with the Montreal Tool Kit as a resource of practical techniques for cross-sectoral working.

### **3. Promoting and sharing information**

Many innovative means have been used effectively to share information and promote women and sport, confirming once again the fundamental importance of reaching out. How each sector or local or international entity achieves this must also be appropriate to the culture, needs and technology available. Examples of successes included newsletters and other publications, use of the Internet, conference presentations, celebrations, awards and special events.

Many organisations have capitalised on the power of the Internet to disseminate and share information, and it seems probable that this medium will become increasingly important in terms of strengthening international links, encouraging participation in conferences (and e-conferencing) and supporting advocacy. For example, WSI members with research and writing skills were able to produce advocacy documents to support their work with the UN, and then make those tools accessible via the Web for others to use.

WSF (USA) and CAAWS have done a great deal to educate the public about the benefits of sport, and their Web sites are excellent resources for those working in this field all over the world. Like WSI, they have used research findings to make their case.

It remains just as important, however, to continue to get the message across directly to athletes and people at local level, as at the international level. In the two examples cited, the High Performance Committee in Singapore engaged directly with athletes, and the Oulu "Ladies in Sport" network in Finland influenced the City of Oulu to make better provisions for sport for the benefit of the whole community.

### **4. Build the capacity of leaders and decision makers and ensure women play meaningful and visible roles**

Mentoring and apprenticeships are acknowledged in several examples as effective ways of capacity building and supporting women's leadership development. At the national level, Australia, Canada and Finland describe programs that have been successfully tried and tested. The lessons learned from the Australian program remind us of the importance of a personal approach, where women are encouraged to take up opportunities rather than simply being expected to turn up. Capitalising on an international event, CONFEJES and the organisers of the Games of La Francophonie organised an exceptionally effective means for women coaches to learn from one other.

In terms of coaching, the small proportion of women coaches, particularly in high performance sport, continues to give cause for concern. It seems that as standards of performance rise, more men are appointed to coach women athletes and teams. The Canadian Journal for Women in Coaching is a unique resource, available free of charge on the Internet for those with the responsibility for coach development to gain and share information.

In addition to the mentoring and apprenticeship initiatives, the second part of this action point concerned ensuring that young women have a voice in the development of the policies and programs that affect them. There is evidence that this issue has been taken up by countries such as Japan, which regularly sponsors young women to attend international conferences, as well as by IAPESGW and the Commonwealth Sport Development Program.



## 5. Physical education and school community programs

As with the approach to the UN under Action Point 2, physical education is another area where co-ordinated action at the international level has been led by women. Gudrun Doll-Tepper and Margaret Talbot, President and Vice-President of ICSSPE, were instrumental in the organisation of an international summit to address the "world crisis" in physical education in Berlin in 1999. One of the outcomes of this initiative was a strong advocacy document that was subsequently considered by Ministers and Senior Officials later in the year. The summit also resulted in a Declaration from the 62 member states represented at the event, acknowledging gender issues in physical education and sport and urging action. Much of IAPESGW's work falls into facilitating action in this field.

Despite these positive moves at international and ministerial levels, however, concerns remain about the quantity and quality of physical education for girls. Some national organisations have taken action, such as the Women's Forum for Physical Education in Austria and the Hillary Commission in New Zealand. The Sports Council for Wales and non-governmental organisations such as USA Girl Scouts and the WSF (USA) have also begun initiatives at a community level.

Nonetheless, there is still little evidence of a real improvement in the situation over the last four years, and disappointingly few examples of the women and sport movement working closely with the physical education profession. There is certainly scope in this area for much closer co-operation and recognition of mutual benefits.

## 6. The media

Portrayal of women's sport in the media also continues to give cause for concern. While sport as a whole commands an ever increasing amount of television time and many sports events are available globally, men's sport - particularly soccer and professional sport - continue to dominate.

Efforts have been made to address this issue and bring about change in Australia, Canada and the USA. Media information packages and guidelines have been produced, and workshops and seminars have been held both for the media and for athletes and coaches. Iran has collected statistics on media coverage, and France has awarded prizes to the media as an incentive to give women's sport more and better coverage.

There has also been a major breakthrough in Canada, with the launch of WTSN - the world's first 24-hour television network dedicated to women's sports. But despite this and other isolated examples, success stories are few and far between, and much remains to be done. The women and sport movement cannot ignore the increasing commercialisation and globalisation of sport, and the crucial role played by the media in defining the meaning of sport to the general public.

## 7. Ensure a safe and supportive environment

Significant progress has been made on this issue, led collaboratively by a small group of women researchers and activists.

WSI has an effective task force on sexual harassment, and its members have published books and research papers on harassment and abuse in sport. The fact that these issues are now firmly entrenched on the agenda of European Ministers of Sport shows what can be achieved.

Both the Australian Sports Commission (ASC) and CAAWS have taken practical measures to address harassment in sport. CAAWS has a Web site and Harassment and Abuse Prevention Guide, and the ASC has developed a comprehensive strategy including guidelines for coaches, administrators, athletes and officials, as well as a series of educational seminars and skills training courses.

To date, it seems that harassment and abuse have only been addressed in a small number of countries. The challenge is to raise the issue in countries that have so far not acknowledged that they occur in sport. The report from Japan demonstrates the sensitivities and difficulties experienced, but much can also be learned from the courage and approach of those women who have dared to speak out.

## 8. Recognition of diversity

This part of the report was disappointingly thin, reflecting the few responses received on this action point. The ASC's approach is exemplary in so far as it addresses a range of diversity issues, including disability, homophobia and indigenous people, in the one Section of the Commission that works with national sporting organisations and the sports industry to make sport more inclusive.

IAPESGW has made helping members and potential members from less developed countries part of its strategic mission, and has taken some positive steps to achieve this in their work. WSI has created a Task Force on Active Lifestyles and Older Women. In the USA, the Black Women's Sport Foundation hosted a well-attended national conference, and the Singapore Sports Council has worked to make sport and exercise more accessible.

It is difficult to judge whether the scarcity of examples of good practice is indicative of a general apathy towards diversity issues or not. Whatever the case, it appears that the women's sport movement needs to give diversity and inclusion issues greater attention and publicity.

## 9. Government involvement

Responses to this action point were also somewhat weak, although several examples of effective government involvement are included in the A-Z section. In many countries in Africa, it is reported that physical education and sport policies are complemented with acts of parliament or legal frameworks. France has recently passed legislation which gives state recognition and funding only to those sports organisations with equal access for men and women. Title IX in the USA continues to have a major impact on the provision of opportunities for girls and young women in schools and universities.

In other countries, notably Australia, Canada and the UK, government organisations such as the ASC, Sport Canada and the UK Sports Councils play a major role in sports development policy and the distribution of public funds to sports organisations. However, it appears that little of the gender impact analysis called for at Windhoek has as yet been carried out.

## 10. Development assistance

The Commonwealth Sport Development Programs have included and/or targeted women in all their programs. Exemplars include the "Aerobics for Pregnant Women" program in Zimbabwe, the "Mathare Youth Sports Association" in Kenya (whose president is a 16 year old girl) and the "Your Life, Your Health" initiative designed to empower young Caribbean Netball players. In addition, the ASC also conducts sport development programs in more than 30 countries, and has adopted an inclusive policy in each case.

Yet though these examples are encouraging, they are limited. It would seem there is potential for more development work to take gender issues on board.

## 11. Research

A number of research initiatives and projects at the national level were described. WSI has led the way internationally on a range of important issues, and counts a number of leading academic researchers in their membership. IAPESGW congresses provide excellent opportunities for women researchers to present papers, as do those of the ICHPER.SD. The specialist journal, "Women in Sport and Physical Activity," provides opportunities for publishing papers and sharing knowledge, and the WSF (UK) encourages and recognises student research through its "Dissertation Award."

## The A-Z of Worldwide Action

The A-Z of Worldwide Action outlined in Chapter 3 reinforces the specific examples of work in connection with the 11 action points in the Windhoek Call for Action (detailed in Chapter 2). The contents of Chapter 3 demonstrate the enormous range of proactive work being carried out by different international, regional and national organisations and groups, in virtually every part of the world.

### International and Regional Government Organisations

Within the Government sector, several groups of Ministers have included women's equality in sport in their deliberations and declarations. Caribbean Heads of Government have endorsed the Brighton Declaration, and Commonwealth Health Ministers have recognised the connection between physical activity and health and the role that gender plays. The Conference of Youth and Sport Ministers of the States sharing the use of the French language (CONFESJES) has overseen a significant development program for women in connection with their Games, while the Council of Europe's recognition of Harassment and Abuse issues and Zone 6's work in the Supreme Council of Sport in Africa are other noteworthy achievements.

Support for the women and sport movement at ministerial level is useful for those working on the ground. By enabling them to call their own governments to account if they are ignoring gender equity in sport, it allows us to turn policy into practice.

### International Multi-sport organisations and International Federations

National Olympic Committees and International Federations often look to the International Olympic Committee for leadership, and there can be little doubt that the setting of universal targets for all NOCs and IFs by the IOC has put the issue of women in sport leadership firmly on the agenda of all these organisations.

However, the report from the IOC demonstrates a comprehensive approach to women and sport that is about more than just targets. It also includes policies which place women on the general agenda of the Olympic movement; an increase of women's events and disciplines in the Olympic program, ensuring an increase in women's participation (up 4 percentage points to 38% in the four years between Atlanta and Sydney 2000); a decline in the number of national delegations without women; the suspension of gender verification tests; a continued focus on education and training; and, finally, enhanced communication and information about women and sport.

This work has been systematically championed and taken forward by Katia Mascagni, Chief of the Section for Women's Advancement in the IOC. Her section has been assiduous in the difficult task of monitoring and reporting on progress, and the statistical information it has produced has provided extremely valuable evidence of gender representation for those needing to make their case in countries around the world. Their work has also benefited from personal support at the highest level from IOC Presidents Samaranch and Rogge, and Vice-President Anita Defrantz, who Chairs the IOC's Women and Sport Working Group.

The International Paralympic Committee's report shows that, in comparison to the Olympics, the Paralympics have a smaller percentage of women's participation (25% in Sydney). The IPC has taken positive action through its technical department, however, as well as in the way that countries applying for financial support are required to ensure that half the beneficiaries are women. The comment by IPC Technical Officer Carol Mushett, that true gender equity will require coordinated and systematic action by a range of organisations, is well made, and the recently established Women and Sports Commission of the IPC will no doubt make recommendations to support this.

Other multi-sport agencies included in this section are the Commonwealth Games Federation (CGF), which has followed a pattern similar to that of the IOC, and the Islamic Countries Women's Sports Solidarity Council, which for cultural reasons has followed a different model. The CGF's Women and Sport Group is focussing on three main areas: the games program, women's participation and women's leadership. The Muslim Women's Games, meanwhile, provide opportunities for Muslim women to participate, coach and officiate in competitive sport in a culturally acceptable, women-only environment.

There is no doubt that there is much for other multi-sport organisations to learn from the approaches that have been taken - and the progress that has been made - by the organisations featured in this section of the report.

Ten International Sport Federations submitted reports on their activities. Again, there is much that the many other IFs could learn from the methods adopted and progress made by sports such as athletics and field hockey. Netball is also working effectively with women in developing countries, and the example of the Women's Road World Cup in Montreal shows how a major event can be used to effectively promote women's sport. We celebrate the appointment of Else van Breda Vreisman as President of the FIH, as well as Susie Simcock's Presidency of the World Squash Federation - a position that led to her election to the Council of GAISF as the first woman ever to hold the post.

## International Physical Education and Sports Science Organisations

Many physical education and sport science organisations are members of the International Council of Sports Science and Physical Education (ICSSPE). ICSSPE's report shows how it has used the most relevant points from the Windhoek Call for Action both to take direct action itself, and to influence its members to take action. Included as an addendum to the ICSSPE report are reports from nine of its member organisations. The challenge, as with International Federations and multi-games organisations, is to get more organisations to commit to taking action on women and sport issues, based on the example of those whose work is reported.

## Africa

The Africa section of the A-Z chapter contains reports from 26 countries, 7 more than in 1998. Many of these countries have established women's sport organisations or women's committees in their NOCs since the Windhoek Conference, and it is clear from reading the reports that delegates who have attended international conferences have gone back to their countries and taken action. The Brighton Declaration and Windhoek Call for Action have been used as tools to raise awareness and promote commitment to gender equity in sport, while the IOC targets have had a real and significant impact, as evidenced by the number of reports that quote statistics on women in leadership positions. Constitutions and statutes have been amended to increase women's representation. Conferences, seminars, sports festivals and events have been organised. And the popularity and success of women's football is growing in many African countries.

## The Americas

There is also a large increase in the number of reports from the Americas, with 18 countries featured compared to just 9 in 1998. The increase is largely due to the activation of the women and sport movement in South America. Two notable achievements are the building of a sports centre exclusively for women in Ecuador, and Grenada's 50% representation of women on its Olympic Committee. As in Africa, numerous women's committees and women's sports organisations have been formed, and national seminars and conferences run. Canada and the United States have both been working in the women and sport field for some years, and organisations such as the WSF and CAAWS are well established. These countries and organisations continue to develop and lead the way in women's sport development, as evidenced by their work cited in Chapter 2 and the development of the Montreal Tool Kit.

## Asia and the Middle East

Twenty-two countries feature in this report compared with 13 in 1998, again reflecting the growth of the women and sport movement in this region. The Japanese Women and Sport Association and their indefatigable Executive Director, Etsuko Ogasawara, have led much of this development, staging a successful conference in June 2001 that led to the formation of an Asian network, working group and action plan. The country reports from Asia also tell the story of the continuing adoption of the Brighton Declaration (Syria in 1998, Singapore and Chinese Taipei in 1999 and Japan in 2001); the setting up of NOC Commissions and women and sport groups and organisations; and the staging of conferences and festivals.

Six thousand women participated in the festival in the Philippines as part of National Women's Month, and 20,000 in Singapore. Many countries reported statistics on women's representation and participation, and Mongolia and Cambodia both reported the first women on the Executive Board of their NOCs. Iran is one of the few countries to report on the numbers of women coaches and referees trained: 17,000 coaches and 10,000 referees, figures many countries would be proud of.

## Europe

Fifteen country reports were submitted from Europe, down from 23 in 1998. This is surprising given that European Women and Sport is the longest established regional working group or organisation, with 44 country representatives on its mailing list. The leadership of EWS has been with Finland and Germany since 1998, and both have succeeded in developing its work and staging successful European Conferences. France is assuming leadership of the group from April 2002. Adoption of the Brighton Declaration continues (Norway in 1998/9, Croatia in 1999, Portugal in 2001), and the report from Lithuania comments on the way in which its publication has obligated governmental and non-governmental organisations to advance equality for women.

As in other parts of the world, many European NOCs have established women's commissions, and increased percentages of women in decision-making positions are reported. Finland, for example, reports 41% women on its Sports Federation Board and 38% on regional boards. Government involvement in the women and sport movement appears stronger in Europe than in some other parts of the world, with both Hungary and France reporting the benefits of government support. Conferences have been held and various kinds of women's groups have been formed. The concept of more informal networking as opposed to formally constituted groups is also an emerging pattern in countries like Finland and France. Norway has done some innovative work on women in top-level sport that will be of interest to many other countries.

## Oceania

Seven countries from Oceania submitted reports, a small but notable increase on the 5 submitted in 1998. Australia has been extremely active in sports development in general, as seen in Chapters 2 and 3 of this report. Not only did Australia stage a very successful Olympic Games in Sydney, where both past and present women athletes were highly visible, but they have also mainstreamed women and sport issues into all their work. The work of the Australian Sports Commission, led by Debbie Simms, along with her willingness to share this work widely, has helped many individuals and organisations in the women and sport movement. The Hillary Commission in New Zealand has also done some excellent work, and the report from Samoa charts significant progress with involvement of government departments and officials.

## Conclusions

### "How well has the women's sport movement responded to the 11 points in the Windhoek Call for Action?"

Judging from the responses received, we can conclude that overall:

**Good progress** has been made in the areas of

- Reaching out
- Leadership and capacity building
- Raising awareness of sexual harassment.

**Some good work** has been done on

- Planning
- Research.

**More attention** needs to be paid to

- Physical education
- The media
- Sharing information
- Government relations
- Overseas development.

**Much more attention** needs to be paid to

- Diversity issues.

In continuing to respond to and implement the Windhoek Call for Action in the future, organisations will need to take into consideration which action points are most relevant to them, and where they can make the most effective contribution.

## "What conclusions can we draw from the A-Z of worldwide action?"

The women and sport movement continues to expand and become stronger at the national, regional and international levels. Significant progress has been made in these areas of:

- Continued adoption of the Brighton Declaration
- The formation of new associations and women's commissions
- Sharing knowledge and networking at meetings and conferences
- More women in leadership positions
- A range of initiatives to address specific objectives
- Better monitoring and reporting
- Stronger, multi-lingual communication networks.

Regionally, there has also been significant development of the women and sport movement in South America and Asia in the last 4 years.

### Critical Success Factors

1. **The importance of leadership.** Many of the success stories have been the result of determined leadership from women in the movement. A few are mentioned by name in this report, but many others are not. They operate at all levels and fulfil many different roles: Ministers, bureaucrats, researchers, teachers, administrators and volunteers. There are hundreds of examples of women returning from conferences and effecting positive change in their own countries and organisations.
2. **Sharing information and good practice.** Individuals and organisations in the women's sports movement have been generous with their ideas and programs. Leading organisations are prepared to share information, and allow others to adapt and translate materials with no charge.
3. **Networking.** Effective networks have been established in many countries and regions as well as through international organisations and groups. The continued staging of conferences and the development of Internet technology and connections have had an extremely positive impact for those fortunate enough to have access to them.
4. **Co-operation and Coordination.** The last 4 years has seen numerous examples of effective co-operation and coordination of activity. Examples include the WSI-led "strategic bridges initiative," IOC support of IAPESGW conference delegates and work with Burundi and Sierra Leone, the work of the Norwegian University of Sport and Physical Education with the Czech Republic, and the Commonwealth Sport Development Program. However, with the proliferation of committees and organisations at the national level, there is a danger of duplication, increasing the importance of working co-operatively together.

### The Future

The 2002 World Conference on Women and Sport in Montreal focuses on a wide range of factors that affect progress, particularly those areas that need more support and action. The **Montreal Tool Kit**, produced for conference delegates and to be made available on the Internet after the conference, represents a significant legacy of the IWG's work to date. As a hands-on, practical resource of proven techniques to effect change, the **Tool Kit** will be invaluable to individuals wishing to make a difference their own area of influence.

The IWG hopes that co-ordinated efforts at the international, regional and national levels will be effective in addressing areas highlighted here as needing attention. By transferring this Progress Report to the Internet as a "living document" for updates and additions, we are optimistic that progress in the years ahead will continue to build on the information, lessons and successes captured here, and effectively help to move forward the agenda for women and sport throughout the world.

We all share in the responsibility to keep the information up to date, and relevant to our shared purposes.

# THE BRIGHTON DECLARATION ON WOMEN AND SPORT

2002



## Women Sport and the Challenge of Change

The first international conference on women and sport, which brought together policy and decision makers in sport at both national and international level, took place in Brighton, UK from 5-8 May 1994. It was organised by the British Sports Council and supported by the International Olympic Committee. The conference specifically addressed the issue of how to accelerate the process of change that would redress the imbalances women face in their participation and involvement in sport.

The 280 delegates from 82 countries representing governmental and non-governmental organisations, national Olympic committees, international and national sport federations and educational and research institutions, endorsed the following Declaration. The Declaration provides the principles that should guide action intended to increase the involvement of women in sport at all levels and in all functions and roles.

In addition, the conference agreed to establish and develop an international women and sport strategy which encompasses all continents. This should be endorsed and supported by governmental and non-governmental organisations involved in sport development. Such an international strategic approach will enable model programmes and successful developments to be shared among nations and sporting federations, so accelerating the change towards a more equitable sporting culture worldwide.

## BACKGROUND

Sport is a cultural activity which, practised fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers the individual the opportunity of self-knowledge, self-expression and fulfilment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport promotes involvement, integration and responsibility in society and contributes to the development of the community.

Sport and sporting activities are an integral aspect of the culture of every nation. However, while women and girls account for more than half of the world's population and although the percentage of their participation in sport varies between countries, in every case it is less than that of men and boys.

Despite growing participation of women in sport in recent years and increased opportunities for women to participate in domestic and international arenas, increased representation of women in decision making and leadership roles within sport has not followed.

Women are significantly under-represented in management, coaching and officiating, particularly at the higher levels. Without women leaders, decision makers and role models within sport, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport. Similarly, participation in sport can enrich, enhance and develop women's lives.

## A. SCOPE AND AIMS OF THE DECLARATION

### 1. SCOPE

This Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport or who are in any way involved in the employment, education, management, training, development or care of women in sport. This Declaration is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations relating to women or sport.

### 2. AIMS

The overriding aim is to develop a sporting culture that enables and values the full involvement of women in every aspect of sport.

It is the interests of equality, development and peace that a commitment be made by governmental, non-governmental organisations and all those institutions involved in sport to apply the Principles set out in this Declaration by developing appropriate policies, structures and mechanisms which:

- ensure that all women and girls have opportunity to participate in sport in a safe and supportive environment which preserves the rights, dignity and respect of the individual;
- increase the involvement of women in sport at all levels and in all functions and roles;
- ensure that the knowledge, experiences and values of women contribute to the development of sport;
- promote the recognition of women's involvement in sport as a contribution to public life, community development and in building a healthy nation;
- promote the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.

## B. THE PRINCIPLES

### 1. EQUITY AND EQUALITY IN SOCIETY AND SPORT

- a. Every effort should be made by state and government machineries to ensure that institutions and organisations responsible for sport comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights and the UN Convention on the Elimination of All Forms of Discrimination against Women.
- b. Equal opportunity to participate and be involved in sport whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, regardless of race, colour, language, religion, creed, sexual orientation, age, marital status, disability, political belief or affiliation, national or social origin.
- c. Resources, power and responsibility should be allocated fairly and without discrimination on the basis of sex, but such allocation should redress any inequitable balance in the benefits available to women and men.

### 2. FACILITIES

Women's participation in sport is influenced by the extent variety and accessibility of facilities. The planning, design and management of these should appropriately and equitably meet the particular needs of women in the community, with special attention given to the need for childcare provision and safety.

### 3. SCHOOL AND JUNIOR SPORT

Research demonstrates that girls and boys approach sport from markedly different perspectives. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical fitness and basic sport skills of young people.

### 4. DEVELOPING PARTICIPATION

Women's participation in sport is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations.



## **5. HIGH PERFORMANCE SPORT**

- a. Governments and sports organisations should provide equal opportunities to women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes.
- b. Those supporting elite and/or professional athletes should ensure that competition opportunities, rewards, incentives, recognition, sponsorship, promotion and other forms of support are provided fairly and equitably to both women and men.

## **6. LEADERSHIP IN SPORT**

Women are under-represented in the leadership and decision making of all sport and sport-related organisations. Those responsible for these areas should develop policies and programmes and design structures which increase the number of women coaches, advisers, decision makers, officials, administrators and sports personnel at all levels with special attention given to recruitment, development and retention.

## **7. EDUCATION, TRAINING AND DEVELOPMENT**

Those responsible for the education, training and development of coaches and other sports personnel should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, equitably reflect women's role in sport and take account of women's leadership experiences, values and attitudes.

## **8. SPORT INFORMATION AND RESEARCH**

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men.

## **9. RESOURCES**

Those responsible for the allocation of resources should ensure that support is available for sportswomen, women's programmes and special measures to advance this Declaration of Principles.

## **10. DOMESTIC AND INTERNATIONAL COOPERATION**

Government and non-government organisations should incorporate the promotion of issues of gender equity and the sharing of examples of good practice in women and sport policies and programmes in their associations with other organisations, within both domestic and international arenas.





# SIGNATORIES TO THE BRIGHTON DECLARATION

2002



The list below consists of 250 organisations that have notified the International Working Group on Women and Sport (IWG) that they have adopted or endorsed the Brighton Declaration. There may, in addition, be other organisations that we are not yet aware of who have adopted the Declaration.

Please contact the IWG Secretariat at the address located on the back cover to add an organisation to this list.

## International and Regional Government Organisations or Coalitions:

Arab Ministers of Youth and Sport  
 Caribbean Heads of Government  
 Caribbean Ministers of Sport  
 Commonwealth Heads of Government  
 Commonwealth Ministers for Women's Affairs  
 Conference of the Ministers for Youth and Sport of Countries sharing the use of the French language (CONFESJES)  
 Council of Europe Committee for the Development of Sport  
 European Ministers of Sport  
 European Sports Conference  
 Sports Ministries of Southern Africa (Zone 6)  
 Supreme Council for Youth and Sport in Africa.

## International Multi-Sport Organisations:

Commonwealth Games Federation  
 International Olympic Committee  
 International Paralympic Committee.

## International Physical Education Organisations and Fora:

Congreso Panamericano de Educación Física  
 European Non-Governmental Sport Organisations (ENGSO)  
 Federation Internationale d'Éducation Physique (FIEP)  
 International Council for Health and Physical Recreation Sport and Dance (ICHPER-SD)  
 International Council of Sport Science and Physical Education (ICSSPE)  
 International Society for the History of Physical Education and Sport (ISHPES)  
 Leisure Studies Association  
 The World Forum on Physical Activity and Sport.

## International and Regional Women and Sport Groups:

Arab Women and Sport Association (SAAWS)  
 Asia Women and Sport (AWS)  
 African Women in Sport Association (AWISA)  
 European Women and Sport Group (EWS)  
 International Association for Physical Education and Sport for Women and Girls (IAPESGW)  
 International Working Group on Women and Sport (IWG)  
 WomenSport International (WSI)

## International Sports Federations:

European Squash Federation  
Federation Aeronautique Internationale  
International Amateur Athletic Federation  
International Archery Federation  
International Badminton Federation  
International Federation of Netball Associations  
International Hockey Federation  
International Lifesaving Federation  
International Sailing Federation  
International Triathlon Union  
International Weightlifting Federation  
Royal Life Saving Society  
Union Cycliste Internationale/International Union of Cycling (UCI)  
World Squash Association

## National Organisations:

### Africa

Algeria	Ministry for Youth and Sport Algerian Association for Women's Sport Development
Benin	Association des Femmes Béninoises pour le Sport (AFBS)
Botswana	Botswana Sports Council
Congo	National Olympic and Sport Committee (CNOSC)
Egypt	Supreme Council for Youth and Sport Faculty of Physical Education for Girls, Alexandria University Sport Society of Egyptian Women
Gambia	National Olympic Committee
Ghana	Ministry of Youth and Sport Olympic Committee Women's Sports Association of Ghana
Lesotho	National Olympic Committee
Liberia	Liberian Women and Sport Association
Madagascar	Women and Sport National Olympic Committee
Mali	National Olympic Committee
Mauritius	National Commission on Women and Sport 16 National Sports Federations
Namibia	Ministry of Youth and Sport Ministry of Land, Resettlement and Rehabilitation National Olympic Committee Ministry of Basic Education, Sport and Culture Ministry of Women's Affairs and Child Welfare Namibian Sports Commission National Sports Council Tertiary Institution Sport Association of Namibia Namibia School Sports Union 11 Regional Governors
Nigeria	Nigerian Association of Women in Sport
Republic of Guinea	Ministry of Youth and Sport
Senegal	National Olympic Committee
Seychelles	Seychelles Government National Olympic Committee
Sierra Leone	Association of Women in Sports (SLAWS)

South Africa	Commonwealth Games Association Women Sport's Foundation National Department of Sport and Recreation National Sports Council
Swaziland	Ministry of Home Affairs Olympic and Commonwealth Games Association National Sports Federations
Uganda	National Olympic Committee Uganda Sports Women's Association
Zimbabwe	Sport and Recreation Commission National Olympic Committee Women in Sport Foundation Zimbabwe

## Asia and the Middle East

Bahrain	General Organisation for Youth and Sport
Cambodia	Cambodian Commission of Women and Sport
Chinese Taipei	National Olympic Committee
Hong Kong	Hong Kong Sports Development Board
Indonesia	Ministry of Youth and Sport Indonesia Sports Committee Indonesian Association of Physical Education and Sports for Girls and Women (PERWOSI)
Japan	Association of Physical Education for Women Japanese Women and Sport Foundation Japanese Olympic Committee
Malaysia	Ministry of Youth and Sport Women's Sports and Fitness Foundation Olympic Council of Malaysia
Philippines	Philippine Sports Commission Women's Sport Foundation
Singapore	Singapore Sports Council
Syria	General Sports Federation National Olympic Committee
Tajikistan	National Olympic Committee

## Europe

Albania	Ministry of Culture, Youth and Sport National Olympic Committee
Austria	Department of Sport
Bosnia and Herzegovina	Sports Association
Bulgaria	National Olympic Committee
Croatia	National Olympic Committee
Cyprus	National Olympic Committee
Czech Republic	National Olympic Committee
Finland	Ministry of Education Ministry of Culture Finnish Sport Federation National Olympic Committee
Germany	German Sports Confederation German Union of Sports and Sciences National Olympic Committee
Greece	Ministry of Culture
Iceland	Icelandic Sports Federation
Ireland	Ministry of Youth and Sport
Israel	Ministry of Education, Culture and Sport

Lithuania	PE and Sport Department National Olympic Committee Lithuanian Women in Sport Association Lithuanian Sports Congress
Netherlands	Dutch Catholic Sports Confederation
Northern Ireland	Sports Council for Northern Ireland
Norway	National Olympic Committee
Portugal	Olympic Committee – Women and Sport Commission Departamento do Desporto Democratic Movement of Portugese Women
Switzerland	National Olympic Committee
Ukraine	Ministry of Physical Education and Sport
United Kingdom	The Government British Olympic Association UK Sports Council Sports Council for Scotland Sports Council for Northern Ireland English Sports Council Women's Sports Foundation 24 National Governing Bodies of Sport

### North America and the Caribbean

Antilles	National Olympic Committee
Aruba	National Olympic Committee
Bahamas	National Olympic Committee
Barbados	National Olympic Committee
Canada	National Sports Council Department of Heritage, Sport Canada Canadian Association for the Advancement of Women and Sport (CAAWS) Commonwealth Games Association Province of Ontario Province of British Columbia Province of Alberta
Cuba	National Olympic Committee
Grenada	Government National Olympic Association
Guyana	Ministry of Culture, Youth and Sport
Jamaica	National Olympic Committee
Trinidad and Tobago	National Olympic Committee Ministry of Youth and Sport
United States Of America	National Association of Girls and Women in Sport Olympic Woman Project Women's Sport Foundation USA Volleyball USA Sailing

### Central and South America

Argentina	National Olympic Committee
Bolivia	National Olympic Committee
Brazil	National Olympic Committee
Chile	National Olympic Committee Government
Colombia	National Olympic Committee Coldeportes
Ecuador	National Olympic Committee

El Salvador  
Guatemala  
Honduras  
Mexico

National Olympic Committee  
National Olympic Committee  
National Olympic Committee  
National Sports Commission  
National Olympic Committee  
Ministry of Sport  
National Olympic Committee  
National Olympic Committee  
National Olympic Committee  
National Olympic Committee  
National Olympic Committee

Panama  
Paraguay  
Peru  
Uruguay  
Venezuela

## Oceania

Australia

Australian Sports Commission  
Sport and Recreation Ministers Council  
Standing Committee on Recreation and Sport  
State and Territory Governments  
National Olympic Committee  
Women's Sports Foundation of Western Australia  
Womensport Australia  
Cook Islands Sports and Olympic Association  
Hillary Commission  
National Olympic Committee  
National Olympic Committee  
Papua New Guinea Sports Commission.

Cook Islands  
New Zealand

Palau  
Papua New Guinea





## THE WINDHOEK CALL FOR ACTION



2002

The 400 delegates from 74 countries present at the 2nd World Conference on Women and Sport held in Windhoek, Namibia, 19-22 May 1998 called for action throughout the world to further the development of equal opportunities for girls and women to participate fully in sport in its broadest sense. This call reflected an overwhelming desire on the part of all delegates to seek greater co-operation and co-ordination between the many agencies and organizations responsible for women's issues, and recognized and stressed the importance that sport can and should play in the advancement of girls and women.

The Conference recognized the need for linkages into existing international instruments, in particular the Beijing Platform for Action and the UN Convention on the Elimination of All Forms of Discrimination Against Women, that impact directly and indirectly on advancement of girls and women.

The Conference celebrated the successes achieved by and for girls and women since the endorsement of the Brighton Declaration in 1994. These success stories demonstrate clearly the potential of sport to impact positively on lives of girls and women.

This Call for Action is addressed to all men and women in those national and international sport organizations, governments, public authorities, development agencies, schools, businesses, educational and research institutions, women's organizations, who are responsible for, or who directly influence the conduct, development or promotion of sport, or who are in any way involved in the employment, education, management, training, development or care of girls and women in sport.

In addition to re-affirming the principles of the Brighton Declaration, the Conference delegates called for action in the following areas:

1. Develop action plans with objectives and targets to implement the principles of the Brighton Declaration, and monitor and report upon their implementation.
2. Reach out beyond the current boundaries of the sport sector to the global women's equality movement and develop closer partnerships between sport and women's organizations on the one side, and representatives from sectors such as education, youth, health, human rights and employment on the other. Develop strategies that help other sectors obtain their objectives through the medium of sport and at the same time further sport objectives.
3. Promote and share information about the positive contribution that girls' and women's involvement in sport makes, inter alia, to social, health and economic issues.
4. Build the capacity of women as leaders and decision-makers and ensure that women play meaningful and visible roles in sport at all levels. Create mechanisms that ensure that young women have a voice in the development of policies and programmes that affect them.

5. Avert the "world crisis in physical education" by establishing and strengthening quality physical education programmes as key means for positive introduction to young girls of the skills and other benefits they can acquire through sport. Further, create policies and mechanisms that ensure progression from school to community-based activity.
6. Encourage the media to positively portray and significantly cover the breadth, depth, quality and benefits of girls' and women's involvement in sport.
7. Ensure a safe and supportive environment for girls and women participating in sport at all levels by taking steps to eliminate all forms of harassment and abuse, violence and exploitation, and gender testing.
8. Ensure that policies and programmes provide opportunities for all girls and women in full recognition of the differences and diversity among them - including such factors as race, ability, age, religion, sexual orientation, ethnicity, language, culture or their status as an indigenous person.
9. Recognize the importance of governments to sport development and urge them to develop appropriate legislation, public policy and funding monitored through gender impact analysis to ensure gender equality in all aspects of sport.
10. Ensure that Official Development Assistance programmes provide equal opportunities for girls' and women's development and recognize the potential of sport to achieve development objectives.
11. Encourage more women to become researchers in sport, and more research to be undertaken on critical issues relating to women in sport.

**Windhoek, Namibia**

22 May 1998

# THE INTERNATIONAL WORKING GROUP ON WOMEN AND SPORT 1998-2002

2002



The information below governed the activities of the International Working Group on Women and Sport (IWG) from 1998-2002.

NOTE: At the IWG's annual meeting in 2001, several changes were agreed upon. The revised operating principles and membership guidelines for 2002 and beyond are available on the IWG's Web site: [www.iwg-gti.org](http://www.iwg-gti.org).

## Definition

The International Working Group on Women and Sport (IWG) is an informal, co-ordinating body consisting of government and key non-government organizations with the over-arching objectives of promoting and facilitating the development of opportunities for girls and women in sport and physical activity throughout the world.

## Aims

The IWG has the following aims:

1. To monitor the adoption and implementation of the Brighton Declaration by governments and national/international organizations worldwide.
2. To draw up an action plan, with priorities, which targets those areas and organizations where equality for women and sport is not on the agenda.
3. To act as a contact and reference point for international and national organizations and regional women and sport groups, focusing on international developments on women and sport and facilitating the exchange of information.
4. To seek the inclusion of issues relating to women and sport on the agendas of major international conferences and to provide advice on the content of international conferences that address the issue of women and sport.
5. To act as a "steward" for the 2002 World Conference on Women and Sport, at which time progress on the strategy will be assessed.

## Skill, Competencies And Knowledge Required

The following skills, competencies and knowledge are required within the IWG to achieve its objectives:

- Ability to add value to the design and implementation of strategies for change at the international level
- Knowledge and understanding of the structure and politics of the international sports movement
- Capable of influencing senior decision makers within political, governmental, non-governmental and sport domains
- Ability to network, develop and nurture relationships with individuals and organizations
- Available and capable of representing the IWG at meetings and conferences
- Operate at a strategic and leadership level co-ordinating with other sport and non-sport agencies
- Ability to lead and strategies among lay agencies, in particular multi-sport games and international federations

## Operational Principles

The following is the basis on which the IWG operates:

- Based on a model of an informal, flexible networking working group
- Meetings shall take place annually
- Group members must be able to identify financial support for participation in the activities of the IWG and attend annual meetings
- Membership of the IWG shall reflect global cultural diversity and a range of languages, in particular English, French and Spanish

- Participation/representation shall include; the IOC, Women's Sport International, Commonwealth Games Federation, IAPESGW, and regional groupings of Europe, Africa, Oceania, the Americas, the Caribbean, South America and Asia
- The Chair of the IWG shall be from the country hosting and supporting the secretariat of IWG
- The country hosting the IWG meeting shall cover the cost of meals and accommodation one day before and during the meeting if possible
- During IWG meetings the host country and members are requested to maximize the opportunities to profile and advance women in sport issues in their region and country. In so doing hosts are requested to involve key people in meeting activities.

### Membership Of The Group

The following guidelines will determine membership of the group:

- As an informal, flexible working group no formal election or representation procedures shall apply
- Individuals shall be invited to participate for their ability to satisfy the skills, competencies and knowledge requirements listed above
- The IWG shall endeavour to ensure that a range and balance of skills are available to the Group in order to facilitate the achievement of its goals
- Participation in the Group will open to both men and women.

### IWG Members 1998-2002:

Dr. Sue Neill (Canada), Co-Chair

Hon. Pendukeni Iivula-Ithana (Namibia), Co-Chair

Prof. Nabilah Ahmed Abdulrahman (Egypt)

Ms. Clemencia Maya (Colombia)

Ms. Anra Bobb (Trinidad & Tobago)

Ms. Nawal El Moutawakel (Morocco)

Ms. Carol Garoës (Namibia)

Ms. Judy Kent (Canada)

Madame Lu Shengrong (China)

Dr. Etsuko Ogasawara (Japan)

Dr. Carole Oglesby (USA)

Prof. Chris Shelton (USA)

Ms. Alisi Tabete (Fiji Islands)

Dr. Margaret Talbot (UK)

Dr. Christa Thiel (Germany)

Dr. Anita White (UK)

### Contact information for the IWG Secretariat from 2002-2006:

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Web site: [www.iwg-gti.org](http://www.iwg-gti.org)

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Congo	Women and Sport Commission, National Olympic Committee	Simone Nkakou- Moundziala	President	+242 810811		

Croatia	Women's Committee, National Olympic Committee	Mimi Vorđelja	Member	+385 01 3091 072	<a href="mailto:tajnistvo@hoo.tel.hr">tajnistvo@hoo.tel.hr</a>	
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Dominica	Dominica Olympic Committee	Phillip White	Treasurer	+1 767 448 7010	<a href="mailto:doc@cwdom.dm">doc@cwdom.dm</a>	
Ecuador	National Olympic Committee	Ahmed Enan	Director General	+593 4 228 30 25	<a href="mailto:Olympic@coe.org.ec">Olympic@coe.org.ec</a>	
Egypt	National Olympic Committee	Chirmay Hadgu	Secretary General	+202 260 5974	<a href="mailto:eoc@idsc.net.eg">eoc@idsc.net.eg</a>	
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Finland	Finnish Sports Federation	Nelli Heinonen	Manager, Gender Equality	+358 9 3481 2602	<a href="mailto:nelli.heinonen@slu.fi">nelly.heinonen@slu.fi</a>	<a href="http://www.slu.fi/english">www.slu.fi/english</a>
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	Femix'sports	Nicole Dechavanne	President	+33 1 48 77 87	<a href="mailto:nicole.dechavanne@libertysurf.fr">nicole.dechavanne@libertysurf.fr</a>	
	Ministry of Youth and Sport (MJS)	Michèle Toussaint	Office of International Relations, Responsible for Women and Sport	+33 1 40 45 96 04	<a href="mailto:michele.toussaint@jeunesse-sports.gouv.fr">michele.toussaint@jeunesse-sports.gouv.fr</a>	<a href="http://www.jeunesse-sports.gouv.fr/">www.jeunesse-sports.gouv.fr/</a>
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