

From Montreal to Kumamoto – Women and Sport Progress Report
2002-2006

Sheila Robertson
for the
International Working Group on Women and Sport

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MESSAGE FROM THE CHAIRS

On behalf of the International Working Group on Women and Sport (IWG), we are pleased to be able to present the third quadrennial progress report outlining achievements of the global women and sport movement from 2002 - 2006 or "From Montreal to Kumamoto".

From its inception in Brighton in 1994, the IWG has taken on the responsibility of gathering together information based on documents, media reports, verbal accounts, web sites and any other means possible to be able to describe progress that has been made in achieving a sporting culture that enables and values the full involvement of women in every aspect of sport. "From Montreal to Kumamoto" points to many inspiring and innovative activities taking place, often in the face of subtle and sometimes fierce opposition, but all leading to creating opportunities for women in sport and physical activity.

In the IWG, we believe that these records of progress provide important milestones for the global women and sport movement. However, we recognize that there are gaps in the information and would like to sincerely thank those who have contributed. It is our wish that the gathering of information could be undertaken in a more orderly way through a mechanism that is well resourced and informed. We will continue to do our part to ensure that this important information continues to be gathered and compiled and available in the public domain.

Dr. Etsuko Ogasawara and Dr. Sue Neill
Co-Chairs, IWG

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CHAPTER ONE

REVIEWING THE ACHIEVEMENTS OF THE IWG

Introduction

It is now 12 years since Brighton, England, hosted the First World Conference on women in sport, which produced the historic Brighton Declaration and launched the International Working Group on Women and Sport (IWG). The intervening years have been marked by considerable success in advancing women's equality in sport. Highlights include the Second IWG World Conference, held in Windhoek, Namibia, in May 1998, and the Third IWG World Conference, staged in Montreal, Canada, in May 2002. And now women in sport and physical activity are gathering in Kumamoto, Japan, in May 2006, coming from around the world to attend the Fourth IWG World Conference on Women in Sport.

Between conferences, the IWG's responsibilities include monitoring progress as called for in the Brighton Declaration, the Windhoek Call for Action, and the Montreal Communiqué, and then producing a comprehensive report of actions taken, progress made, lessons learned, and gaps identified.

This report to the Fourth IWG World Conference traces progress made since Montreal in advancing women in sport throughout the world and builds on the record of achievement noted in two previous reports that covered 1994 to 1998 and 1998 to 2002.

These reports – *Women and Sport. From Brighton to Windhoek: Facing the Challenge* and *From Windhoek to Montreal. Women and Sport Progress Report 1998-2002* – have proven to be invaluable living documents. *From Montreal to Kumamoto – Women and Sport Progress Report 2002-2006* is the next step in the IWG's ongoing commitment to compiling a factual and fascinating record of the struggles and triumphs of women and girls in sport around the world.

A Look Back

First World Conference, Brighton, UK, 1994 – "Women Sport and the Challenge of Change"

Attracting 280 delegates from government and non-government organisations and representing 82 countries, the Brighton conference marked the beginning of a strategic and coordinated international effort to bring about women's equality in sport. Its three main outcomes were The International Women and Sport Strategy, the Brighton Declaration, and the IWG. An independent coordinating body consisting of representatives of key non-governmental (NGO) organisations from different regions of the world, the IWG promotes and facilitates the development of opportunities for girls and women in sport and physical activity throughout the world.

Advances in the global women and sport movement between 1994 and 1998

The strategic objective of the IWG was to place sport on the women's agenda and women on the sport agenda and to ensure that the highest authorities would take women and sport seriously. Advances included

- having three references to sport and physical activity added to the UN Platform for Action, the main outcome of the United Nations Fourth World Conference on Women, held in Beijing in 1995.
- IWG participation in the United Nations Beijing +5 meetings in 2000.

- IWG, the International Association of Physical Education and Sports for Girls and Women (IAPESGW), and the International Council of Sport Science and Physical Education (ICSSPE) achieving the inclusion of women's physical recreation, sport, health, and empowerment in the official Beijing +5 Outcome Document.
- adoption by the International Olympic Committee (IOC) of the Brighton Declaration and establishment of its Working Group on Women and Sport (WGWS) followed by setting of targets for women's inclusion in the decision-making structures of National Olympic Committees (NOCs) and International Federations (IFs), adding female members, encouraging NOCs to include females in their membership, and altering the Olympic programme to bring the numbers of male and female participants closer to parity.
- developing regional groups such as the Arab Women and Sport Association (SAAW) and the African Women in Sport Association (AWISA).
- involvement in numerous conferences including 11 international conferences and an IOC World Conference in 1996, all producing strong recommendations.
- preparing for the Second IWG World Conference in Namibia in 1998.
- establishing and managing the IWG Secretariat by UK Sport.

Second IWG World Conference, Windhoek, Namibia, 1998 – “Reaching out for Change”

Over 400 delegates from 74 countries assessed progress since Brighton, exchanged good practices and lessons learned, strengthened their international, regional, and national networks, built action plans to effect change in their countries and organisations. The three main outcomes were a report on the worldwide progress of women in sport from 1994 to 1998, The Windhoek Call for Action, and a strategy for moving on from Windhoek.

Advances between 1998 and 2002

The strategic objective of the IWG was enhanced communication and stronger networks.

Advances included

- transferring the IWG Secretariat to the Government of Canada (Sport Canada).
- improving communication with individuals and organisations in the women and sport movement.
- expanding the IWG membership to include “extended members” who possess special expertise.
- maintaining the IWG website in English, French, and Spanish.
- producing the bi-annual IWG newsletter, *IWG Update*.
- making significant progress in supporting the establishment of regional women and sport groups, particularly in Asia.
- rationalising processes for the appointment of IWG members and chairs and bidding procedures for the IWG World Conferences and the IWG Secretariat.
- preparing for the Third IWG World Conference in Montreal, Canada, in May 2002.

Third IWG World Conference, Montreal, 2002 – “Investing in Change”

Over 550 delegates from 97 countries learned new skills, identified barriers faced by girls and women, shared and celebrated successes, and made recommendations to continue positive changes for women in sport and physical activity.

Main outcomes included individual action plans that all delegates were encouraged to develop to address their own situations and two publications. *From Windhoek to Montreal: Women and Sport Progress Report 1998-2002* chronicled successes and lessons learned through actions taken around the world. *The Montreal Toolkit* contained a collection of materials and ideas for increasing sport opportunities for women and girls.

Participants encouraged cooperation between women and men, and investment by individuals, organisations, and governments in education in order to create a legacy from the conference that would

- help women and girls overcome social and personal barriers by developing self-esteem and self- confidence.
- train women teachers, officials, administrators, and coaches and encourage them to progress to the highest level.
- encourage female athletes to act as role models.
- empower young women to become leaders and to act as mentors for their younger sisters.
- cultivate a culture of respect and meet the needs of all women, whatever their background and ability.
- eradicate sexual harassment and abuse in sport.

The Conference called for a sustainable infrastructure for women's and girls' sport and physical activity, including

- safe and supportive spaces for play and physical development.
- Quality Physical Education in schools for all children, to develop fundamental motor skills and abilities, the basis of lifelong participation in physical activity.
- equal opportunity for competition and training.
- sport and physical activity as health promotion and to develop awareness of the power of sport in avoiding risk behaviours like early sexual activity and teenage pregnancy, substance abuse, HIV/AIDS, inactivity and obesity and in promoting the ability to choose positive lifestyles.
- strong links between practice, policy, and research, including research to provide evidence for advocacy and improved delivery of sport and physical activity programmes.
- effective networks and communication between women working in all roles and levels in sport and physical activity.
- strategic approaches to gender equity in sport and physical activity.

For advances between 2002 and 2006, see Chapter Two, *Actions Taken - Recommendations From the Third IWG World Conference*

CHAPTER TWO

ACTIONS TAKEN - RECOMMENDATIONS FROM THE THIRD IWG WORLD CONFERENCE

The delegates to the Third IWG World Conference asked the IWG to report to the Fourth IWG World Conference on success in achieving the 10 objectives of the Montreal Communiqué (see Appendix C). Included among these recommendations was a request to the IWG to investigate and report on progress made based on the reports to the monitoring group for the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (see Appendix E).

This chapter highlights relevant actions and progress based on reports received by the IWG Secretariat as of March 2006.

Objective One - To recommend to the United Nations and to Conference participants that countries include sport and physical activity for women as a section of their reports to the monitoring group for CEDAW

It has become clear that women and sport are positioned squarely within the mainstream of the global women's movement by showing that participation issues in development and decision making in sport are symptomatic of a much bigger problem globally. This became clear at the 50th Session of the Commission on the Status of Women (CSW), held in February 2006 at United Nations Headquarters and sponsored by the UN Division for the Advancement of Women (DAW). The session focused on "enhanced participation of women in development: an enabling environment for achieving gender equality and the advancement of women, taking into account, inter alia, the fields of education, health and work, and equal participation of women and men in decision-making processes at all levels," priorities to which every woman working on behalf of women and girls in sport can relate.

EVIDENCE - CEDAW COUNTRY REPORTS REPORT ON SPORT AND PHYSICAL ACTIVITY

Background

Of a possible 182 reports, 152 have been submitted and summaries are included in this IWG Progress Report. The CEDAW reporting schedule is dependent upon the year a country signed the CEDAW Convention. Every four years thereafter, the country is required to submit a national report. After a report has been submitted, the CEDAW committee has one year to review and to make observations on the country's progress in implementing the Convention.

For the purposes of the Progress Report, the country reports were obtained from the CEDAW website with the information relating to sport and physical education extracted by Jill O'Rourke of the Australian Sports Commission, who also compiled the summaries.

[http:// www.un.org/womenwatch/daw/cedaw](http://www.un.org/womenwatch/daw/cedaw)

General

- 11 countries are not a party to the CEDAW convention.
- 152 countries replied
- 30 countries have not submitted a report.
- reports from 39 countries were not available, either due to unavailability in electronic format or embargo.

Current Situation

From the reports that have been submitted,

- sport and physical activity is generally mentioned in either Article 10 on Education or Article 13 on Economic and Social Benefits.
- Many reports contain very broad statements, without further clarification. For example,
 - Sporting activities are open to all students without discrimination.
 - Under current legislation/constitution, there is no discrimination against girls and women participating in sport and physical activity.
 - Women and men have the same right to participate in sports.
- Generally, the reports state that the situation for women in rural areas is worse than that of urban women.
- Some reports (to varying degrees) provide information on what obstacles exist for women and steps that have been taken to overcome these obstacles.

Obstacles to equality as reflected in the reports

Obstacles tend to fall within the following broad areas:

- *Social and cultural restraints*
 - Women's leisure time is focused around family and the home.
 - Women are too shy to wear sporting gear and too timid to participate.
 - Women are not encouraged to participate in sport by family; sport is not regarded as a feminine pastime.
 - Boys are given more time and space for playing while girls must carry out domestic duties.
 - Pictures in schoolbooks convey the message that sports are for boys.
 - Women experience early motherhood and marriage.
 - Stereotyping discourages women from participating in sports or restricts them to certain sports.
 - Women experience sexual harassment.
 - Women live in poverty.
- *Lack of time*
 - Women carry an excessive burden of work, especially in rural areas.
 - Women are too busy being productive and reproductive.
 - Women are often in paid work and also help out with a family business and carry the burden for care of family and the house.
 - After school, girls must help with family and domestic duties.
- *Poor infrastructure*
 - a shortage of sporting facilities both in schools and universities and in private sporting facilities
 - a shortage of sporting equipment and gear
 - few organised sports and recreational programmes

- sports facilities that are more attractive and accessible to males and may not provide for women's needs in terms of safety, child care, sanitation, and so on.
- few female sports teachers
- *Funding*
 - a bias towards making more resources available for men's sports both from government and private sponsorship sources
 - sports in which women participate do not receive the high levels of income of men's sport
 - sports that depend on the sponsorship of commercial interests suffer when participants are women
 - prizes for women's sporting events are often not as high as prizes for men's sporting events.
- *Media*
 - very little media coverage of women's sporting activities
 - very few women presenters of sport in the media
 - due to the above, few visible female role models
- *Sporting bodies*

Where management of sporting organisations is mentioned in reports, almost all note an inequality of women in the executive and management levels of sport governing bodies such national sporting organisations (NSOs), NOCs, sports federations, and sports clubs.

 - Women continue to be under-represented in the administrative and executive functions of organisations and at the decision-making levels.
 - The proportion of women members in sporting clubs can be almost equal to that of men; however, the decision-making bodies largely involve men.
 - There are fewer women coaches and the most highly trained coaches are more likely to be found in "men's" sports.

Steps taken to improve equality

As well as mentioning the obstacles that women face, some of the reports mention the way forward, suggest how improvements can be made, and describe processes that are in place to improve the situation. Among the steps being taken or being proposed are

- mentoring programmes in areas of sport policy and decision making.
- commissioning of studies looking at things such as how to decrease drop-out rates of girls in sport, financial appropriations to girls' and women's sports, coverage by the media of women's sports, and studying measures taken by overseas countries.
- legislating or adopting policies that state a minimum representation level of women in managerial/decision-making positions in sporting organisations. It is interesting to note that
 - in one country (Sweden), where a plan of action was adopted to increase the level of representation by women in these positions, the prescribed level still has not been reached.
 - one country (Netherlands) believes that it would be undesirable to undermine the autonomy of sports federations in their selection of members.

- special funding given to women's organisations to encourage them to promote greater participation by women and to overcome the problem of inequality of sponsorship received.
- gender equity requirements being written into agreements with sporting organisations that must be met to ensure future funding.
- funding not being given, or being reduced, to sporting organisations that have discriminatory policies in place. At least one country (Israel) advised that court cases have been won on the issue of funding for women's sports.
- introducing Codes of Ethics aimed at preventing sexual harassment and violence against women.
- creation of greater awareness and raising the profile of women and girls in sport and promoting the benefits of sport to young women and the organisation of special events to encourage women.
- conferences and seminars on the concerns of women in sport and physical activity.
- ensuring that sport and recreation needs of women and girls are reflected in policies and programmes that are reviewed and evaluated annually.
- scholarships provided to young women to enable study in a sport-related field.

To review the summary of country reports, refer to Appendix E.

Objective Two - to present an official report on the Third IWG World Conference to the 2004 Conference of the Ministers of Physical Education and Sport (MINEPS IV), held under the auspices of UNESCO.

EVIDENCE - MINEPS IV

The objective of MINEPS IV was to take stock of developments in sport worldwide and to formulate strategies that will make a reality of the principles of the International Charter of Physical Education and Sport, the Olympic Charter, and other international instruments.

In attendance were the IWG co-chairs, Dr. Sue Neill and Dr. Etsuko Ogasawara, who tabled the report of the Third IWG World Conference on Women and Sport.

The Ministers proclaimed their determination, "on an urgent basis", to undertake within their governments to

- support the extension and promotion of the practice of physical education and sport by encouraging initiatives for active participation in order to promote women in sport programmes, thereby deepening democracy in society as reflected in CEDAW.

The Ministers also recommended to all governmental, intergovernmental, non-governmental, national, regional, and international bodies that they

- take urgent measures to promote the strengthening of the teaching of physical education and sport so as to have a better impact on the development of men and women in every country.
- implement commitments made at the national and international levels with a view to improving the position of women with regard to posts of responsibility in sporting bodies at all levels.

EVIDENCE - DECLARATION OF ATHENS

A key outcome of MINEPS IV was the Declaration of Athens, which contained several references to girls and women. Specifically, the ministers pledged to

- support the extension and promotion of the practice of physical and sport activities to young girls and women and develop multilateral cooperation in order to promote women and sport programmes, thereby deepening democracy in society as reflected in CEDAW.
- recommend urgent measures [at all levels of society] to promote the strengthening of the teaching of physical education and sport so as to have a better impact on the development of men and women in every country.
- recommend implementation of commitments made at the national and international levels with a view to improving the position of women with regard to posts of responsibility in sporting bodies at all levels.

EVIDENCE - COMMISSION III OF MINEPS IV

Significantly, Sport and Women was one of only three topics chose for a Commission at MINEPS IV. Commission III pointed out that the presence of women in the world of sport remains very unequal from one region to another. Nor is sport featured in the Universal Declaration of Human Rights.

Commission III affirmed the importance and relevance of previous achievements and work on promoting opportunities for women in and through sport and recognized the need to build upon measures made under the auspices of UNESCO, including the Brighton Declaration, the Windhoek Call for Action, the Montreal Communiqué, and the IOC Declaration and its targets.

Commission III passed nine recommendations that recognize the crucial role of sport and physical education in the lives and development of women and girls, especially for promoting health, self-esteem and self-confidence, encouraging participation and achievement in education, and promoting social cohesion and inclusion in social and community life. (See Appendix F).

Commission III also acknowledged the offer of the Greek government to provide the financial and human resources to support the development and maintenance of a web-based observatory on women, sport, and physical education under the aegis of UNESCO and a Steering Group was recommended to put such an observatory in place.

Objective Three - to monitor progress against the principles of the Brighton Declaration and the Windhoek Call for Action and to collect evidence of the use of sport in developing women, communities, and nations.

EVIDENCE - RATIFICATION OF THE BRIGHTON DECLARATION

Organisations and institutions continue to ratify the Brighton Declaration (see Appendix D.) A number of actions have been taken around the Brighton principles – Equity and Equality in Society and Sport; Developing Participation; Facilities; School and Junior Sport; Developing Participation; High Performance Sport; Leadership in Sport; Education, Training, and Development; Sport Information and Research; Resources; and Domestic and International Cooperation.

Objective 4 - To develop and extend the availability of resources for people working on women and sport across the world.

FINANCIAL RESOURCES

EVIDENCE - THE IOC'S SPECIAL FUND FOR WOMEN AND SPORT THROUGH OLYMPIC SOLIDARITY

Sport is continuing to become more accessible to women, enabling them to have a broader representation in the national and international sport movement. Olympic Solidarity works in partnership with the IOC Women and Sport Commission to support this trend. This assistance programme encourages NOCs to reinforce and implement a series of actions in order to promote awareness of women in sport and to increase participation of women at all levels of sport, both in practice and in administration. By contributing to activities initiated for the NOCs by the Commission, through the IOC Department of International Cooperation and Development, the programme supports the participation of a certain number of NOC delegates to the 2008 IOC World Conference and regional seminars on women and sport.

This new cycle of seminars aims to assist NOCs in practical terms with the implementation of practical activities in their respective countries. The programme also enables NOCs to set up and carry out individual initiatives in this field on a national basis, which are not covered by any other existing Olympic Solidarity programme such as gender equality activities, targeted communications campaigns, national research programmes, national seminars, and the development of action plans. However, it is important that each initiative launched by an NOC be part of a coherent set of actions and a policy with defined objectives.

http://www.olympic.org/uk/organisation/commissions/ssoldarity/programmes/special_uk.asp

PRINTED RESOURCES

EVIDENCE - AUSTRALIAN SPORTS COMMISSION (ASC)

Publications available from the ASC include

- *Pregnancy in Sport: Guidelines for the Australian Sporting Industry*, which reviews the latest information, research, and statistics on pregnant women playing sport, answers questions about related issues, and summarises information on health and medicine, the law, insurance, and ethics.
- *Harassment-free Sport Strategy*, a risk management resource to assist organisations in protecting themselves and their members and consisting of resource documents, a model anti-harassment policy, educational seminars and skills training courses, on-line training, research, newsletters, advice, and a Member Protection Policy.

www.activeaustralia.org/hfs

- *Play by the Rules*, a website addressing fair and safe play and aiming to help in preventing and dealing with discrimination, harassment, and child abuse in sport and recreation clubs and associations. It is targeted at coaches, umpires, administrators, and participants and provides user-friendly information and free online training.

www.playbytherules.net.au

- *Fair Call for All - Diversity in Sports Media Coverage*, a collaborative project between the ASC, the University of Canberra, and the New South Wales Department of Sport and Recreation aimed at improving media representation and reporting of under-represented groups in sport and recreation. It is an educational training resource for tertiary institutions that offer journalism courses and contains lecture notes, handouts, and overheads, tutorial notes and handouts, student project topics, research summaries, and readings.

EVIDENCE - CANADIAN ASSOCIATION FOR THE ADVANCEMENT OF WOMEN AND SPORT AND PHYSICAL ACTIVITY (CAAWS)

Publications available from CAAWS in either a downloadable or printed format at <http://www.caaws.ca/e/resources/publications/> include

- *Success Stories - Increasing Opportunities for Girls and Women in National and Multi-Sport Organizations*, which provides a sampling of the many programmes, projects, and strategies from NSOs and Multi-sport Organisations that have been successful in encouraging opportunities for girls and women in sport.
- *Trail Considerations for Engaging Girls and Women*. Things to think about when creating a walking trail or updating an existing one that will appeal to females of all ages.
- *Disordered Eating in Sport: Taking a new direction*. Many active girls and women fall into disordered eating habits due to lack of education and many women with eating disorders delay effective treatment due to myths and fears that hold them back from recovering a healthy weight.
- *Self-Esteem, Sport and Physical Activity*. The younger years in a child's life are critical for producing positive self-esteem and may be influenced by personality, parenting techniques, and role modelling. Coaches, physical education teachers, and active living leaders positively influence self-esteem and provide girls and women with ongoing incentives to participate and personally succeed in physical activity endeavours.
- *Positive Messaging For Girls and Young Women*. While some girls and women excel at sport and physical activity, others face barriers to their participation, including inadequate opportunities to participate and develop their skills, little support and encouragement from parents, teachers, and coaches, and a lack of positive role models.
- *CAAWS New Photo CD*. Images of girls and women participating in sport and physical activity, that show different abilities, different cultures, races, and people of all shapes and sizes that cover a variety of activities, and that showcase older women, young women, pregnant women, and children.
- *ON THE MOVE handbook*. A user-friendly resource designed as a practical guide for programmers, teachers, coaches, volunteers, and parents or guardians interested in creating a female-only programme or in need of information about how to create positive and inclusive environments.
- *Health Benefits of Physical Activity for Girls and Women*. A research project conceived as a starting point to accumulate relevant information regarding the health benefits and risks of physical activity for girls and women.
- *Making the Most of Your Opportunities: A Media Guide for Athletes and Their Coaches*. A resource that provides practical tips and checklists for athletes and coaches.
- *Innovative Ideas 2002 - Inspiring Action*. A collection of 27 success stories from across Canada.
- *Girls in the Game*. A motivating poster with photos of girls and women participating in sports and physical activity.
- *Seeing the Invisible, Speaking about the Unspoken. A Position Paper on Homophobia in Sport*. A first step in the process of addressing the issue of homophobia in sport.

EVIDENCE - COACHING ASSOCIATION OF CANADA (CAC)

Published online by the CAC, *The Canadian Journal for Women in Coaching* provides timely, accurate, targeted information in order the help create a healthier and more positive environment for women coaches, in Canada and around the world. Pressing and pertinent issues are

- family life.
- negotiating equitable compensation and satisfactory contracts.
- breaking into the high performance echelon.
- establishing personal behaviour guidelines.

- understanding employee and employer rights.
- working effectively with a board of directors.

The *Journal* also offers practical, hands-on, and proactive suggestions and solutions that inform coaches, their employers, the parents of their athletes, and their clubs and associations.

<http://www.coach.ca/WOMEN/e/journal/sep2000/intro.htm>

EVIDENCE - INTERNATIONAL OLYMPIC COMMITTEE (IOC)

In cooperation with Loughborough University in England, the IOC published *Women, Leadership and the Olympic Movement*.

http://www.olympic.org/uk/organisation/missions/women/activities/leaders_uk.asp

EVIDENCE - The IOC published statistics on women's participation at the 2004 Olympic Games and produced a position statement on the Female Athlete Triad.

http://www.olympic.org/uk/organisation/commissions/medical/full_story_uk.asp?id=1539

EVIDENCE - INTERNATIONAL TABLE TENNIS FEDERATION (ITTF)

The ITTF, together with the IOC Ethics Commission and the Office for Equality in Lausanne, Switzerland, developed Anti-Harassment Guidelines.

EVIDENCE - INTERNATIONAL WORKING GROUP (IWG)

The following IWG resources are available online at

<http://www.iwg-gti.org/e/download.htm>

- *The Brighton Declaration on Women and Sport*
- *The Windhoek Call for Action*
- *Moving on from Windhoek*
- *Women and Sport from Brighton to Windhoek: Facing the Challenge*
- *Montreal Progress Report*
- *The Montreal Tool Kit: A Legacy of the 2002 IWG World Conference*
- *From Windhoek to Montreal: Women and Sport Progress Report*
- *Guidelines for Conference Organizers*

EVIDENCE - INTERNATIONAL ENCYCLOPEDIA OF WOMEN AND SPORTS

The three-volume *International Encyclopaedia of Women and Sports* is the largest and most comprehensive work about women's sports ever published. It includes articles on individual sports, sports medicine and women's health, societal and cultural issues, biographies, and historical country profiles. The work provides unique international and historical coverage of women's sports from earliest recorded times to the dawn of the twenty-first century as well as the geographical and cultural context necessary for a thorough understanding of this burgeoning topic.

In 430 A-Z articles, leading scholars and specialists cover numerous sports and sports figures as well as health issues such as eating disorders, nutrition, and bone density, and social issues such as body image, gender equity, and Title IX legislation (which mandates equity in school funding for women's sports programs). A number of organizations contributed to this project, including the WSF, the IWG, the Amateur Athletic Foundation, and others.

<http://www.berkshirepublishing.com/brw/product.asp?ProjID=1>

EVIDENCE - WOMEN'S SPORT FOUNDATION (WSF)

For sale on the WSF website, <https://www.wsfecomm.com/shop/>, are

- *SuperWomen Book*
- *SuperWomen Collage Poster*
- *Title IX and Race in Intercollegiate Sports*
- *WSF Report: Addressing Needs of Professional and Amateur Female Athletes*
- *WSF Report: Sport & Teen Pregnancy*

EVIDENCE - WOMENSPORT INTERNATIONAL (WSI)

A number of WSI members are developing a series of educational PowerPoint packages on themes related to women and sport. Also available are several publications:

- *The Athletic Woman's Survival Guide*. How to win the battle against eating disorders, amenorrhea, osteoporosis. Carol L. Otis, MD and Roger Goldingay, Human Kinetics, Champaign, IL 2000, 263 pp.
- *Spoilsports*. Celia H. Brackenridge, Routledge, London & New York, 2001, 284 pp.
- *Women in Sport*. Blackwell Science, London. Ed. Barbara L. Drinkwater, Ph.D. 2000, 661 pp.
There are 42 chapters related to sports medicine and women athletes.
- *Healthy hearts, healthy women: how women can prevent or reverse heart disease*. Wells, Christine L. (2001) Monterey, Ca: ExerciseScience Publishers. Dr. Wells, a pioneer in exercise physiology and sports medicine, has written an important and useful book. Heart disease is the #1 killer of women in the Western world. This book provides women with information and tools for effective action to reduce the risk of heart problems.
- *Passport to Dignity*. Connecting the 12 critical areas of concern of the Beijing Platform for Action to the Human Rights Framework for the fulfillment of Human Rights of women of all ages, worldwide.

<http://www.sportsbiz.bz/womensportinternational/resources/index.htm>

EVIDENCE - THE UNITED NATIONS (UN)

During the International Year of Physical Education and Sport (IYSPE), the UN's New York Office of Sport for Development and Peace produced a fortnightly electronic sport bulletin – “The United Nations Sports Bulletin” – on behalf of the United Nations Working Group on Sport for Development and Peace. The bulletin was available in English, French, and Spanish and was posted on the web site of the IYSPE.

http://www.un.org/sport2005/newsroom/un_sport_bulletin.html

Objective 5 - To record and evaluate examples of gender mainstreaming in sport and physical activity policy and provision

EVIDENCE - GERMAN SPORTS FEDERATION (GSF)

Britt Dahmen, a researcher at the German Sports University of Cologne, Institute for Sports Sociology, Gender Research Department, has provided the IWG Progress Report with her article on gender mainstreaming in Europe. The article was first published in German by the GSF in April 2006 and can be found at

http://www.dsb.de/fileadmin/fm-frauen-im-sport/downloads/Ergebnisse-bda-110406_Internetfassung.pdf

Gender Mainstreaming in Sport – European Insights

In its position paper on women's issues, the German Sports Federation declared its support, for simultaneously implementing gender mainstreaming (GM) and women-specific affirmative action as a two-pronged strategy aimed at achieving equality of opportunity for women and men. Whereas the advancement of women has a decades-long tradition, the implementation of GM as a strategy is still something new. With a view to integrating GM, the German Sports Federation in 2003 adopted goals and measures which are now being managed and implemented by a "Gender Mainstreaming" Committee established by the Federation's Executive Board. Nevertheless, experience has shown that there are many challenges and difficulties involved in such implementation processes because they prompt very fundamental changes within the organizations.

In 2005, on behalf of the German Sports Federation, the German Sports University of Cologne carried out a written survey of female experts to obtain an overview of the state of the implementation of GM in selected European countries. It was hoped these data would, on the one hand, comprehensively reflect Germany's own approach compared with that of other countries and, on the other hand, advance the networking of information and experience in the implementation of GM in the European context.¹

Insights: GM in its introductory phase

Apart from Portugal, the experts of all nine participating countries said that GM is an issue in the world of sport - although the action being taken on this issue is at very differing developmental stages, as shown by the following insights into structural frameworks and threads of discussion.

¹ Questionnaires were sent to 22 female experts from 15 countries. The survey was planned as a preliminary study, to get a first impression of the status of discussion and implementation, which could subsequently be built upon to develop central issues for joint discussion and to determine further need for research.

The following 9 countries participated in the survey: Austria, Finland, Switzerland, Slovenia, France, Portugal, Poland, Great Britain, Netherlands.

At the level of sports institutions, it becomes clear that, in most countries, it is in particular the ministries / governments which are quite far advanced in discussing and implementing GM. In fact, for these state institutions, the response from France, Austria, Finland and the Netherlands was that GM has already been implemented.² Sports clubs and schools consistently registered as exhibiting scarcely any activity. In the sporting world's national umbrella organizations - just as in the National Olympic Committees (NOCs), the professional associations and the universities - GM is so far being discussed as a strategy. Only Finland and Austria cited implementation of GM as a *fait accompli* for their respective national sports federation.

As for implementing GM in the various fields of action in sport, different content-related focuses are being set and here, too, most of the countries are still at the discussion stage. Whereas GM is a subject of discussion in organizational development (e.g. winning over voluntary participating members, changing structures) in all the countries, the gender perspective is making inroads in mass sport in some cases, in serious sport or the training of coaches in other cases.

One aspect the survey focused on was what concrete structures were established in the national sports federations for implementing equality of opportunity; this also included the structures for representing women's interests. Except in Poland and Switzerland, the national umbrella associations in all the countries have mandated for themselves the goal of achieving equal opportunity for women and men, so mandating in written form, either in their bylaws (Slovenia, Portugal, Finland, France), in plans for the advancement of women (Great Britain³, Finland, France, Netherlands) or in other documents (Netherlands, Austria).

The structures for representing women's interests are relatively well-developed in all the umbrella organizations: seven countries have an Executive Board position in this regard (Austria, Finland, Slovenia, France, Poland, Switzerland, Netherlands); six nations have set up a women's committee (Austria, France, Finland, Poland, Slovenia, Netherlands); and two countries (Poland, Finland) have implemented a general assembly of women. In Great Britain, women's interests in sport are pooled in a separate women's sports organization (Women's Sports Foundation).⁴ These structures are embedded quite differently in the different countries, though: whereas most structures are stipulated in the bylaws in Finland, the Netherlands, for example, establishes its structures mainly on the basis of informal arrangements.

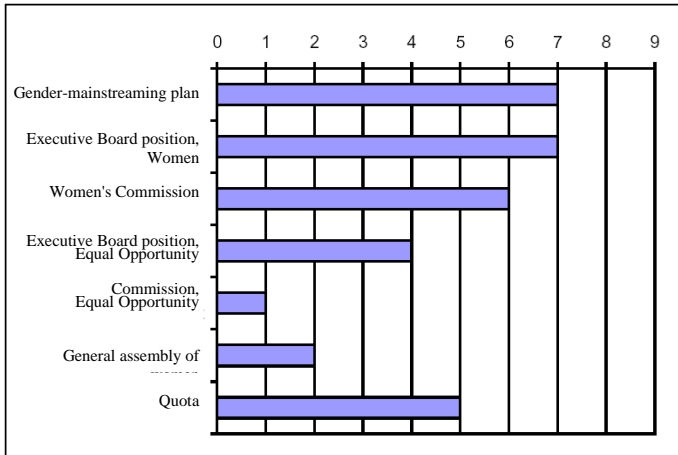
Structures for implementing GM are less well established: nevertheless, in four countries, there is a separate Executive Board position for "Gender Equity" (Finland, Portugal, Switzerland, Netherlands). It is noteworthy that, in Finland, Switzerland and the Netherlands, there seems to be this "gender equity" position on the Executive Board in addition to a representative for women's issues. Five countries have a gender-related quota system for committees (Switzerland, Netherlands, Austria, France, Finland, Portugal). This is even stipulated in the bylaws, except in Switzerland and the Netherlands. However, only Finland cited a separate committee for equal opportunity.

² Regarding the degree of activity on the part of institutions and in the fields of action, the possible responses in the questionnaire were "no activity", "discussion" and "implementation".

³ Great Britain does not have a national umbrella organization for sport; the so-called "Equality Standard for Sport" (cf. Sport England 2004) was adopted as a common standard by all national sports organizations; the "UK Strategy for Women in Sport" (cf. UK Sport 2003) was adopted by UK Sport.

⁴ The structural framework conditions for representing women's interests within the various government and volunteer sports organizations in Great Britain do seem poorly developed, though, comparatively speaking.

Abb. 1: Structures of the national sports federations, for ensuring equal opportunity



Impediments: Advancement of women versus GM

Given that the introduction of GM is much "discussed" but rarely "implemented" in most sports institutions and most fields of action, and given that the structural framework for GM is still not much in evidence, we are left with the impression that the integration of GM into sports organizations is still universally in its initial phase. Finland alone stands out from the other nations: the expert feels that GM has not only already been implemented there in almost all institutions, but that the coexistence of GM and women-specific affirmative action is structurally safeguarded in the Finnish Sports Federation.

Where introducing GM is concerned, the coexistence of GM and women-specific affirmative action seems to be one of the major fields of conflict for the other participating countries. People are evidently unclear about what objectives and consequences are attendant on GM, and especially in terms of differentiating between GM and measures for the advancement of women. Thus, in GM, too, it is often women's interests which are brought to the fore.

"The general discussion at the practical level is still about women and not about gender issues." (Netherlands)

Although GM and the advancement of women was introduced by the EU as a two-pronged strategy and these two approaches require equal (but differing) structures and resources to make equal opportunity a reality, the two strategies evidently continue to be in competition with each other in the discussion in sports organizations. And this lack of understanding is apparent in the instances where people have found that, with the introduction of GM, the measures and structures of affirmative action for women are often up for consideration. This can lead to male and female equal-opportunity activists not further pursuing GM as a strategy, possibly out of concern about the loss of long-fought-for resources. The quotation from a British colleague makes this clear:

"GM has not really 'taken off' as a concept for progressing gender equity in the UK. Leaders in gender equity seem to feel that existing strategies need to be followed through first."

Recognizable gains

When the survey of experts was supplemented by a document analysis which delved more deeply into the situations in a few selected countries (Great Britain, Finland, France, Poland), this provided a further impression about how complex the developments in the various countries are. That is, the tale of the development of sports structures, government activities and cultural interpretive patterns has produced very different structures in each case regarding the topic of equal opportunity for women and men: from separate women's sports organizations (Great Britain), to bodies for equal opportunity anchored in the bylaws of sports organizations (Finland), to informal arrangements for integrating women's interests (France, Poland) (cf. also Hartmann-Tews & Pfister 2003). Some nations may be more advanced than others in the noticeable commitment to equal opportunity for women and men in sport, but a comparative interpretation in the sense of "best practice" seems unwarranted at this point.

Enquiries to date have shown some recognizable gains, though, when it comes to shaping structures to make equal opportunity a reality in sport:

- A well-founded effort to shed light on the differences and commonalities of GM, affirmative action for women and other equal-opportunity concepts (Managing Diversity) seems necessary in order to be able to make intelligible decisions about structures and resource allocation. Finland seems to be a good example to show that it is possible to implement the two-pronged strategy of GM and affirmative action for women in sport.
- The broad range of the fields of action in which GM is being discussed and implemented in Europe (from organizational development to school sports) indicates that there are no "blind spots" in sport; rather, the gender perspective is possible everywhere.
- The European exchange and comparison of information and experience proves difficult when it becomes clear that very different structures and cultures have shaped sports development. Nailing down the interconnectedness of experience in the European context therefore seems useful especially where comparable structures are present, to be able to learn from one another.

Objective 6 - To continue to monitor the effects of the World Crisis in Physical Education and to promote evidence-based advocacy on the value of school physical education for girls and young women

EVIDENCE - INTERNATIONAL COUNCIL OF SPORT SCIENCE AND PHYSICAL EDUCATION (ICSSPE)

The Second World Summit on Physical Education, under ICSSPE auspices, took place in conjunction with the Second International Conference on Sport and Development in 2005. Participants reviewed the status of physical education today, following presentations and subsequent analysis of positive and negative developments since the First World Summit in 1999. A reflection on the intrinsic role of physical education in education and its potential to contribute to the achievement of the Millennium Development Goals, based on current research results, took place during the plenary sessions and workshops, where other important topics were discussed, such as

- the development of quality standards and benchmarks for physical education which are based on scientific evidence and contribute particularly to personal and social development.
- the development of effective and modular strategies to secure and further develop physical education as an essential component of education.
- the integration of high-quality and culturally sensitive physical education policies world-wide into education and sports policies.

It should be noted that, as it stands, the Magglingen Commitment for Physical Education, which the Summit adopted, says nothing about girls and young women.

<http://www.icsspe.org/portal/index.php?z=19>

Objective 7 - To support and encourage the work of the international organisations for women's sport and physical education and to encourage sustainable networks and structures for development of women and sport, including cross-sectoral working between government organisation and non-governmental organisations and physical education organisations at national and regional levels.

Although there has been little progress in achieving sustainable mechanisms for women and sport organisations, and cross-sectoral work between governments and NGOs continues to be informal for the most part, the IWG stands out as a good example of a government/NGO mechanism as does the United Nation's Sport for Development and Peace International Working Group.

It should be noted that the EWS has recently taken steps to become a formal organisation, recognized by the European Union, rather than an informal network. This work is ongoing and will take some time to put in place.

EVIDENCE - ASIAN WORKING GROUP ON WOMEN AND SPORT (AWG)

The 2nd Asian Conference on Women in Sport, held in Qatar in 2003, attracted delegates from 38 countries and regions and was a major step in the development of the women and sport movement in Asia. During the conference, the interim Asian Working Group on Women and Sport (AWG) met.

In conjunction with the conference, the Olympic Council of Asia (OCA) Women and Sport Committee held its first meeting. Objectives included

- setting up a section on Women and Sport on the OCA Website.
- publishing a book on Women and Sport in Asia.
- maintaining good relationships with entities such as the IOC Women and Sport Working Group, AWG, and other international, regional, and national agencies.
- pushing for good participation of women at all levels, as spectators, volunteers, athletes, coaches, referees, officials, and decision makers at the 2006 Asian Games.

For the conference resolutions,

<http://www.qatarolympics.org/mritems/files/doha%20conference%20resolutions1.pdf>

Objective 8 - To encourage active cooperation between health, education, and gender equity agencies at national and international levels.

EVIDENCE - INTERNATIONAL TABLE TENNIS FEDERATION (ITTF)

2002

The ITTF Bulletin of August 2002 reported on the situation of women within the ITTF and the Montreal Communiqué.

The ITTF and various Table Tennis Associations ratified the Brighton Declaration.

2003

A Forum on Women's Affairs was held during the 47th World Table Tennis Championships with women and men from all over the world discussing how to increase and improve women's participation in table tennis.

With the motto, *Rallying for Change*, speakers gave their ideas on how to go forward on the issues of leadership, education, training, and marketing:

- How to get more young women into table tennis and keep them there.
- How to educate more female coaches.
- How to encourage female players to stay in table tennis when their career is over.
- How to educate women to take on representative positions at international, regional, and local levels.
- How to market women's table tennis and improve presentation, clothing, and media exposure.

To ensure that *Rallying for Change* would not stop in Paris, the Women's Forum adopted and presented four recommendations:

- That the ITTF and its member federations try to achieve the IOC target of 20% women in decision-making positions by 2005. This was regarded as one step on the road. The ITTF would like to exceed the 20% in order to be a role model for other sport federations.
- That the ITTF dedicate resources and positions for the development of women's programmes and try to motivate NSOs to encourage and increase women's participation in Olympic Solidarity courses for coaching, officiating, and administration.
- That the ITTF establish a Working Group on Women and Sport to oversee the implementation of opportunities for girls and women to increase participation and leadership in table tennis.
- That the Working Group remember and develop all ideas, recommendations, and propositions.

The overall message was clear: The final goal is that the ITTF should, at all levels, consist of 50% men and 50% women.

The first ITTF Women's Award was presented to the Qatar Table Tennis Association for breaking down barriers by hosting a Pro Tour event with women playing under the same conditions as men.

The ITTF created an additional post for a female Executive Vice-President and Judit Faragó of Hungary was elected to the ITTF Executive Committee.

The ITTF Annual General Meeting elected the first woman ever to the ITTF Executive Committee.

http://www.ittf.com/stories/Stories_Search_Detail.asp?ID=4088&s_Title=Rallying+for+change&

http://www.ittf.com/stories/stories_intro_W_forum.asp

2005

The ITTF created a Women in Sport Network in Africa.

The Sport Management Seminar for Women

Begun in 2005, the Sport Management Seminar for Women was initiated by the ITTF in partnership with the City of Lausanne and the International Academy of Sports Science Technology, which is affiliated with the University of Lausanne. Partners for the 2006 seminar include Olympic Solidarity, the Association of Summer Olympic International Federations,

Lausanne Tourisme, the International Boxing Association, the International Rowing Federations, the International Cycling Union, the International Ski Federation, and Services des Sports Universitaires, the seminar is targeted at women in national and international federations as well as other sports organisations. Participants must be fluent in English and have a high school diplomas. Male participants are welcome.

In 2005, 80 women from 65 countries participated in the inaugural seminar. This worldwide response proves the need for more women's competency programmes in sport.

The four-day programme aims to provide women in sport management with a solid understanding of the key skills that are needed to pursue a successful career in international sport. The programme includes relevant and detailed case studies, interactive workshops, and lectures.

Objective 9 - To work cooperatively with International Federations and the Olympic Movement.

EVIDENCE - MIDDLE EAST

In 2002, special committees on women and sport were formed in Jordan, Bahrain, Yemen, Oman, Sudan, Kuwait, Iraq, Algeria, Morocco, and Egypt.

EVIDENCE - UNITED ARAB EMIRATES

For the first time, a symposium on women and sport was held in the Emirates.

Objective 10 - To work proactively to encourage cultural and structural change among sport organisations, towards gender equity.

EVIDENCE - UNITED NATIONS (UN)

The August 2005 Report of the Secretary General in the IYSPE noted that gender inequality is a focus of the curricula for the Youth Sport Programme of the International Labour Organisation in Albania, El Salvador, and Mozambique. This programme brings together participants from NSOs, ministries of sport, and the sports industry to shape the curriculum that will be taught to sport trainers working with youth.

CHAPTER THREE

Progress Reports from Around the World, 2002-2006

Following the format established in previous reports, the Progress Reports from Around the World 2002-2006 is presented in three sections. The first section lists actions reported by international, regional, and national organisations worldwide. The second section is organised by region and includes overviews from Africa, Asia and the Middle East, the Americas, Europe, and Oceania. The third section highlights the activities of IFs.

Section One – International, Regional, and National Organisations and Governments

INTERNATIONAL ORGANISATIONS

COMMONWEALTH GAMES FEDERATION (CGF)

2003-2006

The CGF's Honorary Secretary, Louise Martin, undertakes various activities in support of girls and women in sport and physical activity within the Commonwealth, including

- presenting at the Sport and Youth Ministers conference in Botswana in 2003 and including a message on youth and women in sport.
- attending the Commonwealth Heads of Government Meetings in 2003 in Nigeria and 2005 in Malta, which brings together almost one-third of the world's leaders, and discussed women and sport with various delegates.
- working with various countries to encourage women to apply for posts within their Commonwealth Games Associations. As of 2006, there are now 23 women presidents and secretaries-general across the Commonwealth. In Zambia, Miriam Moyo is president and Hazel Kennedy is secretary-general, "a unique double that is a first in the Commonwealth and possibly the world."
- holding a lunch meeting during the 2004 IOC World Conference.
- planning to hold a Commonwealth Seminar during the 2008 IOC World Conference.

The CGF agreed that it will continue to provide a lead by

- endeavouring to build on its current commitment to 20% representation on its Executive Board.
- continuing and strengthening the Women in Sport Forum that will convene at each CGF General Assembly.

INTERNATIONAL ASSOCIATION OF PHYSICAL EDUCATION AND SPORTS FOR GIRLS AND WOMEN (IAPESGW)

2002

IAPESGW continued to play a full part in ICSSPE and submitted a proposal for development work to train primary school teachers for physical education in less developed countries (funded by UNESCO) for the CIGEPS (Intergovernmental Committee for Physical Education and Sport) meeting in January 2003.

2003

Much IAPESGW member activity took place as a result of membership in ICSSPE and the president's role as ICSSPE vice-president. A major undertaking was to advance the IOC-funded project, *Sport in Education*, whose purpose is to develop a framework for evaluating the role of

physical education and sport in schools. The responsibility of the ICSSPE's President's Committee was to improve the diversity of presenters using the ICSSPE Conference Guidelines, which include sections on gender equity and regional representation.

IAPESGW held its annual meeting in Switzerland and board members took part in the Bern Women's 5- Kilometre Race. New members were inducted onto the board and project updates from around the world and organisational plans were accepted.

The IAPESGW network, which boasts contacts in 38 countries, would be expanded and strengthened as links were forged with Iran, Iraq, Lithuania, Estonia, and Japan.

Following the successful EWS Conference in Berlin in 2002, IAPESGW secured observer status on the EWS Steering Group.

The development of projects is a fundamental aspect of IAPESGW work. Innovative schemes can provide best practice models that are then shared with other countries through the IAPESGW membership network and partnerships. IAPESGW supported and collaborated with a number of agencies on

- **International Summer School.** An academic camp focusing on *Sport and Gender* was held at the University of Copenhagen. The summer school was offered to young scholars and provided a week of consultation and teaching with expert sociologists from several countries. Lectures and discussions revolved around new approaches and strategies in research as well as current trends and issues in the field of gender equality and sport. Students presented their own projects and received individual supervision from the experts present. The success of the summer school was confirmed by the students' evaluations, which rated the event very highly and by their request for the opportunity to be repeated.
- **Women and Leadership.** This project aimed to increase the proportion of women in executive positions in sports bodies. Practical and scientific approaches were used to analyse current representation and the causes of under-representation of women in executive positions. The project developed measures to encourage more women into decision-making positions, implementing the concept of gender mainstreaming and involving men in the process. Best practice strategies were collated and developed with the outcomes circulated to IAPESGW members.
- **Rope-skipping.** Sport and education organisations in South Africa received funding from the German NOC and expertise from by the German Gymnastic Federation in developing and implementing this project. The partnership established a national rope skipping scheme to engage young people in structured and fun physical activity.

2004

IAPESGW launched a new website that established a unique online identity and provides members and partners with information, guidance, and research information as well as an opportunity to interact on gender equality in physical education and sport.

<http://www.iapesgw.org/>

2005

The 15th IAPESGW World Congress was held in Canada and was a highly successful event. Emerging from the congress was agreement on the need to develop strategies to address such issues as

- girls' perceptions of themselves.
- the strategic use of data to address inequity.
- the situation of women in coaching and the need to develop supportive research.
- grooming women in the physical sciences to enter the debate.
- sport politics.
- young women and mentorship.
- leadership development.
- the IOC quotas.
- attendance of women at the annual general meetings of IFs.
- sport as a tool for gender and development.
- encouraging IFs to appoint women to executive committees.
- whether gender mainstreaming is useful or problematic.
- sexual harassment.
- utilising supportive male leaders as mentors.
- recording women's sport history.
- how to build on the successes of the women's movement.
- legislation.
- sexualisation of the athlete.
- commercialisation of sport.

<http://www.iapesgw.org/events.htm>

For an overview of the 2005 Congress from a Canadian perspective, and interviews with key women leaders in sport, visit the CAC website for *IAPESGW Congress 2005 – Learning and Leadership stimulated and challenged*.

<http://www.coach.ca/eng/women/resources/index.cfm>

INTERNATIONAL COUNCIL OF SPORT SCIENCE AND PHYSICAL EDUCATION (ICCSPE)

Award for Gudrun Doll-Tepper and her Team for the Advancement of Women

In January 2006, ICSSPE President Gudrun Doll-Tepper and her science team were granted the 2005 Margherita-von-Brentano-Preis, worth 11.000 EUR, the highest remunerated award for projects and activities for the advancement of women in Germany. In presenting this award, the Free University honours the research project, conducted over many years, on women in voluntary leadership positions in German sport.

The starting point for the study for Prof. Dr. Doll-Tepper, Prof. Dr. Gertrud Pfister, Sabine Radtke, Claudia Biskup, Heike Plath, Doris Kula, Dorothea Müth and other participants was the very low proportion of women in prominent positions in federations and clubs. Although 40% of members of these sport organisations are women, only 15% of them hold a leading position. In his speech, Berlin's Minister of Sport, Klaus Böger, reminded the audience that the participation of women in leadership of sports is even lower than in politics.

In the project, which was promoted by the Federal Ministry for Family, Seniors, Women, and Youth, the research team looked for possible causes for the low representation and examined the situation of women in a prominent position. "In addition, it was interesting for us to determine where the leadership potential lies, and we found this in particular amongst former sportswomen and elite athletes," said Doll-Tepper. "We were not only interested in how to reach the top successfully, but also how to stay at the top and to minimise the number of drop-outs".

2002-2006

The main activities included participation in many international and national conferences highlighting issues related to women and sport.

Special events:

- ICSSPE presentation at GAISF (General Association of International Sports Federations) Congress 2002 in Colorado Spring, USA
- ICSSPE presentation at UNESCO (United Nations Educational, Scientific and Cultural Organisation) Round Table in Paris in 2003
- ICSSPE presentation at Asian Conference on Women (ACW) in Sport in Qatar in 2003, and in Yemen in 2005
- Pre-Olympic Congress 2004 in Greece with several sessions on women and sport
- ICSSPE presentation at MINEPS IV, 2004
- ICSSPE International Forum on Sport and Development, emphasising women and sport, in Germany, 2005
- ICSSPE's involvement and presentation at SportAccord Berlin, 2005
- ICSSPE presentation at the 2005 IAPESGW World Congress in Canada
- ICSSPE's involvement at the International Summit on Women, Sport and Leadership 2005 in the United States
- 2nd World Summit on Physical Education in Magglingen, Switzerland, 2005
- ICSSPE's presentation at the International Conference on Sport and Development, Magglingen 2005

ICSSPE, in partnership with Free University and the German government, hosted the International Congress on Sport, Women and Leadership 2004 in Berlin. Stemming from the findings of the 2002-2004 Free University project, *Women Taking the Lead*, an Action Alliance towards increasing the percentage of women taking leadership positions in German sport, a primary aim of the Congress was to encourage cross-disciplinary dialogue between researchers and practitioners in the area of women, sport, and leadership.

Publications

- In all ICSSPE publications, female experts are involved as authors and women and sport issues are always included in the documents.
- ICSSPE's online collection of *Women, Sport and Physical Activity: Sharing Good Practice* is available internationally.

ICSSPE is fully committed to the principles of the Brighton Declaration and will continue to apply these principles in all activities. It is very important to encourage organisations and institutions at all levels – international, national, and local – to do the same.

ICSSPE will continue to promote gender equity and equality in all its activities and initiatives, including congresses and publications.

ICSSPE is actively involved in the Fourth IWG World Conference on Women and Sport in Kumamoto.

Another highlight will be the World Congress, a partnership of ICSSPE, the IOC, the International Paralympic Committee (IPC), and FIMS (International Federation of Sports Medicine), where issues related to women and sport will be addressed.

INTERNATIONAL OLYMPIC COMMITTEE (IOC)

2003

Out of 187 NOCs,

- 114 (60.9%) have achieved the 2000 objective of having at least 10% of women in decision-making positions.
- 169 (90.4%) have at least one woman on their executive body.
- 48 (25.7%) have more than 20% of women on their executive body.
- the executive body of the five continental NOC associations – (Association of National Olympic Committees of Africa (ANOCA), Olympic Council of Asia (OCA), European Olympic Committees (EOC), Pan American Sports Organization (PASO), and Oceania National Olympic Committees (ONOC) – include at least one female representative.

Of the Olympic IFs,

- 20 (57%) have achieved the 10% objective.
- 32 (91%) have at least one woman on their executive body.
- 8 (23%) have more than 20% of women on their executive body.

Of the Recognised IFs,

- 13 (46%) have achieved the 10% objective.
- 21 (75%) have at least one woman on their executive body.
- 6 (21%) have more than 20% of women on their executive body.

2004

The 2004 Olympic Games recorded the highest figures ever for women's involvement:

- Three of the organisers were women, including President Gianna Angelopoulos-Daskalaki.
- The Mayor of Athens was Dora Bakoyannis.
- The Minister of Culture was Fanny Petralia.
- Women won more medals than ever before.
- Of a total of 10,864 athletes, 4,412 were women, double that of the 1976 Games and triple that of 1964.
- More women were chefs de mission.
- The number of women flag bearers rose significantly.
- Women's wrestling was on the programme for the first time.
- There were 135 events for women compared to 132 in Sydney and 108 in 1996.
- 16.6% of the print media were women.
- For the second time in IOC history, a woman was elected as a vice-president.
- 12 women, or 10%, were active IOC members.

More than 600 participants from 137 countries participated in the 3rd IOC World Conference on Women and Sport in Morocco. Delegates were given the opportunity to meet in separate self-directed Continental Groupings that allowed networking with other countries from their region.

Several keynotes evaluated the evolution and present situation, celebrating the International Women's Day and sharing the results of the IOC-Loughborough University Joint research on Women in Sport Leadership. Workshops covered *Historical, Cultural and Religious Constraints*, *Women in the Olympic Movement*, *Marketing and Business*, *Gender Considerations*, *Media Exposure and Women's Sport*, *Partnerships for Women's Advancement*, *Women and Leadership*, and *The Role of Role Models*.

The recommendations of the Third World Conference on Women and Sport are available at

http://www.olympic.org/uk/organisation/commissions/women/full_story_uk.asp?id=350

Because the percentage of women in sport governing bodies and sports authorities in the Olympic Movement remains low, the IOC declared that

- NOCs, IFs, NSOs, and sporting bodies belonging to the Olympic Movement must set the objective of reserving at least 20% of decision-making positions for women, particularly in all executive and legislative bodies, within their structures.

2005

As part of the IOC's policy of promoting women in sport, NOCs, IFs, and Continental Associations around the world have implemented measures to increase the number of women in leadership positions.

The NOC of Zambia became the second in the world to elect women as president and secretary general. Miriam Moyo became president and Hazel Kennedy was elected secretary general.

Agnes Tjongarero, president of the Namibia NOC, was elected vice-president of ANOCA, the first time a woman has been elected to a senior position.

There are

- nine women NOC presidents, five in Africa, three in Europe, and one in the Americas.
- 14 women secretary generals, four in Europe, four in the Americas, three in Africa, and two in Asia, and one in Oceania.
- IOC vice-president Gunilla Lindberg is also first secretary general of the Association of National Olympic Committees (ANOC).

Women in Sport Leadership: Evaluation of the 10%-20% Objectives

Women Representation in NOCs

Based on the information provided by 184 NOCs as of 31 December 2004

- 54 have more than 20% women (29.3%) on their board.
- 125 have met the previous target of a minimum of 10% (67.9%)
- 181 have at least one woman (98.4%) on their executive board

Women Representation in Olympic IFs

Based on the information provided by 34 out of 35 IFs as of 1 June 2005

- 10 have more than 20% (29%) women on their board.
- 19 have met the previous target of a minimum of 10% (54%)
- 32 have at least one woman on their executive board (91%)

Women Representation on Recognised Federations

Based on the information provided by 2 out of 29 Recognised IFs as of 1 June 2005

- 7 have more than 20% women (24%) on their board
- 15 have met the previous target of a minimum of 10% (52%)
- 20 have at least one woman on their executive board (69%)

Women Representation on NOC Continental Associations in 2005

	Women	Men	Total	%
ANOC	1	25	26	3.8
ANOCA	1	13	14	7.1
EOC	2	14	16	12.5
OCA	2	20	22	9.1
PASO	2	15	17	11.8
ONOC	1	9	10	10.0

http://multimedia.olympic.org/pdf/en_report_992.pdf

2006

Guidelines for the Female Athlete Triad

The IOC Medical Commission confirmed the seriousness of the medical and psychological consequences of the female athlete triad and confirmed the need for specialised approaches to its identification, management, treatment, and prevention on the basis on issues that are unique to the athletic environment, and declared that the health of the athlete takes precedence over athletic performance.

The Commission published treatment guidelines that are intended for primary care-physicians as well as team physicians and others who specialise in sports medicine. The guidelines

- discuss the underlying psychological causes as well as identification, treatment, and prevention.
- provide decision-making trees, appendices covering the diagnostic criteria for anorexia and bulimia, and questions to aid in assessment of the condition.

New Quotas

The IOC's Executive Board approved new quotas for the 2008 Olympic Games, bringing the organisation closer to reaching its goal of gender equity. Specifically,

- 80 more female athletes will compete.
- women's 3,000m steeplechase has been added to the programme.
- women's football, hockey, and handball have had the number of teams increased.
- open water swimming will be included for both genders for the first time.

Accepted were fencing's request for 12 additional athletes, four men and four women in modern pentathlon, two men and two women in taekwondo, five men and five women in triathlon, and 20 in cycling for two new BMX events.

Elections

Five new IOC members were elected along with one new vice-president and two new members of the Executive Board. The members are

- Beatrice Allen of Gambia, vice-president of The Gambia NOC.
- Nicole Hovertsz of Aruba, secretary-general of the Aruba NOC.
- Prince Tunku Imran of Malaysia, president of the Olympic Council of Malaysia.
- Francesco Ricci Bitti of Italy, president of the International Tennis Federation.
- Hein Verbruggen of The Netherlands, executive vice-president of the International Cycling Union.

This brings the number of female IOC members to 14 out of 115 members, or 12%. In October 2005, 10.3%, or 12 women out of 116 were IOC members so while the trend is positive, the IOC has not come close to its December 2005 target of 20% of women in decision-making positions.

The new vice-president, Thomas Bach, chair of the Juridical and Sport and Law Commission, joins Gunilla Lindberg, Lambis V. Nikalaou, and Chiharu Igaya.

The new executive board members are Mario Pescante and Sam Ramsamy, who join Gerhard Heiberg, Denis Oswald, Mario Vázquez Raña, Ottavio Cinquanta, Sergey Bubka, Zaiqing, Richard Carrión, Ser Miang Ng, Mario Pescante, and Sam Ramsamy.

The IOC Executive Board now consists of 7.1%, or 1 woman out of a total of 14 members compared to October when it was 6.6%, or one woman out of a total of 15 members.

Women at the Olympic Winter Games

At the first Games in 1924, four per cent of the participants were female. In 2002, the percentage was 37 per cent and in Torino, it was close to 48 per cent.

In addition, in Torino

- 37 of 80 nations chose a woman as flag bearer.
- the Olympic flag was brought into the arena by an all-female contingent of actor Sophia Loren, writer and journalist Isabel Allende, Olympic gold medallist Nawal el Moutawakel, UNICEF Goodwill Ambassador and actor Susan Sarandon, 2004 Nobel Peace Prize winner Wangari Maathai, seven-time Olympic gold medallist Manuela Di Centa, Olympic gold medallist Maria Mutola, and human rights activist Somaly Mam.
- the Olympic cauldron was lit by five-time Olympian Stefania Belmondo, winner of 10 Olympic medals.

The 2006 world *Women and Sport Trophy* was awarded to Argentinean tennis player Gabriela Sabatini. The winner of 27 singles and 12 doubles titles and the silver medal at the 1988 Olympic Games, she has worked hard to promote and develop tennis in her country among youngsters, particularly girls. Five continental trophies were presented to women who played an outstanding role in promoting sport in their countries: Trophy for Africa: Albertine Barbosa Andrade of Senegal, Trophy for America: Charmaine Crooks of Canada, Trophy for Asia: Elisa Lee of Korea, Trophy for Europe: Dominique Petit of France, and Trophy for Oceania: Lorraine Mar of Fiji.

INTERNATIONAL PARALYMPIC COMMITTEE (IPC)

Overview

The IPC is the international, non-profit representative organisation of Paralympic sport. It supervises and co-ordinates the Paralympic Games and other multi-disability competitions such as world and regional championships and develops sporting opportunities around the world for athletes with a disability of all levels. The IPC is run by 161 National Paralympic Committees (NPCs) and four disability-specific International Organizations of Sports for the Disabled (IOSDs).

A new organisational structure was introduced in 2004, creating a smaller, more streamlined Governing Board, which replaced the Executive Committee. All members of the Governing Board are directly elected by the membership during the General Assembly. The structure of the IPC also includes four advisory Councils, in addition to several Standing Committees.

Girls and Women in Paralympic Sport

The IPC has given priority to increasing the levels of participation of women and girls at the recreational level in order to allow more women to break through the barrier to international competition.

IPC Women in Sport Committee

In 2003, the IPC established Women in Paralympic Sport as one of its 12 Standing Committees. Its function is to advocate and advise on strategies and policies to achieve the full inclusion of women and girls at all levels of Paralympic sport.

The committee

- advocates for the full inclusion of girls and women at all levels of Paralympic sport.
- identifies barriers that restrict participation.
- recommends policies and initiatives that address these barriers.
- oversees the implementation of initiatives to increase participation.

The committee has advisory and consultative responsibilities to the IPC Governing Board and membership on issues of gender equity in Paralympic sport. Specific responsibilities include

- reviewing and analysing existing data on the participation rates and scope of involvement of women in Paralympic sport since its inception.
- identifying attitudinal, philosophical, and programmatic barriers that restrict or otherwise impede the full participation of women in Paralympic sport.
- identifying and communicating existing gaps in information that limit the ability of the IPC to address the needs of women in sport.
- recommending steps to be taken by the IPC to address critical issues and barriers to participation by women.

Benefits of Women in Paralympic Sport

Increasing participation of women in Paralympic sport would

- create a more just and equitable system.
- raise the profile of Paralympic sport through the success and recognition of elite female athletes.
- expand the talent pool of potential Paralympic athletes and volunteers.

Current Issues

Barriers

There is limited research regarding the impact of women in Paralympic sport. However, social factors, shortened sport careers, cultural implications of both gender and disability, and limited grassroots opportunities are reported as factors limiting their participation. As well, girls have less access to education, fewer opportunities to socialise or receive guidance about planning their futures, and as adults, have fewer chances to receive job-training services or enter the labour market.

Women in Leadership Positions

Women are largely absent from leadership positions in Paralympic sport. Achieving equality on the sport field of play is a main priority; however, addressing the conspicuous lack of representation of women in leadership positions is also a major focus. One goal is for women to hold 30% of leadership positions in all IPC, NPC, IOSD, and sport decision-making structures.

Participation Levels

Over the last decade, participation rates for female athletes in the Paralympic Games have remained low, while opportunities for non-disabled female athletes have increased steadily. The low participation rate is a result of the limited resources and opportunities made available to girls and young women with a disability at local, national, and international levels.

The number of male participants competing in the Paralympic Games far exceeds that of female participants. Comparatively, the numbers of female participants has been rising; however, it has not equalled or surpassed that of its counterparts.

The table below lists the countries and female participants involved in the 2004 Paralympic and Olympic Games.

Number of Countries Participating	Female Participants (percent of total)	
Olympic Games	202	4,440 (40%)
Paralympic Games	136	1,160 (31%)

Beijing Paralympic Programme

In 2005, the IPC Governing Board approved targets for the Beijing 2008 Paralympic Games' gender representation, with 65 per cent men and 35 per cent women.

2004

Objectives included

- conducting regional Women in Paralympic Sport Leadership Summits in all six IPC regions over the next two years.
- in Nordic skiing, focusing on athlete recruitment and development for youth and women with a view to conducting a survey to see if Paralympic programmes exist with ski federations and to integrate more women.
- Including a women's demonstration games at the 2005 men's Junior World Wheelchair Basketball Championships.

Next steps include

- working with IPC regional presidents to secure commitments to host regional women in Paralympic sport Summits.
- formalizing the partnership between IPC and IWG.
- participating in women and sport conferences and meetings.

2005

IPC Women in Sport Leadership Summits

The Summits is a two-phase project of the IPC, in co-operation with the IPC Commission for Women in Sport to UK Sport. The local partners are national and regional Paralympic committees. The Francophone Summit took place in Niamey, Niger, in August 2005, hosted by the Niger NOC, and the Anglophone Summit was held in Tanzania in November 2005.

The goal of the summits was to encourage full participation in society for girls and women with a disability in the African region by empowering them through involvement in Paralympic sport and regional Summits. Representatives from Benin, Burkina Faso, Cameroon, Gabon, Ivory Coast, Mali, Niger, and Togo participated.

Recommendations from the Francophone Summit included:

IPC

- Donate sport materials to assist girls and women in the practice of sport.
- Set up a system of training for the support of girls and women with a disability in French Africa.
- Help girls and women leaders to integrate into the Paralympic Movement.

Governments

- Set up a policy for promotion of practices of physical activities for girls and women with a disability.
- Institutionalise 17th August as a Day for Sport Disabled Women.

NPCs

- Promote and develop the full participation of girls and women with a disability in the sport movement.
- Facilitate the training of women coaches and officials.
- Organise enlightenment days for girls and women with a disability to encourage their effective involvement in sport.
- Motivate girls and women athletes with a disability to participate in diverse competitions.

The Anglophone Summit provided a forum for dialogue, policy, and leadership development and a combination of classroom and hands-on sessions on sport policies and challenges with

regard to women, disability, gender, and human rights policies, sport development, leadership, consensus building, programme outreach, and delivery systems.

Both summits produced a blueprint for action towards gender equality in Paralympic sport.

Beatrice Hess of France, a Paralympic gold medallist in swimming, an IPC member-at-large, and a co-opted member of the IWG, reported

- approval of two motions to give women access to positions of responsibility. Since the last elections, the two women IPC representatives chair the athletes and women and sport boards.
- greater access to positions of responsibility and changing attitudes on the part of men that they are irreplaceable.
- plans to make techniques and equipment available to enhance the development of and access to women's sport in developing countries.

From the Women in Paralympic Sport Network

- Participating for the first time at the Islamic Games in Iran in 2005 were female tennis players with a disability from Lebanon, Malaysia, Sudan, Armenia, Senegal, Tajikistan, Syria, and Iran.
- In the United States, the "Divas in the Bluegrass" tennis camp introduced 15 young women with a disability to wheelchair tennis following the theme, "Living life to its fullest potential". The camp used the "GoGirlGo" curriculum of the WSF and provided a much-needed forum for girls with a physical disability to learn about sport and major life activities in a safe, peer-friendly environment.

At the IPC General Assembly, Ann Cody of the United States, who had been nominated for the position of vice-president of the IPC Governing Board, was elected a member-at-large. The athlete's representative is Ljiljana Ljubisic of Canada.

UNITED NATIONS (UN)

2006

The 50th Session of the Commission on the Status of Women (CSW), held in February 2006 at United Nations Headquarters and sponsored by the UN Division for the Advancement of Women (DAW) focused on "enhanced participation of women in development: an enabling environment for achieving gender equality and the advancement of women, taking into account, inter alia, the fields of education, health and work, and equal participation of women and men in decision-making processes at all levels," priorities to which every woman working on behalf of women and girls in sport can relate.

WOMENSPORT INTERNATIONAL (WSI)

2002

WSI invited 40 participants to a conference on *Physical Activity and Health Guidelines for Women: National and International Considerations Related to Ethnicity and Race*. The conference

- determined the current status of knowledge regarding the physiological, psychological, and socio-cultural response to exercise of various ethnic/racial groups of women.
- identified prevalent health problems in developing countries that might be prevented or attenuated by physical activity.
- ascertained the status of women in various countries and what programmes might enable sport and exercise to be incorporated into their lifestyle.
- discussed how WSI can most effectively aid in providing the knowledge and opportunities for women to gain the health benefits that accrue from physical activity.

WSI actively supported the WHO's statement that enjoyment of the highest attainable standard of health is a fundamental human right by promoting physical activity as essential to ensuring that girls and women achieve that goal.

2003

The WSI website opened a Spanish-speakers Question and Answer section.

Year 2 of a study on the impact of child protection in soccer in England was completed. All government-funded NSOs in England have five years to comply with new National Standards for Child Protection in sport.

Kari Fasting of Norway and Nada Knorre of the Czech Republic continued a major study about Gender Relations in Sport in the Czech Republic. The study includes questions on the experiences of sexual harassment by elite and national athletes and sport students. Also underway are studies of abuse in sport in the Netherlands, the United Kingdom, and Japan.

2004

WSI launched a position statement on sexual harassment in sport.

The Triad Task Force worked on the development of a power point presentation to be used by team physicians to assist them in educating coaches and athletes about this issue.

Additions were made to the WSI website.

<http://www.sportsbiz.bz/womensportinternational/>

At the Pre-Olympic Congress, WSI was responsible for a symposium for 40 invited participants from around the world entitled *Women, Physical Activity and Health: International Considerations Related to Ethnicity and Race*.

Kari Fasting distributed WSI's position statement on sexual harassment and other materials at the Third World Conference on Women and Sport.

WSI plans to develop educational power point packages on women and sport themes. The idea is to partner with women's sport groups in developing countries to determine their immediate needs and design the packages to fit the needs.

2005

Initiatives included

- improvement of the WSI website.
- an increased presence by introducing WSI-sponsored symposiums and panels at key national and international conferences and congresses.
- appointment of a development and sponsorship committee, a membership committee, and task forces on homophobia and women's health.
- development of information material that will be published in French and Spanish as well as English.
- establishing links to the IOC Medical Commission.

<http://www.womensportinternational.org>

WORLD HEALTH ORGANIZATION (WHO)

2002

WHO Fact Sheets, prepared for the annual World Health Day, included a clear and concise page on *Women and Physical Activity*.

http://www.who.int/archives/world-healthday/fact_sheetgs5.en.shtml

REGIONAL ORGANISATIONS

AFRICAN WOMEN IN SPORT ASSOCIATION (AWISA)

At the end of the Brighton Conference, African representatives created a task force to ensure that full participation and equality is achieved in Africa. The mandate was to produce an organisation that would provide a forum for the development of women in sport throughout Africa.

It was agreed that the primary focus would be to establish an international network in Africa to bring about the necessary changes with regard to

- participation of women in sports activities.
- development of women as coaches.
- development of women as sport leaders and decision makers at national and international levels.

In order to achieve gender equity, the network would provide an opportunity to exchange best practices for mutual benefits.

The task force unanimously adopted the following resolutions:

- To create AWISA, similar to other women in sport associations in the world but unique to Africa.
- To establish Zonal and National Committees for Women in Sport in Africa.
- To organize a congress before or after the 1995 All Africa Games.
- To place AWISA under the umbrella of the Supreme Council of Sport in Africa (SCSA) and seek SCSA's organisational assistance and support for setting up AWISA.

AWISA Milestones

- 1995 - the taskforce organized a constitutional seminar on drafting of the constitution.
- 1998 - the constitution was adopted and elections held.
- 1998 - AWISA was admitted to the SCSA as a full member and is represented on the Council of Ministers of Sport in Africa.
- 1999 - during the All Africa Games, AWISA succeeded in stopping gender verification.
- 2000 - at the Olympic Games, for the first time, Africa was represented by three women chef de missions, reflecting a slight improvement in leadership development.
- 2000 - most governments in Africa have policies on paper to improve the status of women in sport.

Obstacles

Most if not all obstacles are culturally related and include

- segregation against women and girls in all activities of its societies, including sport. For instance, a strict dress code virtually prevents the participation of women in sport activities, particularly in rural areas where cultural norms are strictly enforced.

- under-representation in all spheres of life. This includes sports media, which is male-dominated, resulting in biased reporting of women's sport. The language used is also gender biased.
- finance, one of the major obstacles in promoting women's sport activities throughout Africa. It is extremely difficult to develop women's sport because it is not sufficiently promoted or covered by the media. As a result, most sponsors are not willing to sponsor women's sport activities.
- communication. In spite of modern communication technology, Africa still lags behind because countries cannot afford to spend on sport, as sport, particularly women's sport, is not a priority in national budgets.
- physical education. There are very few physical education teachers in the schools, which results in the subject not being taught in most schools and girls missing out in the very important development of self-esteem, improvement of health, enhancement of academic performance, and general empowerment that is a necessity towards their success in sport.

2002-2003

African women and girls continue to make progress in sport participation as athletes. However, not much progress has been made in the area of leadership, and that is a main concern of AWISA. There are still an insufficient number of women on the Executive Committee of the SCSA and of its affiliates, the Association of National Olympic Committee of Africa (ANOCA) and the All Africa Sport Council (AASC), and this includes the NSOs at decision-making levels.

Milestones

- The first Netball Africa Cup of Nations tournament was launched by the government of Ghana and the Ghana Netball Association.
- Six zones were represented at the 3rd World Conference on Women and Sport. A fruitful meeting of the African delegates was convened.
- At the Commonwealth Games, the numbers of female athletes increased and their performances improved over the 1998 Games. African athletes won gold and bronze medals in 800m and gold and silver in the marathon. There were two women chefs de mission, from Zambia and Malawi, three women general team managers, and one woman coach.
- At the 2003 world gymnastics championships, South Africa had a women's team and some athletes qualified for the 2004 Olympic Games.
- At the 2003 FIFA Women's World Cup, Africa was represented by Ghana and Nigeria, with both countries reaching the quarter-finals.
- The All Africa Games attracted 53 countries and 22 sports.
- South Africa competed well at the 2003 World Netball Championships.
- At the 2003 All Africa Games, South Africa's team was headed by women as chef de mission and deputy chef de mission.

Challenges include

- communication, finance, mobilisation, and dedicated manpower. Many countries within some zones are not active, mostly due to the lack of recognition and support by individual governments.
- lack of progress by the SCSA, ANOCA, and AASC in promotion of gender equity on their executive committees.

2004

AWISA continues to progress, even if it is at a slow pace, primarily due to financial difficulties. There has been no success in finding a sponsor. Governments of member states are

concentrating on financing their NSOs and pay lip service to AWISA. Zone associations face the same problem.

Milestones

- AWISA Zone 5 added Sudan and Somalia Women in Sport Associations.
- Mauritius, one of the most active zones, hosted the 2005 AWISA Congress. It intends to promote netball to create opportunities for women and girls to take part in regional and national tournaments.
- The Football Association of Zimbabwe appointed a commission of inquiry, headed by the president of the Zimbabwe Women Sports Foundation, into claims of sexual abuse against coaches of women soccer by players.
- South Africa hosted the Confederation of Southern African Senior Challenge Netball Cup tournament.
- Zones One, Two, Four, and Seven worked on the introduction of netball.
- Algeria hosted the Pan Arab Games.

2005

At the AWISA Congress in Mauritius, the AWISA Zone 7 structure was established, grouping the Comoros Island, Djibouti, France-Indian Ocean, Madagascar, Mauritis-Rodrigues, and Seychelles, and the Zone Directorate elected. The following resolutions were endorsed:

- Help countries to set up a national Women and Sport structure.
- Accelerate the process of setting up executive AWISA structures in each zone.
- Appeal to all national stakeholders to adopt the Brighton Declaration.
- Popularise all sport activities regarding women through the media.
- Create and improve a women and sport network among Zone 7's countries and regions to develop better knowledge of each other and to enhance exchanges.
- Ask the respective governments for their total support by making available a women and sport budget to be run by the national body recognised by AWISA.
- Collect funds to help needy countries.
- Promote compulsory physical education in the school curriculum at the kindergarten, primary, and secondary levels in all Zone 7 countries.
- Make available to women all existing training in the field of sport, including technical training and training in sport-related occupations.
- Insist on the specifics of sport for girls in all training, including physical education instructors.
- Help women who are as qualified as their male counterparts to achieve decision-making positions.
- Use role models to promote women and sport.
- Accommodate existing structures to be user-friendly to both men and women.
- Propose the creation of family-friendly environments to encourage mothers to practise sport for leisure.
- Request Zone 7 countries to set up a netball federation to popularise a new sport activity for girls and women.
- Ask the Youth and Sport Commission of the Indian Ocean to include in its actions equity at all sport events, including athletes, heads of mission, coaches, and referees, and to give priority access to women in training.
- Make International Women's Day an occasion to recognise the world achieved by women in sport.
- Set up in each country a Sportswoman of the Year award that is open to administrators, athletes, coaches, and volunteers, and offer the winner a scholarship in the field of sport.

Milestones

- Congo launched its National Women and Sport Organization.

- The 20th session of the SCSA General Assembly passed an important resolution on women and sport, urging all African governments to put in place conditions conducive to effective participation of women in sporting activities by fostering the creation of women sports associations and providing material and technical support. This is the first time the General Assembly took a strong stand on women and sport.

ASIAN ATHLETICS ASSOCIATION (AAA)

2002

For the first time, a woman was appointed to the Executive Board of the AAA.

ASIAN WORKING GROUP ON WOMEN AND SPORT (AWG)

2001

The First Asian Conference on Women and Sport was held in Japan with 14 Asian countries and regions participating. It was the starting point for the preparation for the Fourth IWG World Conference on Women and Sport in Kumamoto, Japan. AWG was established to issue and prepare the conference guidelines and action plan. AWG is composed of government and non-government representatives who aim to influence decision makers responsible for the development and availing of opportunities for girls and women to practice sport throughout Asia. AWG also follows up on processes and implementation in women and sport in Asia.

2003

Thirty-eight countries and regions participated in the Second Asian Conference on Women and Sport, held in Qatar. The Asian network was strengthened and the first members of AWG were elected. The conference adopted a strategic declaration, *Doha Conference Resolutions*, which encourages all the relevant parties and sport authorities to undertake effective support of women sports, aiming at building a better society by playing an important role in the success of sports activities in Asia.

The conference demonstrated the benefits of working collaboratively in a positive way, strengthening the network of men and women in Asia who are committed to advancing women and sport. Outcomes included support for the recommendations of the Olympic Council of Asia (OCA) to

- encourage all OCA NOCs to comply with the IOC's target for 2005.
- encourage NOCs to ensure that all delegations at the Asian Games, the Olympics, and regional, national, and local competitions include female athletes and officials.
- encourage NOCs to further develop and implement special programmes favouring the promotion and participation of women in and through sports, including facilitating the setting up of committees on women and sport and holding of regional and national workshops.
- request NOCs, through their governments, to implement, reinforce, and coordinate policies for the promotion and development of the role of women in physical education and sport.
- urge NOCs, through their governments, to include or reinforce physical education in school curricula and to develop training and improve the status of physical education teachers and sport educators.

Support was given to the targets set by the Doha Asian Games Organising Committee for the 2006 Asian Games that 10% of full-time organisers and 40% of volunteers be women and that female athletes make up approximately 32% of participants.

Governments, NOCs, and sport authorities of Asia were encouraged to adopt the Brighton Declaration and develop action plans to implement its principles.

2004

At its annual meeting in South Korea, AWG decided that the 3rd Asian Conference on Women and Sport would take place in Yemen in 2005 and that the conference theme would be *Empowering Women to Benefit from Sport and Physical Education*.

2005

The objectives of the 3rd Asian Conference on Women and Sport were to

- create awareness of the importance of gender equality in the sport arena with a particular focus on Asia.
- assess progress and discuss issues and needs since the 2nd Asian Conference.
- develop new strategies and build action plans to stimulate the development of women and sport in Asia.
- establish interaction, networking, and strengthening links between various organisations involved in women and sport issues.

Attendance was encouraged to

- review the progress of women and sport in Asia.
- exchange experiences and ideas.
- set up a strategy for the future.
- elect the members who will work towards realising the mandate of the conference delegates.

Hosting the Asian Conference means

- raising the awareness of the local public on the importance of physical education to women by tapping into various mass media facilities before and during the conference.
- coming out with supporting decisions to formulate and promote the participation of women in physical activity in a way that does not conflict with local culture.
- benefiting from the various experiences and demonstrating Yemen's experience in these fields and benefiting from the various experiences of the Asian continent.
- encouraging girls to enrol in physical education faculties in Yemen, which will later enable women to practice sport and physical activities.

For outcomes, see *The Yemen Challenge*, Appendix H.

EUROPEAN PARALYMPIC COMMITTEE (EPC)

2005

Tanni Grey-Thompson of Great Britain was elected to the EPC Executive Committee, Oksana Matiyash of Ukraine was named a technical officer, and Ionna Karyofylli of Greece and Marie Idete Ferreira Fiuza of Portugal became members-at-large.

EUROPEAN WOMEN AND SPORT (EWS)

2002

In drawing up the Berlin Memorandum, delegates to the 5th EWS Conference agreed to "introduce the gender mainstreaming principle as an item on the agenda of sport organisations in their countries and to act in support of it to ensure that a future-oriented European sport culture can be established."

Successes included

- contributing to the achievement of a culture of gender equality as laid down in the EWS guidelines and in the principles of gender mainstreaming.
- increasing networking in Europe and abroad and strengthening cooperation with European Mediterranean countries.

- exchanging know-how and mutual cooperation around successful developments and projects for women in sport.
- encouraging national and international efforts for stronger institutional structuring and promotion of women in leading positions to ensure gender balance in decision making in sport.
- encouraging the presence of women in all delegations taking part in sporting events organised in Europe.
- emphasising reflection and action regarding gender equality in sport education.

2003

Successes included

- developing the network, establishing new contacts with San Marino, Portugal, and Spain, and becoming involved with the European Women's Lobby, European Non-Governmental Sport Organisations, and IAPESGW.
- strengthening relationships inside the European Olympic Movement.
- adoption by the European Union (EU) of a resolution to develop a structure for tackling the question of women and sport, developing sport in schools and sport for leisure, ensuring equal rights in top-level sport, protecting the health of female athletes, and ensuring greater participation by women in decision making.

2004

The 6th EWS Conference was held in Paris with 275 delegates from 33 countries in attendance. The conference was organized jointly by the Ministry of Sports and the French NOC, with the help of FEMIX, a French NGO that promotes women and sport. The conference theme was *Women, Sport and Democracy*. Keynotes and workshops covered a wide range of topics with speakers of high quality. The conference produced the Paris Call for Action (see Appendix G).

Leading up to the conference, a women and sport group was formed to develop propositions to improve the situation of women and to strengthen their role in sport activities. The group's report was handed to the minister of sport and the minister of parity and professional equality two days before the conference (the report is only available in French). <http://www.ews-online.org/>

For communication and sharing best practices and experiences, the EWS webpage was re-launched.

<http://www.ews-online.com/>

2006

For a report on the 7th EWS Conference, see Appendix I.

ISLAMIC COUNTRIES WOMEN SPORT FEDERATION (ICWSF)

2002

The ICWSF is a cultural and sport organisation founded in 1991 to enhance sport culture amongst Moslem women in the member countries by preserving Islamic codes and principles. Since then ICWSAF has held eight general assemblies in Iran, Kuwait, Syria, and England.

ICWSF projects included

- a Sport Committee Meeting in Oman.
- a Technical Committee meeting in Iran.

- attendance of ICWSF speakers from Oman and Iran at the World Congress of Sport Medicine.
- a financial committee meeting in Iran.
- holding the first round of Solidarity Cup Competitions in chess.
- holding a vice-presidents meeting in Qatar with representatives from England, Qatar, Sudan, and Iran.
- organising a Sport Medicine Course under IOC supervision for Muslim physicians.
- organising a Team Physician Course under IOC supervision for Muslim physicians.
- carrying out research projects
- programming to establish a special training centre for Moslem women in refereeing, coaching, management, and executive fields.
- programming to set up classes for refereeing and coaching in member countries.
- holding the Solidarity Cup Competition.

2003

ICWSF launched its website.

<http://www.ir-ws.com>

2005

The ICWSF hosted the Fourth Islamic Women's Games in Iran. The Games were established to give athletes from Muslim countries the opportunity to compete internationally under certain rules without violating Shari'ah by competing in front of men in inappropriate attire. For the first time, athletes with a disability from Lebanon, Malaysia, Sudan, Armenia, Senegal, Tajikistan, Syria, and Iran competed in table tennis.

The ITTF offered a course for women umpires and a meeting of the Asia Region Women in Paralympic Sport Committee took place.

OCEANIA

2003

Paralympic committees within the region focus heavily on identifying and locating males and females with a disability to encourage them into sport and train them for international competitions. Programmes are integrated.

Research into current sport activities for females in Oceania showed that

- eight of 17 NOCs are meeting the IOC quota expectation.
- some women are occupying leadership and administrative positions, but in significantly lower numbers than men. The most commonly held position is as an executive member or senior vice-president or vice-president.
- issues of women in sport are addressed by NOCs integrated with other business and by Women in Sport Committees. National Paralympic Committees (NPCs) do not have Women's Commissions.
- Women in Sport Commissions have been established in Fiji, Samoa, Papua New Guinea, Tonga, Cooks Islands, and Micronesia. Some are at varying stages of development and others are inactive.
- the function of the commissions varies.

2004

Women from Oceania who attended the 3rd IWG World Conference on Women and Sport realised that Oceania was the only continental group without a formalized Women and Sport Commission. The ONOC General Assembly approved the establishment of the Oceania Women in

Sport Committee (OWSC). With ASC assistance, the OWSC met to draft an action plan for the next four years. It was decided to hold a regional conference in April 2005 in Brisbane, Australia.

OCEANIA WOMEN IN SPORTS COMMISSION (OWSC)

2003

Representatives from seven Pacific island countries met in Fiji to discuss the establishment of the OWSC and agreed to use the Oceania NOC to assist in

- conducting women in sport seminars.
- identifying interested women and girls.
- utilising sports development officers.
- improving communications
- addressing some of the cultural barriers affecting the participation of women and girls in the South Pacific.

OWSC activities included

- running workshops.
- sponsoring female secondary school athletes.
- promoting women's participation through the media.
- running a sports day for women only.
- working with the media to profile women behind the scenes.
- planning a seminar for female administrators and coaches.
- delivering annual administration courses for women in sport.
- launching coaching and officiating programmes.

2004

At the General Assembly, three women from three NOCs reported on the progress of the development of women and sport in Oceania and requested approval for the establishment of the OWSC.

Women from Oceania representing their countries at the Olympic Games met twice to discuss and share information on the need to develop the OWSC and action planning before the end of the year.

Six women from six NOCs and one representative of the Olympic Sports Federation of Oceania, assisted by the ASC's Women and Sport Unit, participated in a two-day meeting to establish OWSC's working plans, action, timeframe, and budget for activities from 2005-2008.

Strategic Action Plan, 2005-2008

Aim

Strengthen the role of women in sport throughout Oceania utilising existing resources for new opportunities and improved results for the benefit of women and sport for all.

Strategies

- Encourage and where possible provide education and training opportunities for women to develop their skills in all areas of sport.
- Establish an effective profile and communication network for women in Oceania.
- Provide leadership to women in sport throughout Oceania and assist them in reaching their potential as decision makers, participants, coaches, officials, and administrators.

Training/Education

- Develop guidelines for the operation and management of Women's Commissions.

- Implement more education courses targeting women as coaches, officials, and administrators.
- Conduct administration workshops and event management for women to assist them in developing the knowledge and skills to operate within a sport.
- Provide opportunities for athletes to develop further skills that will assist them in other roles in NOCs and NSOs in the future.
- Provide Train the Trainer programmes in administration, creating education and potential employment opportunities at local levels.
- Conduct education and awareness campaigns for the community and family about the importance of female participation in sport.

Communication/Promotion

- Promote awareness of women in sports in Oceania, profiling prominent women 'behind the scenes'.
- Collate surveys and databases of all NOCs and NSOs on women in sports at all levels.
- Create a logo for the OWSC.
- Develop promotional posters featuring Oceania female Olympians.
- Use public service announcements in radio, television, and newspapers to promote women in sport in a positive manner.
- Create networking opportunities on a regular basis between Oceania countries to share regional issues with a long-term aim of meeting international objectives and to help women in the Pacific educate each other and share best practices from other countries
- Make use of more female role models to encourage women and girls to participate in sport and physical activity.

Leadership

- Provide encouragement for more women to nominate and be successful in obtaining decision-making roles.
- Work towards the IOC target of 20% representation of women in decision-making roles at the NOC and IF levels.
- Work towards 20% women on the ONOC Executive.
- Provide advice and resources for other NOCs to establish Women in Sport Commissions.
- Have each sub-region (Micronesia, Melanesia, Polynesia, Australia, and New Zealand) represented by a sub-regional chairperson on the OWSC.
- Identify and promote ways to access funds for sporting programs, sport resources, and equipment.
- Encourage NOCs to work in conjunction with health departments and NSOs to promote healthier lifestyles.
- Co-ordinate activities with the Foundation of South Pacific Forum and the WHO concerning the promotion of a healthy lifestyle.

Proposed Program of Activities

- Establish the OWSC constitution.
- Hold a Regional Conference every two years.
- Hold a Women and Sport Oceania Walk in April of each year to celebrate the formation of the OWSC, an initiative to be conducted with health organisations to promote the health benefits for women and promote sporting opportunities.
- Hold sub-regional meetings every year in Micronesia, Melanesia, Polynesia, Australia, and New Zealand as required.
- Establish an OWSC website.
- Develop a database of Oceania women in sport to assist with communication, promotion, and monitoring improvements in women's achievements in all areas of sport.
- Create a logo for the OWSC.

- Hold a Micronesian Women in Sports seminar.
- Attend the IOC Women in Sport Conference.
- Appoint a Women in Sport coordinator to undertake administrative requirements for the activities of the OWSC.

2005

Highlights include

- continuing to develop the OWSC network and role within the ONOC region.
- agreement by the IOC to provide ongoing Olympic Solidarity findings support for the plan.

OWSC met during the ONOC General Assembly and at the IOC-ONOC Regional Workshop.

Significant progress has been made since 2004 with the key events being

- Women in Sport Oceania walk held in six Pacific Island countries.
- the OWSC web page.
- an OWSC poster.

The name was changed to Women in Sport Oceania Commission (WISO).

In each Pacific country, gender issues are increasingly being addressed by NOCs through a variety of activities and programmes.

www.oceaniasport.com

OLYMPIC COUNCIL OF ASIA (OCA)

2003

The OCA Women and Sport Committee was created.

2004

Members of the OCA Women and Sport Committee met for the second time in Doha. Members discussed proposals for concrete work to be achieved by the committee with the support of the OCA secretariat by the end of 2006, including a page on Women and Sport on the OCA website and a publication on Women and Sport in Asia, with no action yet taken by the secretariat.

2005

The committee met in Bangkok and OCA president Sheikh Ahmad Al Fahad Al Sabah emphasised that work should continue to achieve the IOC's recommendation of at least 20% women's involvement at all levels of sport. Reports were presented on the national seminars held in Lahore and Vientiane and various matters were discussed concerning women's participation in sport.

PAN AMERICAN SPORTS ORGANIZATION (PASO)

2002

PASO's Women and Sport Working Committee's first Continental Seminar took place in Canada at the Third IWG World Conference, with 35 of 42 NOCs participating. (The IWG had encouraged NGOs to hold their meetings in conjunction with the conference in order that members could attend the strategic planning workshop.) A strategic plan for the development of women and sport in the Americas was adopted consisting of four core strategies:

- Advance the participation levels of women athletes, coaches, and officials in the Americas.
- Increase women in leadership and decision-making positions for sport in the Americas.
- Create an effective communication network for women sport leaders in the Americas.

- Promote education as a means of developing skills, knowledge, ethical values, and personal life skills.

New initiatives in support of the strategies are in the areas of participation, leadership, networking and communications, and education.

Participants agreed to work towards “a future where equality of opportunity leads more women to sport at all levels.” Next steps included

- every member country of PASO identifying and implementing one new strategic action to advance the status of women in sport by June 2003.
- every member country of the Working Committee targeting one new long-term goal related to each of the four core strategies.
- the leadership of the Working Committee beginning to work towards the 2nd PASO Women in Sport Conference.

2003

The Women and Sport Committee presented a report during the PASO General Assembly. The report got extremely positive reactions and the president announced that for the upcoming quadrennial, the Committee would receive a budget. Successes included

- several members of the Working Committee continuing their investigative activities and participating in national and regional meetings.
- Several NOCs and National Women and Sport Committees taking up the implementation of the strategic plan.
- the sub-regional IOC Seminar for Women in Sport being held in Bolivia.

SPORT ASSOCIATION FOR ARAB WOMEN (SAAW)

The importance of the practice of sport as a lifestyle in confronting the requirements, challenges, and stresses of Arab women in the modern age will not be realised without the solidarity of Arab countries with SAAW. Initiatives include

- recommendations arising from SAAW symposiums and conferences.
- urging the inclusion of sports in the development policies around women and sport.
- enacting local and political legislation in support of physical education.

2002

SAAW organized the 1st Arab Forum on Women and Sport where 11 different countries confirmed the status of and obstacles facing women and sport in Arab countries and agreed to study ways of developing and promoting sport. Topics included sport leadership, school sport and its importance for girls, media, and women sports.

February 18th has been set as the *Arab Women and Sport Day*.

2003

SAAW organised the 1st Seminar on Arab Women Sports Management in Cairo. Thirty-eight participants from the United Arab Emirates (1), Bahrain (2), Qatar (6), Egypt (4), Syria (4), Sudan (11), Oman (1), Iraq (2), and Yemen (4) attended. The lecturers presented on

- leadership in the sport field.
- sport organisation management.
- introduction to legislation and laws.
- administrative process and decision making.
- time management.
- administration and information technology.
- sport tournament management.
- new administrative methods.

- introduction to sport management.
- human resource management.
- administrative policies.

2004

SAAW organized the 2nd Arab Symposium on Women and Sport, entitled *Physical Education and Sport for Arab Women in Schools and Universities for a Better Future*. The symposium was organised with the cooperation of the Arab League, Arab ministers of youth, and the Sport Council responsible for women and sport in Arab countries. In attendance were 41 participants from Bahrain (3), Qatar (3), Kuwait (2), Jordan (1), Syria (2), Libya (2), Algeria (2), Palestine (3), and Egypt (21).

SAAW sponsored the 2nd seminar on women and sport management, in cooperation with the Sport Management Department of the Faculty of Physical Education for Girls at Alexandria University. The themes of the seminar were

- communication in the sport field.
- human resource management.
- sport crisis management.
- evaluation of management performance.
- Arab women and the Olympic Games.
- time management skills.
- management development.
- sport marketing.
- the Arab League and sport in Arab countries.

The course was designed and attended by women working in ministries and organisations involved in sport such as clubs and youth centres, female members of Arab and NSOs, members of Women Commissions, National and Arab associations and federations for women, assistant teachers and tutors in the sport management sections of Sport Education Faculties, and individuals working in sport management. The 60 participants came from the United Arab Emirates (5), Oman (2), Kuwait (1), Qatar (4), Syria (6), Sudan (13), and Egypt (29). Six of the participants were males.

SOUTHEAST ASIA GAMES FEDERATION (SEAGF)

2002

The SEA Games Federation decided to establish a Women Sport Committee by 2003. The challenge is to get other regional sports bodies to do likewise.

SUPREME COUNCIL FOR SPORT IN AFRICA (SCSA)

2005

The 20th SCSA General Assembly passed the following resolution:

“Noting the outstanding role played by sport in the emancipation and promotion of women; Desirous to further empower the African Woman in the development processes of our respective countries; recommends to African Governments:

1. create conditions conducive to a more effective participation of women in sporting activities especially by making available human, material, technical, administrative, and pedagogical conditions appropriate for the development of women sport;
2. put in place national mechanisms designed to facilitate the access of women to executive positions in governing bodies of sports associations and state structures that run sports.”

NATIONAL ORGANISATIONS

AUSTRALIAN OLYMPIC COMMITTEE (AOC)

The AOC holds the Australia Youth Olympic Festival every two years. The event provides 50% participation by girls aged 14 to 18.

The AOC strongly supports IOC initiatives by

- attending regional and world fora.
- providing compensated opportunities for selected female representatives of NSOs to attend fora.

A National Women's Sport Meeting of government and non-government women's sport representatives agreed to investigate the possibility of reforming the national women's sport network. A work group

- investigated the re-invigoration of the networks.
- established common goals and priority issues.
- developed guiding principles based on the Brighton Declaration.
- examined possible collaborative projects.

AUSTRALIAN SPORTS COMMISSION (ASC)

2002

ASC

- is committed to the development of an inclusive, robust, and self-sustaining sport system in line with the international best practice of gender mainstreaming.
- will work with NSOs to mainstream new strategies in strategic planning, key performance indicators, and development programmes.
- will develop and deliver a national leadership programme for women and men, ongoing bench marking of NSOs, continue to develop partnerships with other agencies, and provide support and leadership to women and sport in Oceania.

Achievements include a National Forum entitled *Sport Needs More Women* that called for implementation of

- a leadership development programme for promoting opportunities to increase the level of women participating in all areas of sport at senior levels.
- a 'report card' resource to assist sports in increasing the level of involvement by women in participation, coaching and officiating, promotion, safe environments, governance, and leadership.
- a national approach to promoting women and sport issues.
- ASC leadership in promoting women and sport issues across Oceania and internationally.

2003

ASC held a National Forum on Women and Sport entitled *Forging New Frontiers for More Active Women*. The forum aimed to

- mobilise the sport industry so that it knows how to create well-supported initiatives and opportunities that will increase girls' and women's participation in all aspects of sport.
- develop a national sport industry framework that will provide a strategic, focused, and collaborative approach to women's sport in Australia.

ASC published *Pregnancy in Sport Guidelines for the Australian Sporting Industry*.

www.activeaustralia.org/women/pregnancy.htm

ASC released the Harassment-free Sport Strategy, a risk management tool to assist organisations in protecting themselves and their members.

www.activeaustralia.org/hfs

Play by the Rules is a website addressing fair and safe play, and aims to help in preventing and dealing with discrimination, harassment, and child abuse in sport and recreation clubs and associations.

ASC is working with the University of Canberra and the New South Wales Department of Sport and Recreation to improve media representation and reporting of under-represented women, people with a disability, Indigenous People, and older Australians in sport and recreation.

www.ausort.gov.au

ASC conducted research into current sport activities for females in Oceania through a questionnaire and phone interviews, targeting NOCs and NPCs. Females in sport emerged as an important sport development priority throughout the region, recognising the role that sport can play in promoting the rights of women and girls.

2004

ASC made a commitment to women and sport projects in the Cook Islands and Papua New Guinea.

The ASC's Women and Sport Unit (WSU)

- finalised an Analysis Framework and Performance Report Card for NSOs.
- in conjunction with the Office of Status of Women, is implementing a leadership grants programme to women in rural and remote communities.
- finalised an Analysis Framework and Performance Report Card for NSOs with implementation to begin with six pilot sports.

2005

Projects undertaken by state government and non-government women and sport networks included

- women in sport leadership.
- gender equity training.
- high performance coaching grants.
- active schoolgirl breakfasts.
- women's recreational cycling programmes.
- women's physical activity programmes.
- sportswomen in the media.
- networking programmes.

WSU initiatives included

- Sport Leadership Grants for women. Since 2002, the programme has distributed AUS\$800,000 to 305 projects.
- an analysis framework to assist sport to develop more effective management practices.
- working with NSOs to reinforce that sport needs more women for the betterment of Australian sport through programmes of inclusive activities.
- holding a meeting of government women and sport representatives to discuss current activities and future opportunities for the network through its formal government agreements.
- developing an analysis framework to assist sports in developing more effective management practices.

- working collaboratively with ASC programmes including coaching, officiating, Indigenous sport, disability sport, club development and membership growth, innovation and best practice, and junior sport.

Through the Australia South Pacific Sports Programme, ASC committed to providing equitable opportunities for women and girls to participate in sport and physical activity in 14 Pacific partner countries. The programme supports specific Women in Sport programmes in Papua New Guinea, where a database and mentoring programme was established and the action plan reviewed, and a Sport Outreach programme in the Cook Islands. *Pacific Junior Sport* and *Pacific Sport Ability* are regional, community-based programmes that aim to provide fun, safe opportunities for participation in sport and physical activity. Efforts have been made to design and deliver these programmes in consultation with local Women in Sport Committees to optimise the inclusion of girls and women. A two-year programme focused on the Manea Zone with workshops held on five islands to increase the skills and participation levels in all areas of sport, including competition, coaching, officiating, and administration.

The ASC elite scholarship programme assisted Pacific regional sportswomen.

The government has made AUS\$400,000 available to women across the country to pursue leadership opportunities in sport.

2006

The 2006 Sports Leadership Grants for Women scheme is run through ASC and the Office for Women. It is designed to further the training and development opportunities for women in sport leadership. The grants are available to support

- high performance coaching and officiating.
- Indigenous women.
- women in disability sport.
- women from culturally and linguistically diverse backgrounds.
- women in general sport leadership.

www.AuSport.gov.au/Women/Grants.asp

AUSTRALIAN WOMENSPORT AND RECREATION ASSOCIATION (AWRA)

AWRA was incorporated in 2005 as a national NGO “to advance the participation by Australian women and girls in all aspects of sport and physical activity.” It is a volunteer organisation with a president, vice president, secretary, treasurer, and a Committee of Management. Meetings are held by teleconference. AWRA’s membership is drawn from employees and associates of Australia’s state womensport bodies.

AWRA is in the process of seeking federal government funding to develop a business plan and a website and to survey NSOs about current issues relating to women in sport.

The following principles underpin AWRA’s mission statement and support the Brighton Declaration:

- To be recognised as the primary non-government body representing women and girls in sport and physical activity in Australia.
- To undertake an advisory and advocacy role on issues that affect the participation of women and girls in sport and physical activity.
- To build national strategic alliances to further progress the participation of women and girls in sport and physical activity.

AWRA expects to work closely with state womensport organisations to facilitate the sharing of resources and programmes so that there is a united approach and improved outcomes for women and girls.

AWRA has received a grant from ASC to develop a leadership and governance programme for women in sport with two objectives:

- To build the capacity of AWRA members through information- and resource-sharing
- To design and coordinate the implementation of programmes on a national basis

Other objectives are to

- provide strategic input into national policies relating to women and girls in sport and physical activity.
- seek and identify direct or indirect funding sources that could be made available for the development of programmes to support women and girls in sport and physical activity.
- raise the profile of the achievements of Australia's sportswomen and girls.
- be the reference point for information on the achievement of, and issues impacting on, Australia's sportswomen and girls.
- represent the members and the interests of women and girls in sport generally in any appropriate forum.
- communicate with AWRA and women's sport stakeholders.
- influence other women's organisations on matters related to health and physical activity.
- provide support to organisations and individuals with similar objectives.
- liaise with international groups with similar objectives.
- give, and where appropriate, seek recognition for members to obtain awards or public recognition in their fields of endeavour.
- conduct or source research and development in areas consistent with these aims.
- formulate or adopt and advocate appropriate policies, including in relation to equal opportunity, equity, drugs in sport, health, safety, infectious diseases, and such matters as arise from time to time as issues to be addressed in women and girls' sport.
- administer its operations using best practice management and corporate governance principles.
- undertake and do all such things or activities that are necessary, incidental, or conducive to the advancement of these objectives.

State Organisations in Australia

State womensport organisations are active in every state in Australia – Victoria, New South Wales, Western Australia, Tasmania, South Australia, and Queensland – and the Australian Capital Territory. Activities are sponsored by government organisations and NGOs and run the gamut of interesting and effective initiatives across all abilities and ages. The result is a definite impact on the sport and physical activity endeavours of the girls and women of Australia.

For more information, visit the following websites:

www.womensportnsw.com.au

www.dsr.nsw.gov.au

www.womensport.com.au

www.dsr.wa.gov.au

womensport@wswest.asn.au

www.osr.tas.gov.au

www.recsport.sa.gov

www.sport.act.gov.au

CANADIAN ASSOCIATION FOR THE ADVANCEMENT OF WOMEN AND SPORT AND PHYSICAL ACTIVITY (CAAWS)

2002

CAAWS held a National Conference on Women, Sport and Physical Activity that ratified the *ACTIVE Blueprint, The Canadian Strategy for Girls and Women through Physical Activity and Sport*, which consists of strategy planning and an action blueprint. The goal is to increase the physical activity and sport opportunities of Canadian girls and women through a multidisciplinary approach to delivering sport and physical activity, increased communication and promotion of physical activity and sport, increased profile for active girls and women, and more stakeholders and partners.

www.ACTivestrategy.ca

2003

CAAWS honoured five individuals and organisations with its annual Breakthrough Awards. The awards recognize exceptional accomplishments that break through traditional barriers and pave the way for girls and women to participate in sports and physical activity at every level.

http://www.caaws.ca/Awards/breakthr/breakthrough_02.htm

Health Canada supports CAAWS in an On the Move Diabetes Initiative. The goal of the project is to create momentum at the national, provincial/territorial, and community levels around On the Move, a national initiative to increase opportunities for non-active girls and young women to participate in sport and physical activity. Launched nationally in 1994, On the Move has inspired community-level action and initiated social and systemic change across the country through workshops and information sharing. This funding provided an opportunity for CAAWS to expand On the Move and promote best practices in multiple sectors.

VIEWS (Voices Inspiring Equity in Women and Sport), was a new initiative sponsored by Nike Canada Inc. VIEWS aims to involve female athletes, coaches, volunteers, and administrators in spreading the word about the benefits of girls and women being involved in sport and physical activity and to increase the number of people speaking on the topic.

CAAWS continued to work with Sport Canada and Health Canada to promote the *ACTIVE* strategy through the sport and active living communities with a website full of interactive tools and innovative ideas. Many presentations took place around the country.

<http://www.caaws.ca/>

CAAWS re-designed its Women and Leadership programme into ½-day modules focused on specific topics that assist women in developing their leadership abilities. A survey was

conducted with NSOs, MSOs, and the Active Living community to determine which areas CAAWS should focus on for the first modules.

2004

A Train the Trainer session trained 19 women from across Canada to deliver the Women and Leadership programme, which has greatly increased its reach. Other sessions were held with the Athletes CAN Forum, Sport Leadership 2004, and the Sport Officials of Canada Conference. CAAWS attended the PASO women and sport seminar in El Salvador and presented the Influencing Change workshop in English and Spanish to the 45 delegates. Also presented were sessions on On the Move, Mothers in Motion, and Recruiting and Retaining Female Officials.

CAAWS conducted focus groups to discuss the issue of homophobia in sport and to determine what type of work could be done to start the process of eliminating homophobia.

In partnership with the Aboriginal Sport Circle, CAAWS applied for funding for On the Move programmes to deliver sport to inactive girls in nine Aboriginal communities across Canada. The initiative is called *Team Spirit: Aboriginal Girls in Sport*.

The Mothers in Motion Website was re-designed. This website is intended for women who want to lead healthy lifestyles and mentor their children to do the same. A variety of information is available on healthy eating and active living for Mothers of New Babies and Toddlers, Mothers of Pre-Schoolers, and Mothers of School-aged Children.

http://www.caaws.ca/mothersinmotion/home_e.html

2005

CAAWS was invited to the Barbados Olympic Association Women and Sport Seminar where sessions on Recruiting and Retaining Female Officials as well as the CAAWS Women and Leadership sessions on Effective Communication and Influencing Change were delivered.

CAAWS introduced on-line best practices, *Success Stories: Increasing Opportunities for Girls and Women in National and Multi-Sport Organizations*.

http://www.caaws.ca/e/resources/pdfs/Success_Stories_English.pdf

CAAWS released a paper, *Seeing the Invisible, Speaking about the Unspoken, A Position Paper on Homophobia in Sport*.

Executive Summary http://www.caaws.ca/pdfs/CAAWS_Homophobia_Exec_Summary_E.pdf/

Full Paper http://www.caaws.ca/pdfs/CAAWS_Homophobia_Discussion_Paper_E.pdf/

CAAWS received funding for a three-year project on Physical Activity and Women Aged 55 to 70, focused on increasing physical activity opportunities for these women, with the following objectives:

- To identify barriers to physical activity for women (ages 55-70)
- To identify solutions and best practices for increasing physical activity for women (ages 55-70)
- To develop resources for multi-sectoral practitioners and women (ages 55-70) that will assist in increasing physical activity levels in older women
- To increase awareness around the importance of physical activity for women (ages 55-70) among multi-sectoral stakeholders on a national basis

- To evaluate the current and future impacts of the project in increasing physical activity opportunities for women (ages 55-70)

<http://www.caaws.ca/women55plus/index.cfm>

COACHING ASSOCIATION OF CANADA (CAC)

2002-2006

CAC's Women in Coaching (WiC) programme is a national initiative to develop and maintain partnerships, networks, resources, and other strategies that increase the number of women coaches and retain women in the coaching field.

WiC supports women in coaching by

- working towards solutions to issues affecting women coaches.
- profiling the WiC programme internationally.
- working with CAC's National Coaching Certification Program (NCCP) team to ensure gender balance and equity in new and existing NCCP materials.

A significant broadening of WiC's scope was made possible by Sport Canada's approval of CAN \$200,000 in new funding under its Special Projects Program for 2005-2006. These funds are encouraging women to take a leadership role in their communities and become NCCP community coaches.

WiC launched initiatives with several partners including

- a pilot process to enable a female coach to access an appeal process in an equitable manner.
- a pilot for the Coach Evaluation Process.
- two workshops at the 2005 IAPESGW World Congress.
- involvement in a global equity strategy being implemented by LegaciesNow.
- delivering Leadership Workshops in partnership with CAAWS.

The National Team Coaching Apprenticeship Program (NTAP) provides opportunities for women coaches to work with their national team programmes leading up to and during major international events such as the Olympic Games.

WiC, in partnership with the provinces and territories, provided professional development for 16 women coaches as part of the Canada Games Apprenticeship Program. The coaches attended the 2005 Canada Summer Games. In 2004, a successful professional development session was held in conjunction with Sport Leadership sportif, CAC's annual coaching conference. A key component of WiC's NSO recognition programme is the annual Women in Coaching Luncheon, held in conjunction with Sport Leadership sportif.

The online *Canadian Journal for Women in Coaching* provides timely, accurate, targeted information in order to create a healthier and more positive environment for women coaches, in Canada and around the world. A Discussion Board was added in 2005.

<http://www.coach.ca/WOMEN/e/journal/sep2000/intro.htm>

Since 1987, over 400 women coaches have received CAN \$2,000,000 in the form of NSO grants, professional development grants, WiC National Coaching Institute (NCI) Scholarships, and major Games apprenticeship grants.

- NSO Grants are available to NSOs that organize programmes to increase the number of women coaches and enhance their education, certification, and experience.
- Professional development grants assist women who are committed to a career in coaching and to enhance their education, certification, and experience.
- WiC NCI scholarships are awarded annually to women coaches who attend a NCI. The programme has been re-structured to offer tuition-based scholarships to more women coaches and the application process has been implemented.

Eighteen women coaches from 14 sports attended the 2005 National Coach Workshop. The workshop

- identified the key barriers at the grassroots and high performance levels facing women in coaching.
- looked at ways for CAC and other key stakeholders to better address the barriers.
- agreed on a vision for women in coaching.
- set key strategic goals.
- provided the opportunity for women coaches to experience professional development from outside experts and informally through one another.

The 2005 Jeux de la Francophonie project provided women coaches in judo, basketball, and athletics with the opportunity to work with apprentice coaches from Africa leading up to and including the 2005 Jeux.

WiC's Online Mentor Program is designed for women coaches at all levels who want an opportunity to receive feedback from and exchange ideas with an experienced coach. The programme is open to Canadian women coaches who have taken at least one NCCP course. Coaches are paired with mentors on a first-come, first-served basis. Mentors must have regular access to e-mail, be willing to volunteer a few minutes a week to respond to e-mails, and be NCCP Level 3 certified. WiC offers support by providing resources to assist the mentor.

The 2006 Women in Coaching Workshop for 26 women holding national head coach or assistant coach positions, junior national team coaches, and national team apprentice coaches

- featured presentations by women coaches whose athletes won medals at the Olympic Winter Games in order to understand and appreciate the unique environment of the Olympic Games.
- developed a support network of peer women coaches.
- provided feedback on coaching plans, particularly for the 2006/2007 season, and generated new ideas.

JAPANESE ASSOCIATION OF WOMEN AND SPORT (JWS)

JWS, which was founded by executive director Dr. Etsuko Ogasawara, has been managing the IWG secretariat for the period 2002-2006 and the AWG secretariat from 2001 to 2006.

Since 2003, JWS has organised the annual Women and Sport Summit in Tokyo to promote women and sport in Japan. These summits have also been used as promotional events for the Kumamoto conference. JWS researchers contributed to the development of the Japanese Olympic Committee (JOC) survey on women and sport and analysed and reported the data to the JOC.

JWS has tried to emphasise the importance of the inclusion of sport as a mean to support women's health throughout their lives to the Gender Equality Bureau and the Japanese Cabinet

Office through the Ministry of Education, Sports, Culture, Science and Technology by sharing the JOC survey results and the 2001 JWS report on sport and women with babies. Through these efforts, sport was recognized as a mean of supporting women’s health throughout their lives in the Japanese Action Plan of the Gender Equal Society that started in 2006.

Asian Survey on Women and Sport

Conducted by JWS, the Asian Survey on Women and Sport investigated the current situation of women and sport in Asia. The research project members were Dr. Ogasawara, Yacine Kabbage of AWG and JWS, Selina Khoo of the University of Malaya, and Hirotaka Matsuoka, Takuya Naito, and Rieko Yamaguchi of JWS.

Background

The First Asian Conference on Women and Sport was held in Osaka, Japan, in 2001. Delegates recognised the need to coordinate efforts for the advancement of women and sport within Asia and agreed to establish an Asian Women and Sport Network. The Second Asian Conference on Women and Sport was held in Doha, Qatar, two years later with the Doha resolution an outcome of the conference (see Asian Working Group on Women and Sport, [page xx](#)). The Third Asian Conference on Women and Sport in Sana’a, Yemen, in 2005 resulted in the Yemen Challenge (see Appendix H), which included a request for the AWG to compile information on the current status of women and sport in Asia to be presented as an evaluation report at the Fourth IWG World Conference on Women and Sport in Kumamoto.

Comment [Y1]: Not to forget the page number

Data collection

The survey consisted of 22 questions covering a range of topics, including sports organisations that promote sport for women, sports programmes for women, sports information, and physical education. The survey was sent to all 40 countries and regions in Asia in October 2005 and by February 2006, 70%, or 28 countries, had responded, representing a significant improvement over the 2001 survey when only 16 countries replied.

Out of the 28 countries and regions that responded, eight are from West Asia, four from South Asia, eight from South-East Asia, five from East Asia, and three from Central Asia.

West Asia	South Asia	South-East Asia	East Asia	Central Asia
Bahrain	Bangladesh	Cambodia	Chinese Taipei	Kazakhstan
Iraq		Indonesia	Democratic People’s Republic of Korea	Tajikistan
Yemen	Maldives	Laos	Japan	Uzbekistan
Jordan	Nepal	Malaysia	Macau	
Lebanon	Sri Lanka	Myanmar	Republic of Korea	
Palestine		Singapore		
Qatar		Thailand		
Syria		Vietnam		

Organisation and Leadership

Nine of the 28 countries and regions (Bangladesh, Chinese Taipei, Japan, Laos, Republic of Korea, Malaysia, Singapore, Thailand and Yemen) have other organisations that have adopted the Brighton Declaration. In addition,

- 65.7% of the countries have government organisations in charge of promoting sport for women.
- 61.5% have national private organisations that promote sport for women.
- 81.5% of NOCs have women and sport committees. Of this total, seven are in West Asia, two in South Asia, six in South East Asia, four in East Asia, and three in Central Asia. This means that all of the respondents from Central Asia have women and sports committees in their NOCs.
- only 52.4% of NSOs have women and sport committees. Of this total, five are from West Asia, one from South Asia, four from South-East Asia, and one from East Asia. None of the respondents from Central Asia have NSOs with women and sport committees.
- less than 50% of the NOCs (43.5%) have standards for assigning female officials.
- 50% of NSOs have standards for assigning female officials. The first NOC to establish standards was the Democratic People’s Republic of Korea, doing so in 1986, and the first NSO was Bangladesh in 1974.
- 10 NOCs (35.7%) – Bangladesh, Indonesia, Japan, Jordan, Republic of Korea, Malaysia, Nepal, Singapore, Uzbekistan and Yemen – have had female vice presidents.
- 18 of the countries and regions (64.2%) have female staff.
- Seven NSOs have a female president. They are the Bangladesh Women Sports Federation, the National Council on Physical Fitness and Sports, the Jordan Swimming Federation, the Handisport Lebanese Federation, the Qatar Women’s Sport Committee, the General Federation for Women and Sports in Yemen, and the Indonesian Tennis Federation.

	Executive-Board of Directors /Committee members			Operation-Staff		
	Female	Male	% of female	Female	Male	% of female
Bangladesh	2	24	7.7%	1	3	25.0%
Chinese Taipei				11	15	42.3%
DPRK		10	0.0%	2	6	25.0%
Indonesia	4	27	12.9%	30	70	30.0%
Iraq	1	10	9.1%	40	180	18.2%
Japan	2	20	9.1%	9	25	26.5%
Jordan	35	229	13.3%			
Kazakhstan	2	11	15.4%	7	7	50.0%
South Korea	20%	80%	20.0%	20%	80%	20.0%
Laos		7	0.0%		3	0.0%
Lebanon	1	14	6.7%	3		100%
Malaysia	1	6	14.3%	7	7	50.0%
Maldives	1	3	25.0%		2	0.0%
Myanmar	3	17	15.0%	5	2	71.4%
Nepal	2	16	11.1%	1		100%
Singapore	1	5	16.7%	1	3	25.0%
Syria	3	21	12.5%	4	3	57.1%
Tajikistan	1	12	7.7%	4	9	30.8%
Thailand	2	7	22.2%		1	0.0%
Uzbekistan	2	8	20.0%			
Viet Nam	3	59	4.8%	4	7	36.4%
Yemen	5	21	19.2%	5	16	23.8%

Note: Only the countries and regions that answered question 6 are shown in the table.

Guidelines on Sexual Harassment

Only seven ministries in charge of sport, four NOCs, and three NSOs have sexual harassment guidelines. The ministries are from Bahrain, Cambodia, the Republic of Korea, Laos, Nepal, Thailand, and Yemen. The NOCs are from the Republic of Korea, Laos, Tajikistan, and Yemen. The NSOs are from Bahrain, Laos, and Yemen. Only Laos and Yemen have guidelines at the ministry, NOC, and NSO levels. Laos was the first to set up guidelines at all three levels. The ministry and NSO guidelines were established in 1975 and the NOC guidelines in 1980. Other organisations with guidelines are the Japan Track and Field Federation, the Korean (Republic of) Sports Council, the Indonesian Ministry of Women Empowerment, and the Laos Women's Union.

Human Resource Management

Twenty-five countries and regions have nationwide programmes to promote sport for women and sport instructor certification at the national level. The highest percentage (70%) of female instructors is in Taiwan while the lowest percentage (2%) is in Tajikistan. Only 18 countries have sport instructor certification at the local government level. The Republic of Korea has the highest percentage (50%) of female instructors while Nepal has the lowest percentage (15%). At the NGO level, only 11 countries have sports instructor certification. Myanmar has the highest percentage (90%) while Singapore has the lowest (10%).

Few countries have volunteer certification programmes. Only eight have certification at the national level, seven at the local government level, and six at the NGO level. However, the percentage of female volunteers is high. Tajikistan has the highest percentage at all levels with 95% at the national level, 80% at the local government level, and 50% at the NGO level.

Most of the countries have training and education programmes to contribute to sport for women. The most common is for sports instructors while the least is for sports scientists.

Training programmes	Number of countries
Sports instructors	22
Referees	20
Managers/organizers	19
Journalists	16
Sports scientists	12

Promotion and Sport Participation

It is heartening to note that there are organisations with programmes to promote sport participation among persons with a disability. Twenty-two countries have a government body responsible for this and 15 have programmes for women. Seventeen NOCs run such programmes and 13 have programmes for women. Countries with both government and NOC programmes for women are Bahrain, Bangladesh, Indonesia, Republic of Korea, Laos, Malaysia, Myanmar, Qatar, Syria, Uzbekistan, and Vietnam.

Fifteen countries have nationwide media promotions that cover girls and women's sport.

Media used in promotions	Number of countries
Newspaper	12
Magazine	9

Television	12
Radio	11
Web	4
Others	4

Fifteen countries have a database of national government bodies, local government bodies, and private organisations that promote sport for women.

Only 12 countries reported that they have data on sport participation and only eight countries have data on sport spectators.

Country	Percentage of female sport participation
Bangladesh	60%
Cambodia	10%
Democratic People's Republic of Korea	Once a day for 10 minutes for brief exercise:46% and five times a year for 3 hours: 70%
Indonesia	Data is blank
Japan	More than once a week:55.4%
Republic of Korea	2-3 time/week, 20-40min;10% (Age 20-50)
Thailand	30.45%
Yemen	10%

Twelve countries have daycare centres at sport facilities. In Yemen, 300 of these are public facilities while 150 are private.

Research and Education

Eighteen countries have conducted research on sport for women.

Research areas	Number of countries
Historical	13
Sociological	10
Cultural issues	7
Sexual harassment	4
Physical education in school	13
Sport industry and event	9
Medical, psychological, and physiological	14
Participation	10

There are national standards or guidelines for the physical education curriculum. The Republic of Korea was the first country to establish guidelines, doing so in the 19th century for

elementary, junior high, high schools, colleges, and universities. Kazakhstan established the first guidelines for all levels, doing so in 1939.

Level	Number of countries
Elementary school	24
Junior high / middle school	24
High school	23
College / university	14
For all ages	12

Twenty-eight countries report gender differences in their physical education content in the sports disciplines and events.

Level	Number of countries
Elementary school	4
Junior high / middle school	9
High school	8
College / university	7

Conclusion

This is a preliminary study that offers an overview of women and sport in Asia. The high response rate (70%) shows that there is interest in this subject and is proof of the co-operation and support among organisations in the region.

A limitation of the study is incomplete questionnaires. This could be due to the lack of data within the respective countries. It may also be difficult for the respondent to know the answers to all the questions asked in the survey. The responses in the questionnaires may not be comprehensive. However, the study can serve as a base for future research and collaboration. As it highlights the activities and programmes that exist in the various countries, other countries can tap into those resources and expertise.

The results show that there are policies and programmes in place to promote women and sport in Asia. While some countries have achieved more than others, it is a promising start and more can be achieved.

JAPANESE OLYMPIC COMMITTEE (JOC)

2002

The JOC met during the Third IWG World Conference and established a “women’s project” to promote women and sport. The meeting was an IWG initiative encouraging the holding of meetings in conjunction with the conference in order for members to participate on the strategic planning workshop.

2003

The JOC established the Women and Sport Committee as one of its standing committees. The committee conducted the Japanese national survey on women and sport to investigate the current situation of women and sport in all sport associations in Japan. It was the first time

that a specific survey on women and sport took place at the national level.

Three female executive board members were elected to the JOC. While the JOC has not reached the 20% minimum requirement of the IOC, this was the highest percentage (12%) in Japanese history. Also, Kiyoko Ono was elected as a JOC vice president.

2005

JOC is a part of the organizing committee for the Fourth IWG World Conference on Women and Sport in Kumamoto and has helped to promote the conference in Japan. The second Japanese survey on women and sport has been conducted and the results will be unveiled at the Kumamoto conference.

SOUTH AFRICAN SPORTS COMMISSION (SASC)

2003

The SASC held a seminar on women and sport and adopted 13 resolutions:

- That Women Sport should be treated like serious business.
- That there is a need to create more sporting activities for women, especially in rural areas and informal settlements.
- That THETA, the standards authority for the sport and recreation industry, ensure that women capacity-building projects be addressed through its skill development programmes.
- That there is a need to identify health issues that affect women's participation in sport.
- That physical activity should be promoted.
- That there is a need for support programmes for female athletes and administrators, especially in male-dominated sport.
- That all activities should include girls and women with a disability.
- That researchers investigate targeted areas.
- That there is a need for image building of female sport role models as a sporting brand.
- That South African Sport should ensure a clear policy on the participation of women in order to protect female athletes and fair play.
- That a Risk Management Forum should be organised to look at all issues affecting women's participation in sport.

SPORT AND RECREATION NEW ZEALAND (SPARC)

SPARC has been set up by the government to develop and promote sport and physical activity so that more people can be involved, enjoy an active lifestyle and develop their skills, and perhaps become champions. SPARC was formed from the Hillary Commission for Sport, Fitness and Leisure, the New Zealand Academy of Sport, and the Sports Policy department of the Ministry of Tourism.

<http://www.govt.nz/record?recordid=102>

2002

Several planning meetings were held between SPARC and the New Zealand Olympic Committee (NZOC) with a view to developing and maintaining a joint approach to Women and Sport in New Zealand. Outcomes from this partnership included

- development of a national advisory group for women and sport.
- a strategic plan integrated with those of SPARC and NZOC detailing specific outcomes for women and girls.
- an Oceania-wide forum to be held in 2003 with a focus on leadership.

A SPARC initiative is identifying sports as priorities for receiving SPARC services. The partnership agreement reflects the need for gender balance in areas such as participation, leadership, and decision making.

An inter-agency partnership between SPARC and the Ministry of Women's Affairs (MWA) is an outcome to share resources and bring physical activity for women forward as an agenda item for the MWA. SPARC had input into the CEDAW report, which MWA collated.

SPARC CEO Nick Hill attended the Heads of Sport meeting at the Commonwealth Games to discuss issues relating to women and sport. Following the Games, a summary of carded female athletes and their performances was produced highlighting the significant achievements of the New Zealand women athletes.

SPARC continued programmes and initiatives that contribute to the development of women and girls through sport: *KiwiSport*, *Sportfit*, *Winning Women Role Models*, *Sport Ambassadors*, *Harassment Free Sport*, and *Fair Play*.

One of SPARC's organisational goals is to be world leading in the approach to physical activity in all of its forms. This presents a challenge in terms of how to contribute to the development of Oceania, and so SPARC will be working closely with the NZOC and other groups to look at the best way of making this happen.

2003

A national forum for women and sport, entitled *Motivation to Leadership*, examined issues relating to the lack of women in leadership positions in sport. A gender equality programme deals with issues related to women and sport.

UK SPORT

Established by Royal Charter in 1996, UK Sport works in partnership with the home country sports councils and other agencies to lead sport in the UK to world-class success. UK Sport is responsible for managing and distributing public investment (£29 million annually) and is a statutory distributor of funds raised by the National Lottery (9.2% of sport allocation).

2003

UK Strategy for Women and Girls Sport, led by UK Sport, but developed by a cross-agency coordinating group, aimed to build on the work of the National Action Plan by developing a strategy that endorses the principles of the Brighton Declaration. It has one over-arching aim and three strategic objectives.

Aim: To change sporting culture in the UK to one that values the diversity of women and enables their full involvement in every aspect of sport.

Strategic Objectives:

Participation: Increase participation by women and girls in a wide variety of sports, physical recreation activities, and in physical education.

Performance and Excellence: Enable women and girls with sporting ability to achieve excellence in the sport of their choice.

Leadership: Increase the number of women leaders at all levels and in all capacities in sport and physical recreation.

The plan aimed to coordinate and drive the work of Sports Councils and NSOs in their development and delivery of women's sport.

Equality in Sport Standard

The Standard provides a framework to help sports organisations achieve equality in sport and meet equality targets. It was hoped that this would provide the much-needed catalyst for many key NSOs to become more proactive in their policy development of sporting opportunities for women and girls.

WOMEN'S SPORT FOUNDATION UK (WSF UK)

UK Media Action Plan

WSF UK conducted comparative research that examined the quantity and quality of media coverage of women's sport in the UK over the last decade. The report looked at international examples, particularly where media coverage is high. The report formed the basis of a high-profile debate on the subject leading to the development of a coordinated action plan to increase the quantity and quality of women's sports coverage in the UK.

Newsletter

WSF UK re-launched their newsletter, *Women in Sport*, featuring up-to-date news, information, and topical issues on women's sport both within the UK and internationally.

info@wsf.org.uk.

WOMEN'S SPORT FOUNDATION (WSF USA)

2002-2006

Actions furthering the Principles of the Brighton Declaration include

- **Equity and Equality in Society and Sport.** The WSF continues to support the implementation and enforcement of local, state, and national policies prohibiting sex discrimination, with success being demonstrated by continued growth in female participation at all levels. Efforts to weaken national public policy have been defeated with the WSF playing a leadership role in developing a coalition of over 100 national organisations to rebuff this government effort.
- **Facilities.** The WSF counselled over 100 citizen advocates to utilise public accommodations and federal non-discrimination laws to require school and municipal entities to provide and or construct equal facilities for women's sports teams.
- **School and Junior Sport.** The WSF counselled and helped resolve over 1,000 gender equity situations, advising female athletes and their parents on political and legal steps for resolution. The WSF issued a "girl activation" publication to guide parents and concerned citizens in encouraging sedentary girls to begin participating in sports and physical activity. The WSF provided US\$3 million to girl-serving organisations to increase participation opportunities and US\$7 million in free education materials.
- **Developing Participation.** The WSF provided technical assistance to over 1,000 girl-serving organisations per year on model programmes for girls aged 8 to 18 and conducted learning institutes and learning clusters for groups of grant recipients to assist them in programme design and improvement. The WSF assembled a national coalition of organisations to increase racial diversity in sport and another coalition to address the issue of eliminating homophobia in sport. The WSF also produced, *It Takes A Team*, a kit and national training programme for school leaders to assist them in addressing homophobia in sport in order to remove this barrier to girls' sports participation.
- **High Performance Sport.** The WSF provided US\$75,000 in training grants to female athletes who were unable to afford to compete in or train for national and international competitions.
- **Leadership in Sport.** The WSF provided spokespersons at 30 national conferences, disseminating data concerning the lack of women in sports-related careers and sports governance organisations

and the existence of salary discrimination in the employment of female coaches and other sport administrators.

- Education, Training, and Development. The WSF conducted training programmes for female coaches in Jewish Community Centers.
- Sport Information and Research. The WSF published *Her Life Depends on It*, a comprehensive compilation of research on the relationship between sports and physical activity participation and the health of girls, and three research reports on the sport and physical activity participation and health of girls in two major U.S. cities, including one report on Hispanic girls.
- Resources. The WSF continued to issue quarterly reports to the media on statistics demonstrating that sports programmes for girls and women were receiving less financial support in all areas of sports expenditures by U.S. schools and colleges.
- Domestic and International Cooperation. The WSF provided speakers, promotional assistance, data and other content resources to the United Nations Working Group on Sport for Development and Peace to support the international reports and conferences sponsored by this Group.

The WSF is currently working within the U.S. and with international women's sports organisations and international sports federations to increase the number of women participating at the Olympic Games and to move toward equal numbers of sports, disciplines, and events/medals. The WSF is also creating financially self-sustaining city-based model programmes that support the efforts of girl-serving organisations to recruit and retain sedentary girls in sport and physical activity programmes.

2006-2010 Initiatives

The WSF is undertaking a series of eight original research reports on topics and issues of concern that affect the development of sports and physical activity opportunities for girls and women in the U.S. In addition, the WSF has created and will be disseminating public policy guides for activists who want to increase sports and physical activity opportunities and ensure gender equity in local school and public sports and recreation programmes. The WSF will continue to provide US\$700,000 per year in financial support to girl-serving organisations and free educational materials that reach 333,000 girls aged 8-18 each year.

<http://www.womenssportfoundation.org>

MULTILATERAL GOVERNMENT BODIES

COMMONWEALTH SPORT MINISTERS

2004

At the meeting in Athens, the ministers were asked to demonstrate leadership in supporting the global women and sport movement.

The *Athens Action Plan* included the following three recommendations on promoting women in sport by

- encouraging the full participation of female athletes in their national teams at the 2006 Commonwealth Games.
- ensuring that the role of women in sport is fully taken into account in the development of domestic sporting programmes.
- leading by example by encouraging mainstreaming gender equality in sport policy and programmes.

2006

At the second biennial meeting in Melbourne, Australia, Ministers were asked to report against their commitments from the Athens Action Plan.

CONFERENCE OF THE YOUTH AND SPORTS MINISTERS OF FRENCH-SPEAKING COUNTRIES (CONFEJES)

2004

CONFEJES' Working Group for the promotion of participation of girls and women in sport and youth activities (GTCF) adopted a strategic objective: "Against a background of sustainable development and solidarity, the GTCF is committed to working for the enhancement of the opportunities available to girls and women so they can make their own decisions on youth and sport activities."

Steps to achieve the objective are to

- develop and sustain tailored training for girls and women seeking employment and a role in society.
- develop and sustain the training of women coaches.
- promote a culture of peace and civic education.
- make sport decision makers, organisations, and movements aware of inequalities in order to promote change.
- develop and sustain training in the design and management of projects.
- inform and raise awareness of women and girls about hygiene, health, and environmental protection.
- encourage the development of leisure sporting activities.
- form partnerships with other organisations.
- increase the visibility of the GTCF.
- fight illiteracy and promote functional literacy.
- promote and sustain women's associations and leadership.

2005

The GTCF reported to the 2005 CONFEJES Ministerial Conference that it has

- established a network of regional coordinators.
- developed training for girls and women.
- encouraged the implementation of real activities.
- positioned the GTCF with other international organisations.

COUNCIL OF EUROPE

2005

In its report on *Discrimination against women and girls in sport* to the Committee on Equal Opportunities for Women and Men, the Council of Europe noted that "women suffer frequent discrimination in their access to, and practice of, both amateur and professional sports, discrimination that is contrary to Council of Europe principles. This discrimination manifests itself in

- the persistence of stereotyping.
- the lack of a backup and support structure for sportswomen and girls who show potential in their sport.
- the difficulty of reconciling work/sport and family life.
- the problem of re-integrating into the world of work.
- inadequate media coverage of women's sport.
- the limited nature of private funding.

"The Parliamentary Assembly should call on the Committee of Ministers of the Council of Europe to work out a 'European Strategy for Women and Sport', which should

- encourage women and girls to take part in sport from their school days onwards and all their lives.
- promote gender mainstreaming in public policy concerning sport.
- support women's sport and women's participation in top-level sport.
- favour women playing a greater part in sport's ruling bodies.
- encourage better media coverage of women's sport."

The Council of Europe Report noted that

- Andorra includes gender as a criterion for the allocation of subsidies.
- Austria has set up a women's support fund.
- France has taken some measures, accompanied by financial penalties, with a view to increasing female representation on ruling bodies and offers specific financial assistance for sports federations' plans designed, for example, to improve the conditions for participation in top-level sport or to take further specific research into women's performance.
- Hungary assists events in which 70% of the participants are women.
- The Netherlands subsidises a few specific projects intended to increase women's participation in ruling bodies.
- the United Kingdom (UK) has identified women and girls as a priority group and, when grants are applied for, considers what encouragement is being given to participation to priority groups. The UK also supports the WSF UK.
- in Turkey, many women practice combat sports such as judo, karate, and boxing.
- in Romania, the canoe/kayaking world champions are "extremely popular".
- Futsal (indoor soccer) is enjoying increasing success in Portugal, particularly at the school level where there are 1,356 teams.
- in the UK, football is the mass sport in which women most participate and has the support of the Football Foundation, which had paid out £1.6 million for girls' and women's football projects.
- Finland and Denmark have adopted the principles of gender mainstreaming and gender budgeting.

GERMAN FEDERAL MINISTRY OF FAMILY AFFAIRS, SENIOR CITIZENS, WOMEN, AND YOUTH

The "Women to the Top" project, sponsored by the ministry, examined women's under-representation in key positions of German sport organisations and agreed to assist women within sport organisations to work for change.

SPORT COUNCIL OF THE AMERICAS (CADE)

2003

The statutes of CADE, the newly-formed intergovernmental body of sport ministers and senior officials from countries of the Americas, were adopted. Improving the status of women and sport was included as one of its responsibilities.

2006

A Woman and Sport Commission was formally established as one of the permanent Commissions of CADE.

Section Two— Overviews from the Regions

AFRICA

ALGERIA

2004

Algeria hosted the Pan Arab Games, with women excelling in the half marathon event.

CONGO

2004

Congo launched its National Women and Sport Organization.

MAURITIUS

2004

The Women and Sport Association has been able to activate and sustain momentum in the region because of the moral and financial support of the governments and hosted the 2005 AWISA Conference. At the AWISA Regional Conference Zone, elections were held to set up a directorate and an action plan was put in place.

MOROCCO

2003

The Brighton Declaration was signed by the Moroccan National Association Women, Physical Activity and Sport (ANFAPS) during a seminar on the access of women to the sport movement: a human right. The seminar, organized by ANFAPS in collaboration with the Ministry of Human Rights, consisted mainly of a talk entitled *Islam, Woman and Sport*. The talk proved a great success and was repeated as the theme of a later debate.

Tributes were paid to Salma Bennani, president of the Sport Aerobic and Fitness Federation, for popularizing fitness and aerobics through information clinics and sporting events, leading to the creation of many jobs in that sector, especially for women, and to sport journalist Kaima Bellouchi for her excellent coverage of sport in the audio-visual media.

<http://anfaps.compuweb.ma/>

The Moroccan Association of Sport and Development organised the 6th Annual Women's race, a 10km *Run for Fun* in Casablanca. The event provides Moroccan girls and women with the chance to participate in a sporting event, make leading decision makers in governmental and non-governmental organisations aware of girls and women's fight for equality, especially in sport, and encourage media promotion of women's sport. Participants are girls and women between the ages of 15 and 75. The 2002 race drew more than 12,000 runners with close to 20,000 participants in 2003. Girls and women from across Morocco come to Casablanca for this event and the number of international runners has grown annually.

<http://www.amsd.ma>

2004

ANFAPS organised the 2nd National Symposium on Women, Physical Education and Sport. The theme was *Sport: lever of sustainable development in underprivileged zones*. Many interesting presentations were made by researchers, professors, and people involved in the national sport movement. The symposium recommended that Salé be made a pilot city for the systematic practice of physical activity and sport, on the occasion of the year of the Athens Olympics, to the benefit of women, children, and families in underprivileged neighbourhoods.

ANFAPS also organised a conference entitled *Policies of Development of Sport and Physical Education*. A sport demonstration by local children launched the Salé Plan of Action.

SOUTH AFRICA

2003

For the first time, South Africa's team at the All Africa Games was headed by women as chef de mission and deputy chef de mission.

2004

South Africa hosted, and won, the Confederation of Southern African Senior Challenge Netball Cup tournament.

2005

Dorinne Solomons was elected vice-president of IAPESGW.

The SCSA passed an important resolution on women and sport, urging all African governments to put in place conditions conducive to effective participation of women in sporting activities

- by fostering the creation of women sports associations.
- providing material and technical support.
- providing adequate administrative structures
- putting in place national mechanisms to facilitate the access of women to executive positions in governing bodies of sport associations and state bodies.

TANZANIA

2004

Tanzania hosted and won an international netball tournament.

As a result of a Dutch Special Initiative to encourage the participation of women in sport, a female Tanzanian athlete competed at the 2004 Paralympic Games.

TONGA

2002

Women and sport workshops were conducted.

2003

There is increasing female participation in weightlifting by promoting the sport through informal networks.

ASIA AND THE MIDDLE EAST

BAHRAIN

2003

The board of directors of the Bahrain Olympic Committee approved the formation of a Women Sports Committee.

CHINESE TAPEI

2002

The Women and Sport Committee (WSC) of the Chinese Tapei Olympic Committee was created.

2004

Among the activities promoted were

- women, sports, and health through the news media, working closely with the National Union of Taiwan Women Association through combined activities.
- *Universal Health Exercise* for cancer prevention, the number one killer of the population.
- walking as a nation-wide habit.
- the relationship with women and sport in the People's Republic of China (PROC), starting with an annual exchange programme between Taiwan and the PROC's Women and Sport sectors. Ten WSC members visited women sport leaders in three Chinese cities.

GUAM

2003

A women in sport wrestling programme has been started.

HONG KONG

2004

The Women and Sport Commission of the Sports Federation and Olympic Committee of Hong Kong, China, held a Women and Sport Conference entitled, *The Winning Formula for Recruiting and Motivating Volunteers*.

IRAN

2005

Iran hosted the Fourth Islamic Women's Games.

IRAQ

2005

The country's 10 women's softball teams are recognized by the NOC.

JAPAN

2002

The theme of the Asahi and Waseda International Forum was *Possibilities of Sport in the 21st Century*. The IWG's Dr. Anita White delivered a keynote speech and a panel discussed *Women and Sport, Media and Sport, University Sport, and Sport Across Asia*.

JWS joined the Kumamoto Health Festival by organising a seminar to discuss the effects of sport and physical exercise on health.

The Top Coach Seminar included

- a leader's seminar.
- a synchronised swimming demonstration.
- a panel discussion with three prominent women coaches
- a discussion involving women golf coaches.

2003

WSF Japan celebrated its 20th anniversary and published a book detailing the history of the organisation and Japanese women's sport.

In 2003, the JOC set up a Women and Sport Commission that led a project to survey all NSOs related to women and sport and to study the needs of women within their respective organisations and in a wider arena.

2004

Sports Forum 2004 - Women and the Olympics attracted around 500 participants. As a result of the excellent results of Japanese female athletes at the 2000 and 2004 Olympic Games, there is wide national interest in women's sports and the hope for medals from female athletes is quite high. The forum offered insights into how female athletes are raised and the skills and preparation needed to succeed at the Olympics.

Japan's National Sport Policy does not include anything about women and sport and, when it is revised in 2005, there will be an opportunity to push the government to address this. To do this, the JWS created an informal Japanese Women and Sport Network. Seventy-five per cent of the women in the network are leaders and decision makers in their own NSOs. Each NSOs' Women and Sport Committee has become part of the network, which works mainly through a mailing list.

The JWS organised the *Women and Sport Summit 2004* with the support of the JOC.

KUWAIT

2003

A Women in Sport Committee was created within OCA.

KYRGYZSTAN

2002

The biggest challenge is the prevailing opinion of the majority of people that women cannot rule and that high-ranking posts are primarily intended for men.

Future plans include

- creation of the National Commission on Women's Leadership in Sports and obtaining recognition by the NOC.
- setting up relations with international or national organisations and with organisations working in Kyrgyzstan on women and sport.
- recruiting more members and getting better acquainted with the current situation in Kyrgyzstan as well as with the experience of foreign organisations on women and sport.

LEBANON

2003

An IOC sub-Regional Seminar on Women and Sport was held in Beirut.

MAURITANIA

2004

A female athlete, who has been playing wheelchair basketball with the country's men's team since 1990, competed in 400m at the Paralympic Games.

NEPAL

2004

The International Women Sports Festival for Peace and Development was held.

OMAN

2006

Many positive changes have happened regarding women and sports in Oman. Habiba Al-Hinai is the only woman board member of the Oman Volleyball Association and is the first Omani woman to become a board member of a local sports club. She is also a member of the Women Sports Development Committee of the Oman NOC. She attended a programme on women's leadership and the management of NGOs, sponsored by the United States State Department.

PAKISTAN

2005

Pakistan held its first national women's football championship tournament, with male spectators banned. The eight participating teams wore uniforms that were in conformity with Islamic culture.

PHILIPPINES

2002

More than 600 delegates, mostly women, attended the 1st Philippine Congress on Women and Sport, hosted by the Philippines Sports Commission. Delegates included sport educators, sport stakeholders, sport lovers, athletes, and enthusiasts who discussed and addressed issues concerning the plight of women in sport. Outcomes included establishment of a body composed of representatives from all regions to take up the cause of women in sport.

The Tagaytay Call for Action was crafted to support the development of a sporting culture that enables and values the full involvement of women in every aspect of sport so that the real essence of Filipino women's empowerment through sport can be achieved.

QATAR

2002

QSi-Qatar Sports International 2002 attracted many international sports personalities and discussions were held on women and sport topics.

2003

Qatar is preparing for the 15th Asian Games in Doha in 2006. The Qatar Women in Sport Committee (QWSC) is working hard with the Qatar NOC to further allow the participation of Moslem women in the Games and to ensure that women are also present as coaches, referee, and at management levels by

- giving more exposure to women athletes at regional and international levels.
- giving women referees experience at top levels.
- holding seminars on Women and Sport in Qatar.
- hosting the 2nd Asian Conference on Women and Sport.

2004

The QWSC participated in various meetings including

- the 1st Management Course for Arab Women, held in Egypt.
- the 2nd ITTF Women's Forum in Qatar.
- the 3rd IOC World Conference on Women and Sport in Morocco.
- a meeting of the FIFA Women Football and Competition Committee in Switzerland.
- the opening of the 2nd GCC Championships.
- attendance at the 1st Women Football Championship in Jordan.
- the 54th FIFA Congress and Centenary Celebration in France.

SINGAPORE

2002

At the Asian Games, 30% of the Singapore contingent of 92 athletes were women who won 35% of the medals. At the Commonwealth Games, women accounted for 46% of the team and won 77% of the medals. For the first time, the chef de mission was a woman.

2003

Women and sport in Singapore is now known as the Women and Sport Group (WSG) to better reflect the role it plays as an advisory, facilitation, and coordination group to develop strategies and promote activities to increase the involvement of women in sport at all levels and in all functions and roles. Strategies included

- reaching out through working with partners.
- strengthening capabilities.
- testing new programmes and improving existing ones.

WSG works with the Singapore Sports Council (SSC) to assist and advise in its strategies to reach girls and women in sport.

Key areas of the WSG's work covered

- sport for juniors and youth. Programmes included WSG Girls@Play Project that offered 80 primary school girls eight sessions of fundamental movement programmes and mini-tennis, a Workshop on Basic Gymnastics for Girls for 35 pre-school educators, and the Netball ACTIVE School Mentors Program that trains 15-year-old girls as junior coaches.
- sport for women. Initiatives included conducting an experimental public education campaign, *Make Room for Sports*, to encourage more girls and women to take part in sports, continuing to work with the Breast Cancer Foundation to educate survivors that participation in sport can be beneficial in their recovery, programmes with the Singapore Council of Women's Organisations (SWCO) such as the 1st SWCO All Women Bowling Tournament, and programmes to facilitate the participation of Muslim women in regular exercise.
- research and education. The focus was on better understanding environmental issues affecting women's physical activity patterns. Two breakthrough events in the promotion and recognition of women's success and involvement in sport were the launch of the book, *To the Finishing Line*, about Singapore's first three women Olympians, and an exhibition for International Women's Day.
- high performance sport. Initiatives included two workshops designed to cater to the needs of elite female athletes and inspire them to perform to their best and presentation to female athletes of *The Woman Athlete* notebook that includes information on recovery methods, strength training, flexibility training, nutrition, and a self-monitoring sheet.
- leadership in sport. Plans call for development of a Singapore Strategy Framework for Women and Sport and hosting of the 2005 IWG annual meeting as an invaluable opportunity to profile and advance women and sport issues and benefit from the experience and know-how of IWG members.
- sporting awards. Women and organisations that contributed significantly to the promotion of sport to girls and women were recognized and their efforts endorsed at the Sporting Singapore Inspirations Awards 2003.
- moving ahead. To enhance the WSG's network, close ties will be maintained with SSC, WSG members, stakeholders, partners, and international women's sport bodies.

Following the success of the ACTIVE strategy in Canada, CAAWS was invited to conduct a workshop and seminar. The intention was to implement a similar strategy in Singapore, to "align the Women and Sport Working Group and the Singapore Sport Council towards developing strategies and programmes aimed at generating greater sport participation among girls and women."

2005

The government provided funding for women and sport so that everything did not have to depend on Olympic Solidarity.

SOUTH KOREA

2004

In conjunction with the annual AWG meeting hosted by South Korea, a celebration was held marking the 50th anniversary of the Korean Physical Education for Girls and Women (KPEGW).

There are three organisations for women and sport in South Korea: Korean Women Sport Association, Women Sport for Leadership Association, and the KPEGW.

Various workshops provided certification in Dance Sport and Adapted Physical Education.

SRI LANKA

2002

Dr. Ogasawara spoke on Women and Sport in Asia at the General Assembly of the Asian Amateur Athletic Association.

2004

A Women's Sports Committee of the NOC was formed.

THAILAND

2003

The IOC Medical Commission Committee met in Bangkok for a seminar that included women and sport among its topics.

Thailand supported Women and Sport Leadership and declared April 25th as National Women and Sport Day.

Bangkok hosted an IOC sub-regional seminar for the delegates of 18 NOCs of East and South-East Asia.

The Interim Asian Working Group on Women in Sport met in Bangkok as did the 4th ICHPER-SD Asia Congress.

An IOC Sub-Regional (East and South-East Asia) Seminar on Women and Sport was held in Bangkok.

2004

A seminar entitled *Strategies in Strengthening the Women and Sport Network for Asian Countries* was held for the 11 countries of South-East Asia.

TURKMENISTAN

2002

The number of participants is increasing. Physical-sanitary and sport works are being organized among students and women to strengthen a healthy way of life and prevention of AIDS and drug addiction. The biggest challenge is the annual organisation of the Open Women's Sport Games.

Future plans include

- participation in international competitions.
- organisation of seminars and conferences at the international level.
- increasing practical sports among women.

UNITED ARAB EMIRATES (UAE)

2003

In cooperation with the UAE School Sport Federation and the UAE NOC and with the participation of the SAAW, the Women and Sport Committee organized a forum, *Women Sport... Reality and Ambition*. The forum accepted recommendations for promoting and developing women sports and suggested resolutions relevant to the Emirate's position on overcoming the obstacles. The resolutions included

- increasing the number of fora, conferences, and seminars on women sport.
- involving women in decision making in the field of sport.
- adopting proper planning for developing women sport.
- setting up suitable programmes emphasizing the importance of the mass media's role in increasing awareness to the importance of sport and physical education for girls.

UZBEKISTAN

2002

The main achievement is conducting, since 1998, the traditional women's synchronised swimming tournament. The government supports the programme, *Consolidation of the health of women, birth, and bringing up a healthy generation*. Several sport festivals were held. The biggest challenge is the promotion and recognition of the importance of attracting women to sport for the development of society and the creation of a healthy nation.

Future plans include

- preparing a national seminar on women and sport.
- organising a network connected with women and sport problems between NOCs and representatives of national and continental associations for women in sport.
- providing all women and girls with the possibility of engaging in sport in safe and environmentally friendly conditions.

YEMEN

Although Yemen did not participate in the 2002 or 2004 World Conference on Women and Sport, the Yemen Women and Sport Commission (YWSC) undertook to work on their recommendations in order to support the strategy of Women and Sport in Yemen, one of the initiatives the YWSC was planning to undertake from 2000 to 2004.

The main points of the strategy are

- working towards the establishment of the legal status and the structure of the activities at the Ministry of Youth and Sports (MYS) and its affiliated organisations and authorities.
- activating the presence of women in federations that were active in the past in women sports such as chess, volleyball, handball, table tennis, and athletics.
- forming and creating women sport committees in cooperation with the MYS' offices in the provinces, to disseminate sport for women at the provincial level by conducting training and qualification courses aiming to qualify female coaching and refereeing

cadres either through courses assigned exclusively for women or by participating in the local and international courses organised by the Yemen NOC for both women and men.

2002

The YWSC focused on supporting the female sub-commissions in various governments to help them to perform activities such as

- courses aiming to qualify female coaching and refereeing cadres.
- organizing national championships in order to encourage more women to practice sport.
- supporting government schools with basic sport materials and encouraging the participation of girls in sport.
- empowering women participation in international championships.
- giving women sport leaders the chance to participate in international meetings and seminars.

The YWSC asked the MYS to establish a Women Administration in the Ministry and allocated a special budget (5000000 YR) for Women and Sport to be paid by the Youth and Junior Care Fund. (\$US1=195 YR)

2003

The YWSC focused on continuing to support the sub-commissions and to establish new Women and Sport Commissions. The sub-commissions did many activities in promoting the role of women to participate in sport activities and also contributed to creating physical education in schools. These activities played an important role in the development of women in Yemen and also the presence of women in sport and national activities. The YWSC

- along with the Sub-Commissions, prepared the training and qualification courses aiming at qualifying female coaching and refereeing cadres.
- encouraged women to work in the sport media and conducted training courses in sport journalism.
- targeted physical education teachers and gave them basic information about sport.
- held a seminar entitled *Women Sport: Reality and Ambition* to discuss women and sport with the participation of various sub-commissions, universities, organisations, and journalists to support women participating in sport and also to consider sport as a development tool.
- supported government schools with basic sport materials.

In addition,

- the prime minister agreed to the formation of a Women's Administration.
- some NSOs agreed to have one woman representative and to have women on technical commissions.
- women's participation in international meetings, seminars, and championships was promoted.

2004

The YWSC started to offer specialisation training and refereeing courses for teams in collaboration with the ICWSF. The YWSC

- held a sport administration course for women sport leaders with the participation of women administrators, women from sport sub-commissions, and women from university women's departments.
- held a discussion session with the Yemen NOC, the French embassy's coordinator in the Ministry of Youth and Sport, the French Sport Work co-ordinator in Djibouti, and the Algerian volleyball in order to exchange information on how women and sport started in their countries and the system they use in supporting women and sport and its independence.

- discussed the possibility and the benefits of hosting the 3rd Asian Conference on Women and Sport.
- asked the MYS to create a Federation for Women and Sport as well as Women Sport Clubs.
- recommended that the High Institute for Physical Education accept the first women students.
- followed up the support for Women Participation in all Sport activities locally and internationally.

2005

As a result of the 3rd Asian Conference on Women and Sport, held in Sanaa, Yemen,

- the Government of Yemen gave assistance to Women & Sport to build halls for women in the provinces.
- a decision was taken by the Ministry of Youth and Sport-Yemen NOC to establish a Women and Sport Federation.
- the regulations of the national federations were amended in order to have at least one woman in each federation.
- the first women were accepted into the High Institute of Physical Education.
- a decision has been taken by the General Assembly of the Yemen NOC to increase the percentage of women's representation in its General Assembly by 20% and to have a female vice-president after the election of the national federation.
- the Yemen NOC and the Commission, with the cooperation of the Women and Sport Federation and with the help of Ms. Beng Low Choo, vice-president of the Olympic Council of Malaysia, organised a workshop for sport leaders in Yemen to develop a strategy for sport and women for the coming four years. The vision is *Towards a vast participation of women in sport and sport leadership that is in accord with the values and principles of the Islamic Religion.*
- the Commission continued to offer specialised training and refereeing courses in table tennis and volleyball with the cooperation of the Islamic Federation for Women and Sport.
- the Commission printed three books as references in Women and Sport: *The Main Principles of Learning Physical Education and Sport*, *The Main Principles of Learning and Training Volleyball*, and the International Federation of Handball refereeing manual, guidelines, and cases with the financial support of the Youth and Junior Care Fund. These books have been distributed to the Women and Sport Federation, the Women Administration, Belquis Club, and the Women and Sport Sub-Commissions.

Concerns

- The limitations of the budget that was allocated by the government for Women and Sport as well as the external participation of women
- The infrastructure
- The qualified women cadre
- Social culture and misunderstanding around religion

Goals

- Working to apply the strategy and to have some decisions supporting women in local arenas
- Enhancing the relationship with organisations and committees dealing with women and sport in order to have more chances for girls
- Promoting women and sport locally and internationally

THE AMERICAS

ARGENTINA

2002

The Argentina NOC, in collaboration with the Universidad del Salvador, organized seminars on girls and women in sport and female sport leaders. They worked on a video on women and sport in Argentina and organised women's football tournaments. The Women and Sport Committee and Olympic Solidarity prepared a sport administration programme to encourage women in NSOs to access decision-making positions.

CANADA

See Canadian Association for the Advancement of Women and Sport and Physical Activity, page xx.

COSTA RICA

2003

The Women and Sport Commission held its first Conference, with many participants and very positive results.

CUBA

2003

An important investigation focused on the development of women in track and field in the Central American and Caribbean region.

GUATEMALA

2003

Guatemala re-organised its Women and Sports Commission.

PERU

2002

A Women in Sport conference was held for 400 participants from 16 countries.

PUERTO RICO

2002

The Department of Sports and Recreation created the Third Millennium Initiative Program for Women Sports for the development of women athletes in administrative and technical areas of sport. The programme helps young and adult women by offering them the opportunity to better themselves, not only as athletes, but physically, mentally, and emotionally. The programme includes

- talent identification plans in the NSOs.
- development of work centres for professional growth.
- participation at sports conferences and congresses.
- development of programmes for special groups such as single mothers.

2003

An international congress, *Face to Face: Gender Equity in Sports*, was held for professionals in sport, physical education, and related areas to create and develop ideas towards the growth of women in sport.

Women's development programmes are offered in athletics, handball, basketball, volleyball, fencing, wrestling, table tennis, and softball.

Clinics for female sport leaders covered parliamentary processes, leadership, and handling of finances and conflicts.

A survey collected data on the gender composition of NSOs and the Olympic Committee.

An informative manual on *Women's Sport in Puerto Rico* was developed and included information related to the practice of sport, centres where sport disciplines are offered, and historical information on the development of women's sport in Puerto Rico.

TRINIDAD AND TOBAGO

2003

The NOC launched its National Women in Sport Program, *EveryBODY Matters*. The programme was designed to deliver 33 youth to interactive community workshops throughout the country's 11 regions. Through these workshops, the organizers tried to enable the young participants to make healthier lifestyle choices by offering sport as a development vehicle.

UNITED STATES

AMERICA SCORES

America Scores is an innovative after-school programme blending soccer with creative writing. The mandate is to inspire in urban children a lasting dedication to education, healthy living, and civic responsibility

<http://www.americascoreres.com>

MELPOMENE INSTITUTE

A non-profit research organisation dedicated to women's health and physical activity, the institute addresses issues like body image, girls and self-esteem, and menopause.

<http://www.melpomene.org>

NEW ENGLAND'S WOMEN'S FUND (NewFund)

Founded in 1995 to encourage women to see themselves as philanthropists and support charities serving women and girls, NewFund decided to focus on sports in 1998. NewFund awards grants of up to \$2,500 to individual female athletes and female athletic teams for equipment, travel, training, and coaching. It also sponsors panel discussions, presentations and workshops promoting philanthropy by and for women.

<http://www.newfund.org>

2005

The US Ski and Snowboard Association backed a proposal tabled by the Canadian Snowsports Association that women's ski jumping be added to the programmes of the Olympic Games and Nordic Ski World Championships.

Kennesaw State University announced the establishment of a Global Center for Social Change Through Women's Leadership and Sport. The Center will focus on social change, community development, and women's leadership through sport and physical activity.

<http://acsdevl.kennesaw.edu/access/story.asp?sto=214>

EUROPE

AUSTRIA

2004

Austria became chair of the EWS steering group following the 6th European Conference on Women and Sport and until the 7th conference in Vienna in 2006. The steering group consists of members from Austria, Croatia, Cyprus, Finland, France, Greece, Italy, and the United Kingdom.

Austria's working group initiated projects dedicated to women in sports and focused on the top sport level, sport for all, and sport structures.

CATALONIA

2004-2005

The Catalan Olympic Committee (COC) obtained a commitment from the Catalan Ministry of Sports to develop a comprehensive national equal opportunity plan with the necessary funding.

The Ministry signed an agreement with the Women's Institute of the Catalan government for measures and funding over a three-year period under the women's policy development plan in Catalonia. The gender office of the Catalan Sports Council was created.

Awareness sessions were held with sports federations and municipalities.

A budget exclusively for gender issues was created and all requests for financial assistance include a gender perspective (€400,000).

Groups for women and sport have been promoted and established in four sports federations, the Union of Sports Federations, and in the district councils.

Documentary material on gender and sport has been developed and a guide on sexual harassment has been released with the permission of the Finnish Sports Federation. A page on this issue has been posted on the Catalan Sports website.

Audiovisual and graphic material has been developed to promote good gender practices.

The government's funding for sports has been analyzed from a gender perspective.

A problem is the lack of information and especially of analysis and assessment of local or other programmes of previous governments, no ongoing coordination, and the lack of contact networks.

A comprehensive approach to women in sports is being taken by working on structures, from clubs to the government level.

An initiative has been launched to accumulate data and evaluate programmes.

The positive actions that have proven sustainable over time and that can be included in the regular activities of organisations in the medium term are being continued.

Inter-departmental cooperation is being built with the ministries of Justice, Youth, Health, and Education and close cooperation with local (municipal) authorities.

FRANCE

2004

A Women and Sport Work Group drew up a plan of specific actions to improve women's position and strengthen their role in sport activities. Its report, presented to the Minister of Youth, Sport and Voluntary Sector and the Minister for Parity and Equality in the Workplace, focused on

- women's access to governing positions in the sports movement.
- sports activities for young girls and women in sensitive urban districts.

The report was divided into observations, objectives, and proposals as follows:

Topic 1

Observation 1: Women's involvement in sport is still of little consideration

Objective: To stress the importance of women's involvement in sport.

Proposals: To promote a women and sport trophy and to stress the importance of mixing men and women during a special day dedicated to sport.

Observation 2: The sport movement's guilty resistance to change.

Objective: To open up all federations to women within the next four years.

Proposals: To promote women's responsibilities in clubs, determine and follow performance indicators for each federation and circulate an annual report on the feminization of sport.

Observation 3: An initial lack of confidence.

Objective: To provide assistance to women taking on responsibilities.

Proposals: To set up an official network of female leaders, back new female managers, and develop a "women" mission in Resources Centres.

Topic 2

Observation 1: Development of community phenomena.

Objective: To suggest high quality mixed supervision.

Proposals: To develop mixing in sport supervision, improve the training of local youth workers, and encourage sports activities at school.

Observation 2: Access to sports is more difficult in sensitive urban areas.

Objective: To restore the balance of actions towards women.

Proposals: To direct the various funding towards women, support promotional campaigns directed towards women, and diversify the offer.

Observation: An offer hardly adapted to the demand.

Objective: An offer better adapted to women's expectations.

Proposals: To better know women's expectations and mobilise around women's expectations.

Observation: A diversity of situations.

Objective: To share experiments.

Proposals: To test in order to act better and create a resource centre.

2005

As of January 2004, a new regulation guarantees a number of seats for women in proportion to the number of women members of a federation. Currently a recommendation, it will become compulsory in 2009. To date,

- 62% of NSOs adopted the new status, with implementation differing from the declaration: 15 (30%) implemented the regulation; 14 (28%) partly implemented the regulation; 21 (42%) did not implement the regulation.
- of 79 federations, 24 (30.4%) have a position evolution on the executive committee and board; 20 (24.3%) have a positive evolution on either the committee or board; and 35 (44.3%) have insufficient evolution.
- the proportion of women in 83 federations increased in 57 federations (69%) in both the executive committee and board, increased in 16 federations (19%) on either the committee or the board, and decreased in 10 federations (12%).

The Women and Sport - Action Plan 2005, in response to the 2004 report, incorporated

- national awards for women in sport, launched on the International Day for Women.
- actions at the national level that included working with the NOC and sports federations, printing of promotional material, and creating a resource centre for “sport, family and women’s participation.”
- working with the NOC on an experimental leadership training course for women.

GERMANY

2002-2004

See *Award for Gudrun Doll-Tepper and her Team for the Advancement of Women*, page xx.

2003

Many women in sport specialists attended a congress entitled, *Together at the Top*.

GREECE

2003

A conference entitled *Women and Sports: Old and New Stereotypes* was organized by the Greek presidency of the EU.

HUNGARY

2005

Hungary assists events in which 70% of participants are women.

ICELAND

2004

The Icelandic Centre for Gender Equity started the *Sports, media and stereotypes* project in partnership with Norway, Lithuania, Italy, and Austria. The project explored the representations of women and men in sports in the media with a view to enlightening the most influential target groups.

www.ews-online.com

ITALY

2002

An IOC regional Seminar on Women and Sport was held.

MALTA

2002

The Malta NOC held a seminar on women and sport leadership and formally endorsed the Brighton Declaration.

NETHERLANDS

2004

There is seamless leadership and coordination of Olympic and Paralympic sport and women made up most of the leadership of the Dutch Paralympic Team. The network of women in Olympic and Paralympic sport is fully integrated.

PORTUGAL

2002

Women and Sport: to participate, to develop, to change and to innovate was the theme of a well-attended symposium organised by Portugal Olympic Committee's (POC) Women and Sport Commission with the support of Olympic Solidarity, Lisbon's Technic University/Human Motricity Faculty, Portuguese Women and Sports Association, Oeiras Local Government, and Portugal Sports Confederation. The symposium presented three main lectures and 27 papers, mainly from Portuguese scholars linked with Portuguese girls, players, and athletes. A Round Table included the participation of athletes, researchers, and sports journalists.

From Helsinki to Athens: Gymnastics and Portuguese Women in the Olympic Games was the theme of a meeting held by the POC to celebrate International Women's Day and Portuguese women gymnasts who competed at the Olympics.

The 12th World Gymnaestrada took place in Portugal. Ingrid Ryberg de Figueiredo was honoured by the POC's Women and Sport Commission and Portuguese Gymnastics Federation for 40 years dedicated to Portuguese girls and women's physical education and sport development.

SPAIN

<http://www.mujerdeporte.org>

UNITED KINGDOM (UK)

2002-2006

Background

In 1994, the first World Conference on Women's Sport was held in Brighton, England, organised by the then GB Sports Council. One of the main outcomes of the conference was the Brighton Declaration. In 2001, UK Sport, along with the WSF, set up the UK Co-ordinating Group on Women and Sport (UKCGWS) in order to develop a strategy that would ensure the UK was working towards the 10 principles.

In 2003, UK Sport, with the home country sports councils and strategic sporting agencies, published the *UK Strategy Framework for Women and Sport*. The aim was to "change sporting culture in the UK to one that values the diversity of women and enables their full involvement in every aspect of sport."

To challenge the inequality, the UKCGWS set out three high-level objectives within the Framework. Against these objectives, the UKCGWS set specific, measurable, and time-limited targets to be achieved by December 2005:

- Increase participation by women and girls in a wide variety of sports, physical recreation activities, and in physical education from 38% to 43%
- Increase the number of female athletes receiving funding from 476 to 506
- Increase the number of women on strategic sports boards and committees from 23% to 30%

The sports councils are the lead agencies for sport across the UK and, along with the WSF, they are taking the lead in promoting the strategy and targets and monitoring progress.

Progress Report 2006

Published by UK Sport, the report contains a detailed analysis of the situation for women in sport in the UK in up to December 2005.

Women's participation

- Objective: Increase participation by women and girls in a wide variety of sports, physical recreation activities and in physical education.
- Target: 5% increase from 38% in 1996 who took part in physical activity at least once during the past four weeks to 43%.
- Progress: In 2002, the comparable figure was 36%. In 2005, the provisional estimate from the new *Taking Part* Survey was 49% (this figure must be accepted with caution as it is for the period July-Sept 2005, so may be influenced by seasonality).
- Participation in exercise and physical activity declines with age from 65% of women aged 16 to 19, to 10% of those aged 70 and over.
- Just 22% of 16- to 24-year-old mothers currently do 30 minutes exercise five times a week in comparison with the national average of 29% for this age group without children.
- Among women who participated in sport, 14% had participated competitively. As would be expected, the youngest group (16- to 19 year-olds) is the most likely to compete competitively.
- There is still a sizable minority not enjoying sport. In 2003-04, 3% of girls said they rarely take part in PE and one in five girls stated that they take part in PE only because they have to. Around 15% of girls stated that they do not enjoy PE and 30% of girls did not think they will be physically active when they leave school.

Performance and excellence

- Objective: Enable women and girls with sporting ability to achieve excellence in the sport of their choice.
- Target: Increase the number of elite female athletes receiving Lottery funding from 476 to 506.
- Progress: Overall in 2005-06, 589 elite female athletes were funded by the five sports councils. This is an increase from 509 in 2004-05.
- Women made up 48% of those being funded in 2005. This is an increase of 2 percentage points since 2004.
- Women receive a smaller proportion of the funding available and less money on average than their male counterparts.

Leadership

- Objective: Increase the number of women leaders at all levels and in all capabilities in sport and physical recreation.
- Target: An increase in the number of women on strategic sports boards and committees from 23% to 30% by December 2005.
- Progress: Overall, at the end of 2005, women made up 26% of strategic sports boards and committees.
- On average, 50% of staff members at the selected governing bodies and sports councils were women.
- Just one in four coaches is female in the UK, and only 30% have a coaching qualification in comparison with 41% of male coaches.

Women in the media

- Around seven in 10 (71%) of people believe women's sport deserves to have the same amount of television coverage.

It is pleasing to report the progress made against the original targets particularly for participation and performance and excellence. These achievements can be celebrated and they raise a degree of optimism for ongoing progress.

For copies of the UK Strategy Framework for Women and Sport:

www.uk sport.gov.uk

Women and Leadership

Even though some improvement in women's representation in leadership positions has been achieved, this remains an area of concern and positive action. In response to this report, UK Sport, in partnership with the British Olympic Association, has developed the Women and Leadership Development Programme. This initiative will target women with the talent and desire to seek senior decision-making positions in sport and provide them with training, support, mentoring, resources, and leadership experience in order to prepare them for future opportunities.

The aims of the programme are to

- increase representation by women in leadership positions in sport.
- build the competence and confidence of women in decision-making positions.
- increase support among organisations for the contribution women can make to sports leadership.
- foster networking between women leaders in the UK and internationally.

The programme will be launched in the summer of 2006 and will be funded by UK Sport and IOC Solidarity funding.

As well as benefiting women involved in the programme, there are clear benefits to sport as the programme will

- increase the number of women in leadership positions in sports organisations.
- provide an example of good practice in women's professional development that can be cascaded through sport nationally and internationally.
- contribute to the ongoing improvement in governance and management practice of sports bodies.
- provide opportunities for sports bodies to benefit from women's contribution to leadership.
- build on existing good practice in gender equality.

The Equality Standard: A Framework for Sport

The four home country sports councils and UK Sport have developed the *Equality Standard: A Framework for Sport* for NSOs. This is an action planning tool that supports sports bodies in taking practical steps to achieve equality. By implementing the Equality Standard, sports organisations will increase women's involvement at every level, including their representation in leadership positions.

The Equality Standard, which was launched in November 2004, aims to increase participation in sport and physical activity by under-represented groups and communities, especially women and girls, ethnic minority groups, and people with a disability. This goal will be achieved by helping sports organisations develop policies, structures, and processes that include equality issues and build in ways of ensuring continuous improvement in this area.

The Standard is supported by the CCPR, (the umbrella non-Governmental organisation responsible for UK governing bodies) and the three equity organisations in England - the WSF, the English Federation of Disability Sport, and Sporting Equals.

The Standard has four levels: Foundation, Preliminary, Intermediate, and Advanced. It is expected that sports bodies will have achieved at least the Foundation Level of the standard by October 2006.

Initially, support will include one-to-one consultancy, a dedicated website, guidance notes and fact sheets, access to advice, training opportunities, and the dissemination of good practice examples. For more information on the Equality Standard and copies of the document,

www.vagaassociates.com/eqss/index.htm

OCEANIA REGION

COOK ISLANDS

2002

A well-attended regional Women in Sport Conference was held in Rarotonga.

2003

Activities of the Women in Sport Commission include

- Golden Oldies Movement.
- an obesity campaign.
- coaching seminars.
- breast cancer campaign.
- junior sports development for primary and high schools.

Future activities include

- sports administration courses specifically designed for women and coaching courses in targeted sports to encourage and increase the number of female coaches and administrators.
- another regional Women in Sport workshop.

2004

With the support of the ASC, a train the trainer programme for women covered sport administration, junior and senior coaching, and sports medicine training. The programme aims to provide more opportunities for women to participate in competitions and to provide the highest standards of administration and coaching.

2004-2006

Te Aramatangi youth paddling teams were formed in 2004 in response to a group of young people who wanted to take up the sport of Oe Vaka and paddle competitively. Te Aramatangi is the youth section of the Te Tupu Paddling Club based in Rarotonga. Donna Smith and Andrew Hosking originally coached two teams of boys and two of girls. These teams competed in the 2005 New Zealand nationals with the girls reaching finals in their races. Considering this was their first experience of racing, they did very well.

At present, the teams consist of an under-16 girls' team, an under-19 girls team, and one under-19 boy. These young people, coached by Donna Smith and managed by Debi Futter-Puati, have been training together three times a week for over two years.

The girls set the goal of entering the 2006 International Va'a World Sprints Championships in New Zealand when involved in a coaching clinic with Corina Gage, New Zealand's Waka Ama Coach, who ran a three-day training camp for them. From this point onwards, they have been training intensively to meet this goal where they will be racing against clubs from countries all over the world. They train twice a day, once on the water and once doing either a weights

programme, yoga, or running. The girls are currently entered into V6 races of 500m and 1000m for both under-16 and under-19, as well as V1 races for three girls and one boy.

The first test of how their programme was going came when they participated in local sprint races. It was very exciting to watch these two teams compete in the open women's grade and push experienced paddlers to within inches at the finish line. They didn't win, but they are within site of their goal of being the fastest teams in the Cook Islands before heading off to Worlds. One under-16 girl posted the second fastest time of the day in her rudderless V1 race.

Families have shown strong financial commitment to helping these young people achieve their goal of participating and doing well at the Worlds. Some fundraising by selling food and T-shirts has helped to pay for some costs.

FIJI

2002

Fiji reports being active in the area of girls and women in sport and physical activity.

KIRIBATI

2003

Biennial sport competitions for women are held and annual athletics championships include women.

MARSHALL ISLANDS

2003

There is an advisory committee and the committee representative's role is to bring issues forward. The Women's Athletic Club and Women United Together address women's issues and provide administrative and sponsorship support for male and female sporting events.

Activities include

- a biennial National Women's Multi-Sport event involving women 30 years of age and under in volleyball, softball, track and field, table tennis, and tennis. The goal is to expand to include women 30+.
- all schools in the capital having competitive leagues in softball, basketball, and volleyball.
- Mission Pacific offering after-school programmes for boys and girls in softball, basketball, volleyball, table tennis, track and field, and soccer.
- festivals and weekend tournaments sponsored by sport federations.
- training for female weightlifters.
- a start on Special Olympics and sport activities for the disabled.

MELANESIA

2002

The theme is *Sport for Women by Women*. They want women to be active in coaching and refereeing women's sport and, in doing so, develop the skills necessary to move into the wider sports arena.

MICRONESIA

2002

A Women's Sport Commission (WSC) was set up.

2003

WSC activities include

- helping to increase women's participation in all sports and in administration.
- organising women's sport at national, state, and municipal levels.
- assisting with education.
- a women in sport conference.
- a women in sport softball league.
- celebrating International Women's Day.
- community awareness.
- meeting with women leaders and municipal leaders.

NAURU

2002

Women won three gold medals at the Commonwealth Games.

NEW ZEALAND

New Zealand is addressing women and sport through

- SPARC (see page xx).
- the NZOC, which created a Women and Sport advisory group to provide advice on issues associated with women and Olympic sport.
- Regional Sports Trusts (RSTs), which undertake specific projects to address women and sport issues.
- SPARC's submissions to the Ministry of Women's Affairs' development of a national strategy for women.
- various SPARC national advisory groups on coach education, officiating, and sport leadership.
- including female CEOs and directors in leadership development programmes and governance development programmes.
- identification of women as a key targeted demographic group for recruitment into coaching.

Significant projects include

- implementation of the Physical Activity in Learning Communities strategy.
- Active Movement implementation.
- a Sport Volunteer project.
- a review of physical activity interventions for 13 to 18-year-olds.
- review and re-development of Sport Leader.
- a leadership development programme.
- a human resource programme for NSOs.
- Obstacles to Action research.
- Push Play campaign.
- Development of a national equity framework for sport.

RSTs are independent, not-for-profit organisations governed by a board of trustees drawn from the local community. As network hubs, RSTs have strong working relationships with sports organisations, local councils, health agencies, education institutions, local businesses, and the media. RSTs work across the broad sport and physical recreation spectrum and offer SPARC unique pathways in communities. Major projects include

- Young Women's Sport and Physical Activity Toolkit.
- Young Adolescent Female Sport and Physical Recreation Research.
- Active Women.
- Active Auckland Women.

- Women's Breakfast.
- Winning Women.

NIUE

2003

Girls are being encouraged to enter junior weightlifting tournaments. Women are included in the Sport for All approach to health and physical activity.

PALAU

2002

Palau has a female NOC secretary general, the first woman to be elected to the Executive Board of ONOC.

PAPUA NEW GUINEA

2003

Activities of the Women's Sport Commission include

- Active Lifestyle Programmes.
- a Human Development Workshop to identify and address issues that affect women.
- courses for women administrators and coaches.
- fund raising to assist elite female athletes to attend international competitions.
- awareness programmes for schools about the benefits of playing sport.
- sponsoring elite female athletes.

2005

Supported by the ASC, a women in sport workshop was held and assistance provided in support of projects identified by the workshop.

SAMOA

2002

Samoa has a female sport development officer and has conducted women and sport workshops.

SOLOMON ISLANDS

2002

Solomon Islands have a position specifically for Women in Sport on their NOC Executive, the first to do this in Oceania. The National Sports Policy included the aim to "...encourage, support, and increase the active participation and involvement of women in sport..."

TUVALU

2003

Tuvalu is planning a Women in Sport awareness workshop since this has been identified as a top priority.

VANUATU

2003

Activities include

- talent identification in schools.
- scholarships for students over 16 years of age.
- coordinating youth programmes with family planning.

Section Three – Activities of International Federations

FEDERATION INTERNATIONALE DES ECHECS (FIDE)

Since 2002, FIDE has

- organised the 2004 Women's World Chess Championship in Russia with 64 players from 29 federations. This is a two-year cycle with Continental Championships in Europe, Africa, Asia, and Americas held as qualifiers between world championships.
- held the Chess Olympiad every two years with a special section for women. In 2004, 87 member federations played with teams of four plus reserve in the women's section.
- organised annual world championships for Girls Under 20, 18, 16, 14, 12, and 10. Over 500 girls participated in these events in 2004. In addition, the Continents organise their own age group competitions.

Perhaps the most significant achievement was the qualification by Judit Polgar of Hungary for the World Chess Championship Tournament in Argentina. She competed against seven male players for the world championship, the first time a woman has reached this stage of the competition, and finished eighth.

At the age of 10, the number of girls playing chess is similar to boys. There is a huge drop-off in subsequent years with the result that adult female membership of federations is only around 10% of the total. Various theories have been put forward, but it remains a challenge to address this problem.

FIDE offers a large range of events, particularly for girls. Women and girls can be members of teams and play in individual open events, which are essentially all events not specifically formatted for female players.

At FIDE's annual congress, it was agreed that the women's world champion would have a place on the 18-member FIDE Presidential Board with full voting rights. The board meets quarterly and runs the day-to-day affairs of FIDE. FIDE has some way to go to achieve 20% and the low adult female membership in the federations is not helpful in bringing forward candidates.

The Committee on Women's Chess meets at the Congress.

FIDE proposes to equalise the numbers in the Open and Women's Olympiad teams. Previously, it was four plus two reserves for the Open and three plus reserve for the Women's event. In future it will be four plus reserve for both competitions. The option for female players to play in the Open will remain.

FEDERATION INTERNATIONALE DE FOOTBALL (FIFA)

2003

FIFA approved a proposal that NSOs have to use at least 4% of the financial support received from FIFA – about \$250,000 a year – to promote the development of women's football in 2003. It was decided to hold a Symposium on Women's Football during the FIFA Women's World Cup in China.

2005

FIFA experienced a number of notable achievements and “firsts”.

First-ever Academic Conference

Women's football is enjoying a boom all over the world. Player numbers are soaring in Germany, home of the reigning world champions, with women and girls now accounting for some 860,000 of the 6.27 million German Football Association (DFB) members.

Women's football is also one of the fastest growing sports in Britain. There has been a parallel growth in various aspects of the game, including supporting, coaching, development, organising, officiating, fundraising, and media representation. Women's football also attracts a growing body of scholars from across various disciplines.

To coincide with the UEFA Euro 2005 European Women's Championship finals, the International Football Institute (IFI) at the University of Central Lancashire (UCLan), based Preston, hosted the first-ever international academic conference dedicated to women's football. The event was held in association with the English FA and Sport England. The IFI, established in 2003, is a partnership between UCLan and the National Football Museum for England, to promote research on all aspects of football.

Women, Football and Europe drew together speakers from universities across Europe as well as other countries including Iran, Argentina, the USA, and Australia in an exercise designed to accumulate and analyse opinions from the broadest possible spectrum. A blend of academic theory and raw observation from practitioners proved immensely valuable in helping to formulate tasks and concepts for future development.

The agenda covered a range of topics, including media representation of women in football and the history of women's football in Iran. Organiser Dr. Jess Macbeth of IFI said: "This conference is the first of its kind to provide a forum that brings together academics, coaches, players, practitioners, media representatives, and supporters of women's football. The aim is to develop and expand existing knowledge of women's football across Europe and internationally."

The event featured keynote addresses from prominent speakers such as Karen Espelund, chair of UEFA Women's Football Committee, Kelly Simmons, head of Football Development at the English Football Association, and Sir Trevor Brooking, director of Football Development with the English Football Association).

<http://www.fifa.com/en/womens/index.html>

First coordinated women's international match calendar

The Committee for Women's Football agreed on a final proposal of dates for the coordinated women's international match calendar for the 2006-2008 period, which will be the first of its kind. Apart from matches in FIFA and confederation events, whether in preliminary rounds or final competitions, the committee also stressed the importance of friendly matches.

Many national teams still do not have the opportunity to play a significant number of competitive matches, and for this reason, the committee's proposal includes 10 dates for friendly matches in each season. In line with the coordinated international match calendar in the men's game, the release periods for female national team players have also been clearly defined. The committee's proposal will require the approval of the FIFA Executive Committee before it can be adopted.

The committee also gave its backing to a proposal regarding the possible creation of a new FIFA women's competition at youth level in line with the U-17 competition in the men's game. The executive will also reach a final decision in this regard in due course.

As part of a major project to develop women's refereeing and with the FIFA Women's World Cup China PR 2007 in mind, FIFA has already selected 24 female referees from the six confederations. With no FIFA event in women's football scheduled until 2006, these referees came together for the first time at the Algarve Cup in Portugal, a major event in the women's football calendar.

The committee also received information on developments in the FUTURO III programme and Financial Assistance Programme (at least 10% of FIFA's financial assistance payments to the confederations and member associations must be dedicated to women's football development). The members also heard a detailed and extremely positive report on the FIFA U-19 Women's World Championship Thailand 2004.

The committee received a detailed update on the preparations for the next FIFA women's football events: the FIFA U-20 Women's World Championship Russia 2006, the FIFA Women's World Cup China PR 2007, and the Women's Olympic Football Tournament Beijing 2008, with presentations from the Local Organising Committees in Russia and China PR.

The committee drew up a list of famous female players who will act as women's football ambassadors for FIFA.

FEDERATION INTERNATIONALE DE HOCKEY (FIH)

The FIH was successful in its efforts to persuade the IOC that there should be an equal number of men's and women's teams in the Olympic Games, starting in 2008. There will be 12 men's and 12 women's teams.

FEDERATION INTERNATIONALE DE MOTO (FIM)

Between 2000 and 2002, Trial women's competitions carried the title of FIM Women's Trial Cup (individual, team, or country). In 2003 and 2004, the status of this cup was enhanced, becoming the FIM Women's Trial World Cup. It was enhanced further in 2005 to carry the highest title in the hierarchy of motorcycle competitions: Women's Trial World Championship.

Cross-Country Rallies

Since 2003, Women's Cross-Country Rallies World Cup has been included in the Cross-Country Rallies calendar, with a specific class established for women. In 2004, the involvement of women in the Cross-Country Rallies was still relatively limited, with just three women taking part in the Rally d'Orient Cappadoce, the only event inviting women to participate.

Motocross

The FIM Women's Motocross Rallies World Cup was created in 2005 to offer participants in national, international, and continental events an official championship under the aegis of the FIM and to allow riders to pit themselves against each other at the highest world level. Motocross is the motorcycle discipline with the largest number of riders licensed at the world level and who come from the most countries.

Road racing

There are no road racing world championships, but women participate with men in FIM championships. The number of participants differs from country to country.

In 2005, the FIM Women's Commission was established and ratified at the annual meeting.

The main challenge is that this is a male-dominated sport characterised by high speed and danger. As a result, people don't think about involving men and women equally. Other issues include networking with other bodies and creating awareness among FIM federations.

A woman is president of the Commission Juges Internationaux and, since 1998, a woman has been a member of the FIM Management Council. There is at least one woman in every Sporting Commission, except Road Racing, and one serves on the Medical Panel. Awards are given for specific women's events.

FEDERATION INTERNATIONALE DE SKI (FIS)

Since 2002, alpine skiing has seen the emergence of superstars who are acknowledged by their countries as Sportsperson of the Year.

A Continental Cup Series for women's jumping was launched and the 2006 World Junior Nordic Ski Championships featured a ski jumping event for women for the first time.

Six committees and sub-committees are now chaired by women, up from four. Seventy-five women are represented on FIS committees. Although the 20% target has not been reached, two women are on the FIS 16-member Council.

FEDERATION INTERNATIONALE DES LUTTES ASSOCIÉES (FILA)

Since 2002,

- FILA introduced female wrestling onto the 2004 Olympic Games' programme. Only four of seven weight categories were accepted so FILA continues to fight for the remaining three.
- a second woman was elected to the FILA Executive Bureau and is head of the Athletes Department.
- future plans include doubling the number of women on the Bureau to four.

FEDERATION INTERNATIONALE DE VOLLEYBALL (FIVB)

2003

The FIVB Board of Administration approved a proposal from the FIVB Beach Volleyball World Council that would allow women players on the international circuit to retain a portion of their earned points during maternity leave.

The ruling allows mothers to keep 75% of the points they earned if the time elapsed between the date of birth and their return to competition is one year, and 50% of the points they earned if the time elapsed between the date of birth and their return to competition is two years.

The move will be a strong incentive to mothers to return to the world game after the birth of their children. Professional beach volleyball players often compete until their early 40s and there are already a number of mothers on the circuit.

Beach Volleyball is one of the few professional sports to offer equal prize money to men and women players.

INTERNATIONAL ASSOCIATION OF ATHLETICS FEDERATIONS (IAAF)

2005

Former Polish sprint champion Irena Szewinska was elected to the IAAF Council, raising the number of women on the Council to three.

2006

Following a commitment to improve the involvement of women in all aspects of athletics contained in the IAAF's Athletics World Plan in 2004, IAAF President Lamine Diack created a Female Representation Working Group with a mandate to bring proposals forward to the Council and Congress of the IAAF. Members of the Working Group are Chairperson Abby Hoffman of Canada, Nawal El Moutawakel of Morocco, Alberto Juantoreno of Cuba, and IAAF Women's Committee Chairperson Ilse Bechtholdt of Germany.

The Working Group's initial focus has been to improve the representation of women on the 17 decision-making bodies of the IAAF – the Council, the various elected committees, and the appointed commissions.

Starting in 1995, IAAF rules required the election of two women to the IAAF Council. In 2003, the number was increased to three, but there were no provisions for minimum representation in any of the other decision-making fora.

At the IAAF's 2005 Biennial Congress in Finland, the IAAF's member federations adopted proposals from the Working Group. Specifically, starting with elections at the 2007 IAAF Congress, there will be a minimum of three women on the Technical Committee, at least two women on all other committees, and at least two women appointed to all commissions.

These measures represent a very significant increase in female representation on the IAAF's decision-making bodies. The Working Group will continue to make proposals to fine-tune the IAAF's electoral procedure to help ensure that these numbers represent the minimum number of female representatives, not the maximum.

Beyond that, the Working Group will address other aspects of the involvement of girls and women in athletics. The IAAF standards for prize money require that equal awards are made to men and women in all World Series events, but other areas, such as the involvement of girls in athletics at the entry and school levels and women in coaching, require attention as does the status of women decision-makers in national athletics federations.

INTERNATIONAL CANOE FEDERATION (ICF)

2005

Since 2002,

- all member federations were surveyed, with a 50% return rate, on the representation of women and suggestions for increasing representation.
- a Strategy Framework for Women and Sport was developed around the themes of *Participation, Performance, and Leadership* and presented at the 2004 Congress and distributed to all members.
- the board agreed that all ICF standing committees include at least one woman.
- participation of women in leadership positions has increased.
- the chair of the ICF Athletes Commission is a woman and three women are continental representatives on the board.
- a working group for women in sport exists within the board structure.
- the ICF has successfully nominated women candidates for international recognition.

- no new events or special activities have been created for girls and women at the international level although some NFs promote specific activities for women.
- future plans focus on strategies identified in the ICF Framework for Women and Sport.

Challenge

Overall, fewer women than men participate in the sport, which limits the number of women available for NF positions.

INTERNATIONAL CRICKET COUNCIL (ICC)

The ICC has recently taken over the administration of women's cricket and has appointed a Women's Project Officer.

Since 2002, the ICC has

- integrated women's cricket with men's cricket at an international level and in many national cricket organisations. This has seen an increase in exposure, resources, and funding for the women's game.
- established the ICC Women's Committee.
- increased the promotion of women's cricket via the media.
- had the finals of the World Cup and women's Ashes televised and female England players involved in the men's Ashes celebrations.
- improved the professionalism, standard, and awareness of women's cricket.

The main challenges are

- resources and funding.
- the gap in the playing standards between the top four women's cricket-playing countries versus the bottom four, largely due to the limited level of competition that the bottom four teams have access to.
- changing perceptions and getting national cricket organisations to see women's cricket as a priority.

Issues include

- looking into funding options.
- continuing to promote women's cricket at the international level and having this filter down.
- improving playing standards and number of competitions.

The ICC has not yet created any more women's events; however, for the first time, the ICC supported the 2005 Women's Cricket World Cup and is supporting the 2007 World Cup Qualifying Tournament, both financially and from an organisational perspective.

The ICC only integrated women's cricket in April 2005 so this is a growing process. The aim, however, is to increase the number of females in leadership roles such as coaching and umpiring. A grant will be provided to each of the ICC's five regions – Africa, Asia, East Asia-Pacific, Americas, and Europe – to develop women's cricket.

Belinda Clark, the recently retired Australian women's captain, who has worked at Cricket Australia as the Services and Events Manager, has been appointed manager of the Cricket Australia Centre of Excellence, a huge role that was previously a men's domain.

A great initiative that works well in the NFs and at the ICC is to nominate a Women's Cricket Champion in each department across the ICC. This person is responsible for driving women's cricket initiatives so that it is not only one person constantly beating the drum.

In 2005, the ICC Women's Committee was established to provide a leadership role in governing and managing women's cricket and providing support to the regions.

Future plans include

- continuing to encourage women's cricket integration across all countries.
- promoting women's cricket worldwide.
- enhancing the playing standards of international women's cricketers through the high performance programme.
- increasing participation in women's cricket in playing, coaching, umpiring, and administration.
- providing access for females to cricket programmes and equipment.
- increasing the level of funding and resources available to women's cricket through sponsorships, for example.
- using women's cricket as a catalyst to improving health standards, links with education, and enhancement of the role of women in society. Cricket has links *with Fair Play for Girls* that is linked with UNICEF in Asia to join cricket with education and provide opportunities for girls. There are plans to link women's cricket with UNAIDS.

INTERNATIONAL GOLF FEDERATION (IGF)

2004

Three positions were added to the Executive Board in order to include more women. Currently, four of 18 seats (22%) are held by women. There will now be two delegates, instead of one, from each member country to the IGF biennial meeting, and it will be requested that one of those be female. One of the five IGF officers has been a female for quite some time.

INTERNATIONAL ICE HOCKEY FEDERATION (IIHF)

2004

- The IIHF held its first All-Women development camp in Finland for 200 girls from all over the ice hockey world.
- The IIHF introduced the European Women's Champions Cup, the first-ever club competition for women's ice hockey in Europe.
- The national team programme 2004-2005 included 30 countries, a record.
- The 2004 IIHF World Women Championship in Canada set a new championship record with 94,000 spectators.

The IIHF's main challenge is to make the NFs treat the women's hockey programme as seriously as the men's.

The IIHF has reached the IOC's 20% target of women as the IIHF Council now includes two women out of a membership of 13. There is also an IIHF Women's Committee (chaired by a man and with a man as secretary). All regular post-game and post-tournament awards are included in the women's programme.

Future plans include

- the introduction of a World Women's Under-22 Championship.
- improvement of coaching and training programmes, officials' programme, and rules study.
- expansion of top international events, including the U18 World Championship programme by 2006, the U20 World Championship programme by 2008, expansion of international clubs, more European participants by 2007, and competitions with the regions of Asia/Oceania and America by 2008.

- expansion of top national events by increasing the number of teams in competition by 2006, and junior national competitions and school competition by 2006 to 2010.
- development of a strategic international communication plan, including branding and positioning of women's ice hockey, a strategic alliance with consumer products-manufacturer, an advertising and promotion campaign, media releases, and the IIHF newsletter, and a website for women's hockey.
- development of a strategic national communication plan, including a tailor-made advertising and promotion campaign.
- improvement and development of commercial products.
- development a marketing/sales plan for IIHF events.

INTERNATIONAL RUGBY BOARD (IRB)

2005

The IRB hosted a Women's Rugby Working Party in Ireland to establish a strategic plan for developing the women's game globally.

Since 2002, the IRB has

- increased financial support of the Rugby World Cup for Women.
- embarked on a process to create and implement a strategic plan for the development of rugby for women and girls

Key Issues

- In the last decade, rugby has seen enormous changes resulting from the professionalisation of the game. While there are few if any professional opportunities for women, the positive impact has been the ability to attract financial resources to the game through international competition. While following the overall sport market trend in its overwhelming preference for men's sport (so that the single revenue source is the game played by men), the increased revenue allows key decision makers the flexibility to investigate the feasibility of investing in the development of the game for women and girls.
- Specific to the game for women and girls, the main challenge is recognition as a critical contributor to the overall game. With such recognition could come increased investment of resources to develop and promote.

To address the issues, the IRB strategic plan for the development of rugby for women and girls recommended

- available and consistent competition at elite (international) levels.
- female leadership in key decision-making roles at all levels.
- marketability of the game played by women (within the overall sport market).
- female leadership in technical roles (coaches and match officials).
- mechanisms to address cultural barriers to women playing rugby.
- at all levels, overall recognition of the game played by women and girls as an important contributor to the game's development as a global sport.

The IRB encourages regional competitions. Although there are plans to include a women's category in the Rugby World Cup of Sevens, the plan lacks a confirmed timetable.

There has been increased participation of women in leadership positions, but there is a long way to go to reach a critical mass.

A man on the IRB Council has responsibilities for rugby played by women and girls.

INTERNATIONAL TABLE TENNIS FEDERATION (ITTF)

See Objective 8 - To work cooperatively with International Federations and the Olympic Movement (page xx)

UNION INTERNATIONALE DES ASSOCIATIONS DE L'ALPINISME (UIAA)

Most climbing federations are interested in promoting female participation.

2004

- two female Commission Presidents were elected for the first time.

www.uiaaclimbing.com

The main challenge is that in mountaineering, far fewer women are involved than in rock climbing outdoors and indoor wall climbing.

The UIAA supports international women's meets and encourages federations to run them as well as supporting all female groups.

There have been various schemes to encourage women to take part in mountaineering instructor and guiding schemes.

Some individual federations give out women's awards. Women and girls receive awards in all types of climbing competition including world championships, world cups, and European Youth Cup events.

UNION OF EUROPEAN FOOTBALL ASSOCIATIONS (UEFA)

2005

UEFA held its 6th conference on women's football in Norway to examine its role in developing women's football, look at the women's game in top European countries, analyse female grassroots activities, and debate competition structures.

UNION INTERNATIONALE MOTONAUTIQUE - POWERBOATING (UIM)

Since 2002,

- there has been a small increase in female participants in the sport, which has been predominantly male in the past.
- there is good representation of girls in the youth programme.

A main challenge is to give extra coverage to the few female competitors in order to motivate more females to compete.

Since 1992, there has been one female on the six-member Executive Committee.

Future plans are to continue to support to female participants.

2005

The UIM had the first-ever female world championship in the aquabike discipline and issued a special press release.

WORLD CONFEDERATION OF BILLIARD SPORTS (WCBS)

Since 2002,

- a first-ever world championship for women in 3-cushion Carom was organized and a first-ever world championship for girls in 9-Ball Pool were organized in 2004.
- The 2005 9-Ball Pool event had an increased field, rising from eight to 16 participants representing all five continents.
- a European Tour for women began in 2004.

The WCBS is fairly successful in getting TV coverage for events and often live broadcasting. However, it seems very difficult to get the same attention for the women's events and has been almost impossible to find sponsors.

WORLD CURLING FEDERATION (WCF)

The world championships for men and women have traditionally been held together with 10 teams for each. As of 2005, they are being run as separate events in different locations with 12 teams because the WCF believes that women's curling is now strong enough to stand alone.

Junior and senior events for men and women will continue to run together for the foreseeable future.

For wheelchair curling, all teams must be of mixed gender.

A minimum of two women must be assigned as senior competition officials at a world championship. Each member association must appoint at least one man and one woman as voting representatives. If, after the election of three members of the Executive Board, both genders are not represented, the next position shall be filled by the election of the missing gender candidate who secures an absolute majority vote (assuming there is more than one candidate). If not, a single candidate would automatically be elected. Elections are held biannually. Currently, one woman is a member of the board.

When appointments are made to an outside body or to chair committees, the criterion is the best person for the job. A woman was the most recent WCF appointment as technical delegate to the 2006 Paralympic Games. The WCF does not have a Women's Committee or a Working Group.

CHAPTER FOUR

Conclusions

Powered by the Brighton Declaration, the years since 1994 have produced certain positive change and a reasonable degree of progress in moving towards sustainable, equitable sport.

There has been a growing recognition, although not yet universal, that sport

- is an activity, which, when practised fairly and equitably, enriches society and friendship between nations.
- is an activity that offers an individual the opportunity to develop self-knowledge, self-expression, and fulfilment; to experience personal achievement and skill acquisition; and to enjoy social interaction, good health, and well being.
- promotes involvement, integration, and responsibility in society and contributes to the development of the community.
- is 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.

Many projects and initiatives have been undertaken in the four years since the Montreal Communiqué to correct this imbalance. From the projects and initiatives that have shown the most promise, certain critical success factors have emerged. These include:

At the local level,

- a champion who is committed to girls' and women's participation in sport.
- a lead generation's recognition of girls' fundamental right to play.
- opportunities to participate at a variety of levels.
- the emergence of role models.
- the next generation's acceptance of and expectation that full access and opportunity to participate in and to lead sport are a basic right for girls and women.

At an international level,

- strong strategic direction for the global women and sport movement.
- collaboration among the key international players including women and sport groups, the Olympic movement, UN Agencies, governments and international sport bodies, and other contributing partners.
- an ongoing and rigorous process for monitoring progress and assessing strengths and weaknesses in the movement.
- a willingness among leaders to change structures, policies, and practices to meet the requirements to solve women and sport issues in an ever-changing global environment.

When these critical success factors are in place, gender fades as a discriminatory factor in sport and the environments created have a greater chance of ensuring full and equal participation by girls and women in sport and physical activity.

It is also clear from the most successful projects and initiatives that change, to be truly effective, must emerge from the grassroots. Only when play, sport, and physical activity become fully engrained in the social fabric of the world's communities does the desired change become possible and sustainable. Further, it is also acknowledged that sustainable change demands that women must be empowered in and of themselves and, more importantly, must

take on the obligation to engrain this empowerment in the cultures and expectations of subsequent generations.

Appendix A

THE BRIGHTON DECLARATION ON WOMEN AND SPORT

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 that 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 child care 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.

Appendix B

THE WINDHOEK CALL FOR ACTION

The 400 delegates from 74 countries present at the 2nd IWG 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 organisations 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 organisations, governments, public authorities, development agencies, schools, businesses, educational and research institutions, women's organisations, 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 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.
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.

Appendix C

MONTREAL COMMUNIQUÉ

More than 550 people from 97 countries attended the Third IWG World Conference on Women and Sport, held in Montreal Canada, from 16-19 May 2002. The Conference was organised under the aegis of the International Working Group on Women and Sport, hosted by the Department of Canadian Heritage (Sport Canada) and facilitated by the Canadian Association for the Advancement of Women in Sport and Physical Activity (CAAWS).

The Conference identified barriers faced by women, but celebrated positive change for women in sport and physical activity over the last 4 years. Examples of the determination and achievements of outstanding female leaders from around the world demonstrated the power of women to overcome difficulties, promote change and increase opportunities.

Participants shared their experiences of the power of sport and physical activity in the development of individuals, communities and nations. They learned about using sport to promote women's development, cooperation, community leadership, international understanding and peace; and develop self-esteem and self confidence - the foundation for girls' and women's health and fulfilment. They discussed ways of ensuring that all women and girls have access to sport and physical activity, whatever their needs and abilities. They considered how they can help to change the culture and systems of sport towards inclusion, safety and respect; and how to influence governments, sport organisations the media and those financing sport in the media.

Every person attending the Conference received a Toolkit of materials and ideas for increasing women's and girls' opportunities in sport, for use in their countries and situations. Each participant was challenged to develop a personal action plan for change, demonstrating how they might work within their communities and countries to implement the 1994 Brighton Declaration on Women and Sport and the 1998 Windhoek Call for Action. Tennis Champion Billie Jean King told them: "We" is "I", not "them" - we can all make a difference.

The theme "**Investing in Change**" laid the basis for the Conference to call for legacy - sustainable infrastructure and resources for women's and girls' sport and physical activity. Participants encouraged cooperation between women and men, and investment by individuals, organisations and governments in education in order to create a legacy from the conference that will:

- Help women and girls overcome social and personal barriers by developing self esteem and self confidence;
- Train women teachers, officials, administrators and coaches and encourage them to progress to the highest level;
- Encourage female athletes to act as role models;
- Empower young women to become leaders and to act as mentors for their younger sisters;
- Cultivate a culture of respect and meet the needs of all women, whatever their background and ability;
- Eradicate sexual harassment and abuse in sport.

The Conference called for a sustainable infrastructure for women's and girls' sport and physical activity, including:

- Safe and supportive spaces for play and physical development;
- Quality Physical Education in schools for all children, to develop fundamental motor skills and abilities - the basis of lifelong participation in physical activity;
- Equal opportunity for competition and training;
- Sport and physical activity as health promotion, to develop awareness of the power of sport in avoiding risk behaviours like early sexual activity and teenage pregnancy, substance abuse, HIV/AIDS, inactivity and obesity; and in promoting the ability to choose positive lifestyles;
- Strong links between practice, policy and research, including research to provide evidence for advocacy and improved delivery of sport and physical activity programmes;
- Effective networks and communication between women working in all roles and levels in sport and physical activity;
- Strategic approaches to gender equity in sport and physical activity.

The 550 Conference participants requested the International Working Group on Women and Sport to address the following objectives during the next four year term, and to report back at the 4th International Conference on Women and Sport in Kumamoto Japan in 2006:

1. To recommend to the United Nations and to Conference participants that countries include sport and physical activity for women as a section of their reports to the monitoring group for the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
2. To present an official report of the 2002 World Conference on Women and Sport to the 2004 meeting of the Ministers of Physical Education and Sport, to be held under the auspices of UNESCO (MINEPS IV);
3. To monitor progress against the principles of the Brighton Declaration and the Windhoek Call for Action, and to collect evidence of the use of sport in developing women, communities and nations;
4. To develop and extend the availability of resources for people working on women and sport across the world;
5. To record and evaluate examples of gender mainstreaming in sport and physical activity policy and provision;
6. To continue to monitor the effects of the World Crisis in Physical Education, and to promote evidence-based advocacy on the value of school physical education for girls and young women;
7. To support and encourage the work of the international organisations for women's sport and physical education and to encourage sustainable networks and structures for development of women and sport, including cross sectoral working between GOs and NGOs, NOCs and physical education organisations, at national and regional level;
8. To encourage active cooperation between health, education and gender equity agencies, at national and international level;
9. To work cooperatively with International Federations and the Olympic Movement;
10. To work proactively to encourage cultural and structural change among sports organisations, towards gender equity.

Appendix D

ORGANISATIONS THAT HAVE ADOPTED THE BRIGHTON DECLARATION

The list below consists of over 250 organisations that have notified the 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.

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 (CGF)
- International Olympic Committee (IOC)
- International Paralympic Committee. (IPC)

International Physical Education Organisations and Fora

- Congreso Panamericano de Educación Física (CPEF)
- European Non-Governmental Sport Organisations (ENGSO)
- Federation Internationale d'Education 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 (SAAW)
- 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 Federations

- European Squash Federation
- Federation Aeronautique Internationale (FAI)
- International Amateur Athletic Federation (IAAF)
- International Archery Federation (FITA)
- International Badminton Federation (IBF)
- International Cyclists Union (UCI)
- International Federation of Netball Associations (IFNA)
- International Hockey Federation (FIH)
- International Lifesaving Federation (ILS)
- International Sailing Federation (ISAF)
- International Table Tennis Federation (ITTF) + 12 national associations
- International Triathlon Union (ITU)
- International Weightlifting Federation (IWF)
- Royal Life Saving Society (ILS)
- World Squash Association. ((WSF)

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	Olympic Committee
Ghana	Ministry of Youth and Sport Olympic Committee Women's Sports Association of Ghana
Lesotho	Olympic Committee
Madagascar	Women and Sport Olympic Committee
Mali	Olympic Committee
Mauritius	National Commission on Women and Sport 16 National Sports Federations

Morocco	Moroccan Association of Sport & Development (AMSD) National Association Women Physical Activity and Sport (ANFAPS)
Namibia	Ministry of Youth and Sport Ministry of Land, Resettlement and Rehabilitation 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	Olympic Committee
Seychelles	Seychelles Government Olympic Committee
Sierra Leone	Association of Women in Sports (SLAWS)
South Africa	Commonwealth Games Association Women Sports Foundation National Department of Sport and Recreation National Sports Council
Swaziland	Ministry of Home Affairs Olympic and Commonwealth Games Association National Sports Federations
Uganda	Olympic Committee Uganda Sports Women's Association
Zimbabwe	Sport and Recreation Commission 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	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	Japan Association of Physical Education for Women (JAPEW) Japanese Association for Women in Sport (JWS) Japanese Olympic Committee (JOC)
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
Tajikistan	National Olympic Committee

Europe

Albania	Ministry of Culture, Youth and Sport Olympic Committee
Austria	Department of Sport
Bosnia and Herzegovina	Sports Association
Bulgaria	Olympic Committee
Croatia	Olympic Committee
Cyprus	The Cyprus National Olympic Committee The Cyprus Sports Organisation
Czech Republic	Olympic Committee
Finland	Ministry of Education Ministry of Culture Finnish Sport Federation 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 Olympic Committee Lithuanian Women in Sport Association Lithuanian Sports Congress
Malta	Malta Olympic Committee
Netherlands	Dutch Catholic Sports Confederation
Northern Ireland	Sports Council for Northern Ireland
Norway	Olympic Committee
Portugal	National Olympic Committee - Women and Sport Commission Departamento do Desporto Democratic Movement of Portuguese Women
Switzerland	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	Olympic Committee
Aruba	Olympic Committee
Bahamas	Olympic Committee National Sports Council
Barbados	Olympic Committee
Canada	Department of Canadian Heritage Sport Canada Canadian Association for the Advancement of Women and Sport Commonwealth Games Canada Province of Ontario Province of British Columbia Province of Alberta

Cuba	Olympic Committee
Grenada	Government
Guyana	Ministry of Culture, Youth and Sport
Jamaica	Olympic Committee
Puerto Rico	Department of Recreation and Sport
Trinidad and Tobago	Olympic Committee Ministry of Youth and Sport
United States Of America	National Association of Girls and Women in Sport Olympic Woman Project Women's Sports Foundation USA Volleyball USA Sailing

Central and South America

Argentina	Olympic Committee
Bolivia	Olympic Committee
Brazil	Olympic Committee
Chile	Olympic Committee
Colombia	Government National Olympic Committee Coldeportes
Ecuador	National Olympic Committee
El Salvador	Olympic Committee
Guatemala	Olympic Committee
Honduras	Olympic Committee
Mexico	National Sports Commission Olympic Committee Ministry of Sport
Panama	Olympic Committee
Paraguay	Olympic Committee
Peru	Olympic Committee
Uruguay	Olympic Committee
Venezuela	Olympic Committee

Oceania

Australia	Australian Sports Commission Sport and Recreation Ministers Council Standing Committee on Recreation and Sport State and Territory Governments Olympic Committee Women's Sports Foundation of Western Australia Womensport Australia
Cook Islands	Cook Islands Sports and Olympic Association
New Zealand	Hillary Commission Olympic Committee
Palau	Olympic Committee
Papua New Guinea	Papua New Guinea Sports Commission.

Appendix E

CEDAW COUNTRY REPORTS - GENERAL INFORMATION

COUNTRIES NOT A PARTY TO CEDAW CONVENTION	COUNTRIES WHO HAVE NOT SUBMITTED A REPORT	REPC
Brunei Darussalam	Afghanistan	Austr
Iran, Islamic Republic of	Bahamas	Azerl
Marshall Islands	Bahrain	Beliz
Nauru	Botswana	Brazi
Oman	Central African Republic	Cape repor
Palau	Chad	Color
Qatar	Comoros	Cuba
Somalia	Côte d'Ivoire	Denn
Sudan	Djibouti	Equa
Tonga	Dominica	Estor
United States of America	Grenada	Gabo
	Guinea-Bissau	Ghan
	Haiti	Gree
	Kiribati	Guin
	Lesotho	Hond
	Liberia	Jord
	Micronesia, Federated States of	Libya
	Monaco	Liech
	Papua New Guinea	Lithu
	San Marino	Mal
	San Tome and Principe	Mali
	Saudi Arabia	Moza
	Serbia and Montenegro	Nami
	Seychelles	Neth
	Sierra Leone	Neth
	Solomon Islands	Peru
	Swaziland	Polar
	Timor-Leste	Polar
	Tuvalu	Polar
	United Arab Emirates	Repu
		Repu
		Rwar
		Sene
		Slove
		Syria
		Urugi
		Vanu
		Vene
		Vietr

CEDAW COUNTRY REPORTS - REPORT ON SPORT AND PHYSICAL ACTIVITY
9 FEBRUARY 2006

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Albania	Initial and 2 nd	2003	Constitution foresees development of sport and recreational activities. Participation is low due to: <ul style="list-style-type: none"> ▪ Prejudicial attitude considering sport as a leisure activity ▪ Family responsibility and limited economic means
Algeria	Initial	1999	Legislation governing sports provides for equal access. Physical education is compulsory at school. Major factor limiting the growth of female sporting activities is the shortage of sporting facilities
	2 nd	2005	All sporting activities are open to all students without discrimination of any kind
Andorra	Initial	2001	Legislation does not discriminate against participation in sports activities. However, women's leisure time is more focused around family and women pursue more home-based activities as they devote a greater amount of their time to household tasks.
Angola	Initial, 2 nd and 3 rd	2004	Central government allocates only minimum funding to sports and youth organisations. Schools have a problem with poor condition of sports facilities. There are problems getting girls interested in playing sports. Active participation has declined due to "society of convenience".
	4 th and 5 th	2004	Angola's constitution provides that "the State promotes the access of all citizens to education, to culture and to sport ..."
Antigua and Barbuda	Initial, 2 nd and 3 rd	1997	There are no legal obstacles to the full participation of women in recreational activities, sports and other aspects of cultural life.
Argentina	4 th	2002	No mention
	5 th	2002	No mention
	Follow up to 4 th and 5 th	2004	No mention
Armenia	2 nd	2002	No mention
Australia	3 rd	1997	<ul style="list-style-type: none"> ▪ Australian Sports Commission's Women and Sport Unit aims to raise the participation and status of women and girls in all aspects of sport. ▪ Special events organised to encourage girls to participate in sports activities. ▪ A resource kit has been produced to identify barriers to participation of women and girls in physical activity and sport and to provide strategies to overcome them.

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	4 th and 5 th	N/A	<ul style="list-style-type: none"> ▪ Scholarships provided to assist young women to study in a sports-related field. ▪ Training and experience provided to sportswomen and administrators of women's sports in media, marketing and management. ▪ Gender equity requirements have been incorporated into arrangements with NSOs which must be met to ensure funding.
Austria	3 rd and 4 th 5 th 6 th	2000 2000 N/A	<p>No mention Report not available</p> <ul style="list-style-type: none"> ▪ Federal Chancellery cooperates with the working group "Women of the Federal Sports Organisation" with a view to increasing the share of women in all bodies of the umbrella and technical associations of the Sports Organisation. ▪ Sports budget includes special funding for "advancement of women". ▪ Federal Sports Organisation has undertaken to introduce gender mainstreaming to ensure the participation of women and men in sports on a basis of

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			<p>equality.</p> <ul style="list-style-type: none"> ▪ Two studies have been commissioned - "Life contexts of top women athletes" and "Girls stay on the ball - motivational structures in girls' sports activities" ▪ Women's department have been enshrined in the statues of both Austrian Sports Federation and the Working Party for Sports and Physical Education ▪ A special mentoring project where six women who play leading roles in sports policy-making worked as mentors with eight mentees. ▪ Conferences and seminars have been held on the concerns of women in sport and physical activity.
Azerbaijan	Initial	1996	Women and men have the same right to participate in recreational activities, sports and cultural life.
	2 nd and 3 rd	N/A	Not available
Bangladesh	3 rd and 4 th	1997	<ul style="list-style-type: none"> ▪ A National Policy on Women's Advancement was approved by the National Council for Women's Development (NCWD) in February 1997 and declared by the Prime Minister on March 08, 1997 to "... establish equality between men and women in administration, politics, education, games, sports and all other socio-economic spheres". ▪ All appropriate measures to be taken to eliminate discrimination against women to ensure the "Right to participate in recreational activities, sports and all aspects of cultural life"
	5 th	2004	<ul style="list-style-type: none"> ▪ Inadequate resources including infrastructural facilities and absence of effective mechanism ▪ Gender specific problems such as cultural barriers, religious orthodoxy, traditional views about women's potentials in culture and sport ▪ Resource constraints specific to women in terms of financial, time, expected roles and responsibilities within and outside home. ▪ Government has made specific policy commitments about ensuring women and girls' participation in sports and culture ▪ Government has instigated the construction of specific infrastructure projects such as women sports centres.
Barbados	4 th	2002	Everyone has the right to participate in recreational activities, sports and cultural

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Belarus	3 rd 4 th , 5 th and 6 th	2000 2004	life. Most sports facilities are found in schools, colleges and universities where all students have access to them. No mention The legislation on physical education and sports, education and the basic principles of youth policy guarantee and ensure equal rights and opportunities for girls and boys, women and men, in the area of physical education and sports.
Belgium	3 rd and 4 th	2002	<ul style="list-style-type: none"> ▪ There is a Council on equal opportunities for men and women within which there is a Commission on Women and Sport ▪ Responsibility for sports promotion is devolved to the Communities. Flemish Community - <ul style="list-style-type: none"> • all sporting activities are open to both sexes and no individual can be excluded from any sports discipline on the basis of sex. However, competitive sports teams are composed exclusively of males or females. • Sports participation by girls between 12 and 18 years has declined sharply and sporting activity is very low among Islamic girls. Specific attention is being paid to the involvement of immigrant girls. French speaking community - <ul style="list-style-type: none"> • There is no female sports federation as such. Sports receive financial support depending on the discipline. • 63% of girls play sport but only 3% say that they began to play a sport thanks to a physical education programme • Women are greatly under-represented in team sports
Belize	Initial and 2 nd	1999	<ul style="list-style-type: none"> ▪ There are no legal obstacles for women to participate in recreational activities, sports and other aspects of cultural life. ▪ Educational institutions provide equal opportunity to physical education although cultural practices still refrain women from particular sports. ▪ Women and Sport Project fosters women's participation in all areas of sport experiences
Benin	3 rd and 4 th Initial, 2 nd and 3 rd	N/A 2005	Not available No mention
Bhutan	Initial, 2 nd , 3 rd , 4 th , 5 th	2004	Bhutanese women and girls enjoy the right to participate in all sports activities. Rural

COUNTRY	REPORT NO and 6 th	EXAMINED	COMMENTS
Bolivia	Initial	1995	women are generally too busy with productive work and have very little time for recreational activities. In urban areas girls are beginning to participate more extensively in sports. In the event that a woman was to represent the country in some international sporting event, she could be declared to be performing a remunerable service.
Bosnia and Herzegovina	Initial, 2 nd and 3 rd	2006	<ul style="list-style-type: none"> ▪ Women are encouraged to join activities but are still poorly represented in sports due to private and family life ▪ There is little emphasis on sport activity for women
Brazil	Initial, 2 nd , 3 rd , 4 th and 5 th	2003	<ul style="list-style-type: none"> ▪ The Brazilian Constitution contains "...right to education, culture and sports.." ▪ The Constitution establishes that it is the duty of the State to encourage the practice of formal and informal sports, as a personal right of each individual ▪ Certain state constitutions also contain such rights ▪ There are no legal barriers to the participation of women in recreational and sports activities ▪ The presence of women in sports activities is high and there is no data indicating any form of discrimination or the need for affirmative actions in this regard
	6 th	N/A	Not available
Bulgaria	2 nd and 3 rd	1998	No mention
Burkina Faso	2 nd and 3 rd	2000	<ul style="list-style-type: none"> ▪ Women are very active in all areas of sports ▪ Same opportunities for boys and girls to receive training at the National Sports Institute <p>Major obstacles:</p> <ul style="list-style-type: none"> • Social and cultural restraints • An excessive amount of work • A lack of structures <p>Steps to be considered:</p> <ul style="list-style-type: none"> • Establishing adequate structures • Drawing up support, follow-up and evaluation programmes • Alleviating the work carried out by women
	4 th and 5 th	2005	<ul style="list-style-type: none"> ▪ No legal restriction on women participating in sport ▪ Sociocultural constraints to women participating fully
Burundi	Initial	2001	<ul style="list-style-type: none"> ▪ No legal or institutional restriction on women's participation in sport ▪ Big obstacle is women's excessive burden of work especially in rural areas

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Cambodia	Initial, 2 nd and 3 rd	N/A	<ul style="list-style-type: none"> ▪ In principle, women have the same access and opportunities as men to participate in sport and physical education ▪ Sports and physical education being promoted in education systems <p>Obstacles</p> <ul style="list-style-type: none"> • Traditional values placed on women to be sweet, gentle and devoted to family activities • Women are too shy to wear sport shorts • Women not encouraged to participate in sports by parents • Poverty, illiteracy and security
Cameroon	Initial	2000	<ul style="list-style-type: none"> ▪ No restrictions on participating in sports and physical education except in cases of physical incapacity and/or where medically inadvisable ▪ Both males and females are admitted to the National Youth and Sports Institute and girls can practice any sport ▪ Government guarantees men and women the possibility of access to sports and leisure activities ▪ Women are now represented in almost all sports but level of participation is low <p>Obstacles</p> <ul style="list-style-type: none"> • Ignorance of what is involved especially in rural areas • Motherhood and early marriage • Timidity of young girls • Lack of sponsorship for women's sports • Women's everyday responsibilities • Few sports teachers are women • Lack of sufficient means • Inadequacy of the sports infrastructure in schools and universities • Inadequacy of the private sports infrastructure
Canada	5 th	2003	<ul style="list-style-type: none"> ▪ <i>The Federal Plan for Gender Equality</i> has an objective to promote gender equality in all aspects of Canada's cultural life ▪ Breakthrough Awards celebrate the accomplishments of Canadian women in sport ▪ NSOs are required to specify certain levels for women's equality and access where female participation/representation is less than 40% ▪ Provinces also have programmes to encourage participation of women in sport

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Cape Verde	Initial, 2 nd , 3 rd , 4 th , 5 th and 6 th	N/A	Not available
Chile	2 nd 3 rd	1999 1999	No mention <ul style="list-style-type: none"> ▪ The Women's School - Rural Women's Development Programme takes a special interest in recreational activities and sports for women ▪ There are special initiatives to promote sports for older women
	4 th	N/A	<ul style="list-style-type: none"> ▪ Major efforts to increase female participation in the 1990s ▪ Proposed National Physical Activity and Sports Policy has adopted "equal opportunity" as one of its principles ▪ Women and girls participate least in high-performance sports but there are short, medium and long-term strategies being developed to encourage more female competitiveness ▪ Available statistics show that until the end of formal education, males and females have roughly the same involvement in sporting activities. Women then abandon sports in significant numbers but return in later years. ▪ The National Sports Institute will in future design special policies so that women of childbearing age can continue to engage in sports and physical activities
China	3 rd and 4 th 5 th and 6 th	1999 N/A	No mention <ul style="list-style-type: none"> ▪ Government attaches great importance to the development of women's athletics and improvement of their physical condition. ▪ By adopting laws and policies it seeks to promote the use of scientific, enlightened and healthy methods for women to participate and to create a facilitating environment for women's physical activities. ▪ Statute of the Chinese Olympic Committee includes an article on the active promotion and development of women's sports. ▪ Government makes great efforts to nurture female administrators ▪ There is a law which specifies strategies and promotional activities for competitive and non-competitive sports and for recreational activities ▪ Neither legislation nor COLDEPORTES programmes made any reference to the participation of girls, young women or women.
Colombia	4 th	1999	<ul style="list-style-type: none"> ▪ There is a law which specifies strategies and promotional activities for competitive and non-competitive sports and for recreational activities ▪ Neither legislation nor COLDEPORTES programmes made any reference to the participation of girls, young women or women.

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Congo	5 th Initial, 2 nd , 3 rd , 4 th and 5 th	N/A 2003	<ul style="list-style-type: none"> ▪ Work on curricular and extracurricular sports activities reveals the open and masked forms of discrimination against girls and young women <p>Not available</p> <ul style="list-style-type: none"> ▪ Sport is not regarded as a feminine pastime or occupation ▪ Girls do not attach a great deal of importance to sports ▪ Women are poorly represented in training as sports teachers ▪ The right of women to participate on an equal basis in recreational activities and sports is recognised in law ▪ Some sports are popular with women but there is a lack of facilities ▪ Sport is regarded as a male domain (although there has been great improvement in the past 20 years) and consequently sports activities are gender-segregated in schools, colleges and in the community. ▪ Adult women are not provided with adequate facilities or with sufficient organised recreational and sports programmes ▪ Women are given less government and private support than men and financial prizes awarded to women are lower than those awarded to men ▪ A range of policies has been designed to promote women's equal access to sport and recreation. A campaign is being conducted to promote various forms of recreation and sport among women of different ages together with projects and actions implemented within communities and schools.
Costa Rica	Initial, 2 nd and 3 rd	2003	<ul style="list-style-type: none"> ▪ Adult women are not provided with adequate facilities or with sufficient organised recreational and sports programmes ▪ Women are given less government and private support than men and financial prizes awarded to women are lower than those awarded to men ▪ A range of policies has been designed to promote women's equal access to sport and recreation. A campaign is being conducted to promote various forms of recreation and sport among women of different ages together with projects and actions implemented within communities and schools.
Croatia	4 th Initial 2 nd and 3 rd	N/A 1998 2005	<p>No mention</p> <p>No mention</p> <p>The National Policy , amongst other things, promotes women's involvement in sports</p>
Cuba	4 th 5 th and 6 th	2000 N/A	<p>No mention</p> <p>Not available</p>
Cyprus	Initial and 2 nd	1996	<ul style="list-style-type: none"> ▪ There are the same opportunities for boys and girls to participate in sports and physical education programmes ▪ Women have the same rights as men to join and participate in youth centres and institutions and recreational activities are organised by youth centres for all the community irrespective of sex. ▪ Women have little free time to participate in recreational activities because of their

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			social status and the expectation that their time will be spent fulfilling the role of mother and wife.
	3 rd and 5 th	N/A	No mention
Czech Republic	2 nd	2002	No mention
	3 rd	N/A	No mention
Democratic People's Republic of Korea	Initial	2005	The State enables women to freely participate in sports activities on an equal footing with men
Democratic Republic of the Congo	Initial	2000	Women are becoming involved in several sports and taking part in international competitions.
	2 nd	2000	No mention
	3 rd	2000	No mention
	4 th and 5 th	N/A	No mention
Denmark	4 th	2002	No mention
	5 th	2002	No mention
	6 th	N/A	Not available
Dominican Republic	2 nd and 3 rd	1998	No legislative discrimination between men and women. However, women devote many hours to household tasks and child care on top of their paid work - they have little time and energy available for leisure activities.
	4 th	1998	No legal regulation which discriminates against women. Time constraints due to working hours.
	5 th	2004	No mention
Ecuador	4 th and 5 th	2003	No mention
Egypt	3 rd	2001	Egyptian women participate freely and fully in recreational activities - physical education is part of basic education at all levels. There are university departments for physical education for girls working to create a generation of specialists who will ensure that sports are available to girls throughout their education. Students' sports associations have done a great deal to encourage the establishment of girls' sports and teams and to organise national competitions.
	4 th and 5 th	2001	As above
El Salvador	3 rd and 4 th	2003	No mention
	5 th	2003	Recreational projects have been implemented in some parts of the country for working women in the private sector and their children. Working women's sporting teams have been set up.
	6 th	2003	Level of assistance to women from government structures is complicated by the fact that the women are overworked and by a culture which discriminates against them as human beings in terms of their right to recreation and leisure. Government agencies

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Equatorial Guinea	Initial	1989	have made efforts to promote awareness of gender equity within the family, identifying the right to recreation as a family right in which women should certainly be included. Not available
	2 nd and 3 rd	2004	No discrimination against women participating in sport at school but this is only a recent development. No discrimination in sport and women are able to practise all forms of sport.
	4 th and 5 th	2004	No discrimination - women are entirely free to participate in sporting events
Eritrea	Initial and 2 nd	N/A	No segregation in sports at school. Women are appointed to be members in all sport federations under MoE. Girls are encouraged to participate in sport at school. There is one woman member in each of the National Sports Federations. Efforts need to be made to expand sports activity to the rural areas and to build sports facilities in these areas.
Estonia	Initial, 2 nd and 3 rd	2002	Girls and boys have legally equal opportunities to participate in sports and to develop their physical abilities at school. Society accepts women's participation in all fields of sport. However, Estonian sports media report cover more often male sports and athletes.
	4 th	N/A	Not available
Ethiopia	Initial, 2 nd and 3 rd	1996	No mention
	4 th and 5 th	2005	No mention
Fiji	Initial	2002	Girls and boys equally participate in sports and physical activities at school. Women are equally a part of regional and international sports events.
Finland	3 rd	2001	Sports Act contains provisions to promote equality in an effort to make sports "available equally to all citizens". E.g., Ministry of Education promotes equality in decision making related to sport education with state subsidies only granted to NGOs if they promote equality. Memorandum of the 2 nd Working Group on the Grants System set up by sports organisations sets out that the promotion of equality is an indicator of social import and shall be permanent criteria when deciding whether to grant aid. Equality refers to the following: <ul style="list-style-type: none"> ▪ Women and men are elected to administrative bodies according to the gender distribution in the discipline in question ▪ Both women and men can participate in the discipline and this is promoted ▪ Children and youngsters can participate in

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	4 th	2001	<p>the discipline regardless of their financial situation and this is promoted.</p> <p>If a federation does not pay sufficient attention to the equality issue, the annual, result-based subsidy granted for the federation's activities will be reduced.</p> <p>Through the Finnish sport education system programs such as mentor training are offered to women in a leading position in a sports organisation, young women and girls receiving training for managerial duties in sport education.</p> <p>Building of sports venues suited to different disciplines favoured by women and men is under consideration.</p> <p>Studies show that more money is spent on sports for men and boys than for women and girls. Finnish Olympic Committee has launched a top sports project for women aiming to enhance appreciation for women's top-level sports, to promote quality in Finnish training, help talented female athletes reach the international level and to improve Finnish women's success in top-level competitions. The projects support women's sports careers both in competitive sports and in coaching. A research and review project concerning sports facility services and equal opportunities was launched in 1998. Equality is a criterion in the Ministry of Education's funding policy. A project on gender equality in coach training aimed to train coaches to take gender differences into account and to support athletes according to individual needs and capabilities. The Finnish Sports Federation has adopted a Plan of Action for Promoting Gender Equality for 1998-2000. The Finnish Sports Federation holds the presidency of the European Women and Sports network from 1998 to 2000.</p>
	5 th	N/A	<p>Studies show that more money is still being spent on sports for men and boys than for women and girls. The Conference of the European Women and Sports Network was arranged in Finland in 2000. In 2001 performance guidance criteria for national sports associations was drafted and the societal effectiveness criterion used was the implementation of equality between women and men in Finnish sports. The purpose is to create a sports culture where girls, boys, women and men have equal opportunities to practice sports and to participate in decision making. Support given also to the promotion</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
France	3 rd and 4 th	2003	<p>of sports for immigrant women and girls. A pilot project is being prepared on the evaluation of gender impacts in the allocation and granting of sports funding.</p> <p>High priority to initiatives to improve women's access to sports and to the recognition of equal status in professional and amateur sporting activities. A standing commission to monitor women's sports to be set up to assess the impact of policies and the changing situation. Steps have been taken to identify areas of discrimination with a view to putting in place policies designed to promote equal access to titles and qualifications. There is now a section concerned with women and sports attached to the central and local office of the Ministry for Youth and Sports. The Ministry has also started working on things such as the need for gender-specific statistics, the feminisation of titles and posts and the promotion of women to posts of responsibility. Female participation in sport is increasing significantly. Female participation in sport's senior technical or administrative posts is still rare. In 2000, women filled only 12 per cent of the managerial posts in sports federations. Legislative and regulatory provisions have been made:</p> <ul style="list-style-type: none"> ▪ To make the granting of state approval for sporting organisations conditional on compliance with the statutory provisions which require that men and women should have equal access to their governing bodies. ▪ Approval will be granted to sports federations on the basis that staff regulations must contain provisions favouring universal access to physical and sporting activities. <p>Objectives have been assigned to sporting movement to:</p> <ul style="list-style-type: none"> ▪ Continue proposing initiatives designed to promote female participation in all sports ▪ Ensure the equal flow of resources into male and female competitions ▪ Encourage women to apply for posts of responsibility in sport's governing bodies. <p>Local branches of state sporting bodies have reserved part of the funding they receive to carry out actions in the interests of women's sport.</p> <p>Prizes are awarded for reporting or articles on women's sport and to encourage women sports journalists.</p>
	5 th	2003	

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Gabon	Init 2 nd and 5 th	1989 2005	Not available No discrimination in the laws and regulations governing sport. However, more funding is available for men's sports. Socio-cultural constraints make it hard for women to participate in significant numbers. A need to promote sports through efforts to enhance the image of women and sport in the media. Number of women on executive and administrative bodies needs to be increased.
Gambia	Initial, 2 nd and 3 rd	2005	No mention
Georgia	Initial	1999	Women are free to engage in sports but deterioration of the overall situation in the country has resulted in a sharp decline in the number of sportswomen. Lack of conditions for improving sports skills has forced a number of well-known sportswomen to leave the country. Resources allocated for sports are sufficient only to support half of the national representative teams. Mass sports receive practically no support from the State and there are no community-based physical education activities.
Germany	2 nd and 3 rd 2 nd and 3 rd	N/A 2000	No mention Approx 20% of female population is involved in the sports clubs of the German Sports Federation and the significance of sporting activities for girls and women is continuing to grow. Women are underrepresented in the managerial and administrative structures of clubs, Sports Associations and the German Sports Federation. In 1989 the German Sports Federation adopted a plan for the promotion of women to enforce equal opportunities for women in all areas of sport Women and men are treated equally in the context of its financial promotion of top level sport. The Federal Ministry of Women supports a project to: <ul style="list-style-type: none"> ▪ Provide exercise, sports and education opportunities which are geared to the specific needs of girls and women ▪ Provide a teaching and learning method accepted by girls and women that is concerned with democratically integrating girls and women in education opportunities ▪ Provide communicative and organisational managerial and administrative skills which facilitate the integration of girls and women in the re-organisation of education opportunities.
	4 th	2004	Update to previous report. Sports activities

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			are continuing to gain importance for girls and women. They currently account for approx 38% of sports club membership however membership declines from the age of 18. Women continue to be underrepresented in the administrative and executive functions of clubs, presiding committees of the Sports Associations and the German Sports Federation including voluntary bodies. The German Sports Federation National Congresses adopted amendments to the statutes aimed at achieving greater involvement of women in the management of the Sports Federation - the proportion of women in the national committees must be at least equivalent to their proportion of the total number of members from 1999 onwards. Annual symposia on competition sport for women have been promoted.
	5 th	2004	Update to previous report. Proportion of women in sports clubs is almost 40% however decision making bodies largely involve men. Only 25% of the functions in sports clubs are held by women. Only 9% of club chairpersons are women. The reasons for this include the reserve of women in working in traditional organisations with male-dominated structures. Project "Women at the top" initiated to research the areas of women in managerial positions in sport, voluntary offices or civil commitment in sport, social dynamics of sport to: <ul style="list-style-type: none"> ▪ Create synergetic effects ▪ Competences and experiences of women used in order to reduce the lack of managerial staff ▪ To facilitate equal access for women to influence and co-determine sport.
Ghana	Initial and 2 nd	1992	Not available
	3 rd and 5 th	N/A	There is a national female soccer team but funding and other support remains a challenge. Likewise for a team of young female boxers the lack of sponsorship and other support undermines the capabilities of the women. Most women do not have leave, vacation or recreation. Socio-cultural attitudes to women's recreation as well as inadequate facilities prevent recreation among women. Increased media coverage and corporate sponsorship of women in sports and body exercise is gradually helping women to make in-roads.
Greece	4 th and 5 th	2002	Women athletes are selected on merit and are

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			being supported technically, scientifically and socio-economically and their grants are being augmented
	6 th	N/A	Not available
Grenada		N/A	Have not submitted a report
Guatemala	3 rd and 4 th	2002	Ministry of Culture and Sports has formulated a culture and sports policy for 1996-2000 to raise awareness of the equal rights and responsibilities and the dignity of human beings with a view to promoting public participation in culture and physical education. The Ministry guarantees women's access to culture and to public sports activities and facilities - there are no laws restricting participation.
	5 th	2002	No mention
	6 th	N/A	No mention
Guinea	Initial, 2 nd and 3 rd	2001	Women do not participate in sports to any significant degree. The Ministry of Education has reintroduced physical education as part of the school curriculum.
	4 th , 5 th and 6 th	N/A	Not available
Guyana	2 nd	2001	National attention does not favour women in sporting activities. Generally, women's participation in sports and athletics is promoted through the limited physical education curriculum in schools, school based sports activities, organised community events and the activities of sports clubs. There is a special category for women in the annual national sports awards.
	3 rd to 6 th	2005	Ministry of Culture, Youth and Sport actively promotes equality for women in sport. Govt of Guyana has signed the Brighton Declaration for Equality of Women in Sport and Society.
Honduras	3 rd	1992	Not available
Hungary	4 th and 5 th	2002	No mention
Iceland	3 rd and 4 th	2002	Formally, there is equal opportunity for men and women to engage in sports. A committee formed in 1996 to: <ul style="list-style-type: none"> ▪ Prepare proposals on how to strengthen the sports of girls and women; ▪ To prepare proposals on how to decrease drop out rates; ▪ Study the financial appropriations to girls and women's sports; ▪ Study coverage by the news media of women's sports ▪ Study the gender division in the leadership of the sports movement; ▪ Study measures taken abroad for reform. Findings of these studies showed that fewer women than men held leadership positions

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	5 th	N/A	within the sports movement and the coverage by the news media of women's sports was limited. Minister for Education said that various recommendations by the committee will be considered and he expects the sports movement to study the report carefully and to increase the participation of women. The Ministry of Education has also specially requested to promote an increased focus on the athletic upbringing of girls to make it equal to boys. A study is also to be made of the news media in respect of gender images. A project which concluded in 2000 shows that employees and organisational managers on all levels, as well as girls and boys are more aware and concerned about gender equality. Some major and minor structural changes have dramatically changed both genders' interest in attending youth clubs and sport. The Icelandic Sports Federation has adopted a plan to educate coaches and make attempts to increase girls' participation in sports. Federation has also developed plans and made special efforts to enable women to become board members in sports and youth clubs, nationwide. A brochure has been published containing information about sexual harassment against women in sport and how to combat this.
India	Initial	2000	Women have full rights and opportunities to participate in sports.
Indonesia	2 nd and 3 rd	1998	Women have the right to sports. Women are given facilities and training to develop their skills. In reality, for most women, there is little time for leisure and recreation.
	5 th	N/A	There is no legal restriction on women participating in sport and recreational activities.
Iraq	2 nd and 3 rd	2000	Sport is a required subject at all levels of education. There is a women's college of physical education at Baghdad University which produces coaches and games teachers for schools and institutions of higher education. Sports clubs have a large number of female members and there are women's teams which take part in sporting competitions. Women may participate in recreational activities and sports without discrimination on grounds of sex.
Ireland	2 nd and 3 rd	1999	The government's policy on sport is a function of the Department of Education. It is the Government's policy to avoid bias between the sexes in the promotion of sport and where necessary to discriminate positively in favour

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			of women's participation. There has been a dramatic increase in the number of women involved in sport at competitive, administrative and fun levels in recent years. Sporting organisations cater equally for men and women. National Sports Council and Dept of Education attempt to give above average increases in annual grant aid to women's organisations to encourage them to promote greater participation and to take account of their difficulties in securing sponsorship. In 1991 the Government directed that public funds should not be allocated to private clubs which operate discriminatory policies which deprive women of the right to apply for full membership. A Committee for Women in Sport will be established. Low level of media coverage of women's sports which makes it unattractive to commercial interests and sponsorship. Grants are not available to sports organisations which operate discriminatory policies.
	4 th and 5 th	2005	It is Govt policy to avoid bias between the sexes in the promotion of sport. Grants are allocated only to sports organisations that can show evidence that they do not discriminate on the basis gender. Govt funds for the promotion of sport are not allocated to private clubs that deprive women of the right to apply for full membership. Recently there has been a significant increase in the participation of women in sport and also an improvement in the perception of women's sport activities in comparison with male sport activities. The Irish Sport Council Act prescribes that no fewer than 3 of its 10 members shall be women. The national broadcasting authority has a policy actively to increase both its coverage of women's sport and the number of women involved in the productions and presentation of sports programming.
Israel	Initial and 2 nd	1997	The Sports Law 1988 provides for equality within sports. Regulations of a sports union or association are required to include statements concerning the equal opportunity of women to sports and physical education. Girls make up 21% of those involved in competitive sport. There are almost no women in senior positions in athletic institutions and organisations. Only 5% of the administrators of sports unions are women and between 10-15% of coaches are women. In 1993 a departmental sub committee suggested that a special unit for

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	3 rd	2000	<p>the advancement of physical education and sport for girls and women should be established to, among other things, increase the number of women involved in different branches of competitive sports, the number of women coaches and the number of women as decision-making administrators. A program will also be initiated to widen the knowledge and research on girls and women in sport. Policies of affirmative action in order to increase the amount of female participation in competitive sports. Also instructions which will enforce schools to involve girls in sport and to instruct teachers, parents and students on the importance of the involvement of girls in sports and the importance of equal opportunities in physical education and sport will be issued. Israel has also adopted the Brighton Declaration.</p> <p>A number of recent court cases have regulated the issue of women's sport funding. Following on a High Court decision rules have been established for equal distribution and allocation of funding for sport teams by local municipalities. Israeli Foundation for the Advancement of Women in sports was established in 1997 aimed at increasing girls' education on physical fitness, promoting sports among girls and encouraging and nurturing girls and women with athletic promise through scholarships. There has been a small rise in the participating of women in the Olympic Games. Challenge to allow women to play a bigger role in the various decision-making bodies and managerial roles. The Sports Association for Schools has set itself the goal of enhancing the number of female students involved in competitive sport and the training of women for managerial roles within the Association and beyond. 3 out of 10 management positions within the Association are held by women. However, only 2 out of 31 members of the Israeli Olympic Committee are women.</p>
	4 th	N/A	<p>Sports Law now states that all state supported sports organisations, including sports associations, bodies, unions and federations shall provide appropriate representation to women both in staff and management. Sports organisations must submit annual reports on this implementation. A Code of Ethics aimed at preventing harassment and sexual violence has been established. The Sports Authority also plans to run a national program for the</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			advancement of women in sports in the year 2005. Women's participation in the Olympic Games has dramatically increased over the past few years. Female representation in the management of sports associations remains at a level of around 10%.
Italy	2 nd	1997	Italian women have full equality with men in sports. A ruling of the Constitutional Court repealed the law barring women from being umpires. There are no formal, gender based restrictions on sports participation or on the availability of sports facilities. Statistics point to more women engaging regularly in sport but is still half that of men. This difference must be attributable to other factors such as the international regulations governing some sports (such as women's football) and the absence of affirmative action. Virtually all senior sports officials in Italy are men. Until 1990 not one sports federation in Italy had ever had a woman president. Affirmative action has been low key.
	3 rd	1997	There are no legal discriminations between men and women concerning the right to practice sports.
	4 th	2005	A study group has been set up on "Women and sport" to monitor any problems that women may have in participating in sports at an amateur and professional level. A series of meetings and hearings will also be set up.
Jamaica	2 nd , 3 rd and 4 th	2001	Women and men have equal rights to participate in recreational activities, sports and cultural life. Most sporting facilities are to be found in schools, colleges and universities where all students have access to them. Facilities at clubs are normally for club members and their families only.
	5 th	N/A	Girls and boys have the same opportunities to participate in sport and physical education. Culturally, there are no restrictions in attire that impede the full participation of girls and women. Limitations may relate to inadequate facilities having been put in place at girls' schools. There are no legal barriers to women participating in cultural or sporting activities. There are some cultural barriers that traditionally restrict women from participating in particular sports. Funding is given a bias toward making more resources available for men's sports both from Government and private sources of sponsorship.
Japan	4 th	2003	No mention
	5 th	2003	No mention

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Jordan	Initial	2000	At school girls and boys have the same opportunity to participate in sports and physical activities and there is no law to prohibit this. Men and women have an equal right to participate in recreational activities and sports.
	2 nd	2000	Physical education is part of the curriculum at all levels in both girls' and boys' schools. The Ministry of Youth monitors the activities of women's sports associations and ensures the necessary cooperation and coordination with other relevant bodies in order to encourage women to engage in sports and in order to develop programmes and proposals for improving and raising the levels of women's sports. The Ministry of Youth has placed special emphasis on women in its future programmes which include publicising the positive aspects of women's participation, publishing documentation to raise awareness and educate people about women's sports, opening special sports centres for women in all provinces, increasing the opportunities for women to engage in sports and creating sports facilities throughout the country to facilitate this, and working towards the creation of a national and an Arab women's sports league. Under Jordanian law, men and women have an equal right to participate in sports. The Ministry have adopted policies to encourage the involvement of young people of either sex but female participation remains low.
	3 rd	N/A	Not available
Kazakhstan	Initial	2001	Women are actively involved in a wide range of sports. Women have begun to take up sports which used to be considered exclusively male preserves.
	2 nd	N/A	There is no discrimination against women in the Republic in physical education or sports. All students have equal rights for athletics, clubs and hobby groups and to sport in school and outside.
Kenya	3 rd and 4 th	2003	Women and girls participate freely in sports and physical education at all levels of education. Both men and women have the right to participate in recreational activities and sports.
Kuwait	1 st and 2 nd	2004	Recreational activities and sports are freely accessible to women in Kuwait. All male and female students have the opportunity to practise all forms of sports activities in schools. Ministry of Education opens its swimming pools during the summer holidays for those female students who wish to

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Kyrgyzstan	1 st	1999	practise swimming as a leisure activity. The Ministry stages sports competitions and races among female school students and awards prizes to the winners in order to encourage them to pursue their interest in this field. Under the constitution everyone has the right to freedom of personal development. Women in Kyrgyzstan can not only take part but also take leading roles in sports.
Lao People's Democratic Republic	2 nd Initial, 1 st , 2 nd , 3 rd , 4 th and 5 th	2004 2005	No mention Lao women spend less time than men playing sports due to their double workload of household work and work in the economic sphere. Some pictures in schoolbooks convey the message that sports are for boys. At primary and secondary schools, both boys and girls participate equally in physical education. Statistics show that women and girls are not as active as men and boys in getting involved in semi-professional and professional sports.
Latvia	Initial, 2 nd and 3 rd	2004	There are no restrictions on the participation of women in recreation and sport. Everyone has access to active participation in sports and physical training programmes. Sport is included in the compulsory content of national standards for primary, secondary and vocational education at all levels.
Lebanon	Initial	2005	Lebanese law ensures the right to physical education and sports for women as well as men. Sports are compulsory in the new education curricula. The government does not follow a discriminatory policy in the field of sports. However the freedom of movement and clothing boys enjoy in comparison with girls allows them greater and more diversified opportunities to do sports.
	2 nd	2005	The official education policy indicates no sexual discrimination as far as sports activities are concerned. No special dress rules are officially imposed but some schools require dress to be modest and forbid the wearing of swimming costumes. Sports facilities are more attractive and accessible to males. There is a growing trend for girls at school to take up sports.
Libyan Arab Jamahiriya	2 nd	N/A	There is no discrimination between men and women in relation to practising sports. Sports are guaranteed to all males and females alike in schools, clubs and other public places designated for such recreational activities.
Liechtenstein	Initial	1999	Legislation contains no provisions that discriminate against women with respect to the right to participate in sports. However, men engage more extensively in recreational

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			activities than women, no doubt associated with role relationships that are either structural or determined by socialisation.
	2 nd	N/A	No mention
	3 rd	N/A	Not available
Lithuania	Initial	2000	Sports which are becoming dependent on the sponsorship of commercial interests suffer as most sports attract more attention when participants are men and not women.
	2 nd	2000	Not available
Luxembourg	4 th	2003	In primary and secondary school education, girls and boys have the same opportunities to participate actively in sports training and extra-curricular sports activities. The law provides that all sports education is to be organised on a coeducational basis in primary and technical secondary school education. In traditional secondary school education the law provides for girls and boys to be separated. Ministry for the Advancement of Women has communicated with the organisers of sporting activities which award prizes but do not adhere to the commitment to pursue appropriate measures to eliminate discrimination against women.
Madagascar	Initial	1994	There is no legal or cultural obstacle preventing women from participating fully in sports.
Malawi	Initial	1990	Not available
	2 nd , 3 rd , 4 th and 5 th	N/A	Changes against gender stereotypes have extended to sports in schools. Sporting facilities, activities and physical education have declined due to inadequate funds allocated to these activities. In traditional Malawian societies, dances and manual work usually fulfil the role of modern sport. In some cases women do not participate in sporting activities due to triple roles.
Malaysia	Initial and 2 nd	N/A	Not as many women as men frequent recreational clubs or use sporting facilities. Women, especially married women, tend to be house-bound and to spend most of their leisure time with their children and other family members. There is no law prohibiting access to these services. Female students are encouraged and given the same opportunities to participate in sports and physical education as men. Male and female students have equal access to sporting facilities.
Maldives	Initial	2001	No mention
	2 nd and 3 rd	N/A	No mention
Mali	Initial	1988	Not available
	2 nd , 4 th and 5 th	N/A	Girls and boys have the same opportunities to participate actively in sports and physical

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Malta	Initial, 2 nd and 3 rd	2004	education. Women and men have equal opportunities in recreational activities and sport. Although women may participate in any sport, they are largely outnumbered by men in all disciplines except for netball.
Mauritania	Initial	N/A	Women do not suffer any discrimination in sports. Under a decree they are able to take part in recreational activities on the same basis as men. Through their leadership in all sports played in Mauritania women have acquired the necessary tools to combat any discrimination designed to prevent their advancement.
Mauritius	Initial and 2 nd	1995	Women have the right to leisure and sports. In reality, for most women there is very little time for leisure and recreation, particularly for married women who are caught between responsibilities of the workplace and home. Both men and women need to be made aware of the importance of leisure and recreation but a greater focus needs to be given to women as they are the ones deprived in this area.
	3 rd , 4 th and 5 th	N/A	There are no legal barriers to women's participation in recreational activities and sports. However there are social, economic and cultural barriers to such equality. The same access for boys and girls to sports and physical education is ensured at schools. Activities are being organised to encourage the involvement of women in sport.
Mexico	5 th	2002	Women have equal rights to participate in recreation activities and sports.
Mongolia	3 rd and 4 th	2001	No mention
Morocco	2 nd	2003	The Moroccan Govt has made great efforts to integrate women into sporting life by creating structures attached to the Ministry of Youth and Sports and introducing special initiatives. It is compulsory for both sexes to engage in sports in educational establishments at primary and secondary level. Women have succeeded in being promoted to positions of administrative decision-making in sports associations and national federations. In the field of sports there are no provisions which discriminate between the sexes. Economic and social discrimination greatly impedes women's enjoyment of the right of equality and there are still several traditional discriminatory practices which limited the potential for the effective integration of women in this area. Several groups in the Moroccan population continue to regard sport

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			as a male activity or as a waste of time for women. There are still strong economic obstacles which limit the potential of large numbers of women with little purchasing power to enter sporting life. The infrastructures and facilities available are concentrated in urban area which limited women's enjoyment of their right to pursue sports activities. Financial support must be forthcoming from communities if they are to play a catalytic role in raising awareness among citizens of the importance of removing all social resistance to the involvement of women in cultural life.
Mozambique	Initial and 2 nd	N/A	Not available
Myanmar	Initial	2000	Myanmar women have the right to participate in recreational activities and sport just as men do. No discrimination exists either in legal provision or in social tradition in any form. In 1991 the Myanmar Women Sports Federation was founded with the aims of promoting the participation of women in sports. Both boys and girls have the same rights to participate in sports and physical education at school. Despite the fact that the Ministry of Youth and Sport is headed by one of Namibia's few female Ministers, the participation of men and women in sport at school and national levels remains uneven. At school, 4 sports are available only to boys and one sport only to girls - other sports are mixed. There are sexual stereotypes about which sports are suitable for boys and girls. At a national level, sports other than netball are dominated by men. In 1993/94 the Namibian National Sports Council consisted of nine men and only two women and all of the officers were men. Other sports bodies are more thoroughly dominated by men except for the Netball Association. The Govt has experienced difficulty in obtaining sponsorship for "women's sports" to enable women to participate in international competition. Sponsors claim that "women's sports" do not generate as much public interest as the sports dominated by men. Most highly trained coaches are more likely to be found in "men's sports" than in the "women's sport" of netball.
Namibia	Initial	1997	The current situation is a great improvement over the past. Girls at schools are encouraged to take part in sport, and at the national level women are free to participate in any sport

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			they wish. Namibia Sports Act requires that at least three of the 14 members of the National Sports Commission be women and the Sports Development Fund must be used "to enhance the sports of persons within Namibia who have been socially, economically or educationally disadvantaged by past discriminatory laws and practices.
Nepal	2 nd and 3 rd Initial	N/A 1999	Not available The law provides for equal participation and legal provisions concerning sports. Rural women in Nepal are generally busy with productive and reproductive work and are allowed very little or no time for recreational activities. Nepal's traditional position has a male-dominated society worsens the situation.
	2 nd and 3 rd	2004	The laws do not restrict equal opportunities of participation in sports. A separate Women's Sports Development programme is to be launched to increase involvement of women in sports.
Netherlands	2 nd	2001	Not available
	3 rd	2001	Not available
	4 th	N/A	Dutch men and women take part in organised sport in roughly equal proportions. This equality is not reflected in the executive boards of sports clubs and federations. The government believes that it would be undesirable to undermine the autonomy of sports federations in their selection of executive members. The Ministry has provided financial support to develop instruments to guide the male/female ratio in executive boards of federations into more balanced channels. It will be up to the sports federations to use these instruments to appoint more women to executive and management positions.
New Zealand	5 th	2003	Research shows that girls and women are less involved in sport and recreation than their male counterparts. Strategies such as the Winning Women Strategy, Winning Women's Charter and Junior Sports Policy all encourage girls and women to participate and be involved in sport. These programmes include helping NSOs develop strategies to get more women involved in sport, leadership courses and showing young women in secondary education career opportunities in sport. By 2001, ten NSOs had achieved the Hillary Commission's standards for their involvement in the Winning Women initiative and 37 organisations were working towards the standard. In 1998/99 the Commission

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			developed policies and procedures for harassment-free sport. The Hillary Commission also contributed to world strategies through the IWG. Programmes introduced into primary schools have increased the level of sporting participation of girls to be equal to that of boys.
Nicaragua	4 th	2001	No mention
	5 th	2001	No mention
	6 th	N/A	No mention
Niger	Initial and 2 nd	N/A	No child is prevented from participating in sports and physical education. The National Institute for Youth and Sports where sports coaches are trained is open to both men and women. Girls participate in all sports except football and boxing. The State guarantees both men and women access to sports and leisure. The level of participation by women in sport remains low. Obstacles include: <ul style="list-style-type: none"> ▪ Early motherhood and marriage ▪ Insufficient sporting infrastructures in general ▪ Timidity on the part of young girls ▪ Lack of adequate resources for families
Nigeria	2 nd and 3 rd	1998	The Constitution provides that the State's policy ensures that "there are adequate facilities for leisure and for social, religious and cultural life". Women are granted the same opportunity for participating in sports and to represent their schools
	4 th and 5 th	2004	Women's exceptional workload (16 hours or more per day) precludes them from enjoyment of recreational activities.
Norway	5 th	2005	No mention
	6 th	2005	Grants should only be given of organisations are democratic and ensure that all members over the age of 15 have an equal right to be elected to positions of trust in the organisation. The Ministry has rejected applications for support to organisations where women cannot be elected to the governing bodies of the organisation.
Pakistan	Initial, 2 nd and 3 rd	N/A	No mention
Panama	2 nd and 3 rd	1998	In the administration of sports complexes there are 26 men and 1 woman. Of coaches there are 48 men and one woman. There are 8 provincial directors all of whom are men. Nationally, there are 17 sports federations, 1 of which has a woman president. There are 8 sports commissions one of which has a female president and there are 4 sports associations all chaired by men.
Paraguay	Initial and	1996	No mention

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	2 nd		
	3 rd and 4 th	2000	There are no restrictions on women regarding sports activities. Until recently, there were several clubs that excluded women from their membership but the clubs' statutes have now been altered to eliminate such discrimination.
	5 th	2005	As above
Peru	Initial	1995	Not available
	2 nd	1005	No mention - an update of the previous report
	3 rd and 4 th	1998	No mention
	5 th	2002	No mention
	6 th	N/A	No mention
Philippines	3 rd	1997	Existing laws and policies generally provide women equal access to recreation opportunities.
	4 th	1997	Situation is exacerbated by the poor and inadequate basic services and facilities. In these circumstances recreation and sports opportunities for the very poor, women in particular, seem far-fetched. Notwithstanding the observable increase in the participation of women in sports, no documents or data are available to show any major effort to strengthen the role of women in this field.
	5 th and 6 th	N/A	The five year plan for Philippine sports includes as one of its targets the promotion of gender equity in sports. The plan includes use of female role models, women's sports strategy, gender balance in all publications and alternative club competition programs for women. Opportunities have been offered for female junior athletes to undergo training programs aimed to develop their potential. Pending in the Senate are bills that seek to grant equal opportunity to athletic scholarship and to prizes of sports. Lacking is a comprehensive and aggressive sports program to seek out and develop women among the populace in the rural areas. Only those who already have their own private initiatives and financial capabilities to engage in sports receive the attention of sports agencies. There is a need to improve the disproportionate representation of women in the sports delivery system. Women must be involved not only in sports per se, but more importantly, in the highest levels of sports administration. The awareness level of high sports officials regarding the special needs of women athletes is still quite low.
Poland	Initial	N/A	Not available
	2 nd	1991	Not available
	3 rd	1991	Not available
	4 th and 5 th	N/A	There are no restrictions in Poland on girls'

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	5 th and 6 th	N/A	access to physical education lessons or sports-related pursuits. Equal access of all citizens to recreation and sports is guaranteed by the Constitution. Between 1990 and 1998 there were fewer women than men involved in competitive sports despite the absence of any legal constraints. During this time the female membership of sports clubs grew insignificantly. This was also true to the women's share of executive positions in institutions promoting sports nationwide. Percentage of women along all athletes was still low during the 1998-2002 periods. In 2001 women accounted for 9.6% of all senior-category athletes and for 6.9% of the juniors. The share of women in top-level competitive sports is higher than in sports in general. In 2000, women constituted 31% of the Polish team
Portugal	4 th	2002	The Global Plan for Equal Opportunities considered equality between men and women in sports policies. Although there has been an increase in female participation in sports in the last few years, as well as better possibilities for women to take part in national and international sports events, overall this tendency is not reflected in increased female representation in decision-making positions. Women are clearly under-represented in particular at higher levels, in management positions, sports organisations, training and refereeing. A congress on "Women and Sport" was organised in 1995 which approved the Brighton Declaration. After the congress, the Portuguese Association Woman and Sport was established in 1998 with the objective of promoting equality and the participation of women in sports at every level, function and area of competence.
	5 th	2002	Although women's participation in sport has increased this is not the case in decision-making and managing positions. Women are clearly under-represented particularly at the highest decision-making levels, managerial positions, organisation of sport competitions, training and refereeing. It is important to draft a national plan of equality in sports policy which takes into account existing conditions both at national and international levels. At the governmental level and as a member of the Council of Europe, Portugal has adhered to the principles of the Brighton Declaration.
Republic of	Initial	N/A	Not available

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Korea	2 nd 3 rd	N/A 1998	Not available Women are not subject to any discrimination in all aspects of cultural life including sports.
	4 th	1998	As above. There are a greater proportion of men than women spend their leisure time in competitive games and sports.
	5 th	N/A	The government is studying measures to further promote the active participation of girls in sports and physical activities. A research project has been carried out with a view to developing sports programs that are particularly suitable to girls and to projecting the needed space, facilities, equipment and budget for schools to adopt such programs.
Republic of Moldova	Initial	2000	No mention
	2 nd and 3 rd	N/A	Upon request all students have access to leisure, sport and treatment facilities within educational institutions.
Romania	4 th and 5 th	2000	There is no discrimination against women in regard to the right to participate in recreational activities and sports.
	5 th	N/A	No mention
Russian Federation	5 th	2002	No mention
Rwanda	3 rd	N/A	Not available
Saint Kitts and Nevis	Initial, 2 nd , 3 rd and 4 th	2002	No mention
Saint Lucia	Initial, 2 nd , 3 rd , 4 th , 5 th and 6 th	N/A	Physical education at schools is generally supported but the quality of the programme provided varies as it is largely dependent on the individual schools' resources. As a result certain sports may receive greater attention than others and some sports may be dominated by a particular sex.
Saint Vincent and the Grenadines	Initial, 2 nd and 3 rd	1997	No mention
Samoa	Initial, 2 nd and 3 rd	2005	Participation in physical education and sports at school is on an equal basis. There are joint development programs in schools promoting mixed participation of boys and girls in sports such as rugby, soccer and netball. Representation of women on the national sports Council is currently 40%. National sports bodies encourage participation by both males and females. In 1994, the government undertook to set up sports facilities at selected rural sites that cater for both men's and women's sports.
Senegal	2 nd	1994	Not available
Singapore	Initial	2001	Opportunities and resources for sports and physical education are equally allocated for

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	2 nd	2001	both male and female students in Singapore's educational institutions. There are common facilities which both sexes use. The use of these facilities is not restricted by the attire of the female students. There are no legal restrictions to participating in recreational activities. In some sports tournaments it is a requirement that at least one women participant in the various categories is submitted. Singapore Sports Council is continuing its efforts to promote greater sports participation amongst females. Singapore endorsed the fundamental principles in the Brighton Declaration and the Windhoek Call to Action. The First national conference a resolution was adopted to set up a working group of governmental and non-governmental organisations to draw up action plans to promote women's participation in sports at all levels and in all capacities. A survey has been carried out to find out what problems women athletes face and how national sporting associations could help solve them. A book on women and sports is among the projects in the pipeline for 2001.
	3 rd	N/A	The Singapore Council of Women's Organisations is the umbrella body for women's organisations and one its aim is to promote and improve the participation of women in sports. The Singapore Sports School started classes in January 2004 - as at September 2004 girls make up 50% of the first batch of 140 students.
Slovakia	Initial	1998	No mention
Slovenia	2 nd	2003	Not available
	3 rd	2003	The National Programme of Sport from 2000 specifies in particular that it is necessary to improve sports and recreation programmes for various target groups including in relation to gender.
South Africa	Initial	1998	The national education policy allows for the full participation of girls and women in all sporting activities. However, many schools and communities are still not flexible in allowing girls to participate in sports. Many schools do not have adequate sporting facilities for girls or boys. Where there are facilities, they are often not safe for girls and women. Many girls are expected to help at home after school, rather than engage in such activities after school. The media scarcely covers sporting activities of women. Cultural and social stereotypes discourage girls and women from participating in sport or restrict

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			<p>them to certain sporting types. The Department of Sport and Recreation has a range of programmes and projects aimed at accelerating equality between women and men in sport. Obstacles in attaining equality in sport:</p> <ul style="list-style-type: none"> ▪ Inaccessibility and lack of facilities and information ▪ Facilities that do not provide for women's needs in terms of safety, child care, ablution etc ▪ Inadequate media coverage of women's sports activities ▪ Cultural stereotypes that discourage women and girls from participating, or restrict them to certain sports ▪ Sexual harassment. <p>The Department of Sport and Recreation has a policy of assisting civil society organisation which is based on affirmative action. Its objectives include:</p> <ul style="list-style-type: none"> ▪ Promotion of programmes that empower and develop women and girls in sport ▪ Creation of greater awareness and raising the profile of women and girls in sport ▪ According recognition and promoting leadership and representation among women and girls in sport ▪ Promoting among women the recognition of the benefits of sport ▪ Liaising and creating networks at local, national and international levels ▪ Ensuring that sport and recreation needs of women and girls are reflected in policies and programmes which are annually reviewed and evaluated ▪ Ensuring that safe and accessible facilities are available <p>Money was set aside in the 1997/98 budget for affirmative action programmes which will include initiatives focusing on women.</p>
Spain	3 rd	1999	Not mentioned
	4 th	1999	<p>There are socialisation processes which have a negative impact on the harmonious relations between men and women which must be addressed. In order to overcome these deficiencies which involve clear discrimination based on sex the Third Plan of Action for Equal Opportunities for Women includes an objective to promote women's participation in physical exercise and sport. Available data shows that women participate to a far lesser degree than men in sport and these differences are due to sexual stereotypes that</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			are fostered by the family or the school. A programme is being carried out within the school system to encourage secondary schools as well as the autonomous communities to promote both an increase in the number of women in sports and sports activity among women.
Sri Lanka	5 th 3 rd and 4 th	2004 2002	No mention There is no discrimination or barriers in the participation of women in sports, nor is the discrimination in the organisation of such activities. Women benefit from increased support from the Government and the private sector which often funds skills enhancement programmes. The participation of women in cultural and recreational activities is determined by the availability of leisure time after the completion of their economic and domestic tasks. Women are victims of custom and tradition which has long accepted that the male needs of leisure and recreation surpass those of women.
Suriname	Initial and 2 nd	2002	There are no specific discriminatory statutory regulations with regards to sports and physical education. The participation of girls and women in sports is encouraged. The influence of cultural factors, particularly religion, which in the past was an obstacles to the participation of girls and women in sports and physical education is now somewhat reduced. The availability of adequate accommodation for sports and recreational activities at the local level is a problem. The Directorate of Sports notes that the participation of women in sports activities has strongly increased in the last ten years. Women are represented in the leadership of sports to varying degrees - 13% swimming, 14% volleyball, 20% track and field, 50% tennis, 0% football and 95% softball.
Sweden	3 rd 4 th	N/A 2001	Nothing new to above. The Swedish Sports Confederation has adopted a six-year plan of action on equality between women and men for 1989-1995. a plan of action has been published which states that women and men should have at least a 40% representation by 1995 in the advisory and decision making bodies in the sport. There has been an increase in the share of women in governing council of the special Sports Federations from 15% in 1989/90 to 24% in 1994/95. In District Sports Federation the increase has been from 13% to 35%. Another goal laid down in the plan of action was that nominating committees at all levels elected

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	5 th	2001	<p>after 1989 must consist of an equal number of women and men. The plan of action also lays down that the number of women at top positions in sports (ie secretary-generals etc) should amount to at least 30% in 1995. In 1994/95 about 26% of those at top positions were women.</p> <p>The proportion of women on the governing councils of the Special Sports Federations has increased from 24% in 1994/95 to 27% in 1998/99. In District Sports Federations the increase is 35% to 38%. The proportion of women on the nominating committees of the Special Sports Federations has increased from 32% in 1994/95 to 35% in 1998/99. The increase in the number of women in top positions in sports is from 26% in 1994/95 to 32% in 1998/99.</p>
Switzerland	Initial and 2 nd	2003	<p>Formally women enjoy equal access to sports activities, association and training. Sports associations are opening up more and more for activities by both sexes, however the practice of most organised sports activities remains separate. Gender equality in competitive sports is not by any means attained. Women have access to few sports disciplines and competitions, are governed by different rules and their performances are less well rewarded. With rare exceptions, high-level sportswomen enjoy far less prestige than high-level sportsmen. Swiss Olympic is the Swiss sports associations' umbrella organisation and its executive council has 15 men and 2 women members. The "Elite Sports" committee does not have a woman on it at all. The Sports for All committee has three women members out of eight. A delegate for women's issues is supposed to ensure that the advancement of women in all fields, assist women with the associations and set up a women's network within Swiss Olympic. Most cantons assert that they do not differentiate between the sexes in granting financial support to sports installations and events and guarantee equal access for women and men. Some cantons give financial support to specifically female sports events with a view to increasing the number of women actively practising a sport. The Federal Commission for Sports has issued guidelines concerning possibilities of mixed sex and single sex sports education. Rather than perpetuating preconceived ideas about the respective abilities of boys and girls in this field, sports education will be based on the</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Syrian Arab Republic	Initial	N/A	students' experience and interest. Not available
Tajikistan	Initial, 2 nd and 3 rd	N/A	At school, boys and girls engage in different types of sport. Under Republic of Tajikistan law girls and boys have equal opportunities to participate in sports and physical training. All types of sport are acceptable for women, but a decline is being noted in the involvement of women and girls in sports and physical training. Women are free to engage in sports, although the dramatic worsening of the overall situation in the country in the early 1990s and the period of post conflict recovery have had a negative effect on the development of physical fitness and sports as a whole and women's participation in them in particular. The closing of sports arenas and facilities and the drain of coaches and athletes from the country have had a negative effect on the development of sports in the country. Women have equal access to physical fitness activities and sports and are not discriminated against in any way. In 1999, the first Republic Women's Games were held. A substantial barrier to broader access for women to participate in the development of physical fitness and sports is the shortage of specialists, equipment, gear and athletic facilities and the shortage of funding. In some mountainous regions of the country, the established stereotypes that hold that sports are not for women have yet to be overcome. Physical education in schools is compulsory for both boys and girls but girls and women tend to participate less frequently in non-compulsory activities. Only 25% of the students in physical education colleges are female. A major study revealed that a greater percentage of men than women participate in sport. Social pressures and limited opportunities lead to women abandoning sporting pursuits in their 20s. Family and household responsibilities leave many women without the leisure time to participate in sport. Financial constraints may also result in a shortage of leisure time and a lack of access to facilities. There has been an increase in opportunities for elite sportspeople to use sport to gain entry to universities, the armed forces, the police etc. These opportunities appear to be approx equally distributed between men and women. It appears that sports administration in both professional and
Thailand	2 nd and 3 rd	1999	

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	4 th and 5 th	2006	amateur areas is almost totally dominated by men. Media coverage at the national level is almost totally focussed on male-dominated sports although female competitors attract media attention during international events. Compared to their male counterparts, the number of female students under the Department of Physical Education remains low. However, the trend in women's participation is increasing.
The former Yugoslav Republic of Macedonia	Initial, 2 nd and 3 rd	N/A	Women as well as men participate in sport.
Togo	Initial, 2 nd , 3 rd , 4 th and 5 th	N/A	There are no legal barriers to participation by women in sporting events. Sports have been compulsory at secondary schools for both boys and girls since 1975. Women engage in nearly all types of sport. The Women and Sports Association of Togo has undertaken the task of contributing to the guidance, support, promotion and development of women's sports in Togo. There are obstacles to participation of women in sports mainly because of the unequal division of labour, the weight of sociocultural tradition and poverty.
Trinidad and Tobago	Initial, 2 nd and 3 rd	2002	The right to participate in sports is not expressly provided in the legislation. However, there is a Ministry of Sport and Youth Affairs which is mandated to deliver quality support services to the citizenry for the development of youth and sport. The Ministry has implemented the Women in Sport Programme to highlight female input in sports and encourage female participation.
Tunisia	3 rd and 4 th	2002	Physical education is a compulsory part of the education system for boys and girls. The development of female sports and the increase in the number of girls making use of their facilities are evidence of the growing importance which girls now attach to sports activities. Measures have been adopted by the public authorities to enable female sport to realise its potential by providing all the necessary financial and human resources for that purpose. Public authorities have focused on encouraging the establishment of clubs which specialise in female sport. These clubs as well as the women's section of multisport associations have benefited from subsidies. These incentive measures are also applied to the female practice of sport in schools in the interests of expanding the base of female sports practitioners. A female sport

COUNTRY	REPORT NO	EXAMINED	COMMENTS
Turkey	2 nd and 3 rd	1997	<p>committee was established in 1997 culminated in the development of a plan of action for the promotion of female sport which aims to:</p> <ul style="list-style-type: none"> ▪ Provide real help for clubs specialising in female sport ▪ Exempt clubs and associations from the payment of membership subscriptions to sports federations and the cost of permits ▪ Enable these clubs and associations to benefit from the necessary training by assigning the task of coaching to physical education instructors in conjunction with the physical education department ▪ Adopt the principle of concentrating the sports infrastructure next to primary and secondary schools which are the main source of athletes in the field of civil sport ▪ Raise the awareness of the media so that they fully perform their role in promoting female sport. <p>Prior to 1987 there were only 5 sports associations specialising in female sport - there are now 28. Between 1992 and 1997, the proportion of women physical education instructors rose from 19% to 22.8% in secondary education and from 16.25% to 27% in primary education. The Ministry has taken measures aimed at:</p> <ul style="list-style-type: none"> ▪ Popularising the practice of sport among the rural girls enrolled in vocational training centres ▪ Reintroducing the female practice of individual and team sports starting in schools ▪ Canvassing and encouraging civil clubs to sponsor female sections in school association ▪ Encouraging education institutions to establish sports clubs specialising in female sport ▪ Increasing the number of young girls with school and university sports permits ▪ Varying the type of female sports competitions at the national and regional levels. <p>A number of sports programmes are presented by women journalists.</p> <p>Women are well behind men in terms of income level so it is very difficult for women to participate and undergo the expenses of these activities in the country where sports centres are not yet established. Traditional values also keep women from participating in</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	4 th and 5 th	2005	<p>these activities. Participation of women, particularly young girls in sports activities is gradually increasing. Sports which women can participate in do not attract the high levels of income of that of men's sport. There is no gender discrimination in so far as sports participation in schools is concerned but there is a lower attendance of girls at school and an earlier drop out rate which have a negative impact on girls' participation in sports.</p> <p>All students attending primary and secondary level schools are required to participate in physical education classes and in sports activities. The 46 sports federations established women's national team and through neighbourhood physical education facilities encourage the participation of girls and women in the various fields of sports. In recent years women have shown significant achievements in international competitions and this has brought greater sensitivity on the part of public and private institutions to encourage and support women's initiatives in sports and also to offer new role models to girls. Much more needs to be done to attract participation of women of all ages in sport.</p>
Turkmenistan	Initial and 2 nd	N/A	Girls have the same opportunities to participate in sports and physical education as boys. Turkmenistan law ensures this
Uganda	3 rd	2002	<p>The constitution states that "The State shall promote recreation and sports for the citizens of Uganda". The law in Uganda does not bar anybody from participating in sports. In practice, however, cultural inhibitions still limit girls' participation and their enjoyment of sporting activities. In male-dominated and patriarchal oriented Uganda, for instance, boys are given more leisure time and space for playing while girls are sent to do domestic chores. Some sports are still regarded as "male".</p>
Ukraine	4 th and 5 th	2002	<p>Women of various ages and from various social groups are represented on an equal footing with men in all types of sporting activities. Citizens of Ukraine have equal rights and opportunities to engage in sports and physical training.</p>
United Kingdom	3 rd	1999	Govt is committed to providing physical education and sport for all school pupils regardless of their gender. A recent survey found that girls spend far less time playing sport than boys out of school hours during term time and during the holiday period. This difference begins at any early age and

COUNTRY	REPORT NO	EXAMINED	COMMENTS
_____	4 th	1999	<p>continues through to later years of secondary school.</p> <p>According to the General Household Survey, men are more likely than women to have participated in at least one sporting activity. The Govt is keen to increase opportunities for women in sport and it aims to ensure that membership of the Sports Councils includes a proportion of women. Both Govt and Sports Councils are committed to ensuring women's representation on committees and in senior and middle management, and to increasing women's influence in national sporting organisations. Certain competitive sports are excluded from the Sex Discrimination Act and such organisations may legally bar women from becoming members. Women may have less uncommitted time than men to take part in sports. Women's contribution to sport as coaches, managers and administrators has grown. New projects to promote coaching opportunities for women have been established by the Sports Councils in partnership with the National Coaching Foundation and other organisations. Government funds have assisted the Women's Sports Foundation to raise the profile of women in sport and a scheme launched in 1992 to encourage more women to participate in sport and pursue sporting careers. In 1994 an international conference on women and sport was held. Delegates endorsed the conference declaration that all women and girls to have the opportunity to participate in sport in a safe and supportive environment; for women's involvement in all levels of sport; for women's knowledge, experience and values to contribute to the development of sport; and for the promotion of the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.</p> <p>There has been a general growth in the UK of participation in keep fit activities particularly among women. Both the Govt and Sports Councils are committed to ensuring women's representation on committees and in senior and middle management and to increasing women's influence in national sporting organisations. All Sports Councils awards to sports governing bodies and other organisations are made on the condition that they have equal opportunity policies for women. Sport is to receive a proportion of the</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			National Lottery and applicants for this money are required to demonstrate ways of encouraging the participation of women when applying for funding. In 1998 the Government adopted the Brighton Declaration on Women and Sport.
	5 th	N/A	An agreement target was announced in 2002 to enhance the take up of sporting opportunities by 5-16 years old boys and girls. Another school based project is assisting teachers to develop forms of physical education and sport to enable more girls to lead active lifestyles by tackling such issues such as changing facilities and sportswear.
United Republic of Tanzania	2 nd and 3 rd	1998	No mention
Uruguay	2 nd and 3 rd	2002	Not available
Uzbekistan	Initial	2001	Equal rights to physical education and sporting activity are established for women under the Physical Culture and Sport Act. Women and girls are actively engaged in various types of sport.
	2 nd and 3 rd	N/A	A decree in 2004 prescribed one of the tasks of the Women's Committee was to elaborate and implement comprehensive measures to foster the development of female and family sports.
Vanuatu	Initial, 2 nd and 3 rd	N/A	Not available
Venezuela	3 rd	1997	No mention
	4 th , 5 th and 6 th	N/A	Not available
Vietnam	2 nd	2001	Not available
	3 rd and 4 th	2001	A decree issues in 1999 on policies to encourage the socialisation of sports and the government has adopted various measures to encourage and create opportunities.
	5 th	N/A	There are new ordinances which aim to encourage people's participation in sports. Women have equal access to sports with men. New policy to encourage women's participation in popular sports. Due to financial constraints and lingering gender bias, women's participation and enjoyment in sport still fall below that of men. Sport socialisation will be further promoted to create favourable conditions and more opportunities, especially for women to participate.
Yemen	4 th	2002	Sports clubs etc are still scarce. Some programs are directed to the youth of both sexes but not to married women. There are no legal constraints that bar the general participation of girls and women in sports activities. There is a prevalence of traditional

COUNTRY	REPORT NO	EXAMINED	COMMENTS
	5 th	2002	<p>roles in the context of family which is an obstacle in the way of women's broad participation:</p> <ul style="list-style-type: none"> ▪ Lack of awareness, guidance and education to make changes in society ▪ Cultural rejection for women's participation in all aspects of life ▪ Differences in opinion on the changing role of Yemeni women <p>A lot of sports activities are aimed essentially at boys and young men, sports and leisure activities for women are very few or nonexistent not being provided by the government, non governmental organisations nor by the private sector. Women's roles and the status of women generally are influenced by the country's prevailing ideology and legal system, the cultural and class situation and degree of urbanisation and socio-economic growth pattern. There are no legal barriers as such to participation by women in sports. There is little understanding or awareness of the fact that girls and women needs activities of these kinds. This can be largely attributed to the family and social conditioning. The main features of this stereotyping are:</p> <ul style="list-style-type: none"> ▪ Stereotyped traditional roles for both sexes in the family context ▪ Awareness and education campaigns have been unable to permeate the fabric of society ▪ Cultural rejection of participation of women in these activities ▪ Differences of opinion concerning the changing roles played by Yemeni women attributable to the effect of dominant family and social culture which is reinforced by social institutions such as schools and workplace.
Zambia	3 rd and 4 th	2002	<p>A new policy introduced which promote equal rights of participation at all levels for both women and men. All sports, other than netball, are dominated by men. There is need for reorientation, including change of media focus to achieve balanced cover.</p>
Zimbabwe	Initial	1998	<p>Male and female students have the same opportunities to participate actively in sports. There is a tendency that more financial support is channelled to male-dominated sport at the expense of female dominated sport. Everyone has a right to participate in sports. Most sport and facilities are to be found at educational institutions with facilities also available at sports clubs, though normally only</p>

COUNTRY	REPORT NO	EXAMINED	COMMENTS
			<p>to members and their families only. Local authorities also own and manage sports and recreational facilities to which all members of the public must have access regardless of sex. However, these facilities are inadequate. Women are involved in sporting activities but it is still dominated by men and there is a need for more women to be involved.</p>

Appendix F

FOURTH INTERNATIONAL CONFERENCE OF MINISTERS AND SENIOR OFFICIALS RESPONSIBLE FOR PHYSICAL EDUCATION AND SPORT MINEPS IV Athens, Greece, 6-8 December 2004

COMMISSION III WOMEN AND SPORT RECOMMENDATIONS INTRODUCTION

Affirming the importance and relevance of previous achievements and work on promoting opportunities for women in and through sport and physical education, Commission III recognizes the need to build upon measures made under the auspices of UNESCO – “ the UNESCO Charter on Sport and Physical Education 1978, the Declaration of Punta del Este (MINEPS III) and the Athens Declaration 2003, – “ as well as the Brighton Declaration 1994, the Windhoek Call for Action 1998 and the Montreal Communiqué of 2002; the IOC Declaration and targets for at least 20% of women in decision-making positions in NOCs and international federations by 2005; Welcoming the 2005 International Year of Sport and Physical Education (IYSPE) proclaimed by the United Nations, urges all Member States, when developing programmes of activity for IYSPE, to take into account the needs of women and girls, to ensure inclusion of all; and to consider the particular role of Olympic education in promoting good values and interest in sport and physical education;

Emphasizing the role of sport and physical education as tools for development, recognizes their critical role in achieving the goals of Education for All and the Millennium Development Goals; Recognizing and emphasizing the crucial role of sport and physical education in the lives and development of women and girls, especially for promoting health, self-esteem and self-confidence, encouraging participation and achievement in education, and promoting social cohesion and inclusion in social and community life, the Commission made the following recommendations:

1. Taking into account the significant work that has already been done to improve the status of women and sport and the desirability for all to share and celebrate these achievements and resources, and Acknowledging the generous offer of the Greek Ministry of Sport to provide the financial and human resources to support the development and maintenance of a web-based observatory on women, sport and physical education, to be established under the aegis of UNESCO, Commission III recommends:

- that a Steering Group comprised of officials from the Greek Government, UNESCO and representatives of key international bodies with a mandate in women and sport, meet with a view to preparing a concrete project description for presentation to UNESCO by the end of August 2005;
- that officials of the Greek Government chair the Steering Group and assume responsibility for a plan and budget for its work.

2. Having heard with interest the action of the Finnish Minister to set up a Working Group to develop methods of assessing the impact of legislation, budgeting, distribution of subsidies, etc., on gendered opportunities, recommends that governments and NGOs recognize the use of the sport budget as an instrument of gender equality. The Commission also recommends the development of a common framework for countries to use self-assessment to monitor progress and to promote the sharing of experiences and skills.

3. Recognizing the need for clear evidence and data to support strategies to increase investment in programmes to promote opportunities for women and girls in sport and physical education, recommends to Member States and to national and international NGOs, that resources be found for programmes of research to outline the situation in countries, to ensure more systematic collection of data and to support advocacy in this area, which can be shared

between countries and regions of the world.

4. Recognizing the importance of the work and recommendations of Commission II on physical education and sport in schools for the systematic development of the skills and confidence for life-long participation in physical activity, especially for girls, Commission III supports its recommendations that sufficient time be found in the curriculum to deliver physical education to children, all girls and boys, whatever their particular needs. This crucial role should also be emphasized through UNESCO's own Associated Schools Network (ASP), so that the wider benefits of curricular physical education can be demonstrated, especially for girls throughout their lives.

5. Stressing the particular barrier facing women in countries without sufficient numbers of trained women personnel, and where it is desirable or even essential that women and girls are led by women, supports the recommendation of Tunisia that UNESCO discuss with partner organisations such as the International Council of Sport Science and Physical Education and the International Olympic Committee, means of facilitating appropriate training for women, especially in least developed countries (LDCs), for elementary school physical education, coaching, officiating and administration.

6. Acknowledging the world-wide challenges of the growth of childhood obesity, especially among girls; high incidences of early sexual activity and teenage pregnancy; and osteoporosis among post-menopausal women, and the significant role of physical activity and exercise in combating these, recommends to Member States that intervention programmes should be developed to address these challenges, with appropriate systems of monitoring outcomes.

7. Appreciating the role of traditional games, sports and dance in the development of opportunities for activity for girls and women, and for continuity of culture and using sport as a tool for development, Commission III recommends that Member States with programmes of development in this area refer to TAFISA, the international NGO whose role is to promote and share experience of traditional games, sports and dance.

8. Recognizing and celebrating the contributions made by women to the promotion of opportunities for sport and physical education for people with special needs, and for people who are excluded from mainstream provision; and in view of men's relatively low participation in these areas, recommends that Member States and NGOs consider ways of increasing the number of men taking part in such work.

9. Invites Member States to support the recommendation of Japan to send at least one delegate to the Fourth IWG World Conference on Women and Sport, to be held in Kumamoto, Japan from 11 to 14 May 2006.

<http://www.minepsiv.gr/pdf.commission%20III.pdf>

EUROPEAN WOMEN AND SPORT CONFERENCE
PARIS CALL FOR ACTION

THE CONFERENCE,

Recalling the Brighton Declaration, the Helsinki Spirit Recommendations, the Berlin Memorandum

which consider the need for a sport culture where all girls and boys, women and men shall have equal

opportunities to participate, act and make decisions;

Recalling also the Athens Declaration of UNESCO on Women and Sport, August 2001;

Welcoming the adoption of the European Parliament Resolution on Women and Sport in June 2003;

Taking into consideration the IOC Resolution "New Strategies, New Commitments" adopted by the

third World Conference on Women and Sport in Marrakech, Morocco, in March 2004;

Taking also into consideration the aims of the 2004 European Year of "Education through Sport";

Recognising the significant progress made since the creation of the European Women and Sport (EWS) network to promote gender equality in sport, but being aware of all the challenges that lie

ahead before achieving the aims of a balanced representation in sport:

1. Reaffirms the concept of democracy as a tool for developing a culture of gender equality in sport;

2. Calls upon all countries in Europe to further the development of gender-equal democracy in sport;

3. Reaffirms the need for synergies, co-operation and co-ordination between all national and European governmental, non-governmental and Olympic organisations responsible for women's issues in Sport;

With the aim of ensuring balanced participation of women and men in positions of responsibility and decision making, the Conference:

4. Calls upon all national and European sport organisations and governments to implement democracy at all levels including programs towards gender equality, and to follow up and evaluate gender equality plans and projects;

5. Recommends that sport communities work on specific time schedules to facilitate the involvement of women in the volunteer sector of sport;

6. Urges the member states of the European Union to implement the European Parliament Resolution on Women and Sport and asks the member countries of the European Sport Conference and Council of Europe to do the same;

7. Supports the legal status of sport in the new European Constitution, and calls upon those implementing it to encourage policies reflecting the principles of democracy, equal access and equality; and to support programmes aiming to improve diversity and inclusion in sport and physical education.

And with the aim of providing committed support for the democratisation of women's access to

sport, the Conference:

8. Calls upon the national and European sport organisations and governments to review their policies and development programmes to ensure that funds are equally distributed between women and men allowing access to the different forms and levels of sport;

9. Embracing the diversity of cultures, requests that equal opportunities should be offered for every girl and boy, woman and man to participate in the physical activities of their choices and calls on the European States to fight against any kind of discrimination in sport;

10. Stresses the need for balanced media coverage of elite women and men in sport in quantity as well as in quality, and calls upon national sport organisations to commit to ongoing review of progress in this area.

And with the aim of developing education through and in sport, the conference:

11. Stresses the importance of general physical education in the school curriculum to ensure equal opportunity in sport education for girls and boys and to favour life-long physical activity, and calls upon education authorities in European states to provide gender-sensitive programmes of physical education, with single-sex and co-educational groupings as appropriate;

12. Calls upon governmental and non-governmental agencies, physical education and sport science organisations, universities and sport organisations, to sustain and provide gender-sensitive training programmes in management, coaching, refereeing and media in order to empower women to work in the different roles needed in sport;

13. Encourages the European sport, Olympic and Paralympic movements to develop training and mentoring sessions to attract women to volunteer positions at all levels from the local to the international.

<http://www.google.ca/search?hl=en&q=paris+call+for+action&meta=>

Appendix H

THE YEMEN CHALLENGE

Recognizing and supporting the objectives declared by the United Nations through the International Year for Sport and Physical Education 2005 “for a better understanding of the values of sport and physical education for human development programmes”, with special emphasis on the needs of girls and women,

Delegates from 27 countries and regions participating at the 3rd Asian Conference on Women and Sport emphasize the importance of the following:

1. For the AWG to work in collaboration with the Olympic Council of Asia for the promotion and development of women in sport in Asia, such as co-hosting projects, conferences, workshops, in a spirit of mutual cooperation;
2. For the AWG to compile information on the current status of women and sport in Asia and to present an evaluation report at the Fourth IWG World Conference on Women and Sport in Kumamoto, Japan, May 11-14, 2006.
3. For all sports organisations to actively pursue strategic alliances and partnerships with governmental and non-governmental organisations for the promotion and development of women and sport.
4. For all sports organisations to exceed the IOC target of 20% women representation at all levels of decision making structures, by December 2005.
5. For all Asian governments and NOCs to formulate a national women and sport policy, by the 2006 Doha Asian Games, and to include therein a special chapter on women with disabilities.
6. For all governments and sports organisations to ensure that sport and physical education initiatives are established and implemented within the rebuilding process of tsunami affected countries and those affected by other natural disasters or war.
7. For all governments and sports organisations to reaffirm and continue to implement actively the resolutions of the 2003 Doha Asian Conference on Women and Sport.

Appendix I

Decisions of Vienna - The 7th European Women and Sport Conference

“Good Governance in Sport - sport as a role model for the new civil society”

Introduction

In April 2004, Austria took over the chair of the European Women and Sport network and chose “*Good Governance in sport - sport as a role model for the new civil society*” as the title for the period until 2006.

The principles of “good governance” embrace the (new) role of sport organisations in relation to drawing up rules for the sport, developing and promoting it, widening its popularity and representing all those involved in it. This will be achieved through the principles of democracy, independence, fairness, solidarity and transparency.

Clear structures, responsibilities which are similar to those of corporate boards, a clear chain of decision-making processes and accountability shall be defined and set out in writing.

In all cases, decisions must be taken from an informed position which takes the diverse interests of different local, regional, national, amateur and professional groups into account.

Rules that govern elections and appointments shall be clear, transparent and objective and include the gender perspective. The views of those entitled to vote shall be reflected.

Transparency and intensive communication with all members are important aspects of good governance. The quality of communication in sports organisations is a key indicator of the quality of the leadership processes.

In addition to the accountability to its members, the social and cultural cohesion through sport is very important; discrimination based on any grounds shall be prohibited.

With regard to the principles of good governance and being aware, that “women and sport” questions - though a lot has happened already - still require utmost attention, the EWS wants to achieve their aims under the headline, “*Equality in and through Sport*”.

Decisions of Vienna

The 7th European Women and Sport Conference, taking into account the principles of good governance and the aims of the EWS, decides therefore:

1- Gender perspective

The rules of good governance focus on democracy and fairness, clear leadership structures, and the inclusion of all those concerned by decisions in sport organisations. Taking all this into account, it is of utmost importance not to forget the promotion of women, because this is a precondition to achieve the aims of good governance.

The same importance as promotion of women has to be given to principles of gender awareness. This includes the need to consider all issues from the position of women AND men.

The 7th European Women and Sport Conference therefore clearly states, that a dual strategy is necessary and must be pursued:

- focus on promotion of women, in order to achieve the ideal of good governance

- gender sensitive thinking and acting, to sensitize women and men in order to set up strategies together to increase the number of women in sport.

2- (E)quality:

Quality goes hand in hand with equality. Quality is a precondition to achieve equality.

Quality in sport encompasses highest quality in the field of education and further education for coaches as well as for sports officers. It is important here to live the rules of good governance and to take into account the gender perspective.

For athletes, quality is connected with the possibility to combine sport, education/profession and family. This includes the help of economy to spot and enhance the potentials of athletes and to facilitate or enable the transition to a professional life after the sports career. Both partners, economy and sport can gain a lot from the strengths of the other - a win-win situation develops. A stronger network is to be thrived for.

Sport for all must be on offer in a way that it is possible to enjoy sport without competition. This is important for young girls and boys, as for this age most sports offers include the competition aspect, but is also true for all other age groups.

The calls for quality lead to equality, which can be spotted in sport for example in the field of equal prize money for women and men, balanced representation at major sport events and in the sports media, but also in the field of a closer cooperation between economy - sponsors - sport for the benefit of all. Good examples from the economy can be transferred to the world of sport.

Derived from the points above, the request is: *Quality through equality*

3- Evolution of organisational structure:

The EWS, having worked since its inception in 1993 on women and sports themes, has to base its work on a broader basis. This is due to the changing social, financial and economic environmental conditions in Europe. It is noted, that the situation for women has taken a positive development, but a lot still remains to be done. The EWS sees itself as carrier for “equality in and through sport” and is aware, that “women’s themes” are a cross section subject.

In order to address the challenges and to pursue the main policies, a development of the organisational structure is necessary. This especially when taking into account, that good ideas or innovative projects are easily lost, due to the inevitable lack of continuity. This also weakens the own position for negotiations.

A strong network, stronger ties with partner organisations and the realisation of projects are only possible, if the EWS acts within a clear, legal frame.

This is especially true for possible financial support, which only a legal entity can receive.

Taking into account the “European Year of Equal Opportunities for All 2007”, the conference therefore tasks the new EWS steering committee to develop the organisational structure for the EWS as a legal entity.

The adaptation of the EWS guidelines and all further steps necessary will be conducted under the chair of Cyprus, the next chair of the EWS.

The timeframe includes development of the concept until end of 2006 and the inclusion of consultation with all stakeholders.

Appendix J

Acronyms Found in the IWG Progress Report

AAA	Asian Athletics Association
AASC	All Africa Sport Council
ACW	Asian Conference on Women
ANFAPS	Moroccan National Association Women, Physical Activity and Sport
ANOCA	Association of National Olympic Committees of Africa
AOC	Australian Olympic Committee
ASC	Australian Sports Commission
AWG	Asian Working Group on Women and Sport
AWISA	African Women and Sport Association
AWRA	Australian WomenSport and Recreation Association
CAAWS	Canadian Association for the Advancement of Women and Sport and Physical Activity
CAC	Coaching Association of Canada
CADE	Sport Council of the Americas
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CGF	Commonwealth Games Federation
COC	Catalan Olympic Committee
CONFJES	Conférence of the Youth and Sports Ministers of French-speaking Countries
CSW	(UN) Commission on the Status of Women
DAW	UN Division for the Advancement of Women
EOC	European Olympic Committees
EPC	European Paralympic Committee
EU	European Union
EWS	European Women and Sport Group
FIDE	Fédération Internationale des Echecs
FIFA	Fédération Internationale de Football Associations
FIH	Fédération Internationale de Hockey
FIM	Fédération Internationale de Moto
FIS	Fédération Internationale de Ski
FILA	Fédération Internationale des Luttes Associés
FIMS	International Federation of Sports Medicine
FIVB	Fédération Internationale de Volleyball
GAISF	General Association of International Sports Federations
IAAF	International Association of Athletics Federations
IAPESGW	International Association of Physical Education and Sports for Girls and Women
ICF	International Canoe Federation
ICC	International Cricket Council
ICSSPE	International Council of Sport Science and Physical Education
ICWSF	Islamic Countries Women Sport Federation
IF	International Federation
IGF	International Golf Federation
IIHF	International Ice Hockey Federation
IOC	International Olympic Committee
IOSD	International Organization of Sports for the Disabled
IPC	International Paralympic Committee
IRB	International Rugby Board
ITTF	International Table Tennis Federation
IYSPE	(UN) International Year of Sport and Physical Education
IWG	International Working Group on Women and Sport
JOC	Japanese Olympic Committee
JWS	Japanese Association of Women and Sport

KPEGW	Korean Physical Education for Girls and Women
MINEPS	Ministers of Physical Education and Sport
NGO	Non-Governmental Organisation
NOC	National Olympic Committee
NPC	National Paralympic Committee
NSO	National Sport Organisation
NZOC	New Zealand Olympic Committee
OCA	Olympic Council of Asia
ONOC	Oceania National Olympic Committees
OWSC	Oceania Women in Sport Committee
PASO	Pan American Sports Organization
POC	Portugal Olympic Committee
QWSC	Qatar Women in Sport Committee
SAAW	Arab Women and Sport Association
SASC	South African Sports Commission
SCSA	Supreme Council of Sport in Africa
SPARC	Sport and Recreation New Zealand
SWCO	Singapore Council of Women's Organisations
UEFA	Union of European Football Associations
UIAA	Union Internationale des Associations de l'Alpinisme
UIM	Union Internationale Motonautique-Powerboating
UKCGWS	UK Co-ordinating Group on Women and Sport
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organizations
WCBS	World Confederation of Billiard Sports
WCF	World Curling Federation
WGWS	(IOC) Working Group on Women and Sport
WSF	Women's Sport Foundation (United Kingdom and United States)
WSI	WomenSport International
WSOC	Women in Sport Oceania Commission
YWSC	Yemen Women and Sport Commission