

# **Women and Sport**

## **From Brighton to Windhoek**

### **Facing the Challenge**

#### **Foreword**

This Report provides a record of positive action by international and national organisations around the world in support of the International Women and Sport Movement during the period May 1994 to May 1998. It highlights the significant progress that has been made to develop a sporting culture that enables and values the full involvement of women in every aspect of sport across a very diverse range of organisations and countries.

The report has been prepared by RQA Ltd on behalf of the United Kingdom Sports Council, who since 1994 have provided the secretariat to the International Working Group on Women and Sport. It recognises and pays tribute to those who have taken responsibility for making something happen for women's sport, which for some individuals has required significant courage when faced with established traditions, entrenched views and strong opposition.

Between 1994 and 1998 over 200 organisations throughout the world, from international government fora to national non-governmental women's groups and sporting federations from Albania to Zimbabwe, have faced the Challenge of Change and adopted the Brighton Declaration on Women and Sport, a positive statement of principles on women and sport.

Because of the actions taken by so many individuals and organisations the world of sport is slowly, but positively, moving in a more equitable direction. Women are now on more sporting agendas than ever before and the enormous contribution that sport makes to the wider women's agenda has also begun to be recognised. As this swell of change picks up momentum sound lessons can be learnt and inspiration sought, to face even the hardest of challenges, from that which others have already achieved. Often one individual being prepared to take a single small action is the catalyst for substantial change.

This Report is divided into four main sections, plus Appendices. Section One introduces the reader to the background and context of the report, starting with the First World Conference on Women and Sport held in Brighton in 1994 and the international strategy and Declaration that came out of that conference. Section Two identifies examples of good practice between 1994 and 1998 where the principles of the Brighton Declaration have been adopted and positive action has been taken.

Section Three provides an A-Z of World Action taken across the world by international, national and regional organisations. Section Four considers the challenge that lies ahead and focuses on the next few years and the implementation of the Windhoek Call for Action. It recognises that whilst the achievements to date are important, there is still much more to be done.

The Appendices provide full supporting information, including the full list of organisations that are known to have adopted the Brighton Declaration.

It should be noted that this report represents what we know about progress in the Women and Sport Movement at this moment in time. If there are any inaccuracies or omissions in the text please notify the International Working Group on Women and Sport who will update their records accordingly.

The information used has come from that reported to the International Working Group by individuals or organisations in correspondence, on progress sheets between 1994 and 1998 or at the Second World Conference on Women and Sport held in Namibia in May 1998. In many instances within this Report we have only been able to make brief reference to some countries, individuals or organisations. Whilst we have sought to acknowledge each example known to the International Working Group, we recognise that many more people whose actions are not recorded here will have simply got on with implementing change.

On behalf of the International Working Group on Women and Sport I would like to thank everyone who has contributed to this Report and congratulate all those who have taken positive steps towards establishing a more equitable sporting culture for women and girls in and through sport.

We hope that this Report will become a practical resource to encourage further change.

## **Background and Context**

In May 1994 the 'Women, Sport and the Challenge of Change' conference took place in Brighton, England, organised and hosted by the former British Sports Council and supported by the International Olympic Committee. This unique conference evolved from the desire to bring together different organisations and countries to share ideas and experiences from within the global women and sport movement.

Throughout the world significant developments were taking place for women and sport. Positive action was being taken and progress was being made in Europe, through the European Women and Sport Movement for example, as well as through governmental and non-governmental organisations in Australia, Canada, New Zealand and many other countries.

The conference provided the context for a truly international perspective on women and sport embracing every continent and country, however large or small, and recognising and valuing the diversity of cultures and of women throughout the world. It provided the first major world conference aimed at decision makers from governmental and non governmental sectors focusing entirely on women and sport with significant opportunities to learn of both the positive successes and the issues faced across the world.

Present at the conference were 280 international delegates, from both governmental and non-governmental organisations, representing 82 countries.

The conference agenda embraced a diversity of subjects connected to women's sport. It considered the issues of culture, gender, disability and sexuality along with leadership, the management of change, marketing and the media, mentoring and networking amongst other topics. 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.

Those who attended the conference took away from the event a wealth of knowledge about issues, actions and initiatives from around the world. For many it provided the opportunity to discover solutions to problems, to meet like-minded people and to make a commitment to make more happen for women and girls sport:

**"A truly excellent inspiring conference; the opportunity to meet so many women working in the world of women's sport was unique and helped place the work of my organisation in its wider context"**

**"The conference gave us a starting point - we have for many years now tried to establish a group to look into women and sport"**

**"The final day as groups of women spoke up and joined forces was a wonderful experience"**

**"It was great and it will be remembered in history for facilitating change, and the process of change, for women and sport"**

Source: conference Evaluation Forms completed by Delegates 1994

The conference itself was a starting point for change through its three main outcomes. These included the launch of the International Strategy on Women and Sport and the Brighton Declaration plus the creation of the International Working Group on Women and Sport.

**The International Women and Sport Strategy, 1994-1998**, aimed to coordinate work on women and sport issues in the international arena. It recommended the implementation of the Strategy and the adoption of the Brighton Declaration by governments and organisations around the world. The development of such an international strategic approach also sought to enable model programmes and successful developments to be shared among national and international sporting federations, to accelerate the change towards a more equitable sporting culture world-wide. To oversee the Strategy implementation and the formation of an International Working Group on Women and Sport was proposed. The full International Strategy on Women and Sport is provided in Appendix B.

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

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

It recognises the significant value of sport which, when practised fairly and equitably, enriches society and friendship between nations and provides a wide range of benefits to individuals. It promotes the contribution that women can make to sport and the fact that participation in sport can enrich, enhance and develop women's lives.

The Declaration acknowledges that sport and sporting activities are an integral aspect of the culture of every nation, but highlights the inequalities that exist in participation levels and opportunities for women and girls compared to men and boys. It also identifies that women are still under-represented in management, coaching and officiating, particularly at the higher levels and that without women leaders, decision makers and role models within sport, equal opportunities for women and girls will not be achieved.

The Declaration is addressed to all 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. It is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations relating to women or sport.

It seeks a commitment from governmental and non-governmental organisations and all those institutions involved in sport to apply the Principles set out in the Declaration by developing appropriate policies, structures and mechanisms which:

- ensure that all women and girls have the 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; and
- promote the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.

[Back to top](#)

The Declaration outlines ten principles in which it invites all those involved in sport to apply by developing appropriate policies, structures and mechanisms. These are under the headings of:

- Equity and Equality in Society and Sport
- Facilities
- School and Junior Sport

- Developing Participation
- High Performance Sport
- Leadership in Sport
- Education, Training and Development
- Sports Information and Research
- Resources
- Domestic and International Co-operation

One of the key objectives of the International Strategy, and pursued by the International Working Group since 1994, has been to seek the adoption of the Brighton Declaration in all parts of the world and particularly by key decision makers and influencers.

The International Working Group monitoring progress set a target of 100 organisations adopting the Brighton Declaration over the four years from 1994 to 1998. However, the Brighton Declaration has in fact now been formally adopted or endorsed across the world by over 200 national and international organisations.

The diversity of organisations that have adopted the Declaration also pays tribute to the many people at the conference who sought to ensure that it reflected common issues around the world for women and sport. It has proved that the Declaration can be adopted by any organisation or country, irrespective of the culture, religion or stage of development that may have been reached.

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

International multi-sport organisations such as the International Olympic and Paralympic Committees and Commonwealth Games Federation. International physical education organisations and fora such as the International Federation of Physical Education and International Council for Health and Physical Recreation Sport and Dance, and international sports federations in sports such as athletics, archery, badminton, cycling, sailing, weightlifting and many others.

Leading the way have also been the non-governmental international and regional women and sport groups. Two particular groups who are at the forefront of change are the International Association for Physical Education and Sport for Women and Girls and Womensport International. Alongside these international groups are a number of regional groups such as the Arab, Asian, European and African Women and Sport Associations. All these groups have encouraged, pressured, supported and cajoled many other national and international organisations to adopt the Declaration.

The influence and resources of all these international fora are critical. The governmental fora together represent a significant proportion of the world's population. Each of the international physical education and sports organisations has hundreds or even thousands of members and affiliated organisations throughout the world to whom a positive message of support for women's sport has been sent.

Supporting the international organisations are over 150 national organisations responsible for sport in over 55 countries. These organisations are making progress at a national and regional level and are ensuring that the Declaration and the actions that are carried out are appropriate for their culture and circumstances.

The Brighton Declaration has also demonstrated that it is sufficiently flexible to be adapted to meet the needs of particular countries and organisations, whilst retaining the basic principles. Just two examples are New Zealand and Asia. In New Zealand the Declaration has been used as the basis for the development of the 'Winning Women' Charter. And in Asia it has become the 'Manila Declaration' - with particular amendments to respect cultural issues.

Full information on the Brighton Declaration and its Principles are contained in Appendix A. Appendix C also provides the full listing of the international and national organisations that have adopted the Brighton Declaration, as notified to the International Working Group on Women and Sport.

The formation of the International Working Group on Women and Sport was the third outcome of the Brighton conference. It is composed of senior decision makers from sport on all continents. For the period May 1994 to May 1998 it was co-chaired by the Minister for Land Rehabilitation and Resettlement of the Republic of Namibia, the Honourable Pendukeni Iivula-Ithana MP, and the Director of Development for the English Sports Council, Dr Anita White, with the Secretariat provided by the United Kingdom Sports Council.

[Back to top](#)

The aims of the International Working Group during that four year period were to:

- monitor the adoption of the Brighton Declaration by countries and national/ international organisations world-wide

- act as a contact and reference point, focusing on international developments on women and sport and facilitating the exchange of information
- liaise with international federations and multi-sport organisations
- assist in the development and coordination of regional groupings on women and sport
- act as a forum for these regional groupings and international women and sport organisations to review status reports and strategies and disseminate information
- seek the inclusion of issues relating to women and sport on the agendas of major international conferences and to provide advice on the content of international conferences that address issues of women and sport.

Further detail on membership of the International Working Group and its future objectives for 1998 to 2002 are contained in Appendix F.

One other action contained within the International Strategy on Women and Sport was to hold a second world conference on women and sport four years later. This was held in Windhoek, Namibia, May 19-22, 1998 and was attended by 400 delegates from 74 countries.

The Conference celebrated the successes achieved by and for girls and women since the endorsement of the Brighton Declaration in 1994. These success stories, most of which are incorporated in this report, demonstrate clearly the potential of sport to impact positively on the lives of girls and women. At Windhoek it was also recognised that there is a need for links 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 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 cooperation and coordination between the many agencies and organisations responsible for women's issues, and recognised and stressed the importance that sport can and should play in the advancement of girls and women. The main outcome of the conference was the Windhoek Call for Action.

Sections two and three of this report outline how the International Strategy on Women and Sport and the Brighton Declaration have been implemented and adopted throughout the world from 1994 to May 1998. Further information on the Windhoek Call for Action and the proposed forward strategy for women and sport is contained in section four, with the full details contained in Appendix D and E.

## **Action Speaks Louder than Words**

This section provides examples of actions that have been taken to implement the principles of the Brighton Declaration and bring about positive change for women and sport. They are grouped under the ten principles of the Brighton Declaration, with the objective from the Brighton Declaration provided at the start of each section.

The task of selecting a limited number of examples of change has been extremely difficult. Those that are outlined are chosen to reflect the diversity of change - from individual or small groups of people making a very real difference at a very local level through to the enormous progress that has been made in some of the world-wide fora - and by both governmental and non-governmental organisations. Each one is a good example of the progress that is being made in the global women and sport movement and of how the principles of the Brighton Declaration can really be translated into practice. Some of the initiatives under a particular heading are comprehensive and the actions referred to may address a number of the principles.

Wherever possible the impact on women and sport has been identified, although for some of the actions it is still too early for meaningful conclusions to be drawn. However, without doubt, the Brighton Declaration has acted as a vehicle to significantly raise the understanding and awareness of women and sport within numerous decision making and funding organisations.

## **Equity and Equality in Society and Sport**

The first Brighton Declaration principle is about Equity and Equality in Society and Sport.

**"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.**

**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.**

**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."**

A key aim of the International Strategy on Women and Sport has been to ensure that governments and decision makers around the world consider women and girls sport to be an important issue and plan and implement positive action. It is essential that sport is recognised as valid not only for its own sake but because of the enormous contribution that it can make to wider social, economic and health issues. Equity and Equality in society and sport includes consideration of how the right of women and girls to be involved with and participate in sport is included and reflected within international and national legislation and policies. Actual legislative change specifically in connection with women's sport is unusual. However sport can benefit from wider gender related legislative change with beneficial results.

The three examples chosen demonstrate how action has been taken to implement global change and influence government policy throughout the world and at a national and regional level.

### **United Nations - The Fourth World Conference on Women, Beijing, China.**

The United Nations Fourth World Conference on Women: Action for Equality, Development and Peace took place in September 1996. The outcome of the Conference is a 'Platform for Action' that is used by governments around the world to guide their policies on gender equity.

Three references to sport and physical activity were included in the final Platform for Action recommended to all governments. The references mean that for the first time when governments sign up to the Platform for Action they are committing to improving the position of women in sport. The three references were:

Page 31

#### **Unequal Access to and Inadequate Educational Opportunities**

Strategic objective B.4 - Develop non-discriminatory education and training.

Actions to be taken:

Par 85 - By governments, educational authorities and other educational and academic institutions.

(m) Provide accessible recreational and sports facilities and establish and strengthen gender-sensitive programmes for girls and women of all ages in education and community institutions and support the advancement of women in all areas of physical education including coaching, training and administration, and as participants at national, regional and international levels.

Page 42

#### **Inequalities in Access to Health Related Services**

Strategic objective C.2

Strengthen preventative programmes that address threats to women's health.

Actions to be taken:

Par 108 - By governments in co-operation with non-governmental organisations including the media, the private sector and relevant international organisations, including United Nations bodies, as appropriate;

(f) Create and support programmes in the educational system, in the work place and in the community to make opportunities to participate in sport, physical activity and recreation available to girls and women of all ages on the same basis as they are made available to men and boys.

Page 106

### **Persistent Discrimination Against and Violation of the Rights of Survival, Protection and Development of the Girl Child**

Strategic objective L.4

Eliminate discrimination against girls in education, skills development and training.

Actions to be taken:

Par 280 - By governments, international and non-governmental organisations;

(d) Promote the full and equal participation of girls in extracurricular activities such as sports, drama and cultural activities.

Equity in Sport was formally recognised as part of the wider agenda for women's rights around the world due to a co-ordinated effort by individuals and organisations and particularly by WomenSport International and the Namibian Government.

[Back to top](#)

### **Philippine Sports Commission and the Manila Declaration 1996**

In a paper presented to the International Working Group in 1998 Professor MA Josefina Vibar-Bauzon, Commissioner of the Philippine Sports Commission highlighted the successes and difficulties faced in Asian countries by women wanting to be involved in Sport:

**"Customs that are deeply honoured by some Asian countries typically become the usual barriers in promoting openness. Calls for more involvement in sports have ignited strong resistance especially if it contradicts some cultural practices and norms widely accepted by the population..... In short, the condition of women and sports in Asia is one that is not totally devoid of challenges and constraints..... the participation of women in sports is locked in different degrees of defeats and triumphs, wherein those who are successful in widening women's involvement are usually those that balance the right of women to participate vis-à-vis the right to respect nation's customs and traditions".**

A major step forward was taken in Manila in 1996 when the Philippines, in partnership with the International Council for Health, Physical Education, Recreation, Sport and Dance (ICHPER-SD), hosted the first Asian Conference on Women and Sport sub-titled 'Past, Present and Future'.

Among the participants were representatives from Hong Kong, Japan, Bangladesh, India, Vietnam, Malaysia, Iran, Myanmar, the Philippines and the Krygz Republic. At the Conference the Brighton Declaration was modified to the Manila Declaration. The basic principles of the Brighton Declaration remained within the Manila Declaration, with the principle amendments to respect cultural matters, and a covenant was designed whereby the document was signed by representatives from 16 Asian nations.

Within the Philippines itself active progress is being made in providing sports opportunities for women and in encouraging women to participate in sport and to become involved in the decision making process. Organisations such as the Philippine Women's Sports Foundation and Philippine Association of Physical Education and Sports for Girls and Women are sustaining the activity, although there is much yet to be done. Again in the words of Josefina Vibar-Bauzon:

**"there are still several barriers, various challenges that should be overcome and remedied. Women in the (Asia) region have no more options but to confront and comprehensively address these problems immediately with collective wisdom and through collective action and determination".**

The Second ICHPERSD Asia Conference was held in Cebu in December 1996 at which women and sport was a focal point for the Conference. A workshop on partnership development was included whereby participants devised strategic plans for local programmes involving women and men in sports programmes in schools and communities.

[Back to top](#)

## **Women and Sport South Africa**

The Women's Sport movement in South Africa started in 1992 when the National Sports Council (NSC) established a Women's Desk, which was later (1995) changed to be a sub-committee of the National Sports Council.

The National Department of Sport and Recreation (DSR) made women in sport a key performance in its white (Policy) paper on sport. This led to the formation of a National Body for Women called Women and Sport South Africa (WASSA).

"Just as sport has much to offer South African women, South African women have much to offer sport". This was the concluding statement of a Report announcing the creation of a new National Steering Council, National Strategy for Women and Sport South Africa and National Logo for WASSA in March 1997.

WASSA's Mission is to develop a culture where all girls and women will have equal opportunities, equal access and equal support in sport and recreation at all levels and in all capacities as decision makers, administrators, coaches, technical officials as well as participants so that women and girls may develop and achieve their full potential and enjoy the benefits that sport and recreation have to offer.

The Women and Sport South Africa Strategy is a National Co-ordinated Strategy that was developed through widespread consultation, which started from a Women Sport National Strategic Planning Conference in 1996 organised by the National Department of Sport and Recreation (DSR) in conjunction with the National Sports Council (NSC). Delegates at the workshop represented the government (DSR) at national and provincial levels, the National Sports Council, National Olympic Committee of South Africa (NOCSA), United School Sports Association of South Africa, South African Student Sports Union, Sports Federations and provincial women and sport delegates.

Co-ordination of the Strategy rests principally with the three key players in South African Sport and Recreation - the DSR, NSC and NOCSA. It is seen as an important step in ensuring that South African sport and recreation becomes gender inclusive and provides women with the same opportunities to achieve their potential.

**"the establishment of Women and Sport is an important milestone. Throughout government every effort has been made to address the gender backlog. Women and Sport is the vehicle with which all stakeholders in sport will be able to achieve that goal in the sports arena".**

Steve Tshwete Minister of Sport and Recreation

WASSA is a key initiative in the government's Strategy to advance opportunities for women and sport in recreation and to ensure gender equity in sport. The National Steering Council reports directly to the

Minister and advises him on issues of national concern and significance in sport and recreation for women as well as on the development of gender sensitive policies and programmes.

Membership of the Council includes representatives from all nine provinces, key sporting bodies such as the National Sports Council and National Olympic Committee, Government, Sport for the Disabled and those agencies which have an impact on the development of sport and recreation for women and girls such as health and education.

The Brighton Declaration was adopted by Women and Sport South Africa, the Department of Sport and Recreation, and the National Sports Council and the South African Commonwealth Games Association. The National Sports Council, in partnership with both organisations, is now committed to actively pursuing the various sports federations affiliated to the NSC to individually sign the declaration and to monitoring the implementation of the principles.

The structure established at the National workshop has also been put into place at a provincial and regional level following consultation and workshops in each province.

## Facilities

The second Brighton Declaration principle is about Facilities

**"Women's participation in sport is influenced by the extent, variety and accessibility of facilities. The planning, design and management of these should appropriately and equitably meet the particular needs of women in the community, with special attention given to the need for childcare provision and safety."**

This principle, demonstrated by the example of the English Sports Council's Project on Women Friendly Facilities, highlights that the needs of women with respect to facility planning and provision should be taken into account if women are to be encouraged to participate.

### English Sports Council's Women Friendly Sports Facilities

In 1996 the English Sports Council commissioned a comprehensive study into how those people responsible for the planning, design and management of sports facilities can ensure that they are 'women friendly'.

The research, concluded that women friendly sports facilities should have a number of common characteristics as outlined in the following paragraphs:

- Girls and women using them will feel confident they will be able to use facilities without having to seek help or assistance from staff or other users (e.g. over the location of different areas of the facility and how equipment should be used) and treated with respect by other users and staff.
- Girls and women will feel comfortable in and around the facility - they feel safe and accepted for who or what they are and find their surroundings and environmental conditions pleasant.
- Girls and women will have the opportunity to exercise choice, for example in which sport or activity they wish to take up, which particular facility they wish to use and when and their selection of an open plan changing area or cubicle.
- Facilities and other participation opportunities will be designed to be convenient for girls and women in terms of their location and accessibility on foot, by public transport, bicycle or private car and even, in some cases, by specially provided transport. In addition, activity programmes will be designed to be convenient: for example, courses and classes held at times which suit them, supervised childcare provided for those who need it and almost any type of clothing acceptable.
- Girls and women will know that providers value their views and consult them when considering changes to facilities or programmes.

The guidance notes provide detailed practical advice on women friendly provision including such topics as location, design of the interior facilities such as changing rooms and reception areas, design of outdoor facilities, childcare facilities, security and safety matters as well as programming and management issues.

The English Sports Council will be including the criteria in future publications of the Technical Guidance notes for Sports Facilities which have to be followed by organisations seeking National Lottery Funding for new facility developments and existing facility improvements.

## School and Junior Sport

The third Brighton Declaration principle is about 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."**

This Principle seeks to ensure that accessible and appropriate sport and physical education learning opportunities and experiences are provided for girls. It is also about providing the motivation and opportunities to ensure that girls and young women want to be involved in sport and believe that sport is fun, exciting and good for them.

The USA Girls Scouts GirlSports scheme demonstrates how sport can be a key element of a programme within the wider women and girls movement. The Hillary Commission scheme reinforces the importance of providing girls and young women in an educational setting with positive role models. The work of the Israeli Unit for the Advancement of Women in Sport specifically considers the needs of young women performers and looks at the issues around the drop out of young women from sport.

### GirlSport - USA Girl Scouts

'Sports and Girls equals a Winning Team' is the slogan of an original and exciting sports initiative for girls aged 5 to 17 years designed to promote and make available sports opportunities through Girl Scouting. The programme teaches sports and fitness skills and aims to build self esteem, promote fair play and team work, develop leadership skills and explore career opportunities for girls in sport. Its ultimate goal is to instil lifelong health and fitness habits in girls.

This particular initiative provides a comprehensive range of visual and written materials that appeal across the age ranges, such as the individual GirlSport diaries for every girl who takes part through to the Off and Running Career Guide for young women.

### The Hillary Commission, New Zealand

The Hillary Commission in New Zealand has for the past few years been operating the Female Role Modelling Project. This is one action that assists towards their wider aim of raising the profile of female athletes among school students and boosting the number of young people participating in physical activity. Popular women athletes are given training by the Commission in public speaking and presentation skills and a growing pool of role models, who promote the benefits of an active lifestyle and motivate school girls, are now available to speak at secondary schools, prize giving ceremonies, assemblies and other events.

[Back to top](#)

### Israel's Unit for the Advancement of Women in Sports

In Israel the Unit for the Advancement of Women in Sports (UAWIS) was established in 1994 due to the inequality existing between men and women in all areas of sport. The Unit has a number of aims which are outlined in the 1998 "Women in Sports Israel" Report and has made significant progress for women's sport over the past four years.

Part of the work of UAWIS particularly concentrates on the participation and learning opportunities for girls and young women and a new programme for nurturing young female athletes in various competitive sports has been introduced. The aim of this scheme is to encourage talented young athletes to reach national and international level in time for European and World Competitions and the Olympic Games. The programme is monitored by the Unit and involves working closely with the representative body for each sport. Each organisation is challenged to appoint a professional and organisational member of staff who has a specific responsibility for developing special programmes for young female athletes. The programmes include providing for their coaching and training needs through special training camps as well as their ongoing development.

The Unit has also sought to increase research into women's sport and has stated aims to:

- conduct special studies about the psychology and sociology of girls and women in sport and publicise them
- conduct various studies whose main aim is to map the needs of women athletes competing in various individual and team sports and to examine the reasons why female athletes in Israel retire early from sport.

A specific research project to consider the profile of girls in sport and their drop out at a young age is presently underway.

## Developing Participation

The fourth Brighton Declaration principle is about 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 aspiration."**

Developing participation in sport and physical activity is a key issue for everyone involved in sport. Zimbabwe and Trinidad and Tobago provide sound examples of principles and actions that could be adopted by most countries or organisations.

### Zimbabwe Sports Cells

The 'Active Zimbabwe' Project of the Zimbabwe Sport and Recreation Commission is based on the Sport for All concept. As part of Active Zimbabwe, and following the attendance of Zimbabwe delegates at the 1994 Conference, the idea of Women in Sport Cells was launched. The aim of the cells is to encourage Zimbabwean women to organise and to actively participate in sport and recreational pursuits at a grass roots level within their own communities and possibly within the wider sporting scene.

The overall vision is that the cells form networks for inter-cell sporting activities. From the inter-cell networks area interaction develops, whether at suburban level in towns and cities or village level in rural areas, which leads to club and administrative committee formations and eventual affiliation to the National Associations which govern all the sports and disciplines and allied activities in Zimbabwe. The process also produces women capable of sharing power and decision making at all levels in the sport and recreation sector.

It was also intended that as the cells and regional or provincial representatives developed the Sport and Recreation Commission would call for a General Assembly of all committees. At this Assembly the provincial representatives would vote for the first President of the Zimbabwe Branch of Women in Sport (Africa Strategy) and her Executive Committee. It was envisaged that the Zimbabwe branch would become a registered national association with the Commission.

Since 1994 Regional Sports Co-ordinators have sought to establish cells in Bulawayo, Mutare, Chinhoyi, Masvingo, Gweru and Harare/ Chitungwiza. Progress has been made in every region with community and area leaders emerging both on the field of play and with respect to the organisation and administration. One particularly good example of success is in the region of Harare/Chitungwiza.

Twenty-one Women in Sport Cells have been established as sub-committees of the existing Sport for All committees. A range of activities have taken place including the 'Harare Women and Children Challenge Festival' in 1996.

The cells have democratically elected a regional Women in Sport Chairwoman Mrs Rebecca Benzah, who passionately believes in and promotes women's sport:

**"I attended the inaugural workshop in Chinhoyi as the guest of honour, delivered a speech of encouragement and watched Rebecca Benzah in action whilst she preached the gospel. She is not only on fire for the cause but marvellously effective in igniting fires for women and sport everywhere she goes."**

As an interim measure prior to the development of the Zimbabwe Branch of Women in Sport an interim committee was elected in the Harare/Chitungwiza region to chart the way forward at a national level and the Women in Sport Pressure Group Zimbabwe was formed.

[Back to top](#)

## **Trinidad and Tobago**

March 1997 to April 1998 was designated by the Ministry of Sport and Youth Affairs as the Year of Women in Sport in Trinidad and Tobago. The year was titled 'Celebrating Women and Girls in Sport' and had several core objectives including:

- to sensitise the public on the sporting achievements of Trinidad and Tobago's women and girls
- to foster greater female participation in sport and physical activity at a recreational, competitive, professional and administrative level
- to identify obstacles faced by women and girls in sport such as discrimination, lack of sponsors, lack of proper facilities, poor media coverage, poor recognition of achievements and lack of training programmes for improvement
- to encourage the formation of a 'Women in Sport' group to put policies and mechanisms in place which will foster a sport environment conducive to female participation
- to highlight the benefits of sporting and physical activity to participating individuals such as health, discipline and co-ordination.

An overall theme of 'Push the Limits' was developed based on the concept of encouraging women to push the limits and overcome physical, mental or financial barriers to achieve success. During the year a co-ordinated programme of promotional tools and activities helped to spread the message. This included:

- **Motivational Jingle**

A 30-second radio advertisement inspiring women and girls to participate in sport, reach their goals and succeed whatever the odds.

- **Television Commercials and One Minute TV Features**

Using the same 30-second jingle well-known and upcoming female athletes in various sporting disciplines were filmed in action, creating a commercial, which appealed to the emotions of the viewers. One-minute features highlighted the background and main achievements of top and promising girls and women.

[Back to top](#)

- **Press Advertisements**

Six women in various sporting disciplines were chosen and photographed in action, and used in full-page ads in the daily newspapers. The theme was 'Push the Limits - Yes You Can'. On each advert was a short script highlighting the main achievements of the female athlete.

- **Sports Corners**

(Newspaper Features) - Information on background and achievements of past, present and upcoming female sportswomen was gathered and compiled, along with photographs to produce one-page features.

- **Posters**

(Distributed in schools) - Using the six women in the press adverts a poster was created, using the same theme and showing the various sporting disciplines.

- **Sport and Recreational Activities**

Special days were designated for playing different disciplines of sport and a 'Trinimatch'.

- **Saluting our Women**

Four five-minute programmes on 100FM, featuring interviews with prominent and up and coming women and girls in sport.

- **A Radio Quiz**

Consisted of 18, 15-minute segments every Monday, Wednesday and Friday on Power 102FM, inviting callers to answer questions on women and girls in sport. Prizes included health supplements and monthly membership to leading gyms across the nation.

- **Day of Hockey**

Day of Hockey was staged on Saturday March 21, 1998 to encourage active participation of women and girls in sport, as well as physical activity in general. On the following weekend (Saturday March 28 1998) a Trinimatch and Volleyball tournament was staged. Again it encouraged active participation of women and girls in the community, as well as several women's groups, institutions and organisations. This year of celebration culminated with an international women and sport conference titled, 'Sport for All - No Limits No Barriers' which was held between April 15 - 17, 1998. At this Conference an action plan was produced for the advancement of women and girls in sport for Trinidad and Tobago and the Caribbean.

## **High Performance Sport**

The fifth Brighton Declaration principle is about High Performance Sport

**"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.**

**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."**

This principle is about ensuring that women are able to reach their full performance potential and that elite sports women have equal competition opportunities, rewards and recognition. The international and national sports federations have a particularly important role to play in the delivery of this principle. The examples chosen from the International Triathlon Union and International Amateur Athletics Association demonstrate clearly how positive action can be taken by such bodies. The example of Egyptian women's football also demonstrates how individual action can really make a difference.

### **International Triathlon Union**

The International Triathlon Union (ITU) is the world governing body for the sports of triathlon, duathlon, winter triathlon and related multi-sport events. It was one of the first International Sports Federations to adopt the Brighton Declaration in June 1994.

The ITU is a good example of an International Sports Federation that is committed to equality for women and girls in the sport. The ITU has established a specific women's committee who have introduced a range of initiatives to encourage participation by women and girls and to establish the principle of equality between men and women at an elite level, including in such areas as prize money. A resolution passed in 1997 stated:

**"If a national federation does not have equal prize money for men and women at their national championships they will not qualify for an official ITU world cup or championship event in their country"**

In 1996 the International Triathlon Union Women's Committee created the 'Adopt- A-Triathlete/TriAid' programme. The scheme enables athletes in countries with developing triathlon programmes to receive needed equipment, training information and personal advice from advanced triathletes having surplus equipment and significant nutrition and training tips. Since its inception the Adopt-A-Triathlete programme has helped women athletes by sending equipment to South Africa, Bulgaria and the Ukraine with future support to other countries planned.

The European Triathlete Union has initiated a Youth and Education Programme. The programme is aimed at children, women and coaches and has three main strands. In 1997 the 'Eurokids Camps' for young athletes took place in Finland, the former Yugoslavia and Spain and the Eurokids Triathlon Games and Eurokids Duathlon Games were also hosted. Three camps will take place in 1998 and will provide training opportunities specifically for children born between 1980 and 1984. Such camps are further backed up by children's events run in individual countries. For example, the British Triathlon Association is staging thirty different children's events at locations all around the country during 1998.

The 'Tri for Life' campaign is aimed at encouraging more women and girls into the sport and has been supported with a range of promotional materials such as stickers and posters. In May 1998 a camp for women triathletes at both an elite and amateur level and of all ages, as well as a coach education programme, will be run at the same time as the Eurokids camp. Linked to this will be both a Tri-for-Life women's event and a Eurokids Tri Games event.

Around the world a range of women's triathlon events are being staged for both beginners and elite athletes. The Fifth International Women's Triathlon took place in June 1998 in Zurich, Switzerland. Four races were available to women and girls with different age group categories in each:

- the Short Triathlon consisting of 300m swim, 10km bike ride and 2km run
- the Sprint Triathlon consisting of 750m swim, 20km bike ride and 5km run
- the Classic Triathlon consisting of 1.5km swim, 40km bike ride and 10 km run
- the elite race for the top women athletes which will enable qualification points to be obtained for the Olympics 2000.

Triathlon will be an Olympic sport for the first time at the Olympics 2000.

[Back to top](#)

### **International Amateur Athletic Federation**

1998 was designated, by the International Amateur Athletic Federation, the Year of Women in Athletics. The objectives of the Year are to:

- promote the involvement of women in all aspects of athletics on a world scale
- celebrate the rich history of women's athletics
- give a positive impetus to the further development of women's athletics for the future and make athletics more universal and more popular throughout the world
- organise a series of activities promoting involvement in athletics by women during 1998 and subsequent years.

Merlene Ottey is the main patron of the year with other prominent women athletes involved as sub-patrons for geographical regions including Emma George of Australia for Oceania, Marion Jones of the USA for North and Central America and the Caribbean, Nezha Bidouane of Morocco for Africa, Janeth Caisalitin of Ecuador for South America, Stefka Kostadinova of Bulgaria for Europe and Xu Denei of China for Asia.

A World Conference on Women and Athletics is scheduled to take place in Granada, Spain late in 1998 looking at the future for women's athletics. The nine IAAF regional development centres are staging a number of seminars for women coaches, officials and administrators. A wide range of promotional activities have taken place or will be taking place and promotional material has been produced. This includes:

- events around the world such as women only races and special competitions in the new events at a regional level
- a women's long and triple jump seminar and training camp in Argentina attended by over 25 South American athletes
- inclusion of features on women and athletics in the IAAF magazine, such as technical articles on the new women's events
- a photo exhibition of 40 prints of women athletes, organised with the international retail chain Fnac, which will be touring in France, Belgium, Spain and Monaco and at selected world athletic events
- creation of a special page on the internet website [www.iaaf.org/ywa](http://www.iaaf.org/ywa)
- an IAAF Year of Women in Athletics logo has been created and used on promotional posters, stickers, pin badges and T-shirts.

Included within the aims of the year is to support the long term objective of having an equal competition programme for women by the year 2000, thus opening up and promoting the remaining events that are not yet or have only recently been made open to women including the hammer, steeplechase, pole vault and decathlon.

[Back to top](#)

### **Egyptian Women's Football**

A story covered in the January 1997 edition of Sports and Fitness magazine highlights the critical difference that one woman can make to sport. Since 1993 Sahar el-Hawari has devoted her time, money and talents towards convincing her fellow countrymen and women that women can play football.

Within Egypt there was much opposition to women's football including questions on matters such as the consequences of women's football on a woman's figure, the propriety of women wearing shorts and the consequences of the game on childbearing ability. To achieve recognition each scepticism, whether based on fact or tradition, had to be dealt with and compromises reached where necessary. As an example, the uniform worn by the national team members consists of modestly long and baggy shorts over white lycra shorts, baggy T-shirts and high socks - thus leaving only the knees exposed but providing a fairly standard uniform for women's football.

The status obtained today for women's football was not achieved without considerable personal commitment and sacrifice:

**"El-Hawari has sacrificed much to realise her dream. She shut down her public relations firm when the pursuit of her vision proved too demanding of her time. She spent an incalculable sum, upwards of tens of thousands of her own fortune. She wooed and won over bureaucrats who argued a team for women was a waste of government resources that could be better devoted to men's organisations. She recruited talented girls from across the nation, most of whom learned football while playing with older brothers. She travelled throughout Egypt, staging games in the most rural areas to convince everyone her women play football well. She trekked to World Cup and Olympic matches to collect proof that women's football isn't just a passing oddity."**

In 1996 she finally obtained official approval from the Ministry of Sport for the first women's football league and national team in Egypt. This official sanctioning included permission from the Ministry of

Education to promote soccer for girls in schools. Now Cairo, Alexandria, Giza, Fayoum, Ismailia and many other Egyptian governorates have women's football teams.

Positive steps have also now been taken to ensure that women take up positions of responsibility within the league. Hanan Attia, captain of the national team, became the first woman to train at the Olympic Academy as a football coach. Shereen Shalaby, assistant captain, was the first woman to train as a goalkeeper coach with others following in both coaching and administrative roles. El-Hawari herself is now the president of the first committee on female football in Egypt.

## Leadership in Sport

The sixth Brighton Declaration principle is about 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 sport personnel at all levels with special attention given to recruitment, development and retention."**

It is widely recognised that women are not adequately represented in the decision making and leadership positions in sport. The actions taken by the International Olympic Committee and through the Women's Sport Project of the Norwegian Olympic Committee and Confederation of Sports are examples of where tangible progress has been made.

### International Olympic Committee

1995 saw positive action taken by the International Olympic Committee (IOC) on women and sport. In December 1995 a Working Group on Women and Sport was set up, chaired by Ms Anita DeFrantz, to advise the IOC Executive Board and its president on the measures which should be taken to enhance women's participation in sport and in its administrative structures. At its first meeting in March 1996 the Working Group defined a number of major fields of interest including educational programmes and seminars for women in leadership, coaching and administration, conferences on women and sport, exhibitions and co-operation with International Federations and in National Olympic Committees.

One of the priority areas that the Working Group considered was that of women in leadership including the representation within the Olympic movement. At that time out of a total of 113 members of the International Olympic Committee, 10 were women members. According to the 1997 IOC Working Group report to the International Working Group of Women and Sport there were 8 Olympic international federations and recognised international federations with women officials and in National Olympic Committees there were 28 with 1 woman official, plus Fiji and the Cook Islands with 2 women officials.

[Back to top](#)

In Atlanta, USA in July 1996 at the 105th International Olympic Committee (IOC) Session a paper presented by the Working Group on Women and Sport was ratified by the Executive Board. Four specific actions were adopted to increase the number of women in decision-making positions.

- The National Olympic Committees (NOC) should immediately establish as a goal to be achieved by 31 December 2000 that at least 10% of all the offices held in all their decision making structures (in particular all legislative or executive agencies) be held by women and that such percentage reach 20% by 31 December 2005.
- The international federations, the national federations and the sports organisations belonging to the Olympic movement should also immediately establish as a goal to be achieved by 31 December 2000 that at least 10% of all positions in all their decision-making structures (in particular all legislative or executive agencies) be held by women and that such percentage reach 20% by 31 December 2005.
- The subsequent stages to reach a strict enforcement of the principle of equality for men and women shall be determined from the year 2001.

- The Olympic Charter will be amended to take into account the need to keep equality for men and women.

In 1996 in Lausanne, Switzerland the IOC also organised a World Conference on Women and Sport. More than 220 participants from 96 countries attended the conference and support was given in letters from many Presidents, Prime Ministers and members of Royal Families around the world. The purpose of the conference was to assess the progress made on the issue of women and sport in the sports world, to exchange experiences and to outline priority issues to enhance women's participation in the Olympic movement.

The conference was based on five key themes:

- Women and the Olympic Movement
- Women's Role in Administration and Coaching
- Culture and Women's Sport
- Women's Education and Health through Sport and Physical Activity
- Governmental and non-governmental Support to Women's Sport.

Mr Juan Antonio Samaranch, President of the IOC stated:

**"We have already made some important achievements, but much still remains to be done. There are obstacles of all kinds whether cultural, technical or economic. Therefore, a co-operative effort is required from the IOC, the International Federations, the National Olympic Committees, the sports organisations, governments and inter and non-governmental organisations, and the media. The Olympic Movement is determined to make its contribution and to ensure that the twenty first century will be the beginning of a new era for women in the sports world."**

At the end of the three days of discussions, the participants adopted a list of recommendations aimed at promoting women's role in the Olympic Movement and the sports worlds in general.

[Back to top](#)

The Conference Resolution:

- Congratulated the International Olympic Committee (IOC) on its initiative to stage a World Conference on Women and Sport with representatives of many countries and now and inter-governmental organisations.
- Welcomed the initiative of the IOC to establish a working group on Women and Sport and looked forward to hearing continued positive recommendations therefore.
- Also welcomed the evidence of co-operation between sectors of the sport community and government, both at national and international level, in promoting issues to women in sport.
- Looked forward to the staging of similar events at appropriate intervals to further promote the advancement of women.
- Recalled that the aim of the Olympic Movement is to build a peaceful and better world through sport and the Olympic ideal, without discrimination of any kind.
- Recognised that the Olympic Movement ideal cannot be fully realised without, and until there is, equality for women within the Olympic Movement.

Furthermore it:

1. Calls upon the IOC, International Federations (IFs) and the National Olympic Committee (NOCs) to take into account the issue of gender equality in all their policies, programmes and procedures, and to recognise the special needs of women so that they may play a full and active part in sport.
2. Recommends that all women involved in sport be provided equal opportunities for professional and personal advancement, whether as athletes, coaches or administrators, and that the IFs and the NOCs create special committees or working groups composed of at least 10% women to design an important plan of action with a view to promoting women in sport.
3. Requests that commissions dealing specifically with the issues of women in sport be set up at national and international level.
4. Recommends the establishment by NOCs of athletes commissions including women, as a way of training women as leaders.

5. Encourages the IOC to continue working toward the goal of attaining an equal number of events for women and for men on the Olympic programme.
6. Suggests that within Olympic Solidarity a special fund be earmarked for the promotion of women's sport at all levels as well as for the training of women administrators, technical officials and coaches with emphasis on developing countries.
7. Requests that the IOC organise each year, and on the five continents, a training course for women in one of the following areas: coaching, technical activity, administration or media/journalism.
8. Proposes that one of the criteria of assessment of cities bidding to host the Olympic Games be their demonstrated ability to serve the needs of women in sport.
9. Endorses and encourages the increased production of research and statistical data on subjects relating to women and sport and the dissemination thereof to all parties involved in the sports movement, including success stories on advancements made in sport for women and girls.
10. Urges the IOC to discontinue the current process of gender verification during the Olympic Games.
11. Calls upon the national and international sport federations to facilitate and promote sport for women with disabilities, in light of the fact that women with disabilities face a double challenge in the world of sport.
12. Encourages the IOC in its relations with non and intergovernmental international organisations, especially those that have as their focus girls and women, to co-operate in efforts that have as their aim the creation of global programmes of physical education in schools and in the community in order to promote health and quality of life.
13. Recommends that the IOC advise governments of its technical assistance to developing countries.
14. Requests that the IOC direct its working group on Women and Sport to consider issues specific to the needs of women and children in sport, taking into account the importance of family support in the development of young female athletes.
15. Recommends that the IOC working group on Women and Sport be given the status of an IOC commission.
16. Encourages the IOC to continue to develop educational materials to assist in advancing opportunities for women in sport.
17. Recommends that the IOC identify a theme for the 1996 - 2000 quadrennial: "Olympiad for Women".

[Back to top](#)

The latest report "Women in the Olympic Movement" October 1998 states that most of the recommendations have now been taken into account by the IOC, the NOCs and IFs.

Other specific actions that have been implemented by the IOC since 1995 include the amendment of the Olympic Charter to include an explicit reference to women's role in the Olympic movement. Article 2 paragraph 5 stipulates that:

**"....the IOC strongly encourages, by appropriate means, the promotion of women in sport at all levels and in all structures, particularly in the executive bodies of national and international sports organisations with a view to the strict application of the principle of equality between women and men."**

The IOC has established a programme of regional information seminars for women administrators, coaches, technical officials and journalists in the sports. A first seminar on leadership for women in sport in the Oceania region was held in Suva, Fiji in May 1996 in co-operation with the NOC of Fiji, WomenSport International and with the assistance of the Australian Sports Commission. About 25 representatives from the NOCs of the region took part in the seminar which dealt with topics such as leadership skills, strategic and planning skills, sports management and the general background of the Oceania sports movement and the Olympic movement.

Seminars have also been organised in Cancun, Mexico, for women journalists of Latin America and the Caribbean and Caracas, Venezuela, for women administrators in Latin America. Other seminars are scheduled in 1998.

In the framework of the Olympic Solidarity activities for developing NOCs, a sports administration programme provides training opportunities to men and women to become national course directors and enable them to organise in the future their own administration courses on a local basis. 32 women from the five continents have benefited from this programme to date.

The IOC has met its goal of having at least 10% of the membership made up of women. Additional women were elected IOC Members in the recent years providing a total of 12 women out of 118 members. Ms Anita L DeFrantz was elected IOC Vice-President in September 1997, the first woman to hold this position.

Women members of the IOC are currently:

**Ms Pirjo Häggman** (Finland)  
**Ms Flor Isvave Fonseca** (Venezuela)  
**HSH Princess Nora of Liechtenstein**  
**Ms Anita L Defrantz** (USA)  
**HRH The Princess Royal** (UK)  
**Ms Carol Anne Letheren** (Canada)  
**Ms Vera Caslavská** (Czech Republic)  
**Msgunilla Lindberg** (Sweden)  
**Ms Shengrong Lu** (China)  
**HRH The Infanta Doña Pilar De Borbón** (Spain)  
**Ms Newal El Mountawakel Bennis** (Morocco)  
**Ms Irena Szewinska** (Poland)  
**Dame Mary Glen-Haig** (UK, Honorary Member)

Secretary General of the IOC:

**Ms Françoise Zweifel**

Following on from efforts made in the IOC commissions and working groups, as well as in the IFs and NOCs, additional women were appointed. In October 1998 it was reported that there are now a total of 26 women appointed to IOC Commissions and Working Groups. Within the International Olympic Federations and Recognised International Sports Federations there are women presidents, vice-presidents or secretaries in the sports of archery, badminton, equestrian, hockey, rowing, tennis, netball, orienteering and squash and 34 National Olympic Committees have women presidents, vice-presidents or secretary generals.

Further information, including on the participation levels by women in the Olympics, is available in the October 1998 report Women in the Olympic Movement prepared by the Department of International Co-operation of the IOC.

[Back to top](#)

### **The Norwegian Women's Project**

In Norway there is a division within the Norwegian Olympic Committee and Confederation of Sports called "Olympiatoppen" that seeks to develop and support elite athletes in Norway. One of the projects set up by Olympiatoppen in January 1995 and scheduled to last until 2000 has been the Women's Project.

The main aims of the Women's Project are to:

- Increase the share of women to 20% of leaders, coaches and other team supporters
- For female athletes to win 10-15 medals in the Nagano (1998) Winter Olympics and the Sydney (2000) Olympic Games.

The project was dependent upon the involvement and commitment of the different sports federations. Considerable effort and energy has been and continues to be directed to making each federation fully understand the importance of women as both participating athletes, leaders, coaches and team supporters.

The training and developing of leaders and coaches has involved the separation of the participants in the project into five teams. Every team had two mentors, one recruited from a career as a top athlete and the other with work experience as a manager within a public or private organisation. The mentors carried out at least one meeting in between the key project meetings and ensured that the participants did their 'homework'.

Overall the programme consisted of 11 meetings adding up to 24 days in a three year period. During the meetings relevant topics and subjects to coaches, leaders and members of the support groups were covered. In addition existing instructors and coaches were invited to participate in the discussions to share their knowledge as well as to raise their awareness of the project.

The sports federations had the responsibility of giving the participants relevant tasks and experience within the federation's team support groups during the programme period. In addition every participant was allocated a specific coach from within the federation who had responsibility for ensuring that the participant was assigned relevant tasks and checked that they were successfully carried out. In some instances the federations provided economic support to participants. Representatives of

Olympiattopen and the Women's project supervised the work of the federations to ensure that the project was given a high priority.

The first evidence of success of the leadership element of the project was that in Nagano Winter Olympic Games in 1998 the target of 20% women in the Olympic delegation was achieved. Further information on the Women Project including both the leadership and top athlete programmes is available in a booklet titled 'The Norwegian Women Project' published by the Norwegian Olympic Committee and Confederation of Sports.

## **Education, Training and Development**

The seventh Brighton Declaration principle is about 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."**

This Principle seeks to ensure that all education and training opportunities address issues relating to gender equity and the needs of female athletes. In its widest sense this principle is also about sport as an educational tool in achieving wider social, health and economic objectives.

### **Nigerian Association of Women in Sports**

The Nigerian Association for Women in Sports (NAWIS), the pre-runner to the newly formed Nigerian Women's Sport International, was an organisation that sought to encourage the participation of women and girls in sport at all levels. The Association carried out a wide range of conferences, seminars and workshops on their own and with other non-governmental organisations. Themes to date have included "Sports Women in Nigeria and changing times world-wide", "Women and Sports Development - the challenge of our time", "Building a long term women's agenda", "Training the twenty first century leaders - the role of women in social and political affairs" and "Preparing the Girl child for the 21st Century".

In addition to the seminars or workshops the Association also ran a range of other activities. This included keep fit exercise programmes for women of different age groups at various "keep fit" centres in the country plus other education and training Projects, two of which have had a particular impact.

During various sports competitions, including the National Sports Festival Nigerian University Games, West African Games and others, NAWIS organised and carried out HIV and AIDS prevention and education programmes for athletes and officials. At each of the competitions, which hosted at least ten thousand sportsmen and women, athletes were warned of the dangers of HIV and AIDS through the use of posters and stickers and through teams of people talking to the competitors. The posters and stickers carried images of sportswomen and men and slogans specifically aimed at athletes such as "Go for Gold - Not for Aids".

NAWIS also worked with primary and secondary school students to raise awareness of career opportunities in physical education and sports. Through a combination of the use drama, lectures, the media and leaflets more girls and young women are aware of the career opportunities that may exist in sport.

The result of the actions by NAWIS is that the past few years have witnessed tremendous improvements in the involvement of women and girls in both competitive and recreational sports in Nigeria, as well as sport playing a significant role in the achievement of wider social and health education objectives.

## **Sports Information and Research**

The eighth Brighton Declaration principle is about Sports 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."**

The principle of Sports Information and Research aims to increase knowledge and understanding about women and sport and ensure that research about women and of relevance to women is undertaken. Within the world wide movement on women and sport conferences and seminars have provided a key opportunity for information to be exchanged on a variety of scientific and general subjects and for the pace of change to be accelerated.

### **Egypt's Women and Sport Conferences and the Arab Women in Sport Association.**

One of the attendees at the 1994 Conference was Dr Nabilah Ahmed Abdelrahman, Dean of the Faculty of Physical Education for Girls, Alexandria University, Egypt. Following on from Brighton Dr Ahmed Abdelrahman has led and championed a successful programme of events and actions for women's sport which have enabled significant progress to be made in achieving the aims of the Brighton Declaration in Egypt and across many Arab countries.

The first Arab Conference on 'Women and Sport' was held in Alexandria, Egypt in October 1995. The Conference was sponsored by the Ministry of Education, Ministry of International Co-operation, the Supreme Council of Youth and Sport and the Arab League.

Over two hundred delegates attended, of which about 70% were women, including Egyptian Physical Educators, the Deans and Faculty members from all of the major Egyptian Universities and Egyptian Sports organisations. Speakers included Arab and Egyptian academics and researchers, the President of the Egyptian Olympic Committee as well as representatives who gave reports on the status of women and sport from Algeria, Bahrain, Fiji, Iraq, Jordan, Kuwait, Nigeria, Syria, the United Arab Emirates and the United Kingdom.

The programme was a mix of scientific papers in biomechanics, physiology and psychology and consideration of women and sport issues in Arab countries. Many of the latter discussions centred around the cultural and religious context in which women in Muslim countries are able to practise sport. Whilst a small number of the male delegates at the Conference denied there was a problem, the majority acknowledged a range of issues and the need to do something about them.

[Back to top](#)

From the Conference came a list of fifteen key recommendations that recognise the value of sport to women and society, as well as the essential contribution that sport makes to health, and encourage a wide range of organisations to take action. They included:

1. To establish an Arab Women's Sports Association.
2. To establish an Egyptian Women's Sports Association, with committees formed in every Egyptian governorate and a woman member of every faculty of physical education in the governorate. To call upon each Arab country to adopt the idea of founding a women's sports association, each in accordance with its applicable regulations.
3. To call upon the Arab League to obtain government support for women's sport and the problems faced by women's sport in the Arab world, with decisions to be implemented by the Arab Ministers of Youth and Sport.
4. Women to be appropriately represented on the board of directors of the sports federations and Olympic Committees.
5. To endorse the Brighton Declaration.
6. To give greater care and attention in literacy programmes to educating mothers on sport, so that they will direct their children to participate in sport from an early age.
7. To direct attention to recreational sport for women and families, which would play a prominent role in building a healthy society with healthy individuals.
8. To create the necessary communication channels with States and organisations to effect change, including to share information on existing successes.

9. To direct attention to encouraging sports opportunities for all women, particularly those sports that promote health and productivity, not just to restrict sport to the high levels which represent a minority in society.
10. To give all forms of sports activities the momentum to build a large base of women athletes from whom coaches, referees and administrators could be generated.
11. To amend the internal regulations of the faculties of physical education for girls and to draw up appropriate supporting programmes.
12. To establish research links between the various sciences and the creation of working groups in all institutions for scholars across all the disciplines of women's sport.
13. To unify the writing style of scientific research papers.
14. To give greater attention to physical education in all schools. To give P.E. the status of a failure/pass course and to provide the resources to do so.
15. To call upon the government to adopt and implement the recommendations of this International Conference on women and sport and to create working groups from the faculties of physical education for girls to follow up the implementation of the recommendations.

Dr Nabilah Ahmed Abdelrahman and Mrs Noor El Hoda Karffol (representing Syria) presented a paper outlining the Conference recommendations to the Council of Arab Ministers of Sport and Youth. On March 24, 1996 the Council of Arab Ministers of Youth and Sport endorsed the Brighton Declaration and approved the creation and launch of the Sports Association of Arab Women.

At the Conference the Egyptian Women's Sport Association was formed. Also at the Conference the basic objective of the Arab Women and Sport Association was identified. It is to liaise between the Arab countries in order to serve women as far as sport is concerned and effect development in the following areas:

- the enhancement of women's participation in sports
- preparing women and developing their skills as leaders of sport on both the domestic and international levels
- ensuring Arab women's representation in all sports organisations at all levels
- preparing women and developing their skills as administrators, coaches and referees.

It was hoped that this would give momentum to Arab women's sport and also that the proposed association would be a forum for the exchange of ideas and the development of best practice that would benefit all Arab women.

The first executive board meeting of the elected members of the Arab Women in Sport Association took place in 1997. The scientific committee of the board devised the key actions for the immediate future. They included:

1. To carry out questionnaire research on the extent of the participation by women in sports education, training, refereeing and administration in Arab Countries.
2. To hold seminars and conferences about Arab Women's Sport and to encourage communication and interaction between Arab Countries. This is particularly to be in the fields of the 'Academic Field for Physical Education' and the 'Sport Field' and to discuss the suggested programmes to raise awareness of the importance of sport for women and children for implementation in all Arab countries.
3. To communicate and interact with world associations and organisations in order for them to contribute to the development of Arab women's sport, through realising the goals of the Association and the establishment of a National Women and Sport Association in every country.

[Back to top](#)

The second International Conference on women's sport to take place in Egypt, 'Woman and Child - A Future Vision from a Sport Perspective', was held from October 21 to 24, 1997, supported by the Supreme Council for Youth and Sport. Sixteen countries participated along with the Egyptian delegates. Like the first Conference the programme was a mix of scientific papers and consideration of issues around sport - on this occasion for both women and children.

With respect to children particular attention was given to the contribution that sport makes to basic movement skills and to improving the health of young people, the critical role of teachers in the development of the whole child, plus the key role of the mass media in encouraging women and

children to participate in sport. For women, key issues discussed included the need to obtain better representation of women on key sports bodies, the need to provide opportunities and training for women to enable them to take up coaching, administrative and leadership positions, the need for more research, the importance of providing more information about sport to women in different Arab countries and the need for Arab countries to recognise and accept the importance of physical education for women throughout their life stages. Out of the Conference came ten suggestions and five recommendations that organisations are encouraged to apply.

A number of the proposed suggestions and recommended actions from the two Conferences and from the Arab Women in Sport Association are having a positive impact upon women's sport. Examples include work that is taking place to amend the course content within the Faculties of Physical Education. Changes have been made so that the course concentrates only on the four core areas of training, education, recreation and administration. This embraces all sports and it is hoped that it will increase the possibility of women leadership posts in the field of Physical Education and Sports. Plans are also in progress with the Sports Federations to hold refereeing courses for women.

A third Conference in Egypt is proposed for the future with the title 'Women's Sport and Future Sciences - Affecting and Being Affected'. Dr Nabila Ahmed Abdelrahman is the first woman to be selected as a member of the Supreme Council of Youth and Sport and in Morocco Nawal El Motawakel has been appointed Minister for Youth and Sport.

### **Research Projects in the Commonwealth, Europe and Canada**

New and important research work has also been undertaken on women and sport and related issues including the following examples.

In 1997 a report was published by Professor Margaret Talbot of Leeds Metropolitan University called Commonwealth Women and Sport - Opportunities and Barriers. The initial research was based on data collected at the 1994 Commonwealth games with further research work carried out in 1997. The paper produced has provided an important source of information and a number of key recommendations on women and sport for a range of Commonwealth and other organisations to adopt.

Professor Kari Fasting carried out cross-cultural research on women's sports participation in Norway, Spain, Turkey, the UK and Germany, funded by the IOC and ISHPES.

The Canadian Association for the Advancement of Women's Sport has led a group of 35 organisations who have come together to become the collective against Harassment and Abuse in Sport. A new web site has been set up with valuable information that is accessible to people all around the world.

## **Resources**

The ninth Brighton Declaration principle is about 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".**

Resources and support for women's sport can be provided in many ways but one such source is through funding and grant aid. Two examples from Finland and the United Kingdom demonstrate that the way that Grant Aid and Lottery funding for Sport is distributed can have an enormous impact on sports organisations and the attention that they give to women's sport.

[Back to top](#)

### **The Spikes Committee, Finland Ministry of Education**

On March 1, 1995 a new Equal Opportunities Act came into force in Finland. One of the aims of the legislation is "to promote equal opportunities for men and women in social participation, influence and decision making as well as in employment". According to the new Act authorities must:

**"promote equality between women and men purposefully and systematically, especially by changing circumstances which prevent the achievement of equality".**

The most significant amendment to the Act was the requirement of a minimum quota of 40% for both men and women in public sector bodies.

At the initiative of the women's sport network 'Liikunnaiset' the Ministry of Education - Department for Sports and Youth Affairs, set up a committee called 'Piikkarit' or 'Spikes' in English. Part of the remit of Spikes was to draw up a proposal for enhancing the status of women on different levels of sports based on the new equal opportunities legislation as well as the recommendations of the Brighton Declaration.

The committee produced a Report 'With Spikes faster, higher, more equally' and a background Report 'With Spikes deeper below the surface' to the Minister in February 1995. The Report made five main recommendations:

1. A Project should be undertaken to support sports organisations and other sport bodies in launching projects designed to promote diversified and pluralistic sports provision and improve women's and men's opportunities to practice sports and participate in relevant decision making. The Ministry of Education should reserve funds for the purpose.
2. The promotion of equal opportunities should be adopted as a criterion for public funding and other public support:
  - 2.1 One of the criteria for state grants will be the promotion of equal opportunities.
  - 2.2 One of the criteria for local grants will be the promotion of equal opportunities.
  - 2.3 In the construction of sports facilities, the needs of different user groups will be taken equally into consideration.
  - 2.4 Questions relating to equal opportunities will be included in sport education and training on all levels.
3. The public administration and sports organisations which receive public grants and subsidies should select women and men on an equal basis to their decision-making bodies:
  - 3.1 In preparative and decision-making bodies in the public administration, the minimum representation of both men and women should be 40%.
  - 3.2 It is recommended that both women and men are appointed to the Executive Bodies of organisations which primarily deal with sport policy matters. To this end, both men and women should be put up as candidates. The aim is that the membership of these Bodies consists of at least 40% of each gender.
  - 3.3 It is recommended that both women and men are appointed to the executive bodies of sports federations and organisations. To this end, both men and women should be put up as candidates. The appointments should be made according to the membership of each organisation.
4. The implementation of these proposals and their effectiveness should be monitored and the recommendations revised on the basis of results achieved.
5. A 'Spikes' award will be granted for merits in the promotion of equal opportunities in sport.

Since the recommendations significant progress has been made. The Ministry of Education now subsidises the work done by Sports Federations to promote equal opportunities and has allocated funds for a large number of Projects including to:

- Arrange seminars relating to gender equality
- Implement a mentor programme
- Build networks
- Produce various information materials
- Support gender equality studies within sports sciences.

One of the criteria for government grants and subsidies is now the promotion of equal opportunities and major steps have also been taken towards achieving the objective of achieving gender equality within public administration.

The Spikes Award for merits in promoting women's participation in sport has been awarded annually since 1995. In 1998 the award was given to a national programme for promoting women's sport and physical exercise implemented by the Finnish Association of Sport for the Disabled. In 1997 the Spikes Award was given to Oulun Pyrintä a local sports club, for its systematic efforts to promote equal opportunities in sport. In both years the award was also made to two individual people who had contributed significantly to women's sport.

In addition the Finnish Sports Federation, the umbrella organisation for most Finnish Sport Federations, has an equal opportunities programme of its own.

[Back to top](#)

### **United Kingdom Lottery Sports Fund**

In the United Kingdom the Lottery Sports Fund is resulting in significant and positive change. Sport is one of the beneficiaries of the National Lottery and since its launch in 1995 this has had a huge impact on the total budget now available for sport. When Lottery funding is taken into account the respective Sports Council's of England, Wales, Scotland and Northern Ireland have around six times more money to invest in facilities and community sport than they did four years ago. In England alone it has provided the English Sports Council (ESC) with £593 million to distribute through its Lottery Sports Fund.

The Lottery Sports Fund supports both capital and revenue projects and aims to improve the stock of sporting facilities throughout the country and to support elite athletes in their quest to win medals at major championships.

All applications made to the Lottery Sports Fund are subject to detailed appraisal. The criteria for public and Lottery funding mean that organisations that operate discriminatory membership schemes are ineligible for funding. In addition all applicant organisations not only have to involve and encourage participation by women and girls but demonstrate a real commitment to equity, which is tested through a rigorous application process.

A number of high profile sports clubs have subsequently changed their policy and now admit women, such as the prominent Leander Rowing Club and more recently the Marylebone Cricket Club (MCC) which own Lords Cricket Ground. The MCC had been refused Lottery funding because they had not changed their discriminatory membership policies.

The Standard Conditions on LSF application forms state:

**"The Applicant organisation must ensure that the Project operates an equal opportunities policy during and after completions and that nobody is unreasonably denied access to use a facility in receipt of Lottery funding".**

The Application Form specifically requests separate data on the number of men and women who will use the facility and asks for a breakdown of their ages.

Early monitoring indicates that for those facilities that have been funded by the Lottery there is a significant increase in the participation by women.

## **Domestic and International Co-operation**

The tenth Brighton Declaration principle is about Domestic and International Co-operation

**"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."**

This Principle is about promoting gender equity and sharing examples of good practice as well as co-operation across organisations, countries and regions. The Active Australia programme is a very good example of the way in which women and girls and sport have been mainstreamed within a wider sports participation initiative and how organisations across Australia are working towards a common goal. The Association for the African Women in Sports (AWISA) will provide clear direction and information exchange opportunities for all African countries.

### **Active Australia - A National Participation Framework**

In Australia a common goal of increasing the number of participants in physical activities through an initiative called 'Active Australia' is being achieved through a partnership between the Australian Sports Commission and National Sporting organisations, State and Territory departments of sport and other governmental and non-governmental Agencies including WomenSport Australia.

Active Australia focuses on encouraging more people to be involved in physical activity and addresses the quality of the activities and services being provided. The benefits of being physically active are being promoted through a national public awareness campaign, while the need for better places to be physically active is being addressed through the industries' commitment to continuous improvement. While Active Australia is not exclusively for women one of the key principles of the policy is access and equity and the importance of addressing the needs of specific groups, or clients, including women.

The major programmes being initiated in the three key sectors of the sport and recreation industry, schools and local government are:

- **The Active Australia Provider Model**

The model was developed by the sport and recreation industry to help organisations grow and enhance flexibility and responsiveness to customer needs. The model involved a process of self-assessment with the help of a checklist that helps organisations identify what they are doing well and what they are not doing so well, along with resource assistance to help them 'plug the gaps.' Organisations that go through this programme will be able to identify themselves as 'Active Australia Providers' and display the Active Australia logo.

- **The Active Australia Schools Network**

This is not a new programme centred on physical activity. It is a way of working more effectively with the tools Australia has already developed to promote physical activity in schools and clubs and link resources and programmes that might otherwise have existed independently. Active Australia has the potential to create new networks made up of schools, the community and local government, which are all focused on providing greater opportunities and pathways for children who want to explore their physical activity options.

- **Active Australia Local Government Network**

The network will bring together a group of councils throughout Australia that have made a commitment to and demonstrated a recognition of the Active Australia vision and goals in their policies and practices. Local government is the major provider of sport and recreation programmes and facilities in Australia spending over \$1 billion annually. As Active Australia is all about getting Australians up and active whether it be going for a walk, cycling with the family or being involved in the many sport and recreation opportunities provided in the local communities, there is a definite alliance between Active Australia and much of what local councils offer in this area.

Each State/Territory Department of Sport has established service agreements with Education systems to ensure the delivery of quality sport and physical activity. Tools produced as part of the Active Australia scheme help to give young Australians the best possible experience in sport by developing sporting skills, promoting fun and enjoyment, encouraging everyone to participate and highlighting the importance of fair play. The programme supports the philosophies of social justice and includes specific resources that are aimed at parents and educators of girls.

Additionally across the country states have implemented role model programmes that target primary and secondary school girls. In some programmes elite female athletes are introduced to students either in person or through an interactive television programme and may discuss their sport or specific issues around women in sport. In other programmes older girls are asked to mentor younger girls.

[Back to top](#)

### **African Women in Sports (AWISA) The Association of African Women in Sports**

"Fairplay, Excellence, Equality and Dignity" is the motto of the Association for the African Women in Sports (AWISA). Initially proposed by the Hon. Minister of Youth and Sports of the Republic of Namibia the Hon. Pendukeni Iivula-Ithana at the 1994 Conference, the idea was for the Association to be formed as the supreme body to represent all National Women's Associations for Sport on the African continent.

On May 16, 1998 AWISA was officially launched by Dr Aleyae, the Secretary General of the Supreme Council of Sport in Africa, at a conference that took place immediately before the Second World Conference on Women and Sport in Namibia.

The constitution outlines the following aims and objectives:

**Article 4: Aims and Objectives:**

- to encourage and promote participation of girls and women in all areas, at all levels, for all abilities and disabilities in sport for recreation and excellence.
- to establish and maintain links with National and International Associations dealing with the promotion of sport for women.
- to encourage women's equity in sports competitions and activities for women and girls at national, regional continental and international levels.
- to seek funding for education and training scholarships for the development of talented women athletes, coaches, administrators and technical officials.
- to ensure equal participation of women and girls at all levels in all international competitions and events.
- to collaborate with relevant public or private organisations and authorities.
- to work for the advancement of understanding, goodwill, unity, solidarity and peace through a continental and world fellowship of women in sport.
- to eliminate barriers to the full participation of women in sport.
- to fight against all discrimination affecting women and girls in sport.
- to defend and encourage fairplay and the preservation of personal integrity in sport.
- to eliminate doping in sport in accordance with the International Medical Code.
- to fight against abuse of and violence against women and girls in sport, in line with the UN/CEDAW and other International Conventions.
- to promote, educate, mobilise and improve women and girls participation in sports through better coaching and training techniques.
- to develop sport related self-help projects and sport leadership courses for women and girls in order to encourage more women and girls to become leaders and decision makers in sports administration.
- to promote and launch the establishment of National Association of AWISA, to ensure that rules and regulations of sports codes are easily understood.
- to encourage the formation of National Associations which have the objective of bringing together all women's sports codes and other organisations and institutions concerned with women and girls in sport.
- to promote healthier lifestyles and community based participation for women and girls through physical activity and sport.
- to establish a network between associations of sport for the purpose of resource sharing and the exchange of ideas, skills and information.
- to encourage the provision of accessible facilities and equipment which are women friendly.
- to promote the principles of the Brighton Declaration.

In addition, within Africa, progress has been made on the formation of National Associations.

## **Facing the Challenge – The A to Z of Worldwide Action**

Across the world since 1994 positive action has been taken by individuals and organisations to increase the involvement of women and girls in sport at all levels and in all capacities. This section provides a concise summary of the known actions that have been taken by national and international groups and organisations. It represents the enormous diversity of organisations and wide ranging change that has taken place and how the Declaration and its principles have been adapted to meet individual circumstances and translated into specific and meaningful action.

The information has been collated from written correspondence provided by organisations and individuals to the International Working Group (IWG) between 1994 and 1998 or at the Second World Conference on Women and Sport in Namibia in May 1998. In a number of instances it has not been possible to verify the exact details provided and we have therefore represented the information as it is understood to be by the IWG at this moment in time.

## **International Organisations**

### International and Regional Government Organisations

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

The Brighton Declaration has been adopted by the Caribbean Heads of Government and was adopted by the Caribbean Ministers of Sport in June 1996. It was also agreed that a sport component would feature in the 1997/98 Work Programme of the Caribbean Community Secretariat (CARICOM). A regionally endorsed action plan incorporating issues related to women and sport was presented to Ministers in September 1998.

Despite the ever-present problem of resources, a first meeting of Caribbean representatives was held in January 1995 and subsequently a Caribbean Women and Sport Chapter was established.

The Commonwealth Sport Development Program asked each Caribbean Island to designate one week as a Women and Sport Week during 1998.

#### **Commonwealth Heads of Government**

The Commonwealth Committee for Co-operation through Sport recommended adoption of the Declaration and this was duly confirmed by the Commonwealth Heads of Government (CHOGM) in 1995. The Commonwealth Ministers responsible for Women's Affairs also adopted the Brighton Declaration and have discussed a Commonwealth Plan of Action on Gender and Development. Ministers agreed political commitment was essential for effective implementation.

#### **Le Comit EInternational des Jeux de la Francophonie (CIJF)**

In 1994 the CIJF confirmed its commitment to gender equity in the events of the Francophone Games.

#### **The Conference of the Ministers for Youth and Sport of the Countries sharing the use of the French language (CONFES)**

CONFES officially recognised the issue of women in sport in January 1995 and set itself an annual target of having at least 15% women among the trainees involved in its activities and 15% women among all participants.

It was agreed that strategies would be put in place to allow more women to participate in CONFES activities and that delegations to CONFES meetings should be equal numbers of men and women. The Brighton Declaration was used at CONFES in January 1995 to achieve its resolution on women and sport.

Examples of the strategic actions that have taken place include that in 1996 Canada and France signed a four year bilateral agreement on sport. In the Action Plan that formed part of that Agreement was a commitment to hold two workshops (in 1998 and 1999) for Canadian and French government and sport officials, the aim being to address the need for a concerted strategic approach to increase participation of women and girls in CONFES Projects.

In 1996 the 15% targets set were exceeded (22.5%), but unfortunately the momentum was short-lived with the figures in 1997 taking a sharp down-turn (10.26%).

The poor participation levels of women and girls was a topic of discussion at the 1998 CONFES meeting and a resolution was passed by government officials emphasising the importance of a comprehensive approach to the participation of women and girls in sport activities. The Secretary General strongly enjoined all countries to address the low level of participation of women and girls and to actively recruit more women to participate in CONFES Projects.

## **Council of Europe: Committee for the Development of Sport, European Sports Conference (ESC) and European Ministers of Sport**

A reference to women and sport was included in the "Declaration on the Significance of Sport for Society: Health, Socialisation, Economy" which was produced at the 8th Conference of European Ministers responsible for Sport. This Declaration declared that strategies and policies (among others) will:

**"take into account the needs, desires and priorities of individuals and groups, as well as sporting traditions and popularity of different sports and the principles set out in the Brighton Declaration on Women in Sport"**

At the 1995 European Sports Conference the European Women and Sport Group made a number of recommendations on women and sport which were accepted. This included the adoption of the Brighton Declaration.

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

In 1996 the CDDS programme included a Project called 'Democracy in Sport' which included an examination of gender issues. A comprehensive Report was produced which summarised the progress that had been made at a National level since the first European Conference in 1989. The Clearing House published in its 1996 Sports Information Bulletin the review called "Women taking the lead in sport: Reality or Utopia?" In 1997 the CDDS also asked the Clearing House to collect information on sexual harassment in sport which was published in the 1997 Sports Information Bulletin. In 1998 further work is taking place to consider the area of women in the decision making processes and on tolerance in sport.

## **Organisation of African Unity**

A discussion of the Brighton Declaration was tabled for the organisation of African Unity's (OAU) Heads of Government and State summit for consideration and adoption. Copies of the Brighton Declaration have been circulated to the Supreme Council for Sports in Africa member countries, all African Sports Confederations and all National Olympic Committees.

## **Supreme Council for Youth and Sport in Africa**

The Supreme Council for Sports in Africa (SCSA) has encouraged all its member states to adopt the declaration. SCSA has supported a range of events and organisations including the Alexandria University Conference on Women and Sport in 1997 and the work of the newly established African Women in Sport Association.

## **Sports Ministers of Southern Africa (Zone 6)**

The Sports Ministers of Zone 6 adopted the Brighton Declaration and welcomed the formation of The South African Women and Sport Association. The Association was launched by Steve Tshwete, the South African Minister for Sport. Zone 6 countries are Botswana, Lesotho, Mozambique, South Africa, Zimbabwe, Malawi, Swaziland, Angola, Namibia and Zambia.

## **South Pacific Sports Ministers**

Women and Sport was to be discussed at the South Pacific Games in 1995 and plans included a formal presentation of the International Working Group work to the South Pacific Sports Ministers. However, political protests aimed at the French nuclear testing programme prevented this from taking place.

## **United Nations**

The United Nations Fourth World Conference on Women: Action for Equality, Development and Peace took place in September 1996. The significance of the 'Platform for Action' that the Conference produces is that it is used by Governments around the world to guide their policies on gender equity.

Equity in Sport was formally recognised as part of the wider agenda for women's rights around the world. Three references to sport and physical activity were included in the final platform for action recommended to all governments. The references mean that when Governments sign up to the Platform for Action they are committing to improving the position of women in sport. Further information on the Fourth World Conference is contained in the previous section.

## **International Multi-Sports Organisations**

### **Cerebral Palsy - International Sports and Recreation Association**

The development of opportunities for women has been identified as one of the Cerebral Palsy - International Sports and Recreation Association's (CP-ISRA) policy issues. This includes participation of all women as well as specifically increasing numbers of women in World Championships and Paralympic Games.

### **Commonwealth Games Federation**

The Commonwealth Games Federation (CGF) supported the attendance of a number of delegates at the Brighton Conference and the Declaration was adopted at the Commonwealth Games Federation's General Assembly in September 1994.

Judy Kent (CGA of Canada) circulated a position paper entitled 'Women and Sport' in September 1995 which recommended a series of proposals for taking forward the implementation of the Brighton Declaration. These included a mechanism to monitor progress on Women and Sport, expansion of competitive opportunities for women in the games and representation by women in leadership positions within the Commonwealth Games Federation and Commonwealth Games Associations.

Positive results of these proposals include the setting up of a Women and Sport Committee which held its first meeting in September 1997. The aim of the Committee is to ensure the commitment of the Commonwealth Games movement towards increasing women's involvement in sport. In addition, the following women's events were added to the 1998 Commonwealth Games in Kuala Lumpur: pole vault, triple jump and hammer and women's team events for badminton, netball and hockey.

Plans for 1997-99 include establishment of links with the International Working Group on Women and Sport, International Olympic Committee, Commonwealth Games bid cities and Commonwealth Heads of Government. The Committee is providing support to Commonwealth Games Associations to assist them in meeting IOC targets. Other Projects included hosting an event during the Kuala Lumpur Games, development and maintenance of a database and preparation of fact sheets.

### **International Olympic Committee (IOC)**

In 1998 a Report issued by WomenSport International said 'The IOC has demonstrated greater leadership than any other international body in developing guidelines for advancing opportunities for women in sport.' The IOC endorsed the Brighton Declaration in September 1995 and set targets within the Olympic Movement for the strict enforcement of the principle of equality between men and women. Further information on the IOC action is provided in Section 2.

The International Association of Olympic Medical Officers has confirmed that it considers Women in Sport to be a "paramount promotion", particularly the issue of appropriate health care provision.

## **International Paralympic Congress**

The issue of women's equity was discussed at the International Paralympic Congress (IPC) General Assembly of Nations in October 1995 and the Brighton Declaration was subsequently adopted.

## **ODESUR - South America National Olympic Committees**

During the International Olympic Committee Women and Sport Conference a group of women from South America came together and agreed to create an informal contact group. By February 1997 Argentina, Peru, Mexico and Columbia had begun networking, with representatives agreeing to meet at ODESUR (an umbrella group of South American National Olympic Committees).

At a meeting in May 1997 the Olympic Committees of fifteen countries endorsed the Brighton Declaration. The National Olympic Committees have since been working hard to improve and stimulate women's participation in all levels of sport. A number of seminars have been given at sports conferences in order to present details of the Brighton Declaration.

## **World Forum on Physical Activity and Sport**

The World Forum on Physical Activity and Sport held in Quebec (May 1995), sponsored by UNESCO, the IOC and the World Health organisation, was attended by approximately 250 delegates (mostly government ministers or officials) from a hundred countries. The Forum adopted the Brighton Declaration.

## **International Physical Education Organisations and Fora**

### **The Congreso Panamericano de Educacion Fisica**

The Congreso Panamericano de Educacion Fisica (CPEF) has adopted the Brighton Declaration. In October 1996 CPEF held a convention on PE, Sport and Recreation for Women. The delegates discussed the Brighton Declaration and gave it their enthusiastic support. A statement was issued recommending the Declaration be considered as a model for development in countries in South America. CPEF has also been promoting the Brighton Declaration through its monthly bulletin. During the last Pan American Games twenty female administrators met to discuss guidelines and strategies regarding women in sport.

The Pan American Sports organisation (PASO) has set up a Committee to examine the issue of women and sport.

### **Federation Internationale d'Education Physique**

The Federation Internationale d'Education Physique (FIEP) adopted the Brighton Declaration and its Bulletin has carried supporting articles about the Brighton Declaration as well as printing the document in full.

The FIEP has formed a Gender and Equity Commission, which has carried out research on women and sport in South America.

## **General Assembly of International Sports Federations**

The International Sports Federations agreed to respond to the IOC's call to increase participation of women at their General Assembly in 1996.

[Back to top](#)

## **International Council for Health, Physical Education, Recreation, Sport and Dance**

The International Council for Health, Physical Education, Recreation, Sport and Dance (ICHPERSD) adopted the Brighton Declaration in July 1995. The summer issue of the ICHPERSD Journal that year was devoted to international initiatives in women and sport with the Brighton Declaration being reprinted in full.

ICHPERSD's World Conference in 1995 was centred on the Brighton Declaration and how it could be implemented. In March 1996 ICHPERSD sponsored the first Asian Women and Sport Conference. The Brighton Declaration was modified and published as the Manila Declaration which was signed by sixteen Asian nations. A second ICHPERSD sponsored Asian Women and Sport Conference was held in Cebu, Philippines, in December 1996.

### **International Council of Sport Science and Physical Education**

The International Council of Sport Science and Physical Education (ICSSPE) adopted the Brighton Declaration in 1994, which was then subsequently reprinted in the ICSSPE Bulletin. In 1996 Prof. Gudrun Doll-Tepfer was elected as President of the Council and Darlene Kluka and Anita White were elected to the Board.

ICSSPE is the only non governmental organisation in the areas of sport science and physical education to have 'formal associate relations' with UNESCO. It co-operates with UNESCO in a number of projects, particularly focusing on these four priority areas: women, Africa, youth and least developed countries. A publication, entitled 'Women, Sport and Physical Activity - Sharing Good Practice' will be published by ICSSPE in co-operation with UNESCO late 1998. This compilation, including examples of successful programmes and projects, is intended as a resource for decision makers world-wide.

ICSSPE also co-ordinates research projects that receive funding from the IOC. One current study led by Kari Fasting, Professor at the Norwegian University of Sport and past President of the International Committee for the Sociology of Sport, focuses on the sport experiences of women in Norway, Germany, Spain, the UK and Turkey. The research was funded jointly by ISHPES and the IOC, with ICSSPE co-ordination.

### **International Society for the History of Physical Education and Sport**

The International Society for the History of Physical Education and Sport (ISHPES) has adopted the Brighton Declaration and is making every effort to increase the involvement by women in its Congresses, keynote speeches and topics. Its President is Gertrud Pfister.

### **International Sport Federations**

#### **International Archery Federation**

The International Archery Federation (FITA) adopted the Brighton Declaration at its World Congress in Jakarta in 1995. Targets of 10% representation by women at the 1997 Congress were set and each of the nine committees were expected to encourage at least one woman onto their bodies. At the 1996 Olympics Games gender equity was pursued by making 64 places available for men and 64 places for women.

#### **International Amateur Athletic Federation**

In September 1995 the International Amateur Athletic Federation (IAAF) agreed that two places on the IAAF council should be reserved for women.

A Women's Committee had been established prior to Brighton Conference. The Committee adopted the Brighton Declaration and has been running workshops, seminars and conferences on women and sport issues. The Committee is lobbying for a full programme of events for women by 2000. If successful, events such as the hammer, steeplechase, pole vault and decathlon will be fully open to women.

1998 has been designated as the IAAF's "Year of Women in Athletics." Merlene Ottey is the patron and a programme of promotional activity is planned. Further information is provided in Section 2.

[Back to top](#)

### **International Badminton Federation**

The International Badminton Federation (IBF) adopted the Brighton Declaration in May 1996. The IBF considers itself a model for promoting women in sport as the IBF President is a woman, the Chairs of two key committees are women and it runs a mixed World Championship - the Sudirman Cup.

### **International Basketball Federation**

The Federation Internationale de Basketball (FIBA) reports that it has always worked hard to stage events for both men and women and has lobbied the IOC to ensure that the Olympic Games has the same number of teams for men and women.

FIBA recognises that there are few "great" women leaders at club, national or international level and they are trying to remedy this. A decision has been taken to ensure that at least five women, representing the five continents, are members of the executive body. FIBA is encouraging national and club bodies to take similar action.

### **International Amateur Boxing Association**

The Association Internationale de Boxe Amateur (AIBA) has set up a Working Group, but says a review of scientific evidence on the effects of competitive boxing on the health of the female boxer is needed before it can endorse the Brighton Declaration.

### **International Cycling Union**

The Brighton Declaration was officially adopted by the Union Cycliste Internationale (UCI) in August 1995 and an Action Plan is being developed by a Working Group.

### **Federation Internationale de Football Association**

The Federation Internationale de Football Association (FIFA) report that they have signalled their support by staging a World Cup for women.

### **International Hockey Federation**

The Federation International de Hockey (FIH) adopted the Brighton Declaration in January 1996. It has two female vice-presidents out of seven, and eight women members out of thirty. FIH has made an assessment of equality amongst its men and women sports administrators. Findings show that in most categories the FIH exceeds the prescribed 20% target of female representation the IOC has set for 2005.

[Back to top](#)

### **International Lifesaving Federation**

The Brighton Declaration was discussed by the Executive Board of the International Lifesaving Federation (ILS) in November 1995 and the Board subsequently recommended that all National Bodies adopt the Declaration. This recommendation was backed with an article in "International Lifesaver".

### **International Federation of Netball Associations**

The International Federation of Netball Associations (IFNA) adopted the Brighton Declaration in July 1995. Women dominate all the structural organisations in netball and netball faces the unusual position of having to consider how the sport and its structure can be made more accessible to men.

### **International Powerlifting Federation**

The Brighton Declaration has not been adopted yet, but the International Powerlifting Federation (IPF) have introduced identical weight categories for women as exist for men therefore giving women the same competitive opportunity as men.

### **International Sailing Federation**

In November 1996 the International Sailing Federation (ISAF) agreed that a representative of its Women's Committee would sit on the ISAF Council - its decision-making body. The Women's Sailing Committee of the ISAF have confirmed they are fully supportive of the Brighton Declaration and official adoption of the Brighton Declaration took place at an ISAF Council meeting in 1997.

The ISAF Constitution will be changed in November 1998 to have a 7th Vice-President and to state that one of the seven Vice-Presidents must be female. In 1998, the ISAF gave approval for a woman vice-president and initiated seminars for women in Asia (China) and South America (Mexico). The ISAF has approved the staging of a Women's World Match Racing Championship and a Women's Keelboat World Championship.

### **European Squash Federation**

The European Squash Federation (ESF) has adopted the Brighton Declaration. Action taken includes a ruling that positions must be ensured for women on the Executive, in working groups and on coach education programmes. All European events must have equal participation of men and women.

[Back to top](#)

### **International Triathlon Union**

The International Triathlon Union (ITU) adopted the Brighton Declaration in 1994. The ITU Women's Committee aims to increase the number of women taking part in triathlon at all levels, to ensure equality of opportunity and to ensure recognition and reward of women in triathlon. The ITU have a clear policy on gender equity and were one of the first International Federations to adopt the Brighton Declaration.

ITU initiatives include programmes such as Tri for Life aimed specifically at encouraging more women to participate and 'Adopt a Triathlete/TRiAid' which aims to assist triathletes in developing countries with training advice, equipment and information. Further information is provided in Section 2.

### **International Volleyball Federation**

The International Volleyball Federation indicate that they have women in official positions throughout the world. The Brighton Declaration and the IOC targets will be presented at the next meeting in 1998 of the Administrative Council.

### **International Weightlifting Federation**

The International Weightlifting Federation (IWF) adopted the Brighton Declaration in December 1996. The decision was endorsed by delegates from 75 countries who were participating in the IWF Electoral Congress.

The IWF aims to expand women's involvement at competitive level as well as in the fields of refereeing and all levels of administration. As a result of IWF's lobbying of the IOC, women's weightlifting will feature on the programme of the Summer Olympic Games as of Sydney 2000.

## **Royal Life Saving Society**

The Royal Life Saving Society (RLSS) circulated copies of the Brighton Declaration with the agenda for its Commonwealth Council. All the countries represented at the Management Committee Meeting in June 1995 indicated that the principles had been taken on board by their National Bodies. The National Bodies represented at this meeting were Australia, Canada, New Zealand, South Africa and the United Kingdom.

## **World Curling Federation**

The Brighton Declaration has been considered by the World Curling Federation, but there is no record of official adoption yet. The World Curling Federation has certain provisions in its Constitution to ensure some parity between men and women.

## **World Squash Federation**

The World Squash Federation (WSF) endorsed the Declaration in November 1995. The WSF has specified that the Squash World Cup team must consist of two men and one woman and confirmed it is committed to parity of prize money.

This commitment was shown at the 1995 JSM Japanese Open Championship where a feature was identical prize funds for men and women. The WSF has run seminars on women in squash at its Annual General Meetings and Susie Simcock was appointed President of the WSF in 1996.

[Back to top](#)

## **International and Regional Women and Sport Groups**

### **Arab Women and Sport Association**

The Arab Women and Sport Association (AWSA) was formed during the first "Women and Sport" Conference in Egypt in 1995 and has been recognised by the Arab Ministers of Youth and Sport.

The Association carried out research and held seminars in order to plan the way ahead. A strategy for women and sport in Arab countries was agreed, and will focus on enhancing women's participation in sport, preparing women and developing their skills as leaders of sport on the domestic and international levels, ensuring Arab women's representation in all sports organisations at all levels, and preparing women and developing their skills as administrators, coaches and referees.

Two International Conferences have been held, organised and hosted by the Faculty of Physical Education for Girls, Alexandria University, Egypt. The first Conference was held in 1995 and was attended by over 200 delegates from fourteen countries. The second Conference in 1997 entitled "Woman and Child - A Future Vision from the Sports Perspective" was attended by delegates from sixteen, mainly Arab, countries. A third Conference is planned entitled "Woman Sports and Future Sciences". Further information is contained in Section 2.

### **Asia Women and Sport**

Representatives from Asia networked at the Brighton Conference with a view to establishing a working group. Their aim was to run seminars, courses to train coaches and referees, and to arrange exchanges of sport expertise. The Group was officially launched at the Manila Conference in March 1996 and progress in laying down the mechanisms for women's entry into the sporting arena has become noticeable in recent years.

### **Association of African Women in Sport**

A committee was established during the Brighton Conference in 1994 and subsequently a constitution has been drafted and approved for the Association of African Women in Sport (AWISA). It has taken

time to draft and agree a constitution for AWISA but this was finally agreed and AWISA launched prior to the Second World Conference on Women and Sport in May 1998. Further information is provided in Section 2.

Africa is divided into zones and each country is working towards establishing a National Chapter of the AWISA.

### **European Women and Sport Group**

The European Women and Sport Group (EWS) was formed in 1989 prior to the Brighton Conference and is the longest established regional women and sport group. In 1993 it became a free standing group with permanent status whose main aim is to increase the involvement of women in sport at all levels and in all functions and roles. The EWS is active throughout Europe, working through the European Sports Conference and with a wide range of other European Groups.

The EWS has organised a series of workshops and seminars and monitors progress on women and sport across European countries. The EWS presented the "Progress Report" to the 13th European Sports Conference in Amsterdam in September 1997, where the number of women delegates was high.

The EWS holds national seminars, an annual open meeting and a biannual European Conference that focuses on one particular issue. The most recent Conference "Women, Sport and Partnership" was held in Greece in September 1998.

[Back to top](#)

### **International Association of Physical Education and Sport for Girls and Women**

The International Association of Physical Education and Sport for Girls and Women (IAPESGW) aims to support its members working for women's and girl's physical education, dance and sport and to provide opportunities for professional development and international co-operation. It has approximately 400 members in forty countries and has representation in all five continents. IAPESGW adopted the Brighton Declaration in 1994 and has subsequently increased its networking and information gathering activities.

IAPESGW holds a Congress every four years, publishes an annual bulletin and supports research as well as national and regional events. The last IAPESGW Congress was held in Lahti, Finland in August 1997, when Margaret Talbot was elected as President. Over 300 delegates attended and the Papers were subsequently published in the "Women, Sport and Physical Education Journal".

Other activities have included support for colleagues in Islamic countries and Arabic nations and working alongside the International Committee of Sport Pedagogy particularly with regard to the International Charter on Physical Education.

### **The International Federation of Business and Professional Women**

The International Federation of Business and Professional Women (IFBPW) included a resolution on women and sport at their XXII Congress (Venice, 1996). Congress was given information regarding the Brighton Declaration and agreed that IFBPW should help promote greater participation by women in the different levels in sport. There was a particular emphasis on the need to help and empower female athletes to reach senior decision-making positions.

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

The Islamic Countries Women Sports Solidarity Council (ICWSSC) aims to adopt the "Sport for All" policy, but to balance it with the cultural and religious beliefs of the Muslim countries. The countries include Syria, Maldives, Lebanon, Afghanistan, Pakistan, Uganda, Bahrain, Tanzania, Turkey, Qatar, Yemen, Palestine and others.

In October 1997 eleven Muslim countries joined in the first ICWSSC Games held in Islamabad. The Games involved over 400 women athletes with a programme that included badminton, shooting, table tennis, swimming, athletics and basketball.

### **South Pacific Island Networks of Sportswomen**

A network called South Pacific Island Networks of Sportswomen (SPINS) has been established.

[Back to top](#)

### **WomenSport International**

WomenSport International (WSI) has played an important role in the development of women's sport through its networking with organisations world-wide. WSI's key activities are:

- identifying issues of importance to women and girls in sport physical activity
- developing networks and avenues of communication between member groups countries
- working with specific sports governing bodies and other groups in order to promote gender involvement of women and girls in sport and physical activity at all levels of participation
- promoting research into problems and issues relating to the female athlete
- serving as an advocacy group promoting greater opportunities for women and girls in sport and physical activity
- developing networks for sharing information and exchanging ideas and practices, and
- recommending, or where appropriate, designing and implementing strategies for change.

WSI is represented on the IWG, the IOC Working Group on Women and Sport and the International Consultative Committee on Physical Activity. WSI has worked closely with the World Health organisation to ensure they adopt a gender perspective and has had ongoing contact with many non-governmental organisations (NGOs) who attended the United Nations Fourth World Conference on Women.

WSI has set up a number of Task Forces to tackle key issues. These include studies on the relationship between physical activity and girls and women's health, drug testing and HRT for Masters women's athletes, the female athlete triad, sexual harassment in sport, and gender testing. Other activities have included circulating a newsletter, assisting in the staging of workshops in Fiji and South Africa and lobbying Sydney to ensure the 2000 Olympic Games reflects the Centenary of Women's Participation.

In 1998 WSI, under the new presidency of Carole Olgesby, published a new three year plan which takes into account that whilst there has been some progress at high level there is little awareness on the ground as to how the key documents can be used effectively. Therefore WSI aims to help strengthen networks, help NGOs to develop strategies to lobby for greater opportunities for women, continue all aspects of advocacy work, publish educational materials and to continue Task Force Projects.

## **National Organisations**

This section lists actions taken by individual countries by geographical region. In some instances the action taken or progress made by a country or organisation after the adoption of the Brighton Declaration is not known. Therefore this section provides information only on the known actions taken over and above adoption of the Brighton Declaration. The complete listing of organisations adopting the Brighton Declaration is provided in Appendix C.

### **Africa**

#### **Algeria**

The Ministère de la Jeunesse et des Sports has established a working group, who in turn have initiated an action plan.

## Botswana

The National Sports Council has organised regular meetings to encourage women to take a more active role in sport. The programme has been based on the premise "Get one, but involve many".

It has been recognised that there is a need for men in Botswana to be educated on the rights of women in order for them to participate in sport and ways to tackle this major cultural issue are being discussed.

## Chad

The Chad Association for Women and Sport came into existence in 1998 and aims to gain experience in the field of women's sport by attending conferences such as the Second World Conference.

## Egypt

The Supreme Council for Youth and Sport has appointed the first woman, Nabilla Abdulraman, to the Council. The Council's programme includes:

- development of the Physical Education curriculum in schools
- improving school sports facilities
- increasing the profile of the Physical Education teacher, and
- setting a national fitness programme and running an annual schools Mini Olympics.

The Sport Society of Egyptian Women (SSEW) was set up and was instrumental in organising the first Arabic International Conference on Women and Sport in October 1995, which attracted over two hundred delegates (70% female) from fourteen countries. The first Conference led to National Sports Associations for Women being established in twelve Arab countries. A second Conference "FutureVision from a Sport Perspective" was staged in Alexandria in 1997.

The Society has helped to establish a Women and Sport strategy for Egypt and a Committee has been set up to move plans forward. Further information is provided in Section 2.

## Ghana

The Women in Sport Association of Ghana (WOSPAG) was established by the Ministry of Youth and Sports a few months before the 1994 Brighton Conference. WOSPAG's representatives, inspired by the Brighton experience, produced a strategy and action plan for the adoption and implementation of the Brighton Declaration. Unfortunately the limited financial resources available to WOSPAG mean the Association has been unable to make as much progress as it desired.

However, WOSPAG carried out an information-sharing initiative and as a result the Government of Ghana adopted the Brighton Declaration. Other signs of progress include:

- increased awareness of WOSPAG's activities
- acknowledgement of WOSPAG in Ghana's evolving national sports policy
- recognition within the new sports bill of women and girl's sport and WOSPAG, including WOSPAG delegates sitting on key National Committees and Statutory Bodies
- a WOSPAG paper on the development of women in sports organisations presented at a National Sports Convention. The theme was taken up by a National newspaper and this helped to raise awareness (1994), and
- Regional chapters of WOSPAG established in eight of the ten regions of Ghana, with the intention of creating one hundred and ten district chapters (1997).

Plans are also underway to have the first National Sports Festival for women and girls only late in 1998.

[Back to top](#)

## Kenya

Whilst there are many women participating in sport throughout Kenya, as athletes, coaches and officials, there are few women in decision-making roles.

Unfortunately there has been no effective promotion of the Brighton Declaration and, as yet, no specific 'women and sport' group or strategy has emerged. However, the declared intention is for real progress to be made following the Second World Conference in 1998.

## **Lesotho**

Lesotho was represented at the Brighton, Lausanne and Namibia Conferences. In 1997, the Brighton Declaration was adopted by the General Assembly of National Associations and an interim committee was given a mandate to draw up a constitution for a Committee for Women in Sports. In February 1998, the Women and Sports Committee was officially launched. An action plan is being developed, the aim being to entrench the aims and objectives of the Brighton Declaration.

Only seven of the twenty-one National Associations affiliated to the Lesotho Sports Council are actively involved in 'women in sport' activities, and have women represented on their executive committee. The Executive Committee of the Lesotho Sports Council has two women members, whilst the Executive Committee of the Lesotho National Olympic Committee has no female representation.

## **Madagascar**

Women and Sport Madagascar has run a Conference on women and sport.

## **Malawi**

As with many other countries, the lack of women in decision-making roles is one of the key issues in Malawi. The Olympic and Commonwealth Games Association of Malawi (OCGAM) began training women in sport in the late 1980's. One of the first steps was to appoint a female coach for the national netball squad, female umpires, managers and team doctors followed. Opportunities have since been made available for women to work in associations always considered part of the 'man's world'. For example, a woman was appointed to the Executive of the Boxing Association.

## **Mauritius**

The National Commission of Women in Sport adopted the Brighton Declaration in 1996 and successfully encouraged individual sports federations to do the same. Individual sports federations that have adopted the Brighton Declaration include the Federation de Boxe Francaise SAVATE, Mauritius Association of Bodybuilders, Association de Pentanque de l'ile Maurice, Mauritius Table Tennis Association, Federation de Tir El'Arc, Mauritius Amateur Athletic Association, Mauritius National Wrestling Federation, Federation de Lawn Tennis, Federation de Handball, Mauritius Secondary Schools Sports Association, MTTA, Mauritius Volleyball Association, Mauritius Basketball Federation, Association Mauricienne de Cyclisme and the Mauritius Judo Federation.

Mauritius has a regional programme for girls and women living in the vicinity of Sugar Estates, to encourage them to utilise the available sporting infrastructures traditionally utilised by men.

## **Morocco**

Morocco is a member of the Arab women and Sport Association and has a woman in the post of Minister for Youth and Sport.

## **Namibia**

Namibia has been active in forming the Association of African Women in Sport (AWISA) and has launched a National Chapter. The new Sports Commission has supported the development of the Namibian Association of Women in Sport (NAWS) as a sub-committee to the Sports Commission. Recently approved national legislation requires at least one third of the members of the Sports Commission to be women.

Namibia has contributed significantly to the global women and sport movement by hosting the Second World Conference on Women and Sport in May 1998 as well as the launch of AWISA. In addition the Honourable Pendukeni Iivula-Ithana MP is co-chair of the International Working Group on Women and Sport.

## **Nigeria**

In April 1998 a new women's sports body was formed in Nigeria at an event attended by key politicians and representatives of the Nigerian Olympic Committee. The group called "Nigerian Womens Sports International" (NWSI) has as its aim "to form a (formidable and powerful) pressure group that could influence policies concerning the advancement of women's sports in Nigeria and across the entire world". It was created as a result of global concerns to develop stronger international and regional links and networking for the betterment of girls' and womens' sport. It will assist key government departments and work with sportswomen and a range of other organisations and groups. Prior to the formation of NWSI the previously formed Nigerian Association of Women in Sport had sought to raise awareness through various programmes on the importance of the role of sport in women's development. Much of its work centred on sensitising and lobbying institutions on the need to include more women in the decision making process. In addition a number of specific initiatives were implemented including careers advice for women in sport, HIV/Aids prevention education for athletes and workshops in conjunction with National Governing Bodies on women's issues. Further information is contained in Section 2.

[Back to top](#)

## **Seychelles**

The Government of the Seychelles established a working group in 1995 and a National Sports Policy was published in February 1998. The Policy guarantees opportunities for everyone to acquire basic

sports skills and to receive physical education, opportunities to improve standards of performance and to reach their full potential.

Sports facilities are being built or renovated to cater for increased demands and activities especially targeting women have been intensified. These include the re-introduction of netball, women's sport festivals and walking/jogging clubs.

The various women's organisations are being sensitised on the issue of Women and Sport and they are being urged to promote the issue.

### **South Africa**

Although sport is an integral part of South Africa culture, women are under-represented in all areas and all levels. Subsequently women are now the target of the country's 'Sport for All' programmes. The women's sport movement in South Africa started in earnest in 1992, when the National Sports Council (NSC) recognised 'women in sport' as a performance area in its White Paper on sport and set up a women's desk. In 1993 an interim committee was formed, which paved the way to the formation of the Women's Sport Foundation in 1994. The WSF Chair, Kedi Thsoma, drew heavily on the Brighton Declaration whilst making a presentation to the Parliamentary Select Committee on Sport and Recreation.

In 1995, a new structure, the National Sports Council Women's Standing Committee was convened. With the support of the Department of Sport and Recreation, a National Strategy emerged and in March 1997 Women and Sport South Africa (WASSA) was established.

WASSA's structure of a National Steering Council, Provincial Committees and Regional Committees, has been set up so that the organisation is within reach of every South African woman.

The following are just some of the achievements of the WASSA during its first year of operation:

- acceptance of the Brighton Declaration by the Department of Sport and Recreation, the National Sports Council, the South Africa Commonwealth Games Association and Women and Sport South Africa
- National Strategy document
- National Charter for Women and Sport
- conducted research on women and sport throughout South Africa
- the setting up of women's desks in National Federations
- workshops and training courses, and
- developing relations with international sports organisations and women's structures.

Further information on WASSA is provided in Section 2.

### **Swaziland**

All Sports Codes of Swaziland have adopted the Brighton Declaration. The representation of women on key committees is improving with organisations facing up to the IOC Challenge. The National Olympic Committee (NOC) has 20% representation of women, swimming has 80% representation of women and lawn bowls, golf, volleyball, equestrian and martial arts, have all reached 10% representation of women on committees. The NOC has further committed to ensuring women representation at the Olympic Games and met the 10% goal in Atlanta 1996. In 1997 Sports Policy was reviewed and the role of women in sport has been included. In February 1998 the Women in Sport commission was appointed by the NOC and this commission has prepared a strategy in which to increase women participation.

### **Uganda**

The work of the Ministry of Gender and Community Development and the Uganda Sports Women's Association (USWA) has helped initiate a change of attitude towards the women's cause. USWA report that there is now gender neutrality in many sports, such as soccer, and many more women are taking up leadership challenges.

[Back to top](#)

### **Zambia**

The Zambian Government reviewed its Sports Policy in 1991 and published a strategic plan known as 'Vision 2000 Sport for All'. Actions emerging from this strategy include:

- a community-based 'Sport for All' programme, organised in the Zambian townships through the National Sports Council of Zambia. One of the aims of the programme is to provide grassroots sport for women, boys and girls
- a government initiative, run by the National Sports Council of Zambia, which has put in place an educational programme for teachers, coaches and administrators, and

- the Ministry of Education taking a lead role in ensuring that physical education is taught in all schools where girls and boys have equal opportunities, equal access and equal support in sport for recreation and excellence.

Zambia forms a part of AWISA and there are plans for setting up a National Women's Sport Association.

### **Zimbabwe**

It is a requirement of Zimbabwe Sports policy that 10% of members of any sports executive must be women and at grassroots levels it is a constitutional requirement that at least two of the executives be women.

A woman has been appointed as Minister for Gender Issues in the President's Office and the Zimbabwe Government has established a 'Women's Forum' with one of the sub-committees of the Forum specifically addressing the issue of women and girls sport.

The National Sport and Recreation Commission of Zimbabwe has introduced a number of initiatives for women and girls sport. The 'Active Zimbabwe' programme seeks to develop women in sports 'cells' to develop sport in communities (further information is provided in Section 2) and a tutor development programme has increased the number of women coaches and administrators.

Since 1996, the Commonwealth Sport Development Programme (CSDP) and the Sports Recreation Commission (SRC) have been working in partnership to provide aerobics classes for antenatal and postnatal mothers. Two of the key aims of the programme are to improve the fitness of the pregnant woman and to introduce the women and their families to a sporting lifestyle.

The Zimbabwe Olympic Committee elected its first woman in 1998.

"Women in Sport - Zimbabwe" has been formed as a pressure group consisting of representatives from grassroots, education, elite sport, disabled sport and ten provincial representatives. Its programme to date has included initiatives such as:

- Raising Awareness
- Women Can't Wait to Dare' (confidence building)
- Negotiating Skills, and
- 'Working Together' (workshops).

The group has also carried out research that indicates education is a key area in increasing participation.

[Back to top](#)

## **Asia and the middle east**

### **Bangladesh**

A national programme known as the "Perspective Plan" has been introduced. The specific aim is to increase women's participation in sport and a key target is full integration of women into the mainstream of sport by 2010.

A structure of five Divisional Women Sports Associations and sixty-four District Women's Sports Associations has been established to complement the work of the National Sports Council.

The Bangladesh Government have also developed complete programmes for competitive sports training and coaching for women that will be implemented among sports federations, associations and clubs.

### **Chinese Taipei**

The Chinese Taipei Olympic Committee are in the process of setting up a working office for Women in Sport. Although not represented at the Brighton Conference in 1994, representatives of the Chinese Taipei Olympic Committee attended the IOC Conference in Lausanne 1996.

### **Hong Kong**

The Hong Kong Sports Development Board carried out territory-wide research on Women and Sport from the end of 1996 in order to develop appropriate strategies and programmes based on the Brighton Declaration.

### **Indonesia**

The Brighton Declaration is to be the base document used by the Minister of Youth and Sport and the Indonesia Sports Committee as they revise the National Policy on Sport and develop a plan for women's sport in Indonesia.

A number of workshops, women sports meetings and seminars on women and sport issues have been held throughout the country.

The Indonesian Association of Physical Education and Sports for Girls and Women (PERWOSI), which aims to promote sport and physical education among women and girls, and the Indonesian

Government hosted the IWG meeting in Jakarta (July 1995) and Mien Gondowidjojo (Assistant Deputy Minister for Youth Affairs and Sport) was a member of the IWG during its first term.

### **Japan**

The Association of Physical Education for Women have organised a range of activities including workshops, festivals, and the 29th Annual Congress staged for teachers, instructors and students, research, promoting public awareness, international exchange projects and the setting up of a licensing programme of dance instructors.

Yoko Mitsuya, President of the Women's Sports Foundation in Japan, reports that the Government is allotting resources and technical support to encourage the participation of women in sport.

### **Malaysia**

'Malaysia Cergas' or 'Fitness Malaysia' was a campaign spearheaded by the Malaysian Ministry of Youth and Sport. Started in 1989 and continued over several years, the campaign resulted in the formation of women's organisations and the promotion of mass exercises for women and girls as well as increasing the number of physical fitness instructors. From 1989 to 1995 mass participation soared, including strong participation by women from both rural and urban areas. The scheme is attributed not only with success in involving people in sport or exercise but also with helping the government lessen crimes and other undesirable activities committed by the younger generation.

The Women's Sport and Fitness Foundation Malaysia (WSFFM) was launched in September 1996. The Minister for Sport attended and endorsed the Brighton Declaration in his official speech. The WSFFM is a voluntary organisation committed to the promotion of the concept of well-being. It aims to provide opportunities for women to participate in sport and fitness.

### **Myanmar**

Women are participating in all sports activities and have secured a number of important roles and positions in at least thirty-three of the country's sports federations.

### **Pakistan**

A separate women's sports board has been established. Pakistan hosted the Islamic Women International Mini Games in October 1996 and the Second Islamic Countries Women's Sports Solidarity Games in 1997.

[Back to top](#)

### **Philippines**

Whilst there is a vibrant women's movement in the Philippines, the women's sport sector has been slow to emerge. One reason for this has been the lack of women sports officials at local level. National sports organisations are still dominated by males and there is just one female Commissioner on the Philippine Sports Commission.

Following the Brighton Conference, the Philippine Sports Commission published its strategy 'Gender Equity Programme' as part of its 'Sports for All' policy. The programme is based on three main components: research, livelihood and education/training. There are now several initiatives in place to encourage more women in sport. One example is the 'Sports Netmaking Livelihood Project for Rural Women' which centres on the production of nets for volleyball, basketball, and table tennis. Not only does the Project produce much needed equipment but it provides women with employment, engenders a team spirit and encourages them into sport.

The Women's Sports Foundation helped to organise and host the ICHPER-SD Conference 'Women and Sport' in March 1996 at which the Manila Declaration was produced and adopted by 16 Asian countries, as outlined in section 2.

The Philippine Association of Physical Education and Sports for Girls and Women has pioneered the concept of women-led sports organisations.

### **Qatar**

Traditions dating back fifteen centuries have severely restricted women's participation in sport in the Muslim states. However, during a visit to Qatar by the successful Moroccan athlete Nawal El Moutawakel, the Qatar royal family was lobbied on the issue of women's participation. They responded by allowing the Doha Grand Prix to be staged at the Khalifa Stadium in Qatar on May 6, 1998. This meant the world's best female athletes competed in a Grand Prix athletics event for the first time in a Gulf State.

The event was preceded by an IAAF seminar marking the launch of "The Year of the Woman Athlete". A hundred female physical education teachers attended the seminar and references were made to "tearing down the walls and taking the first steps on the road to change".

### **Singapore**

The Singapore Sports Council organised a National Sports Carnival for women in 1997. A Conference, addressing women's issues in sport, was held in conjunction with the carnival.

### **Sri Lanka**

Since the Brighton Conference, activities with regard to women's sport have been strengthened, with an emphasis on 'bridging the gap'.

The Sri-Lanka Women's Sports organisation has been set up and represents coaches and sports administrators throughout the country. In 1997 the Women's Sports organisation staged its first Track and Field Meet for women. It is hoped this will become an annual event.

### **Syria**

The General Sports Federation has made it a mandatory requirement for women to be involved at all levels of sports administration.

[Back to top](#)

## **Europe**

### **Albania**

As a direct result of the Brighton Conference a Women and Sport Commission was set up. The Commission is charged with the education and training of female leaders on a regional basis and a number of women in sport groups have already been set up in the regions and the main cities.

A programme of annual seminars has been initiated. An example of the programme was the session held in December 1995 with the theme "Integration of Sportswomen".

Marjeta Zace, a former athlete and PE teacher, was appointed State Secretary at the Ministry of Education and Sport. She is committed to promoting women in sport.

### **Austria**

Following the First World Conference on Women and Sport, the Austrian Government distributed the Brighton Declaration to the Austrian National Olympic Committee, Federal sports organisations, umbrella sports organisations and the nine regional governmental sports departments, with a request to report on what had been done to promote and sponsor women in sport. As a result the Austrian Government has adopted the Brighton Declaration and the Department of Sport has been looking at the issue of women and sport.

The platform 'Women in Sports', a network for Austrian women who are active in promoting the concept of sport, has been established. As yet, the group lacks a legally binding form of organisation, but is nevertheless seen as an important step towards equality of women in sport in Austria. Several issues were discussed at the group's first meeting in October 1997. An assessment of the current situation of women in sport in Austria was made and possible solutions were suggested. It is thought that the recent admittance of women into the Austrian army will enable women to develop careers in sport.

### **Bosnia Herzegovina**

A Women and Sport Committee within the Sports Association of Bosnia Herzegovina was established in 1996.

### **Bulgaria**

A Federation for Physical Education and Sport for Women and Girls is in the process of being set up by the National Olympic Committee.

### **Croatia**

The Council of the Croatian Olympic Committee has established a working group known as the Women in Sport Commission. Commission members have been allocated a range of tasks, a Commission Bulletin has been initiated and a study on the position of women in Croatian sport has been launched.

### **Cyprus**

The National Olympic Committee has established a Women and Sport Committee. The Committee's role is to develop the full involvement of women in every aspect of sport. The Committee consists of women who directly, or indirectly, influence the promotion of sport in Cyprus. The Committee's first step is to collect and analyse data on women and sport issues.

The Cyprus Sport organisation plans to organise seminars and to encourage the exchange of information locally and nationally. In March 1997, a National Seminar was organised together by both the Cyprus Sport organisation and the general secretariat for Sport of the Ministry of Culture of Greece.

### **Czech Republic**

The National Olympic Commission in November 1996 established a Women and Sport Committee. One of the Committee's responsibilities is to gather information on women and sport throughout the Czech Republic. The Brighton Declaration was translated and an action plan was produced in 1997. Actions taken to date have included a seminar in 1997 on 'Sport as a Profession for Women'.

### **Finland**

As a direct result of the Brighton Conference a committee, known as "Piikkarit" (SPIKES) was set up with the support of the Ministry of Culture. SPIKES initially looked at sporting issues for women and has now become a women's sport network which collates information and assesses factors which influence women's participation. In January 1995, Spikes published a report which gave recommendations on the promotion of equality and suggested legislation that will enhance opportunities for women in sport. Through the work of SPIKES it has been recognised that equal

opportunity is an important consideration in the ongoing reform of sports legislation. Further information on the work of SPIKES is included in Section 3.

The Government introduced a new equal opportunities act and with effect from March 1995 all public sector bodies, including those involved in sport, have to implement a minimum quota of 40% both men and women in decision-making positions. The Ministry of Education is responsible for implementing the 'Promotion of Equal Opportunities in Finnish Sport' (1996). It has various means at its disposal to ensure measures are implemented. For example, if matters relating to equal opportunities are not promoted by sports organisations their annual performance-based subsidies are cut.

The Finnish Sports Federation's first Equality Programme covering 1998 to 2000 has been approved with its main objective being equality between men and women.

The Finnish Olympic Committee set up a women and sport working group in January 1997. Their aims and objectives include increasing women's active participation in sports coaching and leadership, supporting women's participation in decision making at local sports club level and to activating member federations to enhance the position of women in sport. A programme called 'Yhteislahto' or 'Start Together' was launched at a seminar in May 1997 and an action plan was produced. Actions proposed included to carry out research and a report about the position of women in Finnish Sport is due to be published later in 1998.

Finland takes the Chair of the European Women and Sport Group from October 1998 and will stage the fourth European Women and Sport Conference in Helsinki in 2000.

[Back to top](#)

### **Germany**

Since 1950 there has been a Women's Committee in the German Sports Confederation (DSB). The (DSB) initiated its "Programme for the Promotion of Women" in 1989 prior to the Brighton Conference, which aims to ensure equality within the DSB. After the Brighton Conference a decision was made to develop the programme further and to ensure implementation. Further evaluation of the success of the measures is proposed in the year 2000. Measures include:

- women to be elected to all Federal Committees and Boards (Equal Rights Act, 1994)
- the percentage of women on the Presidium, Executive, Committees etc to be the same as the proportion of members
- the promotion of women to be an integral part of all working areas of the DSB.

Since 1995, the Federal Committee for Women in the DSB has implemented a range of actions including:

- organise seminars on leadership and administration;
- adopt a code of ethics regarding sexual violence against women and girls
- initiate research into eating disorders
- work with top level sportswomen
- publish material on women and sport
- create a sports science network for women
- provide an advisory service to women DSB member organisations
- run sportswomen awards, and
- participate in the German Women's Council.

Between 1994 and 1997 the number of female members in sports clubs had increased to 38%. In addition the share of women on the Executive Board of the DSB increased to 20%, the Land Sports Confederation (regional) sports federations to 18% and the Sports Governing Bodies to 10%.

The Federal Ministry of the Interior is responsible for elite sport in Germany. It has included the topic of women and competitive sport in its bilateral agreements with other states.

The Science Institute of Sport in Cologne has established a professorship in Women and Sport Science and has introduced a special development programme for women.

The Federal Institute for Sports Science conducted a review of sports science research.

### **Greece**

The Ministry of Culture has set up a Women and Sport group to develop policy. The Brighton Declaration was translated into Greek and distributed.

In November 1994 and October 1995 'Women and Sport' seminars were held in Athens and in Thessaloniki. Greece hosted the 1998 European Conference 'Women, Sport and Partnerships' in October 1998 and held the Chair of the European Women and Sport Group until then.

### **Iceland**

The Icelandic Sport Federation (ISI) set up the Committee of Development for Women's Participation in Sport. The Committee has established two research programmes - Girls Drop Out From Sports in Iceland and General Attitudes towards Women in Sport. The Committee receives financial support from the Ministry for Culture and Education.

### **Ireland**

The Olympic Council of Ireland established a commission entitled 'Promoting Women in Sport' in 1997. The Commission ran a seminar on promoting women at all levels of sport during its first year. The Physical Education Association of Ireland set up a sub-Committee in 1994, which organised a National Forum on Girls, Women and Sport.

### **Israel**

The Ministry of Education set up the Unit for the Advancement of Women and Sport in 1994. The Unit has run a number of programmes aimed at increasing the participation of women in sport, including courses for women leaders and seminars for coaches who work with female athletes. It is also conducting research into why girls drop out of sport and has set up a medical committee to address women's needs.

In 1995 the Ministry of Education adopted the Brighton Declaration, obligating government and voluntary organisations to advance an equal policy for men and women in sport and further special programmes to increase women's representation at all levels of all Federations.

In 1995 the decision was taken to divide Lottery funds equally between men's and women's sport. In 1996 the Supreme Court called for a special public committee to discuss and decide on criteria for distribution of funds for teams both for men and women after a women's basketball team took legal action regarding distribution of funds.

Sports Federations in Israel are now required to have at least one woman representative on their Boards and the Israeli National Olympic Committee now has 15% representation by women (compared to 5% in 1997).

A new campaign 'Women Walking Clubs' was launched in 1996 to promote walking activities for women and girls of all ages throughout the country. The highlight of this campaign to date has been the 'Women Go Far' event - a 5km walk/run in which 14,000 women participated attracting considerable media attention plus generous sponsorship.

In 1997 a national league for women's football was set up and the Israeli Women's Sports Foundation was founded.

The Israel Sports and Physical Education Authority has produced a publication called 'Women in Sport in Israel'.

[Back to top](#)

### **Lithuania**

The Lithuanian Women in Sport Association was established in 1994. It produced a three year plan and has organised a number of activities, including seminars for women sports leaders and administrators, a running festival for children, high school leavers and children with a disability and sports festivals for women.

The women's sport network has expanded throughout the towns and regions, the membership of women's sports clubs is increasing and there are more women working in the middle management sector of sport.

The Brighton Declaration was translated into Lithuanian and has been adopted by a range of organisations including Union Federations and Sports Federations.

### **Malta**

The Government of Malta is committed towards implementing the principles of the Brighton Declaration. It intends taking positive action to ensure gender equity, including a fair distribution of resources.

Maltese women have equal opportunities for participation and involvement in sport, as athletes and officials. Whilst keep fit and aerobics maintain their popularity, team sports such as football are developing and a women's football league has recently been established.

The number of women in decision-making roles remains at a low percentage, which is attributed mainly to the reluctance of women themselves to seek election to key posts.

### **Netherlands**

The Netherlands 'Women and Sport' policy has been directed towards making sport more accessible to women and significant initiatives have been implemented.

There have been moves to make facilities more women-friendly; a range of participation projects; a specific policy to address and prevent sexual harassment; promotions to encourage more women into trainer, coach and administrative functions and a policy of absolute equal rights for women with regard to public funding for top-level sport.

Recent policy is directed at the image of women in sport and in the field of research there are ongoing projects looking at sport and gender, the work and culture of trainers and coaches (male and female) and gender and ethnicity in the sports media.

The Dutch Catholic Sports Federation (NKS) has published 'Women in Sport,' a three year action plan designed to increase the involvement of women in management functions at all levels. The NKS has lobbied for, and has received, government support.

The Ministry of Social Affairs/Ministry of Health Welfare and Sport are sponsoring a joint Project between NKS and the Royal Dutch Football Union (KNVB) to encourage women to take on functions with responsibility.

[Back to top](#)

### **Norway**

The Norwegian Confederation of Sports (NCS) has a comprehensive programme to promote and develop the role of women in sport. Their original Policy Statement on Women and Sport produced in 1995 committed the NCS to a number of actions aimed at increasing the proportion of women trainers and judges at all levels, increasing the number of women actively engaged in athletics and to supporting research into women and sport. The Equal Status Act of 1979 was extended to sport in 1989 and by 1996 representation of women at confederation level was 36% and within sports federations was 29%.

In 1995 the Norwegian Olympic Committee and Confederation of Sports launched 'The Women Project', as part of its 'Olympiatoppen' campaign. The specific aims of 'The Women Project' are to increase the number of women engaged as coaches and leaders within Norway's top level of sport and to improve the quality of female participants in order to win more medals in the international arena. The Project brings together women identified by their particular sports federation as having potential to succeed at the top level of sport. These women receive training and support and benefit from being within an elite network. Further information is provided in Section 2.

The Norwegian Olympic Committee and Confederation of Sports are lobbying for the abolition of gender testing. Since January 1998, such tests have been forbidden in Norway and they are lobbying the Athletes' Commission and the IOC for support.

### **Poland**

The Polish Women's Sport Association has been established.

### **Portugal**

The Democratic Movement of Portuguese Women (MDM), a non-governmental organisation whose objective is the defence of women's rights, has held a series of workshops to promote the principles of the Brighton Declaration and has co-ordinated the endorsement of the Brighton Declaration amongst sports organisations, schools, local authorities and individuals.

At the end of 1995 a protocol was signed between the Women's Democratic Movement of Portugal and the Sports Department of the Lisbon Municipality. The main goal of the protocol was the creation of centres of sport for women in the city centres that provide accessible schedules and prices for women and contribute to the reduction of the barriers to participation by women.

The sports centre initiative raised the need to promote a wider debate on the social, working, cultural and family problems that women face in seeking access to sport and physical activity. The First Congress on Women and Sport was held in Lisbon in November 1996 and attended by over 300 participants. The Brighton Declaration was translated into Portuguese and a number of organisations formally adopted it at the end of the Conference. After the Conference meetings were held with both government and non-governmental organisations to present the protocol and to raise the question of gender and equity in sport in Portugal.

On November 14, 1996 the Portuguese Women and Sport Association was formed as an autonomous organisation with the goal of promoting the equality and the participation of women in sport at all levels and in all functions and roles.

[Back to top](#)

### **Romania**

The Ministry ran two programmes 'Women and Family' and 'Young Women in the Sports Arena' as a direct result of the Brighton Conference.

Mihaela Mioc, Director of International Relations at the Ministry of Youth and Sport, attended the Brighton Conference and subsequently published articles on women and sport in Romania's top national sports paper.

### **Sweden**

The Swedish Sports Confederation in 1989, before the Brighton Conference, produced a 'Plan for Equality between Women and Men in Sport' which sought to achieve equality in the Swedish sports movement. Although no working group has been set up the board of the Swedish Sports Confederation, which consists of an equal number of both men and women, has since then had the responsibility of overseeing the work.

The plan of action has clear definitions of what is meant by equal opportunities in sport and clear goals. It has been evaluated annually and a Report is presented each year to the General Assembly with recommendations for new actions and measures. One such measure in 1995 introduced gender quotas in elections to advisory and legislative bodies.

### **Switzerland**

In 1995 the Swiss Olympic Association asked their member associations to nominate a person responsible for women's sport - fifty-four out of eighty one associations have responded positively to this request.

Other steps forward by the Swiss Olympic Association include:

- Women and Sport, a project-orientated working group, has been established
- becoming a member of international women and sport organisations such as IAPESGW
- establishing a women and sport forum in the form of a yearly meeting
- creating a network and database for women in sport.

### **Ukraine**

The Ukraine Woman and Sport Association was launched in 1997 with the aim of creating optimal training conditions for women, obtaining longevity through sport and to look after the health of women.

### **United Kingdom**

On 19 May, 1998 it was announced by Tony Banks that the UK Government had adopted the 1994 Brighton Declaration on Women and Sport. The UK Government is committed to providing opportunities to women which was highlighted by Tony Banks' statement quoted above.

In March 1998 the United Kingdom Sports Council (which was established in January 1997) formally adopted the Brighton Declaration on Women and Sport.

The United Kingdom Sports Council (UKSC) and the former GB Sports Council provided the Secretariat of the International Working Group on Women and Sport from 1994 to 1998. The UKSC also provided funding to enable Anita White (Co-Chair) and Andreas Hansen (Secretary) to attend meetings of the IWG and international meetings and conferences, to produce a newsletter circulated world-wide and to develop a database of contacts.

The British Olympic Association adopted the Brighton Declaration in 1994 and it agreed to make 'best effort' to implement the principles of the Brighton Declaration.

Twenty-four National Governing Bodies of Sport have adopted the Brighton Declaration (Jan 1998).

The British Canoe Union is recommending that the International Canoe Federation endorses the Brighton Declaration at the next ICF Congress.

[Back to top](#)

### **Wales**

In the summer of 1996 the Sports Council for Wales (SCW) established a Women, Girls and Sport Working Group to address issues surrounding the provision of sporting opportunities in Wales for these groups. An Action Plan was developed, from which a number of examples of good practice can be identified:

- SCW, in conjunction with the Football Association of Wales (FAW), have employed a development officer to promote women's football as a top priority, detailing a strategy to develop the sport for both women and girls
- The creation of a trainee press officer post, linked with the Cardiff School of Journalism, has targeted press and media coverage of women's sport, generating 11,625 column centimetres in one year. The post has been particularly successful in increasing the profile of women's sport in both the press and television and has aided the development of role models within women's sport
- SCW and BAALPE (British Association of Advisers and Lecturers in Physical Education) have produced a best practice guide for the provision of physical education aimed at both primary and secondary schools throughout Wales. Entitled "I'm Not Invisible" and in poster format, the document aims to provide a practical guide to the issues surrounding the provision of physical education for girls and examples of good practice to stimulate discussion and action.

### **Northern Ireland**

The Sports Council for Northern Ireland (SCNI) produced a Women in Sport Policy based on the Brighton Declaration, which was adopted in February 1996.

Since the adoption of this paper, efforts have concentrated on encouraging the major Governing Bodies of Sport to look at the needs of women and young girls and develop policies and procedures which are more inclusive and equitable. For example, time has been spent with the Irish Football

Association encouraging them to adopt a more pro-active approach to addressing the needs of girls and young women within soccer.

SCNI has identified women's team sports as an area which needs particular resources and support and to this end a women's team sport forum is currently being established with representatives from women's gaelic, camogie, soccer, rugby, cricket, hockey and netball with the aim of identifying issues of common interest, such as under representation of women's team sport in media coverage. It is hoped that this forum will establish itself as a pressure group which will influence policy directives within the SCNI and that it will eventually establish itself as a separate legal entity, capable of applying for and managing its own monies.

A further initiative which is currently being developed is the establishment and delivery of women's only soccer coaching awards across the province with three courses delivered to date. This scheme has been successful in attracting new participants into a fast growing sport and its impact has been closely monitored by the Training for Women Network, which is providing some core funding for the scheme.

Early in 1998 a Women in Sport Conference was held which particularly targeted members of the Northern Ireland Institute of Coaching with the aim of increasing women and/ or young girls participation in sport and in particular to increase the number of women coaches.

[Back to top](#)

### **England**

The English Sports Council (ESC) established a Women and Sport Advisory Group in 1996 to advise its Council on women and sports issues mainstreaming women and sport considerations, through all aspects of the Council's work.

The ESC is working with the United Kingdom Women's Sport Foundation (WSF) to support women and sport work across a range of areas. The WSF has produced a four year development plan setting out its priorities based on the Declaration. The ESC and WSF are the lead agencies in developing an English National Plan for Women and Girls which highlights the principles of the Brighton Declaration and encourages partner organisations to identify actions and to 'sign up' to the Plan.

Other ESC work includes:

- working with Local Authorities, National Governing Bodies and Local Education Authorities and other sports organisations to ensure equal opportunities
- the commissioning of research into Women Friendly Sports Centres
- the development of the National Junior Sport Programme which has created opportunities for all young people to participate in sport
- the raising of awareness about issues in women's sport through active attendance at conferences and through the delivery of seminars and workshops on subjects such as media training, young elite sportswomen and sports leadership, and
- the publication of resource materials such as leaflets and fact sheets on various issues in women's sport.

### **Scotland**

The Scottish Sports Council (SSC) adopted the Brighton Declaration in 1994. The issues of Women and Sport in Scotland were considered during the consultation for Sport 21, Scotland's national strategy for sport. In this published strategy there is a commitment to increase the numbers of women participating in sport and community recreation by the year 2003.

The SSC is working with several governing bodies on specific projects to support women in sport. For example co-funding posts with the Scottish Football Association with specific responsibilities for women's and girl's policies and programmes.

Since the inception of the SSC becoming a lottery distributor through the Lottery Sports Fund (LSF), the conditions of grant aid require that all reward recipients operate policies which ensures equity in practice. This has resulted in a number of single gender clubs revising constitutions and operating an open membership.

### **The Americas**

#### **Barbados**

The YMCA ran a Commonwealth Sport Development Programme workshop on women and sport in conjunction with a large conference on women's issues.

#### **Brazil**

Actions are being developed to encourage more girls to participate in more sport, recreation and physical education. Special emphasis is being placed on continuing participation until old age. Newspapers in cities such as Rio de Janeiro now carry daily reports on women's sport and public actions have been initiated to improve the condition of facilities for women's sport.

## Canada

The Department of Heritage was one of the first government departments to adopt the Brighton Declaration in July 1994, with a press release issued during the Francophone Games in Paris by the Minister of Heritage. Provincial governments have held events to announce their support for the Declaration - Ontario and British Columbia are examples of this.

In 1998/99 the Canadian federal government is increasing its financial commitment to sport by \$10 million. This funding will be directed to increasing the number of qualified fully employed coaches working with Canadian high performance athletes, increasing direct support for high performance athletes and increasing support via National Sports organisations for training and competition opportunities for high performance athletes and coaches. National Sports organisations will be required to submit gender audits of their own programmes as a condition of receipt of this new funding. Inequities will be addressed through the Accountability Agreements which the National Sports organisations sign with Sport Canada.

The Canadian Association for the Advancement of Women and Sport and Physical Education (CAAWS), the main non-governmental organisation in Canada, has been very active in the last few years. Some of its past and present work includes:

- meeting with the organisers of 1999 Pan American Games (Winnipeg) to ensure the Games will be woman-friendly
- helping to organise a Conference entitled '1999 Winning Women: Success Knows No Bounds' which will be held during the Games
- lobbying to put women's sport and physical activity on the 'women and health' agenda and working with Sport Canada to ensure a set of minimum expectations regarding women and sport for national organisations is established
- the demonstration of strong leadership in the fight against harassment and abuse in sport (men and women)
- working on equity issues to strengthen links between CAAWS and aboriginal people, athletes with disability, and with Athletes CAN, an athletes' advocacy organisation
- exploring relationships in the health sector and working in partnerships with technology organisations such as the Sport Information Resource Centre in order to widen the distribution of information
- publishing materials such as 'Women in International Sport Achieving Gender Equity' and 'Making an Informed Decision About Participation on Boys' Teams.'

CAAWS has taken the lead in a group of 35 organisations which have come together to become the Collective Against Harassment and Abuse in Sport. A new Website on sexual harassment has been set up. Sport Canada has provided a specific contribution of \$95,000 to CAAWS to support the work of the collective in 1997/98.

[Back to top](#)

## Colombia

A Women's Sport Association was established in 1995 with the support of the Colombian Government, the Colombian Olympic Committee and the WSI.

A member of the Colombian Women's Sport Association was elected to the Executive Board of the Olympic Committee in May 1997 and two National Conferences on Women and Sport have been staged.

## Costa Rica

The Ministry of Culture, Youth and Sport have been considering the Brighton Declaration and the Vice Minister has indicated a willingness to establish a National Working Group.

## Guyana

In Guyana there are specific concerns about the lack of resources available to develop school sport. Inadequate financing, lack of playing facilities and a dearth of qualified coaches have been cited as the main problem areas.

In April 1998, the Guyana Olympic Association held its first Sports Camp for young people. The Sports Camp was well-organised and received support from government agencies and the business community. However, there was only one female participant.

## Mexico

It is reported that the Brighton Declaration has been adopted by every sports organisation in Mexico! The National Sport Commission has been lobbying the Presidents of Federations to have a Women's Commission on their boards.

"Women, Sport and Health" is an association that receives support from the National Commission of Sport. The Association encourages women to participate in sport.

In 1993 the Association Deportar Mujeres y Salud (DEMUSA) was established - its aim is to promote, establish and stimulate women's actions through physical activities and sport. Following the Brighton Conference, DEMUSA's priority was to secure the support of the Comision Nacional del Deporte (CONADE) - the government department responsible for sport - with regard to increasing women's participation in sport. A collaboration agreement between CONADE and DEMUSA is due to be signed by the end of 1998.

There have been several examples of this support being put into practice. For example an annual 'Women's Race' has been staged since 1995 (with over 3,000 women taking part) and Mexico's 'Junior Olympics' now gives the same opportunities to girls and young women for participation (including equal access to the scholarships on offer to medallists).

In Mexico City, the Olympic facilities are being revamped. Improvements include child-care facilities and a number of women-only football pitches.

[Back to top](#)

### **Trinidad and Tobago**

In an effort to create greater public awareness of the contribution made by women and girls in sport, the Ministry of Sport and Youth Affairs embarked on the programme 'Celebrating Women and Girls in Sport' which ran from March 1997 to April 1998.

The programme involved an extensive radio, television and press campaign, with quizzes, features and advertisements being used as tools to raise awareness and to foster greater participation.

A series of events have been held concluding with a Women's Sport Conference held in April 1998 titled 'Sport for All - No Limit No Barrier' at which an action plan for women and sport within Trinidad and Tobago and the wider Caribbean Region was produced. Further information is contained in Section 3.

The response to the programme has been extremely positive and marks the start of a number of strategies designed to sustain the participation and involvement of girls and women in sport.

### **United States**

Throughout the USA activity is taking place, led by several different groups, to improve the position for women and girls' sport.

The **National Association for Girls and Women in Sport (NAGWS)** adopted the Brighton Declaration in 1996 and highly recommended that each of the fifty states within its structure accept and endorse it as well. A curriculum manual on leadership development through sport was produced called 'Playing for Power - Creating Leadership through Sport' and the Association is providing workshops to facilitate the process of leadership development.

The **USA Women's Sports Foundation (WSF)** has distributed copies of the Brighton Declaration for discussion at a number of conferences, meetings and seminars and has also ensured that the Declaration has been carried in a number of publications. The WSF as one of the longest established women's sports organisations is dedicated to promoting women's sport and in raising awareness of the issues. One example of current WSF work is the position papers produced on wearing apparel and sports participation for women.

Plans are in progress by the USA Women's Sports Foundation for a truly unique invitational international sports competition to take place in April/May 1999 and every two years thereafter called the Women's Global Challenge. The first two events will be held in Washington DC. More than 300 top female amateur and professional athletes will compete in basketball, beach volleyball, diving, figure skating, gymnastics, marathon relay, swimming and track and field athletics. The event will be televised and its purpose is to raise money for girls and women in sports on a world-wide basis. The target is for more than \$2.3 million to be distributed to female athletes and girls sports programmes, from each event.

The **Young Women's Christian Association (YWCA)**, the only national women's organisation to hold a position on the US Olympic Committee, is making an array of sports activities accessible to girls and young women and is promoting gender equality and racial justice in the sports arena. The YWCA of the USA developed a five-year partnership with NIKE that will develop girls in basketball and volleyball and include the YWCA National basketball training programme and the production of a girls basketball video.

The **Black Women in Sport Foundation** was created to develop programmes for African American women and girls in sports. A video resource called 'Amazing Grace' has been developed about the history of black women in sport featuring Althea Gibson, Florence Griffith Joyner, Wilma Rudolph, Zina Garrison, Jackie Joyner Kersee and Deb Thomas.

The **Girl Scouts of the USA (GSUSA)** launched a sports programme for Girl Scouts in 1996.

"Girlsports" is designed for girls aged 5-17 and provides opportunities for them to participate in seven priority sports (basketball, soccer, volleyball, tennis, golf, swimming and softball). Girlsports promotes fairplay, teamwork, leadership, and lifelong health and fitness habits. A range of materials have been produced to help support and promote the programme.

Amongst the National Sports Associations, US Sailing and USA Volleyball have adopted the Brighton Declaration. The latter was the first USA National Governing Body to do so in December 1996. It has also adopted the IOC 10%/20% targets and is lobbying other USA National Governing Bodies to adopt the Declaration.

The Women's National Basketball Association has just completed its first full year of professional competition. Many games were televised nationally and the media provided considerable coverage.

[Back to top](#)

## **Oceania**

### **Australia**

Australia is recognised as one of the world leaders in the implementation of human rights for women through strong governments' policies supporting women. Women's issues are now firmly placed on state and national government's sport and recreation agendas. There is also growing recognition that participation in sport and recreation should be on the agenda of women's groups.

The principles of the Brighton Declaration are reflected in the 'Australian Women in Sport and Recreation Strategy' and Commonwealth and State/Territorial governments are working towards the implementation of the Declaration.

The Brighton Declaration has been endorsed by the:

- Australian State and Commonwealth Sport and Recreation Ministers' Council
- Standing Committee on Recreation and Sport, and
- Australian Sports Commission.

The Australian Sports Commission (ASC) is co-ordinating Australia's revised National Policy and Plan on Women and Sport based on the principles of the Brighton Declaration. The Policy aims to develop a culture that enables and values the full participation of women. Most State and Territory governments have adopted the Brighton Declaration and have incorporated it in their strategic plans. In November 1995 a new strategy was launched entitled 'Active Australia'. Led by Henny Oldenove, Director of Participation at the Australian Sports Commission (ASC), this initiative is concerned with encouraging participation in physical activity and aims to link sport, community recreation, fitness, outdoor recreation, health and physical education by working in partnership with other key agencies. Further information on Active Australia is provided in Section 3.

The 'Australian Women in Sport and Recreation Strategy' complements 'Active Australia' and exists to encourage participation, leadership, training and excellence for women. Alongside this the ASC is undertaking research into the quality and quantity of media coverage of women's sport.

Other initiatives include funding research on strategies to improve sport participation by non-English speaking women, publications on issues such as pregnancy, sport and the law and the development of an anti-harassment policy. The policy includes educational material, policy, procedures, awareness raising seminars and skills training.

The ASC is developing and implementing a Management and Leadership Programme to attract and retain more women in leadership and key decision-making positions in the sport and recreation industry.

The Women's Sport Foundation of Western Australia has a three year plan designed to increase the involvement and representation of women in all levels of sport participation and decision making. Each year has been themed, 1997 was the 'Year of the Sportswoman' and 1998 is 'Women in Olympics'.

The Australian Government has supported the participation of a representative on the International Working Group and hosted one of the IWG's annual meetings in 1994. Australia has also led regional work in Oceania in partnership with New Zealand and has assisted other countries to host seminars on Women and Sport.

The National Olympic Committee has been supportive throughout the Oceania region and Australia has run a series of workshops under their 'Australia South Pacific 2000 Programme'.

### **Cook Islands**

The Cook Islands Sports and Olympic Association established a working group known as the Women and Sport Committee.

[Back to top](#)

### **Fiji**

The IOC staged a Women and Sport seminar in Fiji in May 1996.

### **New Zealand**

In early 1995, the Hillary Commission for Recreation and Sport adapted the Brighton Declaration to become the 'Winning Women's Charter' and gave it a high profile launch, which included television coverage.

The Commission has encouraged sporting groups in New Zealand to adopt the Brighton Declaration and has been particularly concerned with aspects of human rights and the equal recognition to women's sport in the media.

Other activities include continued development and implementation of strategies aimed at increasing participation, continued implementation of role modelling programmes, development of national strategy, continued support and promotion of best practice and maintaining focus on training women as leaders at a variety of levels.

The Commission has also supported the presence of Kereyn Smith on the IWG and has been very active in helping develop women's sports initiatives throughout the Oceania region. The fourth meeting of the IWG in 1997 was hosted by the Commission and gave the opportunity for raising the profile of women and sport initiatives in New Zealand.

New Zealand has run a number of workshops and has also made available its own courses to women throughout the region. For example five women from the Pacific Islands attended a Winning Women Leadership course in New Zealand in 1996.

### **Papua New Guinea**

The Papua New Guinea Sports Commission established a 'Women's Sport Promotion Unit' in 1997. A National Policy and Plan for Women in Sport, comprising of fourteen policy statements, has been drafted and an analysis of Women's Sport in Papua New Guinea has been undertaken.

## **Review of Progress and the Way Forward**

### **The Windhoek Call for Action, the Way Forward and Conclusions**

#### **Summary of Progress and Concerns 1994-1998**

From sections two and three it can be seen that significant action has been taken to embed the principles of the Brighton Declaration in sports policy and practice. Section two gave practical examples of how each of the ten principles had been translated into practice by different organisations in different parts of the world. The full extent of action globally on women and sport development is demonstrated in section three where all the organisations featured have done something over and above merely adopting the Brighton Declaration.

It is impressive that this A-Z of world wide action includes ten international government organisations including the United Nations, five multi-sport organisations including the International Olympic Committee and the International Paralympic Committee; six international physical education organisations including the International Council of Sports Science and Physical Education and the International Council on Health, Physical Education and Recreation and nine international women and sport groups. The number and range of national organisations taking action is also encouraging. Twenty-four European nations, twenty African nations, thirteen Asian nations, eight from the Americas and five from Oceania.

All of the examples that have been included demonstrate that many people from around the world have given their time, effort, enthusiasm and ideas for women and sport. Over 200 organisations around the world have adopted the Brighton Declaration and many others have begun to take positive action to address the inequalities that exist. Such actions are essential if change is to be brought about.

The next few years will take us into a new Millennium and it is a good time to reflect on the past, learn lessons and then to consider achievable ambitions and hopes for the future.

Without taking anything away from the successes, there are still a number of concerns related to the past four years. The most important is the concern that many organisations have not translated their endorsement of the Brighton Declaration and stated commitment into the sort of actions or change that really makes a difference.

There are perhaps four different stages that have been reached by organisations.

1. At the bottom are those groups or organisations who have not adopted the Brighton Declaration and who have taken no action - somehow information must be got to them and they must be persuaded to commit to the Brighton Declaration and to an action plan.
2. The second stage is those organisations who have formally adopted the Declaration but have in reality not taken any action or implemented any real change. The actual implementation of new ideas and practices and the involvement of women in the decisions that are taken for the future are essential. If the organisations that have adopted the Brighton Declaration believe that the acceptance of the Declaration is all that is required of them to demonstrate a commitment to the involvement of women and girls in sport at every level then the International Strategy and the Brighton Declaration have failed. If that approach is taken the Brighton Declaration succeeds only by raising awareness in the short term, but results in no real change or long-term gain.
3. The third stage is those organisations who have adopted the Declaration and produced an action plan, but who have not allocated or do not have the time or resources to enable the actions to be implemented properly. Alternatively they may not have set clear objectives or put in progress any means of measurement of their success in meeting defined objectives.
4. Finally there are those who have taken positive and progressive steps towards the achievement of equality in sport, have set targets and allocated resources, and who are monitoring their progress and sharing the lessons learned.

The concern and major issue to be addressed for the future is that far too few organisations or countries are in this fourth category. Certainly in compiling this report it has been difficult to measure and assess how much the situation has changed for individual women, both on the ground and at every level within sport.

Positive steps have been taken by a small number of organisations in setting targets to be achieved within a set time scale. However, it is apparent that many organisations are prepared to accept a situation that is in reality far from a position of true equality simply because a target figure has been achieved. For example, the IOC must be and have been applauded for the work they are doing to achieve a more equal representation of women in decision-making positions.

However, their targets are exceptionally low when compared to the actual demographic make up of women around the world. Yet the response from a small number of International Sport Federations to the Brighton Declaration is that because they have already reached the stated targets set by the IOC they are 'doing their bit' for women and sport and no further action is required.

Perhaps of wider concern is that whereas some countries are fighting hard for women and sport to be put on the social and political agenda, in others where it has been on that agenda for some time, it is losing support and funding. This appears to be because women's sport is no longer a priority when compared with other sporting, social or political issues, or even due to mainstreaming.

In a small number of countries the mainstreaming of women and girls sport has successfully taken place with its equal inclusion as part of wider sporting initiatives, such as the Active Australia scheme. However it is more often the case that mainstreaming is used as an excuse for not allocating the resources needed for the specific initiatives and actions that will have the most benefit for women and girls. Mainstreaming should not mean that the particular and different needs of women and girls are ignored. Even, in Australia a Sports Strategy and range of specific initiatives for women and girls sit alongside and underpin the mainstream activities.

The identification of these issues and areas of concern reinforces the fact that whilst enormous strides have been taken there is still much more to be achieved. The question then that was specifically considered at the Second World Conference on Women and Sport in Namibia 1998 was what should be done in the future to ensure that there is action and not just words.

[Back to top](#)

### **The Way Forward**

In 1994 one of the outcomes of the conference was an International Strategy on Women and Sport, produced from the ideas and beliefs of the delegates. The 1998 Namibia Conference once again brought people together from around the world and provided an opportunity to agree the way forward. The conference confirmed that whilst the issue of women and sport is much higher up the political and sporting agenda than it was in 1994, and the Brighton Declaration has world-wide currency, sport is still facing a series of contemporary challenges. In many parts of the world sport continues to be seen as a predominantly male institution with little relevance to women's lives.

The Outcome of the Conference was the **Windhoek Call for Action the International Forward Strategy for 1998-2002: Moving on from Windhoek**

The Windhoek Call for Action builds on the Brighton Declaration on Women and Sport and links in to relevant international instruments, especially the Beijing Platform for Action and the Convention for the

Elimination of All Forms of Discrimination Against Women. As outlined in this report the Brighton Declaration focuses on principles and awareness:

- the principles that should underlie the development of sport so that it includes and reflects the needs of women; and
- the need for national and international awareness on these issues.

The Windhoek Call for Action moves from statements of principle and raising awareness to action. The Call for Action specifically encourages organisations and individuals to:

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 portray positively 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. Recognise the importance of governments to sport development and urge them to develop appropriate legislation, public policy and funding monitored through gender impact analysis to ensure gender equality in all aspects of sport.
10. Ensure that Official Development Assistance programmes provide equal opportunities for girls' and women's development and recognise 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.

The Call for Action is addressed to all men and women in national and international sport organisations, governments, public authorities, development agencies, schools, businesses, educational and research institutions, and women's organisations. In particular it is aimed at those 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 order to advance further women and sport issues within the international arena, a co-ordinated, strategic and purposeful approach is required. Such an approach should focus on translating policy into practice. Key elements of this approach will include:

- commitment to the implementation of the principles and actions contained within the Brighton Declaration of Women and Sport and the Windhoek Call for Action;
- maximising international co-ordination mechanisms, such as co-operation between the IWG, the IOC Working Group on Women and Sport, WSI, IAPESGW, UN Commission on the Status of Women and others;

- regular conferences and opportunities for information exchange;
- developing and maintaining strategic alliances with the global women's development movement;
- the continuation of the IWG in a facilitating, supporting and monitoring role; and
- the staging of a World Conference on Women and Sport in Canada in 2002.

In order for the process of change to continue, there is a need for an international co-ordinating mechanism and it was agreed that the international Working Group on Women and Sport (IWG) continues in this role.

The IWG is an informal, co-ordinating body consisting of government and key non-government organisations with the over-arching objectives of promoting and facilitating the development of opportunities for girls and women in sport and physical activity through the world. The IWG acts as a catalyst for existing agencies and encourages and supports effective advocacy on behalf of women and girls. It has the following aims:

- to monitor the adoption of the Brighton Declaration and the implementation of the Windhoek Call for Action by governments, national, regional and international organisations world-wide;
- to draw up an IWG action plan, with priorities, which targets those areas and organisations where equality for women and sport is not on the agenda;
- to act as a contact and reference point for international and national organisations and regional women and sport groups, focusing on international developments on women and sport and facilitating the exchange of information;
- to act as a "steward" for the 2002 World Conference on Women and Sport, at which time progress on the strategy will be assessed;
- in co-operation with other agencies, seek the inclusion of issues relating to women and sport on the agendas of major international conferences and to provide advice on the content of international conferences that address the issue of women and sport; and
- to develop and maintain alliances with the global women's development movement.

At the 1998 conference the chair and secretariat of the International Working Group was handed over from the United Kingdom to Canada for the period 1998 to 2002.

[Back to top](#)

### **Conclusion**

The challenge from the second world conference and of this report to every individual and organisation is to take positive steps and actions to implement the Windhoek Call for Action. Existing schemes must be sustained and further developed and new initiatives launched where action has not yet been taken.

We hope that every organisation will nominate a representative, if they have not already done so, to keep the IWG informed of positive progress and actions and to enable a new updated progress report to be produced for the next four years.

The challenge to everyone is still significant and there is much yet to be done. However the examples contained in this report and the real progress that has been made to date provides sound ideas and inspiration to face the challenge and make a difference to women and girls sport in the future.