

From Brighton to Helsinki

Women and Sport Progress Report 1994-2014

Kari Fasting

Trond Svela Sand

Elizabeth Pike

Jordan Matthews

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IWG Helsinki 2014

Foreword: Address from the IWG Co-Chair 2010 – 2014



Dear friends,

Twenty years have passed quickly. I wonder if the participants of the first World Conference on Women and Sport in 1994 in Brighton, UK, ever imagined how things would have developed by 2014. The Brighton Declaration on Women and Sport has been endorsed by more than 400 organisations worldwide. It has been an inspiration and an outstanding tool for engaging our stakeholders in the work towards a sustainable sporting environment that accepts, encourages, and appreciates the full involvement of women and girls

in sport at all levels and in all functions and roles. The variety and number of organisations engaged in this work is remarkable, and the number continues to grow.

Twenty years marks a point in the history of the Brighton Declaration, where we can and must review the implementation of this document. The 'From Brighton to Helsinki' IWG Progress Report provides examples of initiatives that have been undertaken by Brighton Declaration signatories and Catalyst-subscribers to empower women. In spite of these efforts, the latest data shows that in some areas progress has been limited. The IWG Progress Report offers a chance to evaluate the measures already taken and sheds light on the new goals and actions that we must adopt in order to take further steps toward our mission: 'Empowering women – advancing sport'.

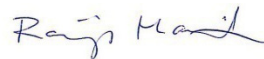
On behalf of the International Working Group on Women and Sport (IWG) I would like to express my gratitude to Dr. Kari Fasting from the Norwegian School of Sport Sciences for accepting the task of leading this research project. I would also like to thank the other invited experts of the project group for their valuable contributions: Mr. Trond

Svela Sand from the Norwegian School of Sport Sciences, Dr. Elizabeth Pike from the University of Chichester and Mr. Jordan Matthews from the University of Chichester. We remain grateful for the help we have received from the Juntendo University in Japan.

The IWG Progress Report partners offered us support that enabled this research. I would like to thank the Finnish Ministry of Education and Culture; the Norwegian Ministry of Culture; Women Sport International (WSI); Norwegian School of Sport Sciences (NIH); the Anita White Foundation (AWF); the University of Chichester, UK; Valo, Finnish Sports Confederation; Juntendo University, Japan; World Village of Women Sport AB, Sweden and Jane and Aatos Erkko Foundation, Finland for their support at all stages of the research. We could not have done it without them.

I would especially like to take this opportunity to thank all the organisations that took part in the research. Your motivation to participate demonstrates the significance of the Brighton Declaration for Women and Sport and your commitment to continue on this path towards positive change. I encourage all of you to continue drawing inspira-

tion from the Brighton Declaration and use the results of the 'From Brighton to Helsinki' IWG Progress Report. A significant amount of valuable work has been done, but more work is required, before we can say that we have reached a sporting world that treats women and men, girls and boys equally – all the way from grassroots organisations to the very top of sports governing bodies.



Raija Mattila

Co-Chair 2010 – 2014

The International Working Group on Women and Sport (IWG)

Executive summary

This progress report marks the 20th anniversary of the Brighton Conference, and aims to be a source of inspiration for policy and decision-makers who are working to advance the status of, and opportunities for, girls and women in sport. The report contains the summary of a content analysis of each of the individual progress reports from 1994 – 2010, along with a cumulative analysis of the progress made world-wide in women and sport organisations between the years 1994 – 2010. The rest of the report contains the results from a study covering the global progress made within the women and sport movement from 2006 – 2014. This study is based around the principles of the Brighton Declaration, and data was gathered by the use of Questback, an online tool for the administration of questionnaires, which was followed by gathering case studies through e-mails. The material was provided by 326 organisations which had either signed the Brighton Declaration and/or subscribed to the IWG's virtual network: 'Catalyst – subscribers'. Twenty two questions were asked to measure the implementation of the different principles in the Brighton Declaration. The organisations were asked first if they had taken any action in a particular area, and if so, a follow-up question was provided in which they were asked to describe the actions that they had taken.

The participating organisations were also divided according to which continents (International, Africa, Asia, Europe, Americas, Oceania) they belong, and what kind of organisation they represented (Women and Sport Organisations, International & Continental Sport Organisations, NOCs, NPCs & National Confederations of Sports, National & Regional Sport Federations, Governmental Organisations, Universities & Academic Organisations). The results revealed that the organisations that had been most active in promoting gender equality for women in sport represent different types of organisations on different continents. With respect to the continents we find that organisations in Asia and Africa have been most active in implementing the Brighton Declaration and Europe the least. Africa and Asia had the highest proportion of Women and Sport Organisations, and these types of organisations also have the highest average in actions taken to promote gender equality in sports. The high scores from Africa and Asia may be explained by the fact that on these continents the work for women and sport is often organised in women's sport committees.

For 9 of the 22 areas we investigated, more than 50% of the organisations provided a positive answer, but for the other 13 types of actions less than

50% have been active in implementing some of the principles laid down in the Brighton Declaration. Most organisations have taken action to increase the number of physically active women, exercising women, and/or female athletes. The next highest number of actions are related to: the inclusion of gender equality issues in educational and/or training material/programmes, actions taken to increase the public's knowledge and understanding about women's sport and/or exercise, support for female elite-level athletes and ensuring that the opportunities for girls (<18 years) are equal to those for boys to develop physical fitness and/or basic sport skills.

The areas where fewest actions have been taken are in relation to: child-care provisions; support to retiring female athletes; to girl's and women's safety, particularly the prevention of eating disorders and the protection against sport and/or exercise injuries; to the development of policies and programmes to recruit/retain/enhance female sports leaders, particularly coaches and referees, game officials, judges, and/or umpires.

Looking back over the last 20 years we can conclude that a lot of progress has been made concerning women and sport. It is very difficult to

measure the direct impact of the Brighton Declaration on all the programmes and activities that have taken place over the last 8 years, but there is no doubt that it has inspired many organisations.

Based on the results it is recommended that the following topics/areas are given priority in the years to come:

1. The development of child-care provision for people involved in sport in different roles and at different arenas
2. The development of programmes to support the retirement of female elite level athletes
3. The development of preventive measures which ensure that sport and exercise is a safe arena for girls and women, particular in relation to
 - a. Prevention of sexual harassment and abuse
 - b. Prevention of eating disorders
 - c. Prevention of injuries
4. Emphasising increased female leadership in different sporting roles such as
 - a. Refereeing
 - b. Coaching
 - c. Decision-making

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1. Introduction and Background

Let us hope that in ten or twenty years' time at the third, fourth or fifth conferences of this type after Brighton, that delegates (perhaps even some of us) will look back and identify that this was the Conference that agreed that collective and global change was necessary and it was here that the process began.ⁱ

In May 1994 the 'Women, Sport and the Challenge of Change' conference took place in Brighton, England, organised and hosted by the former British Sports

Council and supported by the International Olympic Committee (IOC). The Brighton Conference brought together approximately 280 delegates from over 80 countries to address how to accelerate women's participation and involvement in sport.

The outcome of the conference was an 'International Strategy for Women and Sport'. Included within this Strategy was the formation of the International Working Group on Women and Sport (IWG) and the landmark 'Brighton Declaration on Women and Sport' (Appendix 1). The Declaration sets forth ten essential principles considered to be central to the development of a sporting culture that enables and values the full involvement of women in every aspect of sport. Since 1994, the Declaration has amassed 415 signatories and continues to function as the guiding force of the IWG. Becoming a signatory of the Declaration is seen as a means for affirming one's commitment to equality in sport.

Since the Brighton Conference, the IWG Secretariat has rotated on a quadrennial basis. Each IWG Secretariat has overseen the organisation of a World Conference on Women and Sport, produced a report of recorded progress for women and sport, and constructed a legacy. Table 1 pro-



The Logo from the Brighton Conference in 1994

vides an overview of the location of the conferences and their legacies.

women and sport movement from 2006 to 2014. The study was based around the principles of the

Table 1. The location of IWG conferences with the title of their legacies

Conference	Year	Legacy
Brighton, UK	1994	The Brighton Declaration on Women and Sport
Windhoek, Namibia	1998	The Windhoek Call for Action
Montreal, Canada	2002	The Montreal Toolkit
Kumamoto, Japan	2006	The Kumamoto Commitment to Collaboration
Sydney, Australia	2010	The Sydney Scoreboard

This progress report marks the 20th anniversary of the Brighton Conference and serves as a historical portrait of recorded global developments in the women and sport movement from 1994 to the present day. The report aims to be a source of inspiration for policy and decision-makers worldwide who are working to advance the status of, and opportunities for, girls and women in sport.

A preparatory report, 'Analysis and Review of International Working Group on Women and Sport Progress Reports 1994 – 2010', has been produced by the Anita White Foundation at the University of Chichester on behalf of the IWG.ⁱⁱ This presents a content analysis of each of the four individual quadrennial progress reports; published in 1998 (Brighton to Windhoek), 2002 (Windhoek to Montreal), 2006 (Montreal to Kumamoto) and 2010 (Kumamoto to Sydney). In addition, there is a cumulative analysis of the progress made world-wide in women and sport organisations between the years 1994 – 2010. The main results from this preparatory report are presented at the end of this chapter.

The rest of this report contains the results from a study covering the global progress made within the

Brighton Declaration and has been conducted by an international team of researchers from the Norwegian School of Sport Sciences and the University of Chichester. A description of the empirical study and its methodology is presented in chapter 2. Chapter 3 presents results concerning the development of participation of girls and women in exercise and sports, chapter 4 concerns female elite-level athletes, chapter 5 is about leadership, chapter 6 about resources, chapter 7 considers safety issues, chapter 8 discusses education and training, chapter 9 is about research and communication, chapter 10 about sharing good practice, and chapter 11 contains a summary and some conclusions and recommendations.

IWG Progress 1994-2010

Prior to the 1994 conference, the most well-documented developments and lobbying for women and sport had been in countries in North-Western Europe and North America, as well as in Australia and New Zealand. By the early 1990s, women (and some men) from these countries recognised a need to internationalise their understanding of issues related to women and sport, and the Brighton Conference provided an ideal platform. One

of the aims of the IWG has been to monitor the progress made in advancing the status of women in sport. This has been achieved through the presentation of four progress reports.

In order to celebrate twenty years since the Brighton Conference, the IWG commissioned the first ever analysis of these four quadrennial progress reports. This report provides an analysis of the nature and scope of recorded activities and progress submitted to the IWG in this period.ⁱⁱⁱ In total, there are reports from 341 governmental and non-governmental groups and organisations. Each report contains particularly detailed information on the progress that had been made in the region hosting the IWG secretariat. As Latin America is the only region of the world not to have hosted an IWG Secretariat or Conference, this means that, to date, relatively little is known about activities and progress in this region.

The overall trend in the 1994 to 2010 period indicates a high number of signatories of the Brighton Declaration in the years immediately following the 1994 Conference, with the number of new signatories decreasing in more recent years. In addition, there is a decrease in the number of countries, organisations and groups who have signed the Brighton Declaration and also provided information for the later progress reports.

The Brighton Declaration was a resource for women and sport groups to use to lever change. By the time of the Brighton to Windhoek progress report (1998), 217 governments, sports councils and ministries, and sports federations and organisations had become Brighton Declaration signatories. This included the *Caribbean and Commonwealth Heads of Government*, the *European*

Ministers of Sport, and the *Supreme Council for Sport in Africa* as well as organisations such as the *International Olympic and Paralympic Committees* and the *Commonwealth Games Federation*. Some organisations did not only sign the Brighton Declaration but also adapted it to be culturally appropriate to their region. For example, in New Zealand it was used as a base for the development of the 'Winning Women' Charter, while in Asia it was amended to become the 'Manila Declaration' to respect local cultural issues. There was also successful lobbying by a range of women and sport groups to ensure that there were references to sport and physical activity in the Platform for Action which was recommended to all governments following the 'United Nations Fourth World Conference on Women' in Beijing, China, in 1996. This meant that 'for the first time, sport was on the women's agenda at the highest level' (p. 3).^{iv}

The Brighton to Windhoek progress report (1998) outlined concerns that the early successes should not lose momentum, and that new groups should be encouraged to adopt the Brighton Declaration, set targets, and create action plans. The legacy of the second World Conference in 1998 was the 'Windhoek Call for Action' to ensure there was to be 'action and not just words' (p. 47).^v The Call for Action aimed to build from the Brighton Declaration and develop the links to relevant international activities such as the UN Beijing Platform for Action to progress awareness of the importance of sport in the advancement of girls and women.

The Windhoek to Montreal progress report (2002) contains a large number of reports of the activities of African countries, including those which had become signatories of the Brighton Declaration.

This period also witnessed ‘significant development of the women and sport movement in South America and Asia in the last four years’ (p. 128).^{vi} For example, there was the establishment of the *Arab Women and Sport Association (SAAW)*, the *African Women in Sport Association (AWISA)*, the *Pan-American Sports Organisation (PASO)*, the *Women and Sport Working Committee*, the *Oceania Women and Sport Commission (OWSC)*, and the *Asian Women in Sport Group (AWG)*. Oceania was the last continent to have a formalised women and sport group but, following the formation of the OWSC, there was an increase in the number of Oceanic countries reporting to the IWG, with a total of 17 by 2006. The AWG subsequently staged three major conferences in Japan (2001), Qatar (2003), and Yemen (2005). The Windhoek to Montreal report warned ‘with the proliferation of committees and organisations at the national level, there is a danger of duplication, increasing the importance of working cooperatively together’ (p. 128).^{vii} This informed the legacy of the fourth World Conference in Kumamoto – the Commitment to Collaboration.

The Montreal to Kumamoto progress report (2006) included a survey undertaken by *Japan Women and Sport (JWS)* acknowledging that work was being undertaken but was not being reported to the IWG. In particular, it was unclear what work was taking place in Latin America. To enhance understanding of global progress for women and sport, the IWG Secretariat developed a new website and e-newsletter after 2006. However, some organisations have communicated to the IWG their own work and also the progress being made in partner organisations. For example, in the Montreal to Kumamoto progress report AWISA provided evidence that both Somalia and Sudan had Women



The first four co-chairs of IWG (from left to right): Sue Neill (Canada, 1998 – 2006), Pendukeni Ithana (Namibia, 1994 – 2002), Anita White (UK, 1994 – 1998), and Etsuko Ogasawara (Japan, 1998 – 2006)

in Sport Associations, although these countries did not provide this information directly.^{viii} The survey by JWS also outlined work being undertaken in Bangladesh and Laos. The ‘Montreal to Kumamoto’ progress report includes information on organisations which had made progress for women and sport, regardless of whether these organisations were signatories of the Brighton Declaration. Indeed, the report contains information on activities in more organisations which were not signatories of the Brighton Declaration than those which had signed the Declaration. For example, the *International Association Football Federation (FIFA)* and the *International Cricket Council (ICC)* had not signed the Brighton Declaration but their activities are included in the ‘Montreal to Kumamoto progress report’. FIFA had increased financial support to women’s football after the Women’s World Cup in China in 2003 and had also overseen the development of a number of projects and programmes for referees, girls, and greater media awareness of famous female footballers. The ICC had re-

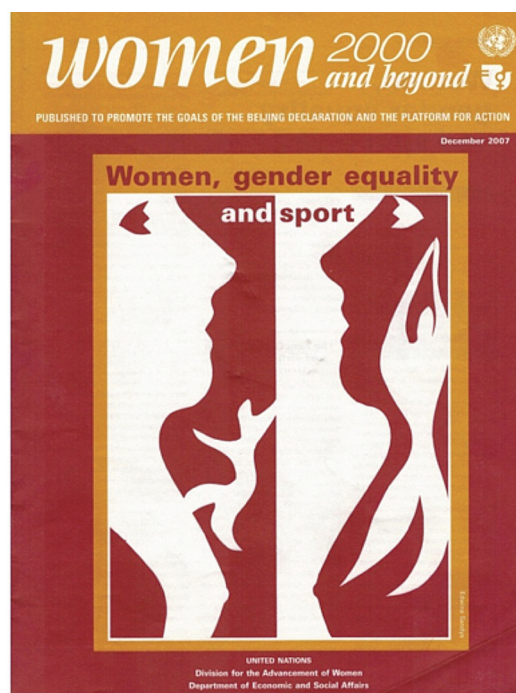


All the participants at the end of the conference in Sydney. Raija Mattila, the new co-chair (Finland, 2010 – 2014) of IWG in the middle together with co-chair Johanna Adriaanse, (Australia, 2006 – 2014)

cently taken over control of women’s cricket and had already established a Women’s Committee and appointed a Women’s Project Officer. The breadth and diversity of women and sport actions informed the legacy of the fourth World Conference in Kumamoto; the ‘Commitment to Collaboration’ – a symbol with the message that, ‘In order to realise gender equality in and through sport, we commit to building a network for close collaboration with relevant agencies and individuals.’

The Kumamoto to Sydney progress report (2010) was significantly different from the three previous reports in that it took the form of a brochure of examples of good practice, rather than a comprehensive detailed record of worldwide action and progress.^{ix} The number of reports on groups and organisations is lower in this report than the previous progress reports. For example, in the 2006 report, information and evidence is provided from 14 Oceanic countries, whereas in the

2010 report there is evidence from only 4 Oceanic countries. During the period covered by this report (2006 – 2010), the *United Nations Division for the Advancement of Women (UNDAW)* pub-



lished 'Women 2000 and Beyond: Women, Gender Equality and Sport'.^x

This was the culmination of many years of lobbying by a number of women and sport groups, including the *IWG* and *WomenSport International (WSI)*. This document confirmed that the *United Nations* officially recognised that 'the participation of women and girls in sport challenges gender stereotypes and discrimination, and can therefore be a vehicle to promote gender equality and the empowerment of women and girls' (p. 3).^{xi} However, leadership still remained an issue for women

and girls in sport globally. The legacy of the fifth World Conference in Sydney was the 'Sydney Scoreboard', an interactive online tool to assess progress in women's sport leadership.

Since the Sydney IWG Secretariat, information about global progress for women and sport, as well as international connections and networking, have been facilitated by the growth of social media and the production of the *Catalyst* newsletter. However, in reviewing the information presented in the progress reports, the IWG has acknowledged that 'Inevitably, some gaps still remain, and it has not been possible to verify the accuracy of the reporting. In some cases achievements may have been exaggerated, while in other cases they may have been too modest' (p. ix).^{xii} As there had not been comprehensive research on progress since the 2006 report, the 2014 Progress Report involved data collection, and presents information, on progress from 2006 to 2014 (rather than just the four-year period of the IWG Secretariat from 2010-2014).



Finland takes over the secretariat of IWG in Sydney in 2010: Co-chair Johanna Andriaanse (Australia, 2006 – 2014) gives the flag to the new co-chair Rajja Mattila (Finland, 2010 – 2014)

2. Methodology

The purpose of this project was to collate and analyse information on some of the developments for women and sport which took place between 2006 and 2014. Our main source was a questionnaire, which was followed by gathering case studies via e-mail correspondence. The questionnaire was sent to representatives of the organisations listed below, who were asked to submit information on behalf of their respective organisation:

- Signatories of the Brighton Declaration on Women and Sport ('BD-signatories' n=290)
- Organisations listed in the previous progress reports that have not signed the Brighton Declaration ('Non-BD organisations' n=52)
- Subscribers of the IWG's virtual network ('Catalyst-subscribers' n=4542)

Data was gathered by the use of Questback, an online tool for the administration of questionnaires. All three groups received a standardised e-mail invitation with two follow-up e-mails sent to all non-responders. In addition, after the second

reminder, personalised e-mails were sent to any BD-signatories who had not responded. The following response rates were registered after access to the online questionnaires was closed: 91 BD-signatories (31% response rate)¹, 15 Non-BD organisations (29% response rate), and 401 Catalyst-subscribers (9% response rate).² A merged file of the three samples resulted in a final data file consisting of 326 responses in total. See Appendix 2 for further description of the methodology. Organisations describing interesting examples of their work were contacted by e-mail and asked to contribute more detailed information so that these could be incorporated as examples of good practice in the progress report. In total 55 organisations providing 78 examples were contacted, of which 54% provided further information.

The questionnaire was comprised of 24 main questions that were based around the principles of the Brighton Declaration on Women and Sport. Almost all were formulated in a standardised framework with 'Has your organisation taken any actions since 2006 to...' followed by the topic the

¹ 23 responses from Catalyst-subscribers were recognised as answers on behalf of BD-signatories. Furthermore, 4 responses were removed due to insufficient answers. Hence, there were 110 responses from BD-signatories altogether. See Appendix 2 for further details.

² All percentages presented in text, tables and figures in this report are rounded to the nearest whole number.

question wanted to address. The respondents were given the three options ‘Yes’, ‘No’, and ‘I don’t know’. If the respondents answered ‘Yes’ they received a follow-up question which asked ‘Please describe the actions you have taken’, whereas those who answered ‘No’ were asked ‘Please can you explain why not?’ In addition, the respondents were also asked two open-ended questions to indicate 1) in what areas did they think there has been the most progress for women and sport in the past 20 years, and 2) what did they think is the most important issue for women and sport and/or exercise today.

The organisations represented in the report have been divided into geographical location (by continent³), and into what type of organisations they represent (see Appendix 3 and 4). In presenting the results analyses have been carried out to look at similarities and differences between the different continents and the different type of or-

ganisations. Table 2 shows that the responses from Europe constitute the greatest proportion of responses at 41%; more than twice as many as international organisations (17%) which are the second largest group. The smallest numbers of responses were from Asia and Africa both with 9% of the responses. Among the BD-signatories the greatest number of answers was also from Europe with the fewest from Oceania. A comparison of the answers from the BD-signatories and the Catalyst-subscribers,⁴ taking into consideration geographical location, indicated no major differences. The largest relative difference is found for Oceania which constitutes 5% of the BD-signatories and 16% of the Catalyst-subscribers.

Table 3 demonstrates that nearly one out of four responses was from National sport federations, whereas only 8 % are from governmental organisations. The National and Regional Sport Federations are also the largest category both among

Table 2. Distribution of the respondents with respect to continent among BD-signatories and Catalyst-subscribers⁵

Continent	BD-signatories n (%)	Catalyst-subscribers n (%)	Total n (%)
Europe	42 (38)	90 (42)	132 (41)
International	27 (25)	27 (13)	54 (17)
Americas	13 (12)	29 (13)	42 (13)
Oceania	5 (5)	35 (16)	40 (12)
Asia	14 (13)	16 (7)	30 (9)
Africa	9 (8)	19 (9)	28 (9)
Total	110 (100)	216 (100)	326 (100)

³ Organisations that have a global approach in their work have been placed in the category ‘International’.

⁴ ‘Non-BD organisations’ are included in the ‘Catalyst-subscribers’.

⁵ In doing cross table analysis the number becomes very small in the different cells in the tables. Due to this we have presented the results of BD –signatories and Catalyst-subscribers together in the rest of the report.

the BD-signatories and the Catalyst-subscribers. The governmental organisations accounts for the smallest group among the Catalyst-subscribers, while the Universities and Academic institutions account for only one percent among the BD-signatories. Table 3 illustrates that there were more responses from the National & Regional Sport Federations and the NOCs, NPCs & Confederations of Sports among the Brighton Signatories than among the Catalyst Subscribers.

the National & Regional Sport Federations. The largest group of respondents in Asia and Africa is Women and Sport Organisations at 30% and 36% respectively, which is three to four times higher than in Europe, the Americas and Oceania. Lastly, one can see that Europe has a high share (15%) of Governmental Organisations compared to the five other groups, with no responses for Asia in this group.

Table 3. Distribution of respondents with respect to organisational type among BD signatories and Catalyst-subscribers

Organisational type	BD-Signatories n (%)	Catalyst-subscribers n (%)	Total n (%)
Women and Sport Organisations	17 (16)	27 (13)	44 (14)
International & Continental Sport Organisations	30 (27)	21 (10)	51 (16)
NOCs, NPCs & National Confederations of Sport	28 (26)	18 (8)	46 (14)
National & Regional Sport Federations	25 (23)	54 (25)	79 (24)
Governmental Organisations	8 (7)	18 (8)	26 (8)
Universities & Academic Organisations	1 (1)	36 (17)	37 (11)
Other ⁶	1 (1)	40 (19)	41 (13)
Total	110 (100)	216 (100)	326 (100)

Table 4 gives an overview of the distributions of responses across continents and organisational types. Unsurprisingly, the international responses are dominated by International and Continental Sport Organisations at 69%. In Europe, the Americas and Oceania the largest response group was

In interpreting our results it is important to acknowledge that the organisations that took part in our study are not representative of all sport organisations worldwide. This means that when we write about differences between the continents and type of organisations, we cannot know if the results

⁶ The 'other'-category is not included in further analyses of differences between the organisational types.

Table 4. Distribution of respondents across continents and organisational type (Percentages)

Organisational Type	Europe	International	Americas	Oceania	Asia	Africa	Total
National & Regional Sport Federations	29	0	29	45	17	21	24
International & Continental Sport Organisations	7	69	5	3	3	4	16
NOCs, NPCs & National Conf. of Sports	21	0	12	8	20	18	14
Women and Sport Organisations	8	15	12	10	30	36	14
Universities & Academic Organisations	11	6	19	10	17	7	11
Governmental Organisations	15	0	5	8	0	4	8
Other	10	11	19	18	13	11	13
Total	100	100	100	100	100	100	100

would have been the same if we had had a representative sample of all the sport organisations in the world. What we can do is to say something about those organisations that have answered our questionnaire which all have some connection to the IWG, either as Brighton Declaration Signatories or as Catalyst subscribers. Although we are very pleased with the responses that we did receive, we do not know how representative these organisations are of all the Brighton Declaration

Signatories and Catalyst subscribers. This is important to have in mind when you read the report. It is logical to assume that there is an overrepresentation of organisations in our study that have been active in implementing the principles in the Brighton Declaration. The value of the report however is that it gives us a worldwide picture of what has happened over the last years in relation to developing sport so that it becomes a better, safer and more interesting place for girls and women.

3. Developing participation in sport and exercise for girls and women

There are many reasons for girls and women to participate in sports, not only from a health perspective, but also from an individual and societal perspective. Sport is said to influence personal and social competencies such as self-confidence, self-discipline, body-awareness, playing within the rules, fairness, dealing with emotions, learning mutual respect, winning, losing, teamwork and com-

munication skills. Sport may also help to promote broader gender objectives such as human rights awareness and empowerment. Sport can give women access to public spaces where they can congregate, develop new skills, gain support from others and enjoy the freedom of expression and movement. Sport may also promote education, negotiation and leadership skills which are cen-

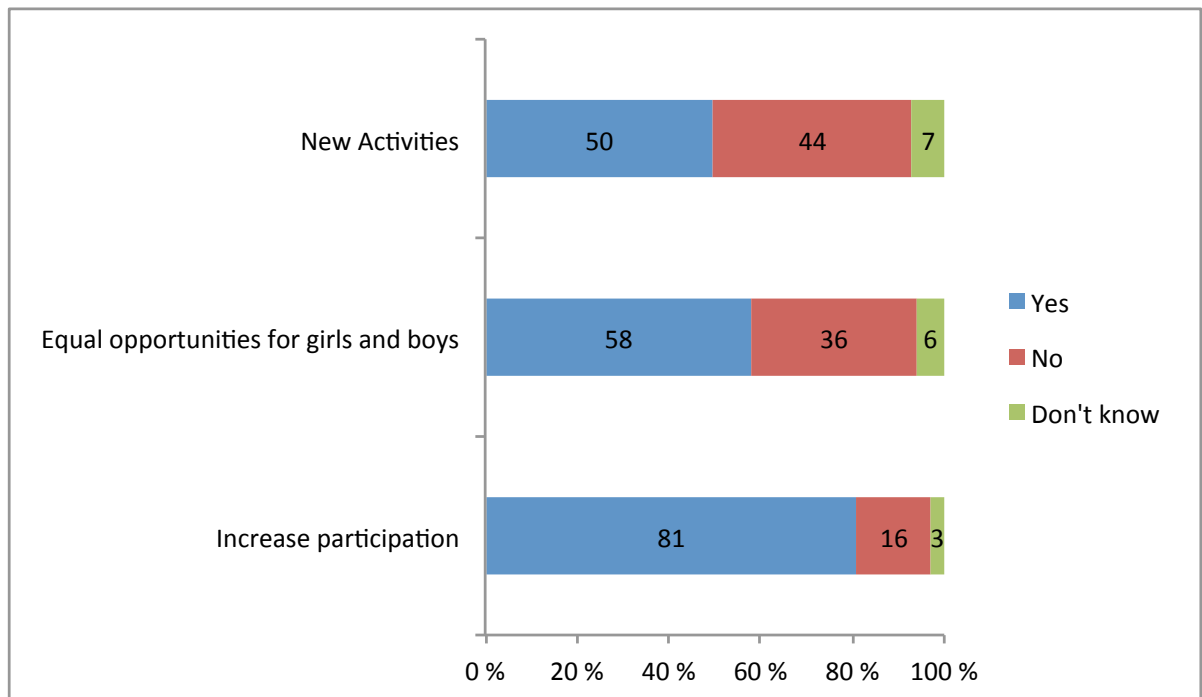


Figure 1. Actions taken to develop active participation of girls and women in physical activity, exercise, and sport (Percentages)

Table 5. Actions taken to develop active participation of girls and women in physical activity, exercise, and sport (Distribution across continents – Percentages)

Continent	New activities	Equal opportunities	Increase participation
International	52	60	81
Europe	42	52	75
Americas	45	45	76
Oceania	56	63	90
Asia	57	77	93
Africa	70	78	93
Total	50	58	81

tral to women’s empowerment. Sport can be especially important for girls, who often have fewer opportunities than boys for social interaction outside the home and beyond family structures.^{xiii} It is therefore not surprising that one of the Brighton Principles is developing participation. With the exception of the Nordic countries, women participate less than men in exercise and sport, and in some countries the gender gap is very large. In competitive sport women all over the world compete less than men. The participants were asked three questions to indicate developments in the participation of girls and women in exercise and sport: if their organisation had taken any actions since 2006 to increase the number of physically active women, exercising women, and/or female athletes; if they had taken actions since 2006 to provide sport and/or exercise activities that were not previously available to women, and if the organisation had taken any actions since 2006 to ensure that the opportunities for girls are equal to those for boys to develop physical fitness and/or basic sport skills. Figure 1 shows that as many as 81% (n=258) of the organisations state that they have taken actions since 2006 to increase the

number of active participants in physical activities, exercise and sport among girls and women, 58% (n=186) indicate that they have taken actions to ensure that the opportunities for girls are equal to those for boys and 50% (n=159) have provided activities that previously were not available to women.

Table 5 shows the different actions taken to get more girls and women active in sport on the different continents. There is no major difference between the continents in the actions taken to increase participation. For the two other types of actions the percentages vary between 78 and 45 (equal opportunities) and between 70 and 42 (new activities). Africa and Asia stand out as the two continents in which organisations have taken the most actions to develop girls’ and women’s participation in sports, while the Americas and Europe have the fewest.

The findings indicate that more actions have been taken to increase participation than to establish new activities or equal opportunities for girls across all types of organisations. This is shown in Table

6. There are some variations between the different organisational types. Governmental Organisations have taken the most actions concerning 'increasing participation' and 'equal opportunities'. The NOCs, NPCs & National Confederations of Sports have taken the fewest actions for both 'new activities' and 'equal opportunities'. The largest difference is found for the actions taken to increase equal opportunities for girls, from 81% among Governmental Organisations to 50% among the NOCs, NPCs & National Confederations of Sports. When considering all three types of actions together, the findings suggest that the Governmental and the Women and Sport Organisations have taken the most actions and the NOCs, NPCs & National Confederations of Sports the fewest.

Table 6. Actions taken to develop active participation of girls and women in physical activity, exercise, and sport (Distribution across organisational type – Percentages)

Organisational type	New activities	Equal opportunities	Increasing participation
Women and Sport Organisations	61	65	87
International & Continental Sport Organisations	48	55	83
NOCs, NPCs & National Confederations of Sports	39	50	78
National & Regional Sport Federations	52	60	79
Governmental Organisations	50	81	92

Increasing participation

The *Indonesian Women's Sport Association's (PERWOSI)* Central Office in Jakarta has an annual programme for Exercise and a Healthy Walk of 5 kilometres. Celebrating the *PERWOSI* anniversary has an important impact on women. Women will gather from villages and the committee gives them free transportation and accommodation to be able to join the celebration. Women in Indonesia come from different backgrounds with varied levels of income. To motivate them to do sport, we encourage them to exercise. Walking is a simple sport but very meaningful. The reason why we do this is that they do not need special tools or expensive sport equipment. We say it is sport with zero cost. Although quite a lot of women in big cities are doing other sports such as golf and tennis, others are unable to do that because they do not have enough money to buy the equipment. Our aim is to create 'healthy sport with healthy cost' for women. The lessons learned so far are that this activity happens constantly, in the provinces and the villages. Healthy walking and exercises become routine activities in their own area/districts, not just at the anniversary, but also in other events and in their daily life.



3800 participants at the Exercise and a Healthy Walk of 5 kilometres in Surabaya, East Java

The *Australian Women's Sport and Recreation Association (AWRA)* identified the following key areas to increase the participation of women and girls in sport and physical activity:

- Prioritising female participation in all aspects of sport and active recreation.
- Increasing women's participation in leadership roles.
- Addressing the barriers girls and women face in sport and physical activity.
- Increasing media coverage of the activities and achievements of female athletes.

Statistics and issues within these areas were reviewed leading to 20 proposed actions/solutions to help develop our vision of a strong and healthy Australian culture and lobby the Australian Government, which resulted in funding for a part-time Executive Officer. The ensuing Charter for Active Australian Women is distributed at conferences, seminars and meetings to inform people about *AWRA* and suggest what others can do to advance opportunities for girls and women in sport and physical activity.

The actions that organisations had taken to increase participation included the provision of: 'Greater access/opportunities' (61%), 'Conferences and workshops' (11%) and 'Research and publications' (10%). An example of 'Greater access/opportunities' is the *Jyväskylä Fight Club* in Finland which created a women-only Brazilian Jiu Jitsu training group in 2009 called *Fight Like a Girl Club*. This was established in order to attract female participants who may not feel comfortable in joining the regular male-dominated martial art training at the club. One example of 'Conferences and workshops' is the *International Basketball Federation (FIBA)* which, during the 2010 world championship, arranged the 1st Conference on Women's Basketball with topics including the promotion of the sport and how to encourage young

women to take up basketball and continue playing basketball. As an example of 'Research and publications' in 2013, *Sport & Citizenship* published the report 'Women, sport and media coverage in Europe' which was linked to a public conference with the aim to explore the link between the underrepresentation of women's sport in the media and the low rates of participation in sport by women.

Figure 1 illustrates that 16% of respondents answered that they had not taken any actions to increase the participation of girls and women. Of these, almost half (48%) indicate 'No need to', whereas 32% stated it was 'Not their remit'. An example of the former is 'There is no real need to do this as we have nearly as many women active or competing as men.'

Equal opportunities for girls and boys

The *International Federation of Associated Wrestling Styles (FILA)* Centre is in Thies, Senegal and is now one of 5 centres approved by *FILA* to offer regular training and development opportunities for coaches and athletes involved in wrestling. Senegal is of strategic importance due to its strong link with traditional wrestling. Other centres around the world are in Qatar, Brazil, Palau and Bulgaria. We are now expanding this programme due to high demand. Several of our athletes who have trained in our centres have gone on to represent their countries at the Olympic Games. As you may be aware, *FILA* have changed its Olympic categories and allocation to allow for more weight classes for women's wrestling. This has been in part due to the large growth and interest in women's wrestling worldwide. *FILA* is currently rolling out new Development Programmes and, together with our Women and Sport Commission, we are developing targeted programmes for female wrestling which include coaching/refereeing courses for women only.

The majority of the answers to the question regarding equal opportunities for girls demonstrated the provision of 'More opportunities' (38%), followed by 'Equality' (20%) and 'Education' (16%). One example of 'More opportunities' is given by the *Israel National Project to promote Women in Sport*. The idea is to give girls the same opportunity as boys, and 80 million NIS (around 20 million US \$) has been allocated for 8 years to this project, with most of the money dedicated to junior activities. While the actions are giving girls equal opportunities, according to the project the main challenge is that a lot of girls still do not want to participate. Under the category of 'Equality', is *Right to Play's* practice of preserving a 50-50 gender balance in participation in their play and

sport activities, and constructing special changing rooms for girls in schools. An example from the category 'Education' is the *International Archery Federation (FITA)* which requires youth development programmes to have female participants in order to secure funding.

Of the respondents to this question, 44% answered that they had not taken any actions to provide equal opportunities for girls and boys. More than half (52%) of the answers indicated that this was 'Not their remit', and 26% stated that there was 'No need to' with a typical answer that: 'the opportunities for girls are the same as for boys'. The third largest group of no-answers (11%) was 'Not considered'.

New activities

When the *Cricket Association of the Blind Nepal (CAB)* introduced blind cricket in 2006, it was mostly boys who were playing with girls spectating. The main reasons for this are firstly that girls are not allowed by their parents and teachers to go to the cricket ground, and secondly the girls also need to be convinced to attend. In many cases parents also ask for economic incentives to send their daughters to play. The safety and security of these blind female cricketers have been identified as the most serious challenges preventing blind girls from playing cricket. After members of *CAB* travelled to many schools and colleges, and met parents of blind girls, some schools and colleges in Pokhara allowed blind girls to play cricket. Initially there were approximately 35 girls who played cricket but the number has extended to more than 150 players from all 13 Districts of the country. There are regional Associations and clubs in different parts of the country, and a separate Women's Cricket Committee with full rights to design and implement events. This Committee is also providing opportunities for more girls to progress into leadership. *CAB Nepal* is an affiliated member of the World Blind Cricket Council which involves ten other member countries. *CAB Nepal* was the first to involve blind girls in cricket activities. They have been successful in organising six national tournaments for girls. They have also enabled blind girls to play in the world cup with Rupa Balal and Bhagwati Bhattarai playing in the 2012 blind cricket world cup in India. In recognition of their inclusion of blind girls in cricket activities, *CAB Nepal* was nominated in the international Beyond Sports Award 2013 and the 'International Peace and Sports Award 2013' and they also received a national sports award in 2013.



Chitwan B2 player Mankesheri Chaudhary batting

The actions taken to provide sport activities that were not previously available to women include 'New sessions/activities' (40%), 'New structures' (19%), and 'Greater promotion/awareness' (17%). As an example of the first category, the *International Federation of Netball Associations (INFA)* works world-wide, and particularly in Africa and Asia, to introduce Netball to communities that have few sport and/or exercise activities for girls. Their 'Goal programme' and 'Netball Safaris' are examples of these programmes. With respect to establishing 'New structures' the *International Floorball Federation (IFF)* has taken action to require that all member-associations provide

a national championship for women. *California Women's Law Center* in the USA has promoted greater 'Awareness' by forcing school districts to add sports teams for girls at high schools.

More than one-third (Figure 1) of the responses to this question indicated that they had not taken any actions since 2006. Over half (52%) of those answers stated that there was 'No need to' followed by 'Not their remit' (22%) and 'Not considered' (10%). A typical example of a 'No need to' response was that 'Women take part in sports on equal terms as men and can take part in the same activities as men.'

4. Female elite-level athletes

There are significant differences between women and men in relation to participation in competitive sport, and in most sports this gap seems to increase with performance level. According to The Brighton Declaration, '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' (principle 5b). We therefore asked the organisations if they had taken any actions since 2006 to support female elite-level athletes. There are also important issues related to what happens to elite-level athletes when their sporting career is over. The organisations were therefore also asked if they had taken any actions since 2006 to support female elite-level athletes when they retire. Figure 2 show that only 29% (n=93) of the organisations

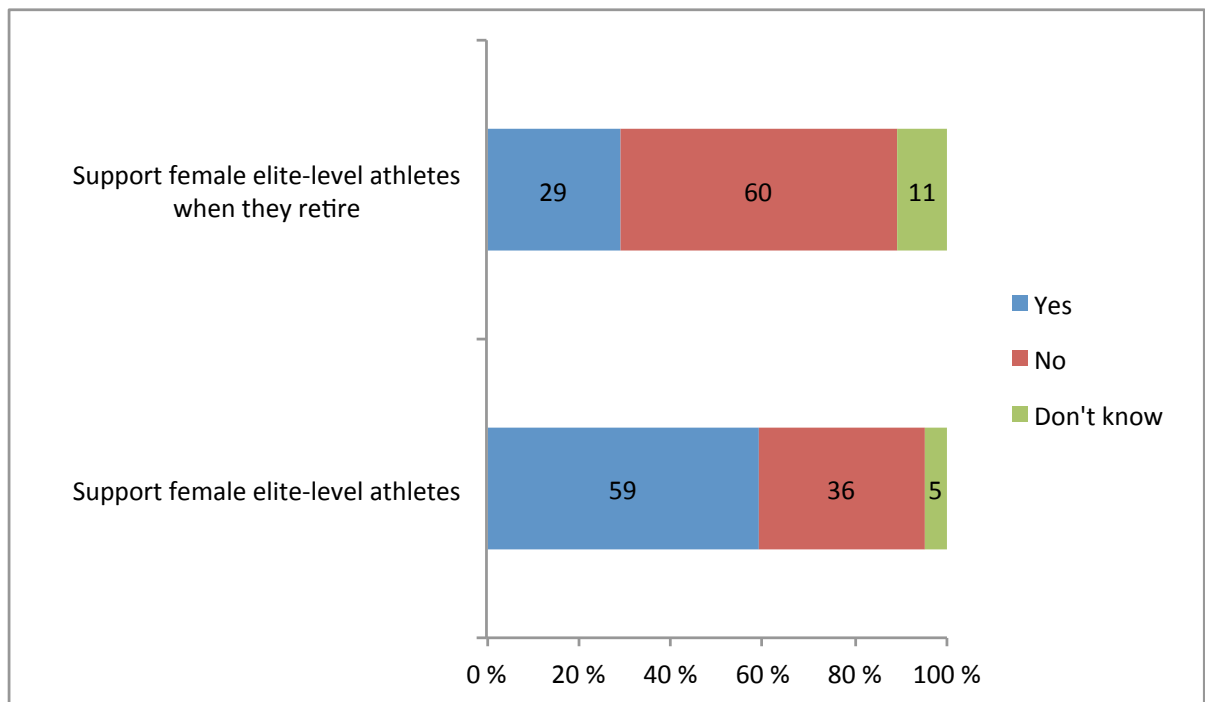


Figure 2. Actions taken to support female elite-level athletes during and after their career (Percentages)

have taken any actions to support retiring elite-level athletes whereas twice as many have supported elite level athletes while they still are actively competing (n=189).

Further analysis revealed that there were no major differences between the continents in relation

to the actions taken, except that the organisations in Europe have given less support than the other continents (Table 7). No major difference is found across organisational types when it comes to support of female elite-level athletes (see Table 8)

Table 7. Actions taken to support female elite-level athletes during and after their career (Distribution across continents - Percentages)

Continent	Support retiring female elite-level athletes	Support female elite-level athletes
International	23	63
Europe	31	51
Americas	26	67
Oceania	37	67
Asia	23 ¹	63
Africa	30 ²	63
Total	29	59

¹n=7, ²n=8

Table 8. Actions taken to support female elite-level athletes during and after their career (Distribution across organisational type – Percentages)

Organisational type	Support retiring female elite-level athletes	Support female elite-level Athletes
Women and Sport Organisations	31	51
International & Continental Sport Organisations	24	63
NOCs, NPCs & National Confederations of Sports	28	63
National & Regional Sport Associations	36	60
Governmental Organisations	28 ¹	62
Universities & Academic Organisations	17 ²	54
Total	29	59

¹n=7, ²n=6

Actions taken to support female elite-level athletes

The *International Cyclist Union (UCI)* made prize money equal for all disciplines at World Championships for women and men. The World Championships are the top class events of the international calendar and include the disciplines of Road, Mountain Bike, Track, BMX, Para-cycling and Cyclo-cross. This is also the only event where the *UCI* pays the prize money. For the subsequent classes, prizes are paid by the local organiser. It is the *UCI* who sets the minimum prize money, and we do take into consideration the fact that many events around the world, especially in regions where cycling is not a traditional sport, struggle to find funding. We believe that, although equal prize money alone will not solve the problem of gender balance in sport, allowing women to be paid less than men is a strong negative statement. We believe this should be a gradual process, and we have seen in more progressive disciplines such as Mountain Biking, that organisers are willing to pay equal prize money regardless of *UCI* obligations. In the more traditional disciplines such as Road Cycling, it will take longer as the majority of events are not held together as in the other disciplines. That has to do with the lessons we've learned in this process: the athletes have more to lose if the *UCI* imposes equal prize money to all calendar events and some important ones drop out because they do not have enough funds to cope with the new regulation. We prefer to go step by step, class by class, setting a good example from top to bottom.

More detailed analysis of the answers revealed that a quarter of the actions concerned 'Financial support or assistance', 16% concerned 'Awareness' and 14% were related to 'Awards'. One example of 'Financial support or assistance' is the *Swedish Olympic Committee* and their 'Top and talent programme'. Athletes in this programme get the opportunity to use all their time and effort to try to be among the best in the world:

We add all that is needed on top of what the federations offer to the athletes. The outcome of this is more support to those athletes who do not have a strong position in the sponsor market (or in the priority of certain federations). In many sports this means more support from us to female athletes than to male athletes.

An example of 'Awareness' is the *Australian Sumo Federation* who explained that 'female athletes are featured on websites and Facebook sites with profiles and outstanding achievement recognition.' The *Association for International Sport for All (TAFISA)* is an example of 'Awards' as they have an annual conference on women and sport where they nominate the woman athlete and the woman coach of the year.

Figure 2 indicates that 36% of respondents answered no to this question, primarily stating that this was 'Not their remit' (61%). This was followed by a view that there was already 'Equality' (14%) and 'No need to' (11%). An example of 'Equality' is: 'At the elite-level, women receive the same opportunities, rewards, incentives, recognition, etc. as men in our sport.'

Actions taken to support retiring female elite-level athletes

The *Women's Sport Foundation (USA)* includes retired female athletes at every level – in its educational programming (i.e. role models in our 'GoGirlGo!'-curriculum), events, Speaker's Bureau, and in governance. Our goal is to give athletes opportunities to gain leadership skills by serving on our advisory committees as well as our Board of Directors. The president of the *Women's Sports Foundation* is always an athlete. Since 2006, Angela Ruggiero (ice hockey), Laila Ali (boxing), Jessica Mendoza (softball), Aimee Mullins (track & field) and Dominique Dawes (gymnastics) have served as president. More than 20 additional champion female athletes have served on the Board during that time.



Attendants at '40 For 40 Event, 40 Years of Title IX, 40 Women Who Have Made an Impact', at JW Marriott Hotel on June 21, 2012 in Washington, DC (left to right): Dr. Kristina Johnson, Julie Foudy, Lindsay Czarniak, Christine Brennan, Cynthia Breazeal, Jodi Gillette, Maria E. Brennan, Val Ackerman, Ann Cody, Beth Brooke, Dr. Sandra Magnus, Rear Adm. Sandra Stosz, Linda Mastandrea, Dr. Dot Richardson, Jill Vialet, Irma Garcia, Sue Enquist, Brig. Gen. Lori Reynolds, Kathryn Olson, and Laura Gentile.

The *Algerian Olympic Committee (COA)* has created a strategy and an action plan to promote women's participation in sports. This recognises that most athletes' sporting career does not last beyond their mid-30s and so they need a career plan that facilitates access to education in sports, and will help to ensure good results in sport and in education. There also is a new programme to improve living conditions and adaptation to a professional working life for retired athletes. The course is managed by the COA, the Solidarity Committee, the International Volleyball Federation (FIVB) and Algerian Volleyball Union (FAVB). Its objective was to give female former elite players the necessary expertise to improve themselves and to help female former players to become coaches and leaders in sport. The course has led to the foundation of a coaching association for female volleyball in Algeria.



Female volleyball player receives coaching diploma

The support given to retiring athletes is first of all 'Educational' (38%). For example, *FODEDE - Football to Develop Destitute* in Liberia initiated the 'Women Soccer project' in 2008 to provide training for female football players aspiring to be-

come coaches, trainers, and referees and match commissioners. The aim of the project is to empower former girl players and women through football in all regions of Liberia and to create a solid women's football coalition. The training was

carried out in collaboration with the *Liberia Football Association (LFA)*. The second largest category (22%) of responses to this question was 'Employment opportunities'. This is illustrated by *Sacred Sports Foundation* from Saint Lucia West Indies which explained:

Regrettably, many of our sportswomen are unemployed. We use them as mentors to work with our at risk female programmes. In Saint Lucia 68 percent of girls/women under the age of 25 are unemployed. And this resonates throughout the Caribbean. These retired mentors are often able to outline how sport was a catalyst for change in their lives.

Other actions taken for retiring elite-level athletes includes offering a 'Post-career/Pathway programme' (19%). The *Federal Ministry of Defence and Sports* in Austria offers an example of this with *KADA*, an organisation funded by the ministry to support dual careers. The programme provides flexible education opportunities and aims to 'help athletes to find their path during their career through consulting, qualification programmes and active placement which provides for their future'.

The no-responses to this question were dominated by organisations that answered that this was 'Not their remit' (41%). Furthermore, 22% of the organisations indicated that this was 'Not considered' and 13% that there was a 'Lack of resources'.

5. Leadership

In this chapter, we use the term leadership to refer to female instructors and/or coaches, referees, game officials, judges and/or umpires and females in sport administration and decision making positions.⁷ We asked each organisation if they had developed any policies or programmes to recruit and/or retain and/or enhance the skills of women in each of these three leadership groups. Research evidence indicates that there are large gender gaps in the world of sport, particularly in relation to females in leadership positions compared to the number of women actively involved in exercise and sport.^{xiv} This gap between women active in exercise and sport and in the different leadership positions seems to be largest among referees, follow by coaches and women in decision-making positions. Figure 3 demonstrates that approximately half (n=160) of the organisations have developed policies or programmes concerning recruiting/retaining/enhancing the skills of women in decision-making positions. The percentage of organisations that

have developed policies or programmes for female coaches are 41 (n=134) and for female referees only 33 (n=107). Internationally, over the last twenty years there has been considerable focus on the importance of getting more women in leadership roles in sport as a key prerequisite to achieving gender equality in sport organisations. It is therefore surprising that not more policies and programmes appear to have been developed in these areas.

Table 9 shows the development of policies and programmes for females in leadership positions on the different continents. While there are only small differences between different regions of the world, the relatively highest number of initiatives for all leadership roles is seen in Oceania, and the lowest is in Europe. The most notable difference is for referees where only 21% of the European organisations have developed policies and programmes to recruit/retain/enhance women compared to 51% of those in Oceania.

⁷ In the following instructor/coaches are referred to as coaches; referees, game officials, judges and/or umpires are referred to as referees; women in sport administration and decision-making position are referred to as women in decision-making positions.

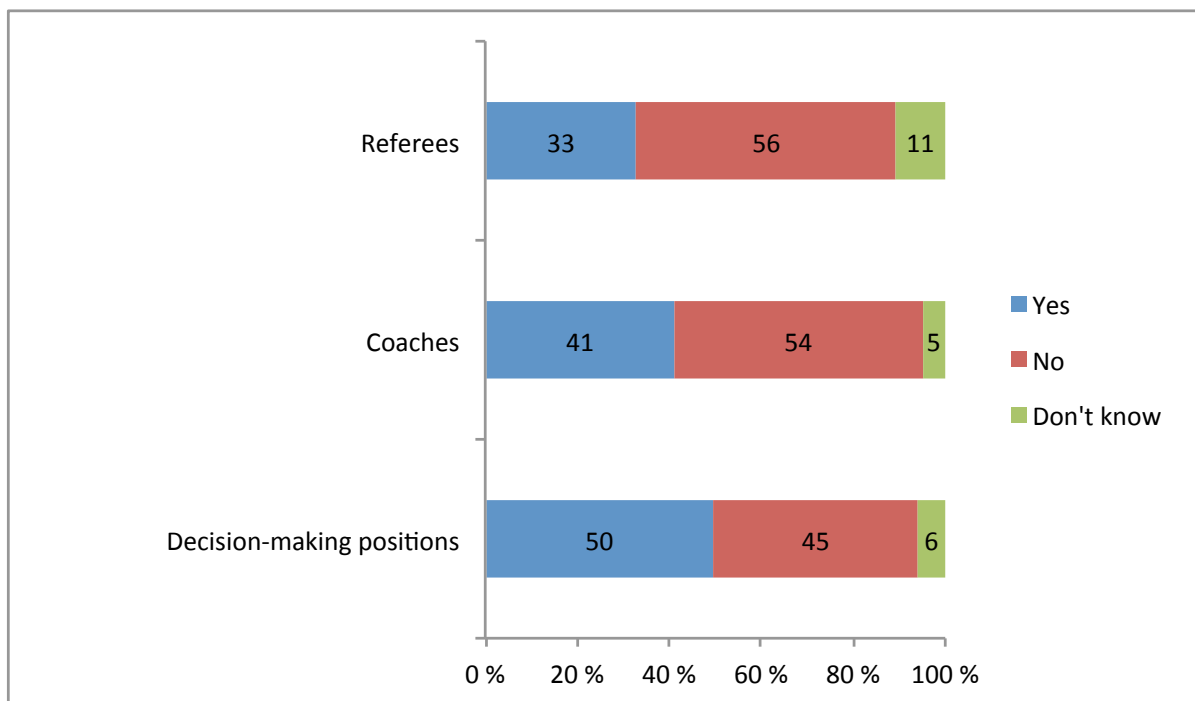


Figure 3. Policies and programmes to recruit/retain/enhance the skills of females in different leadership positions (Percentages)

Table 9. Policies and programmes to recruit/retain/enhance the skills of females in different leadership positions (Distribution across continents – Percentages)

Continent	Referees	Coaches	Decision-making Positions
International	46	44	54
Europe	21	39	45
Americas	33	36	48
Oceania	51	54	59
Asia	30 ¹	40	57
Africa	42	41	46
Total	33	41	50

¹n=9

When analysing the findings in relation to the type of organisation (Table 10), the largest difference is in relation to actions concerning the development of referees, with almost 50% of the Inter-

national & Continental Sport Organisations taking actions compared to only 19% and 22% among Governmental Organisations and Universities & Academic Organisations, respectively. The high-

est percentage in Table 10 is found among Women and Sport Organisations, of which more than 60% have taken initiatives to develop women in decision-making positions. When we look at policies or programmes developed for all leadership

roles, taken together Universities & Academic organisations have been the least active group and International & Continental Sport Organisations the most active.

Table 10. Policies and programmes to recruit/retain/enhance the skills of females in different leadership positions (Distribution across organisational type – Percentages)

Organisational type	Referees	Coaches	Decision-making positions
Women and Sport Organisations	33	46	62
International & Continental Sport Organisations	49	37	55
NOCs, NPCs & National Confederations of Sports	24	35	52
National & Regional Sport Associations	44	49	49
Governmental Organisations	19 ¹	50	42
Universities & Academic Organisations	22 ²	30	43
Total	33	41	51

¹n=5, ²n=8

Policies and programmes developed to recruit and/or retain/or enhance the skills of female referees

In the *Pan American Canoe Federation (COPAC)*, exhibition events for women's canoeing used to take place at lunch time and at the end of competition programmes. As a result of this timing, very few people watched those races. Over time, and with growing participation, the events were included in the official programme of the Pan American Championships, thus being the first Continental Association within the International Canoe Federation to make this possible. In February 2013 we included the canoe women Sprint and Slalom events in the Pan American Games Toronto 2015. We now include a firm condition in all the *COPAC* documents for 'equal number of men and women' when requests are made for: Coaches to work on training camps; Athletes for Talent Identification Programmes; Para-canoeing classifiers (medical and technical); Participation of NFs' delegates at *COPAC* Congresses; Participants for Coaches Seminars financially sponsored by *COPAC*; Candidates for examination of Continental and International Judges.



Francesca Valdez – Puerto Rico Canoe Federation.

In 2012, the *Australian Capital Territory (ACT) Football Federation* created a new full-time Referee Development Manager (RDM) position. The key responsibilities of the RDM were to direct and manage the day-to-day appointments and the development of around 500 junior and senior referees. The position was filled by a female who is a FIFA assistant referee, Asian Football Confederation (AFC) Elite Panel Assistant Referee, Football Federation Australia (FFA) Hyundai A-League and Westfield W-League assistant referee. In order to allow her to fulfil her FIFA, AFC and FFA assistant referee responsibilities, the Federation provided flexible working arrangements so she could attend international and national appointments often over several weeks at a time. The recruitment of a woman to this position helped to break down the stereotypical image of a referee or referee education manager.

The initiatives to recruit/retain/enhance the skills of female referees included 'Programmes and education' (37%), 'Awareness' (11%) and 'Equality' (10%). An example of 'Programmes and education' is the *International Table Tennis Federation (ITTF)* which has developed a gender balance policy for selection and nomination of match officials for ITTF-events. The *USA Deaf Sports Federation* explain that they 'actively advertise and promote recognition of female referees, officials, etc.' We successfully campaigned for Marsha Wetzel to become the first deaf female referee to officiate

in the Deaflympics.' As an example of 'Equality', the *International Canoe Federation (ICF)* has as a rule that one female must be elected on each technical committee. Officials and referees have to be from both genders and they aim to achieve a 50/50 gender split.

More than half of the organisations had not developed any policies or programmes in this area, and as a reason for this 28% stated it was 'Not their remit', followed by 'Not considered' (22%) and 'No issue/no work done' (22%).

Policies and programmes developed to recruit and/or retain/or enhance the skills of female coaches

The Tucker Center for Research on Girls and Women in Sport housed in the School of Kinesiology at the University of Minnesota is the first of its kind in the world. Currently scholars at the *Tucker Center* are collaborating on two initiatives related to women in coaching. The first is a partnership with the *Alliance of Women Coaches* to produce an annual report card on the status of women coaches in college athletics by position, sport, conference and institution. The first report in this series was launched in December of 2013. All reports are available online, free of charge. The second initiative is to host an annual Women Coaches Symposium that provides women coaches at all levels opportunities for professional development, networking, mentorship and a community space to feel supported. The first symposium was held February 6, 2014.



Women's Coaches Symposium with more than 120 participants, Minneapolis, USA (2014)

The *Coaching Association of Canada (CAC)* has identified that while female participation in sport has increased steadily over the years, female coaching numbers remain low. Canadian female athletes at the most recent Olympic Games represented more than 50% of the medal haul. However, there is less than 20% female coach representation at the National/Olympic level. The *Canadian Journal for Women in Coaching* provides greater reach to the female coaching community and articles reflect topics pertinent to female coaches and leadership development. There is an Annual National Coach workshop for the development of leadership competencies, networking and support systems for national level female coaches, nominated by their National Sport Organisations. CAC works in partnership with the Canada Games Council, and the Provinces/Territories to provide professional development workshops for female coaches selected to attend the Canada Games (national summer and winter multi-sport Games) as an apprentice coach. The Canada Games Apprenticeship Programme aims to prepare coaches to fill the role of head coach or assistant coach in future Games. The National Apprenticeship programme is a three year programme which supports female coaches aspiring to become future national level coaches, with the support of the National Sport Organisation (NSO). The NSO provides access to higher level competition environments, and the coach works with mentors, builds yearly learning plans for the development of personal and professional coaching competencies to enhance their capacity to fill coaching and leadership positions within the Canadian Sport System.



More than half of the initiatives taken in developing policy and programmes to recruit/retain/enhance female coaches concerns 'Programmes and education'. One example from Turkey illustrates this through the *b-fit Sports and Healthy Living Centers for Women* which offers franchising exclusively to women: 'b-fit fitness centres work with women only instructors. As the head office, we hire new sports instructors [...] and we train them on sports and management issues.' Several organisations (11%) indicated 'Resources' as a key initiative. For example, at the *Freie Universität Berlin* in Germany, specific actions are taken to recruit and retain women as instructors and coaches by offering flexible working hours and day-care for children. Some (9%) also describe initiatives that can be categorised as 'Awareness'. The *International Floorball Federation (IFF)* 'Girls' Floorball Project' includes information for national

associations of ways they can help to increase the number of women involved in their national teams, for example by introducing requirements that female national teams always shall have at least one female member of coaching staff. *IFF* also always highlights and promotes the positive inclusion of women as coaches through their media channels.

As shown in Figure 3 more than half of the organisations answered 'No' when asked if they had taken any initiatives to recruit/retain/enhance female coaches. Most of them stated it was 'Not their remit' (28%), whereas 23% indicated 'No work done'. Furthermore, 17% of the answers were categorised as 'Work planned' as illustrated in the following response: 'This is our biggest aim for 2014. I am hoping to run elite coaching courses for women only.'

Policies and programmes developed to recruit and/or retain/or enhance the skills of female sport administrators

Vicsport is a non-government member based organisation in the state of Victoria, Australia. In response to research indicating that women are substantially underrepresented in leadership and governance roles in sport, *Vicsport*, supported by the Victorian State Government and VicHealth, has delivered a range of programmes to strengthen the role of female leaders in Victorian sport. *Vicsport*'s initiatives have focused on strengthening the culture and capacity within State Sporting Organisations to promote female leaders while concurrently building the capacity of the current and potential female sport leaders and managers. Through its 'Good Governance Project' *Vicsport* has assisted twenty-eight State Sporting Organisations to audit their governance structures and develop targeted action plans to improve their culture, policy framework and governance processes to promote equity and inclusion. The specific aim of this project is to enhance organisational capacity to provide accessible and inclusive opportunities for women to participate at this level. *Vicsport*'s 'Female Administrators Network' has delivered professional development and networking opportunities to 1,056 volunteer and professional sport administrators since its inception in 2008. A further fifty-nine identified female sport managers and administrators have graduated from *Vicsport*'s 'Professional Development and Mentoring Program'. This targeted programme provides intensive career development support and induction into an exclusive network of Alumni. Since 2010, female representation on Victoria State Sport Association Boards has increased by 5.5%. Key among *Vicsport*'s learning in delivering these programmes has been the importance of working to embed inclusive practice in sporting organisations' core structures and business. For example, *Vicsport* transitioned its governance-focused work from being a distinct 'Women on Boards' programme to encompass all aspects of organisational governance and policy, albeit approached through an equity and inclusion lens.



From a Vicsport Professional Mentoring & Development Programme session

UK Sport established the 'Women and Leadership Development Programme' (WLDP) to address the low level of women in senior administrative positions in sport and to help to create equal opportunities for women in a competitive environment. The WLDP was developed by *UK Sport* in partnership with the British Olympic Foundation (BOF) and the Central Council of Physical Recreation (CCPR) and is a key part of *UK Sport's* work in building a high performance system of 'world class people' through its People Development Programme suite. It involves periods of intense training and continuous support to build leadership skills and enable the participants to maximise their potential. The first cohort of 15 candidates went through the programme from 2006 to 2009 with a second cohort of 15 in 2009 to 2011. The four main aims were to increase representation by women in leadership positions in sport, to build the competence and confidence of women in decision making positions, to increase support among organisations for the contribution women can make to sport leadership, and to foster better networking between women leaders. Each participant was given a Personal Development Plan which identified skill and knowledge requirements and set out how these were to be met. A variety of learning methods were utilised, from workshops and presentations, to attendance at relevant international events. All participants were also teamed up with a mentor, usually an established woman leader, to provide additional support. *UK Sport's* aim by 2017 is for all funded National Governing Body (NGB) Boards to be constituted of at least 25% women members.

To recruit/retain/enhance the skills of female sport administrators we found again that 'Programmes and education' (36%) were outlined in the answers from most organisations, but many also described answers that could be summarised as 'Representation' (27 %). Examples of these two categories are the *National Olympic Committee of Indonesia*, which has conducted IOC Sport Administration Courses exclusively for women, and *Savate Canada* which has carried out recruitment initiatives and their national governing board has also focused on gender representation. Additionally, 8% of the no-answers could be considered to be 'Support through partnership'. The *Finnish Confed-*

eration of Sports (VALO) is one example of this with their annual award, 'the Spikes', which is awarded for exemplary action in the promotion of gender equality in sport to an individual, a group, project, event or organisation. The award is granted jointly with the *Finnish Ministry of Education and Culture*. This has often brought publicity to women's leadership in sport.

Among those organisations that have not developed policies or programmes to recruit/retain/enhance females in decision-making positions (45%), 28% stated this was 'Not their remit', with others indicating it was 'Not considered' (22%) and 'No issue/no work done' (22%).

6. Resources

Women cannot take part in physical activities and sports without resources. One important resource is time, another is money, and there is a need for appropriate facilities where women can practice. Some places need sport facilities for women only due to their religion and/or cultural factors; others have originally been constructed for boys and men, which may mean that there are no changing rooms or toilets for girls and women. Lack of lights

can also be a barrier, because darkness in itself increases the chance of being abused. Women in general spend more time than men on household and childcare chores at the same time that many more women than before are employed. This means that women often have little free time, i.e. time to spend on themselves. We were therefore interested to find out if the organisations participating in the study had implemented initiatives to

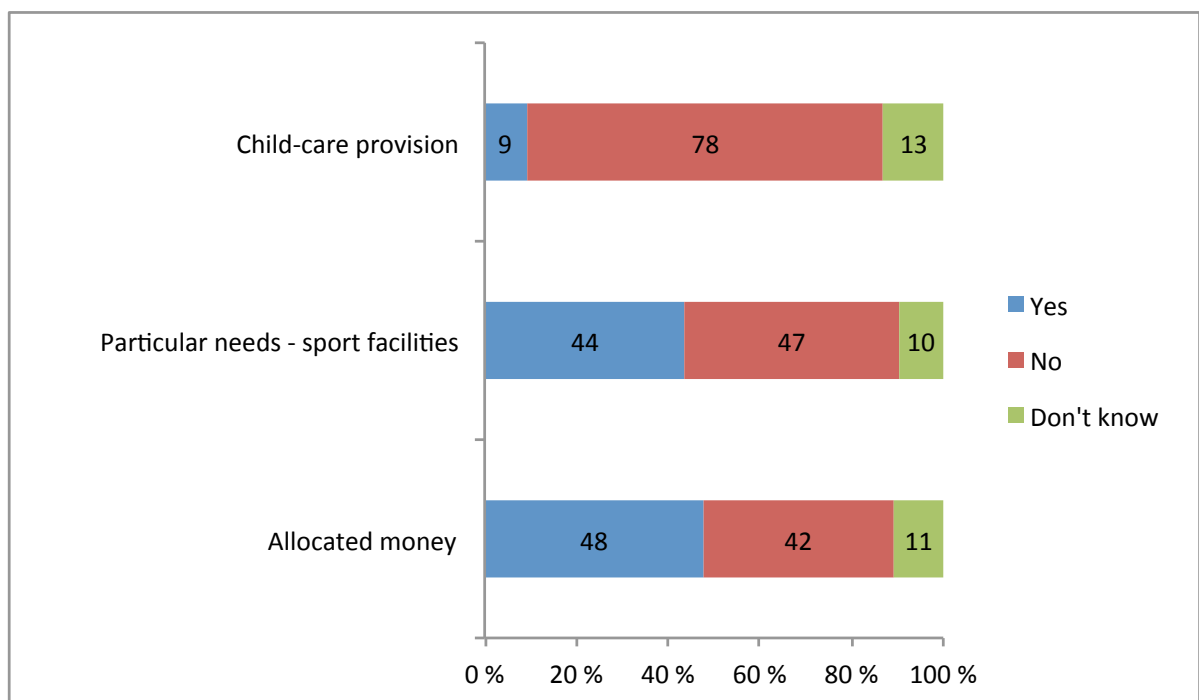


Figure 4. Resources dedicated to women in sport and exercise (Percentages)

increase possibilities for girls and women to be involved in exercise and sport by reducing some of these barriers. The participants were asked if they had taken any actions since 2006 to meet the particular needs of women in relation to sport and/or exercise facilities; if they had taken any actions since 2006 to ensure that money is allocated to sportswomen and women`s programmes; and if since 2006 they had dedicated any resources to child-care provision for people involved in sport and/or exercise. Figure 4 shows that almost half (n=153) of the organisations have allocated money to sportswomen and women`s programme and 44% (n=140) have taken actions that meet the particular needs of women in relation to facilities. However, only 9% (n=29) have taken any actions with regards to child-care provision.

Table 11 demonstrates that there are relatively small differences between the continents for al-

location of money. Organisations in Africa and the International organisations have taken fewest actions and Asia the most to meet the particular needs of women in relation to facilities. There is little variation in child-care provision, but it should be noticed that none of the International organisations have provided any resources for this issue.

When the findings were analysed by type of organisation, there were relatively small differences for child-care provision, allocation of money, and actions to meet the particular needs of women. With respect to the last category, the Universities & Academic Organisations have dedicated the most (57%) and the NOCs, NPCs & National Confederations of Sports the least (33%) resources. In relation to the allocating of money we find that Universities & Academic Organisations have given the lowest contribution (30%) and Governmental Organisations the highest (54%).

Table 11. Resources dedicated to women in sport and exercise (Distribution across continents – Percentages)

Continent	Child-care provision	Allocating money	Particular needs of women – Sport facilities
International	0 ¹	41	37
Europe	8	44	43
Americas	10 ²	48	48
Oceania	13 ³	39	49
Asia	13 ⁴	43	53
Africa	19 ⁵	41	37
Total	9	48	44

¹n=0, ²n=4, ³n=5, ⁴n=4, ⁵n=5

Table 12. Resources dedicated to women in sport and exercise (Distribution across organisational type – Percentages)

Organisational type	Child-care provision	Allocating money	Particular needs of women – sport facilities
Women and Sport Organisations	11 ¹	48	47
International Sport Organisations	2 ²	51	30
NOCs, NPCs & National Confederations of Sports	13 ³	47	33
National Sport Associations	9 ⁴	52	47
Governmental organisations	8 ⁵	54	56
Universities & Academic organisations	11 ⁶	30	57
Total	9	48	44

¹n=5, ²n=1, ³n=6, ⁴n=6, ⁵n=2, ⁶n=4

Dedication of resources to child-care provision

The *Spanish Orienteering Federation* offers competitions for people of all ages. During this event, children from 1 to 6 years of age are looked after by carers and spend the time doing a variety of activities such as painting, manual arts, and orienteering with a small race adapted for the youngest called 'Correlín'. This enables mothers to return to physical activity soon after having a baby. The idea is that, if girls experience orienteering from a very young age, having their mothers as models, and seeing other women practising the sport, they will participate in the future. And at the same time boys share physical activity with girls, as they will do in the future. For children, orienteering is a fun and social activity, in contact with nature and learning to read a map. This project started in 2009 inspired by the Spanish Sport Authorities (CSD) Women & Sport Programme with the aim of increasing the number of women practising orienteering. The first step was to meet a group of female orienteers and create the Women & Sport Committee to overview the current situation (women made up 30% of the national licenses) and how to improve these statistics. Then the 'Orienteering Summer training camp for Women' was born. For four days women live together in a youth hostel, sharing meals, training and doing their favourite activity or having their first experience in orienteering. Due to the support of the Women & Sport Programme of the CSD, very attractive prices are offered for families. Daily relationships among participants are very important to ensure that the sporting habits built during these days continue afterwards.



With respect to the dedication of resources to child-care provision more than half of the actions are related to 'Facilities and activities' (52%). One example is the *American Samoa National Olympic Committee* which explains that when an activity involves women they usually set up activities so that their children are taken care of at the same time. The second largest area of activity was 'Financial support' (17%) and can be illustrated by *Sport England* which, in one of their themed fund-

ing rounds, had a project called 'Active women' which 'specifically funded the provision of child-care to support women's participation in the programme.'

As can be seen in Figure 4 almost 80% of the organisations answered that they had not dedicated any resources to child-care provision. Almost half (48%) indicated that this was 'not their remit' whereas 20% had 'not considered' this kind of work.

Actions to meet the particular needs of women in relation to sport and/or exercise facilities

Latest statistics indicated that the Upper Hunter area had above state average incidence of people with obesity or overweight, which was a concern for the *Upper Hunter Shire Council, Australia*. In 2008, Scone Neighbourhood Resource Centre (SNRC) secured a grant to purchase outdoor gym equipment, aided by the Council's contribution to install the equipment and provide soft fall. In partnership with SNRC it was decided that the equipment should be installed adjacent to Scone's largest area of play equipment. The Council and the SNRC discussed the potential benefits to mothers with young children who would be able to exercise at their convenience without having to access baby-sitting services. It was also thought that as the park and gym equipment are part of the town's sporting fields complex, parents would be encouraged to exercise while their children participate in team sports or training. Once installed, the gym equipment proved very popular with mothers and grandparents, as well as with young people waiting for their sports to commence. The success of the project lead to the installation of gym equipment next to play equipment in two other towns within the area, with installation of further equipment planned for the remaining town in the near future.



From the opening of the park and gym equipment, February 10, 2009

The most common actions to meet the particular needs of women in relation to sport and/or exercise facilities were 'New or more facilities/equipment' (34%), 'Research and guidance' (26%), and 'Greater access/opportunities' (14%). An example of the first is *Sport and Recreation Tasmania* in Australia which explained: 'We have provided funding to local government and sporting organisations to upgrade existing facilities to cater to women, and also have developed and promoted facility planning documents to ensure women's needs are considered in the development of new facilities.' With respect to 'Research and guidance' the *Italian Association of Sport for All (UISP)* sent out a questionnaire to some of their members in order to analyse the needs of women. The main issues revealed in this study were a desire to have more 'women friendly' sport clubs and that sport programmes needed to be more time-flexible. These findings have been transformed into actions by some of the sports clubs affiliated with the *UISP*. As an example of 'Greater access/opportunities', *Victoria University* in Australia has black out windows in their pool so that Muslim women can participate in swimming sessions. The majority of organisations which had not undertaken actions to meet the particular needs of women in relation to facilities stated 'Not their remit' (38%), 'Equality' (20%) and 'Not considered' (15%). The answers in the 'Equality'-category indicate that women receive the same support as men with respect to facilities. Some of these answers also emphasised that there was no need for special support of women, as illustrated by the following response: 'There is no need of it in our sport, facilities and conditions are the same for men and women players.'

Actions to ensure that money is allocated to sportswomen and women's programmes

Since 1987, more than 500 women coaches have received \$3,000,000 in the form of professional development grants, apprenticeship grants, and National Coaching Institute scholarships from the *Coaching association of Canada (CAC)*. The *CAC Women in Coaching* programme currently has an approximate budget of \$125,000 each year and includes a number of initiatives to address this. There are scholarship grants for female coaches completing the highest level of formal coach education in Canada, the Advanced Coaching Diploma, which is offered through a partnership between *CAC* and the Canadian Sport Institutes and Centres.

Most of the organisations indicated that they ensured "More/dedicated funding allocation" (36%) to sportswomen and women's programmes. *Sacred Sports Foundation* from Saint Lucia West Indies is an example of this with a 'girls2womens programme' for unemployed girls at risk (teenage pregnancy, violence, etc.) The programme was initially funded by the *Australian Outreach Programme (ASOP)*, but has been continued with the foundation's own funds. In addition, organisations identified 'Financial/other support' (21%) and 'Lobbying' (11%). An example of the former is *Women Win* which helps organisations to build pathways of economic empowerment including leadership roles in community sports, while the *European Non-Governmental Sport Organisation (ENGSO)* has lobbied for gender equality to

be a priority in the EU's future sport funding programme 'Erasmus+'.

The organisations which provided no-answers concerning allocation of money explained that this was 'Not their remit' (44%) or due to 'Equality' (25%).

One of the organisations answered: 'We have not done anything specific. We are constantly working to distribute money where it is needed. We work the same for men and women. Lack of funding' (16%) was the third main reason identified as a limiting factor in providing funding for women's sport.

7. Safety

Participation in exercise and sport also has its challenges. While physical training can improve strength, flexibility and endurance which may offer protection from illnesses and injuries in daily life, it also carries the risk of causing injuries. Sport injuries vary with gender, age and performance level.^{xv} Elite-level athletes, in particular, push their bodies to the limit of what they can endure, and are often in need of health care personnel such as medical doctors and physiotherapists. The drive for thinness is another challenge.^{xvi} Different forms of eating disorders have turned out to be a problem primarily among young female athletes, and over the last years measures have been taken by many sports organisations to prevent these from occurring. The same concerns the prevention of sexual harassment and abuse in sports. This theme was a non-issue 20 years ago, but as more studies have demonstrated that sexual harassment and abuse also occur in sports, preventive measures have been taken.^{xvii} While these three issues are very different, they have in common that they are all related to the safety of the female athlete. Accordingly, we asked the organisations if they had taken any actions since 2006 to:

- protect female athletes from sport and/or exercise related injuries
- protect female athletes from developing eating disorders
- prevent bullying, hazing, homophobia, sexual harassment and/or abuse from occurring in sport and/or exercise⁸

Figure 5 shows that less than one-third (n=97) of the organisations have taken any actions to protect female athletes from developing eating disorders, while the percentage is a little higher (43%) for the protection of female athletes from sport and/or exercise related injuries (n=137). More than half of the organisations (51 %) have taken actions on the prevention of harassment and abuse (n=165).

An analysis of the actions undertaken by organisations demonstrated large variation across the continents. Table 13 demonstrates that there was a major difference in actions related to eating disorders between the International organisations (17%) and Asia where half (50%) of the organisations have taken such actions. Also for sport/exercise related

⁸ In the rest of the report 'harassment and abuse' is used as an umbrella term for 'bullying, hazing, homophobia, sexual harassment and/or abuse.'

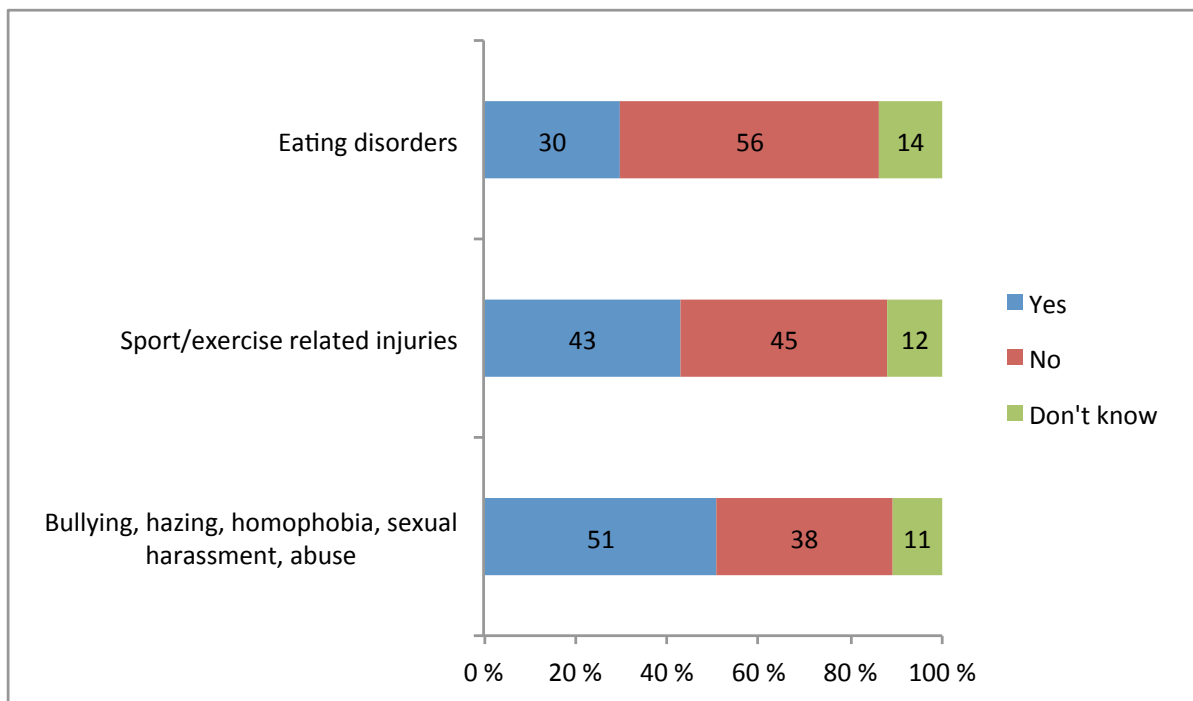


Figure 5. Different actions taken to increase the safety of female athletes (Percentages)

Table 13. Different actions taken to increase the safety of female athletes (Distribution across continents - Percentages)

Continent	Eating Disorders	Sport/exercise related injuries	Bullying, hazing, homophobia, harassment, abuse
International	17 ¹	40	47
Europe	32	31	51
Americas	31	74	50
Oceania	28	47	59
Asia	50	50	33
Africa	30 ²	46	70
Total	30	43	51

¹n=9, ²n=8

injuries there are big differences with nearly three-quarters of the organisations in the Americas answering yes on this question compared to less than one-third for the European organisations. Lastly, while 70% of the African organisations have taken

actions to prevent harassment and abuse, only one-third have done the same in Asia.

There were also major differences when considering actions taken related to these safety is-

sues across organisational types. Only 10% of the International & Continental Sport Organisations had taken action to protect female athletes from developing eating disorders compared to almost half of the Universities & Academic Organisations. For sport and exercise related injuries more than half of the National & Regional Sport Associations had taken action to protect females, while only about one-third of the Wom-

en and Sport Organisations, the NOCs, NPCs & Confederations of Sports, and the Governmental Organisations had done the same. In the case of the prevention of harassment and abuse only approximately one-third of the International & Continental Sport Organisations had taken actions. In contrast, more than half of the organisations in four of the other groups had done some preventive work.

Table 14. Different actions taken to increase the safety of female athletes (Distribution across organisational type - Percentages)

Organisational type	Eating disorders	Sport and exercise related injuries	Bullying, hazing, homophobia, harassment, abuse
Women and Sport Organisations	36	33	53
International & Continental Sport Organisations	10 ¹	45	37
NOCs, NPCs & National Confederations of Sports	24	33	46
National & Regional Sport Associations	37	57	56
Governmental Organisations	27 ²	31 ³	58
Universities & Academic Organisations	49	46	60
Total	30	43	51

¹n=5, ²n=7, ³n=8

Actions to protect female athletes from sport and/or exercise related injuries

The *Swedish Football Association* has identified that knee injuries are common in football and teenage girls are particularly vulnerable. One of football's worst nightmares, the anterior cruciate ligament (ACL) injury, forces some players to quit football and many experience future knee problems. Every year there are approximately 800 knee injuries in women's and girls' football in Sweden, and serious knee injuries are three times more common in young women compared with men of the same age. Therefore, Folksam (a Swedish insurance company) together with the *Swedish Football Association* initiated the knee control project in 2008. The purpose was to train football coaches, managers, parents and players in how to train knee control and aims to prevent knee injuries in female players 12 years and up. Over 100 physiotherapists across the country have been trained in knee control. The exercises can be adapted individually, and the goal is to develop good movement patterns with good knee control at an early age by improving core strength, leg strength, landing technique, balance and coordination. In 2009, the knee control project was reviewed in a scientific study which included 341 teams with more than 4500 players. The results show that the group with trained knee control had a significantly lower risk (two thirds) of suffering ACL injury compared with the control group. Players who trained on the programme at least once a week during the season also suffered half the number of acute knee injuries in total, including knee injuries which occur without contact with another player and severe knee injuries defined as more than four weeks' absence from games. In summary, the study shows that a simple exercise programme of 10-15 minutes significantly reduces the risk of serious knee injuries among girl football players.



A physiotherapist is examining the knee to one of the female football players in the project

More than half of the actions taken to protect female athletes from injuries were related to 'Education' (51%). *The Coaching Association of Canada* explained: 'We have worked with a number of partner organisations to educate and promote the growth and development of female vs. male athletes and have highlighted through publications, conferences, magazines, web, etc. the differences between genders and the injuries females may suffer.'

The next highest numbers of responses were 'Medical staff/equipment' (18%) and 'Requirements' (10%). *Texas Christian University* in the USA has athletic training staff and strength & con-

ditioning trainers specifically assigned to women's sports. An example of 'Requirements' is *Rinkball and Ringette* Finland which has changed rules and equipment to protect female athletes from injuries.

The organisations that answered no to this question identified that this was due to: 'Not their remit' (37%), 'Equality' (26%), and 'Not considered' (18%). The issue of 'Equality' includes answers stating that women and men were treated equally. The following answer illustrates this: 'We don't think it is necessary with specific actions only for women in this field. Safety is a priority in general for our associations and affiliated sport clubs.'

Actions to protect female athletes from developing eating disorders

In 2007 *UK Sport* published 'A guideline framework for practitioners working with high performance athletes'. It was developed following feedback from National Governing Bodies and growing research in the area, and the aim was for the guide to help the 'reader to understand why eating disorders might be a problem in sport, how the risks of developing an eating disorder can be reduced by good practices, how problems can be identified at an early stage, and what could be done once a problem is identified.' Over the past few years it has been identified that Eating Disorders/Disordered Eating are becoming more prevalent within elite sport for both men and women. A number of National Governing Bodies have looked to deal with this issue internally via coach education, and developing policies and procedures around detection and risk management. However, it has been recognised that this is an issue that now needs a coordinated approach at a national level and so, in January 2014, a Steering group was set up. The membership of this steering group includes *UK Sport*, the Child Protection in Sport Unit (CPSU), English Institute of Sport (EIS), Edge Hill University and UK Athletics. Its focus is: to work with NGBs across a range of different sports to develop both generic and bespoke education programmes from participation through to elite level; to help sports implement 'pathways' in terms of prevention through to recovery; and to work with sports around effective risk management.

The actions taken concerning the protection of female athletes from developing eating disorders were predominantly related to 'Education' (69%), followed by 'Medical staff' (19%) and 'Programme' (11%). *Triathlon Australia* provides an example of 'Education' because they have trained their coaches to detect early warning signs. Coaches are also 'required to change their coaching techniques to ensure that girls are not embarrassed.' Furthermore, *Triathlon Australia* has supported the development of a DVD called 'Growing up in Lycra' to assist girls in swimming, gymnastics and triathlon in feeling proud of their bodies. An example of 'Medical staff' is *Barry University* in the USA which ensures that 'nutritionists are available for all programmes; athletic trainers/coaches assist

with the identification symptoms; coaches have been educated to determine signs/symptoms; sport psychologists work with teams to assist in sport performance excellence.' An example of a 'Programme' is the special project delivered by the *Swedish Deaf Sports Federation* for school sports, with a specific focus on eating disorders.

Almost half of the organisations that answered 'no' to the question concerning eating disorders indicated that this was 'Not their remit' (49%). Furthermore, 35% had 'Not considered' such actions, whereas it is surprising to see that 22% gave answers claiming that this is 'No issue' in their organisation.

Actions to prevent bullying, hazing, homophobia, sexual harassment and/or abuse from occurring in sport and/or exercise

The Women and Sport Committee of the *Czech Olympic Committee* undertook a research project on issues related to women in sport, to develop knowledge about the influence and the meaning of gender relations in the lives of female athletes in the Czech Republic. The hope was that the results from the project should serve as a basis for sport organisations in the Czech Republic. The findings indicated that 45% of the 595 participants had experienced sexual harassment inside of a sport setting. The project recommended the importance of developing a policy for educating and protecting people in sport from sexual harassment. This was immediately followed by the publication of a booklet regarding how to prevent sexual harassment in sport. The booklet has been distributed by the Ministry of Education, Youth and Sport to all schools in the Czech Republic and also by the *Czech Olympic Committee* to all sport organisations and all sport clubs in Czech. The results have had international consequences. Based on the results of this project, in 2007 the IOC produced a consensus statement on Sexual Harassment, which has been followed by other new projects and programmes via an interactive on-line education tool. The *Czech Olympic Committee* has provided the IOC with video material on Sexual Harassment and Abuse in Sport, and has distributed it to all sport organisations in the Czech Republic with Czech subtitles.



Czech booklet about The prevention of sexual harassment in sport

Women Win produced an organisational self-assessment on child protection which includes aspects on homophobia, harassment and abuse. This work was carried out primarily through the Australian Sports Outreach Program (ASOP) in India from 2011 to 2013, motivated by the fact that sport in India is often seen as unsafe, especially for girls. As sport for development programmes grow in India, it was agreed that there was both an ethical responsibility to mandate and improve protection as well as an opportunity to lead globally in both areas. During a process lasting over two years, five ASOP partners – Rashtriya Life Saving Society, Magic Bus, Special Olympics Bharat, Naz Foundation (Goal Programme) and Goa Football Association – were supported by Women Win to improve child protection (CP) and gender inclusion (GI). The process was truly collective and resulted in a locally relevant vision shared by all partner organisations. Organisations and the collective ASOP partnership made enormous strides in improving safety and inclusivity in sport programmes in India. By the end of the programme all five organisations had formal policy and procedures in place, with four out of five engaging youth in conversations about their rights through the ground-breaking *Drawing the Line (DTL)* toolkit.

DTL was developed in partnership with Going to School India and the ASOP partners. It is an interactive game led by young participants (and coaches) in sports programmes independently to determine where they ‘draw the line’ on important protection and gender issues. This revolutionary child-centric approach raises the voices of children and youth as a starting point to addressing CP and GI issues.



From the NAZ foundation Program (sport & life skills session), Mumbai India 2013

The majority of the actions on preventive work were 'Guidelines/policy' (42%), followed by 'Education' (31%) and 'Awareness' (14%). As an example of Guidelines/Policies', the *Department of Transport, Tourism and Sport* in Ireland reports that all their funded bodies have to adopt their code of ethics where discrimination issues are addressed.

An example of 'Education' is the *Japan Society for Sport and Gender Studies* which in 2010 held a congress on the theme of 'Sport, Sexual Violence and Gender', followed by an announced statement against Violence (including sexual violence) in Sport and Physical Education in 2013. *The*

100% Sport - Centre of Excellence Opportunities for Men and Women in Austria is an example of 'Awareness'. They 'inform and discuss with media the sexual presentation of women' and have also organised a symposium with experts, the sport organisations and politicians on this subject.

The findings indicated that 38% (Figure 5) of organisations had not done anything concerning the prevention of sexual harassment and abuse since 2006. Of these, 37% stated it was 'No issue', 23% it was 'Not their remit' and 19% indicated it was 'Not considered'.

8. Education and training

The advancement of knowledge and information about women and sport is important for everyone who has a role to play in the development of exercise and sport. Traditionally, in most countries, it has primarily been men in these roles. It is therefore important that both women and men increase their knowledge about the training and education of women in sport. According to the Brighton Dec-

laration, the education, training and development of all 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' (principle 7). The organisations were therefore asked if they had

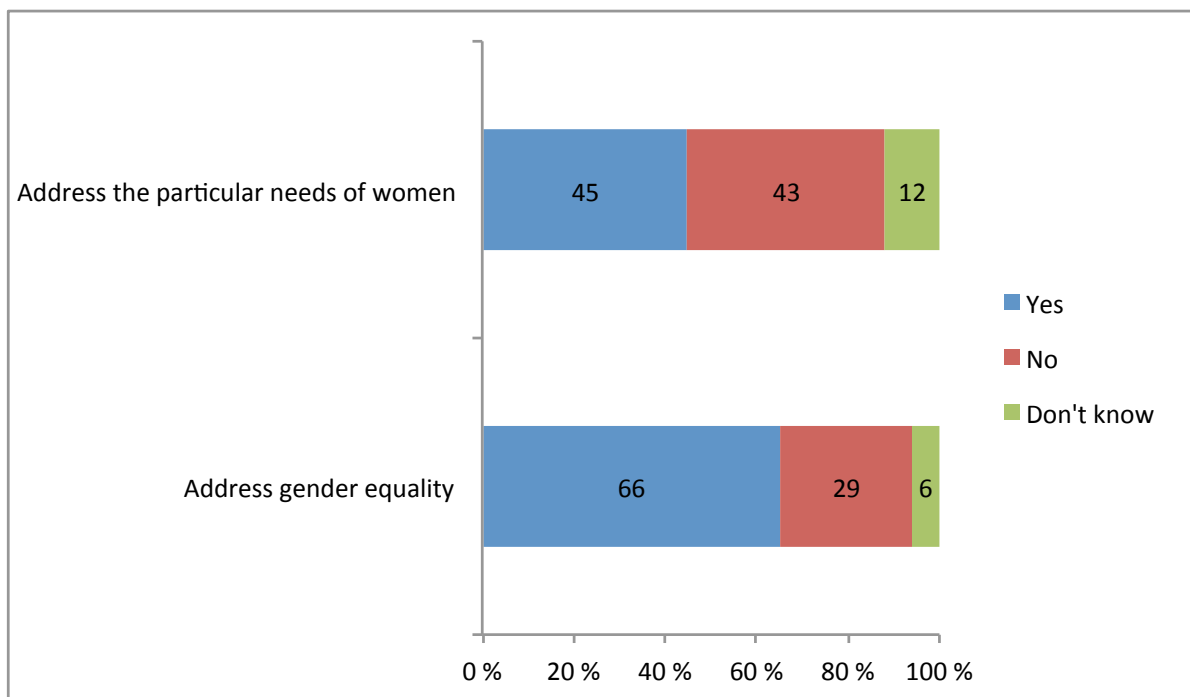


Figure 7. Actions taken to address gender equality issues and the needs of female athletes in educational materials

taken any actions since 2006 to ensure that educational and/or training material/programmes address 1) gender equality issues, and 2) the needs of female athletes.⁹ Figure 7 shows that relatively more organisations had taken actions to address gender equality than the particular needs of women. Approximately two-thirds (n=103) answered that they had taken actions so that gender equality is addressed, whereas 45% (n=71) had taken actions to include the particular needs of women in educational and/or training material/programmes.

According to Table 15, Africa is notable as the continent with the highest percentage of organisations taking actions for both the needs of female athletes and gender equality. There are not large differences between the other continents but it is, perhaps, surprising that only 34% of the European organisations have taken any actions to ensure that educational materials address the needs of female athletes.

Table 15. Actions taken to address gender equality issues and the needs of female athletes in educational materials (Distribution across continents – Percentages)

Continent	Address the needs of females	Address gender equality
International	50	59
Europe	34	68
Americas	52	54
Oceania	44 ¹	67
Asia	44 ²	71
Africa	82 ³	82 ⁴
Total	45	66

¹n=7, ²n=8, ³n=9, ⁴n=9

⁹ Only organisations (n=162) responsible for developing education and/or training materials/programmes for people in the leadership and decision-making positions identified in chapter 7 received these two questions.

There are only small differences between the different organisations for action taken to ensure that the particular needs of female athletes are included in educational materials. With respect to addressing gender equality the highest percent-

age is found among governmental organisations (85%), and the lowest among the international and continental sport organisations (48%). This is shown in Table 16.

Table 16. Actions taken to address gender equality issues and the needs of female athletes in educational materials (Distribution across organisational types – Percentages)

Organisational type	Address the needs of females	Address gender equality
Women in Sport Organisations	44	80
International & Continental Sport Organisations	50	48
NOCs, NPCs & National Confederations of Sports	48	78
National Sport Associations	38	50
Governmental Organisations	46 ¹	85
Universities & Academic Organisations	53 ²	72
Total	45	66

¹n=6, ²n=9

Actions taken to address gender equality issues in educational materials

In 2008 three Basque Sports Federations (swimming, equestrian and basketball) outlined an equality plan with the help of *Avento*, a sport consultant in Spain. In 2010 *Avento* designed a guide for including gender issues in Basque Sports Federations. This provides guidance on four areas of a sports organisation's management: administration (management-structure, planning, prices, contracts); sports (equality in the sports offer, equity in human and material resources' distribution, qualification of coaches and referees); economy (no discrimination in the budget distribution); and communication (no sexism in language and no stereotypes in images). In 2012 *Avento* designed a new Guide for the National Sports Council for developing equality plans in sports federations, which included monitoring and evaluation indicators. It presented several items in five areas: inner organisation and running style; budget management; sports project; training plan; and communication plan. This has not yet been distributed among Spanish Sports Federations. They made some changes in the organisation of the National Sports Council, and they have not decided when and how to present it. Public Institutions do not do as much they could or should do to promote and guarantee equality in sports.



Guide to incorporate gender perspective in local sports management (Avento)

More than half of the actions taken to address gender equality issues in educational materials were 'Programmes and workshops' (51%). One example of this is the *Physical Education and Sports Organisation Pakistan* which answered:

Our organisation has conducted several workshops for the entire body involved to ensure that women are not only treated as equals in life, but also as equals on the sports field. These have been a regular feature of our organisation's aim of team building and education.

The second highest number of actions was the provision of 'Materials' (30%) followed by 'Con-

tent amended' (7%). An example of the former is the *Coaching Association of Canada* which has a quarterly journal entitled the 'Canadian Journal for Women in Coaching' in which they have published numerous articles related to gender equality. An example of 'Content amended' is the *Makere University - Sports Science Unit* in Uganda which ensures that diagrams, illustrations or pictures that are used are either gender-neutral or refer to both women and men.

For the organisations that indicated no actions had been taken to address gender equality issues in educational materials the three main reasons were: 'work already in place' (30%), 'no work done' (30%), and 'not considered' (25%).

Actions taken to address the needs of female athletes in educational materials

The *Nigerian Association of Women in Sports (NAWIS)* holds workshops and conferences on issues that are of importance to the progress and well-being of women in Physical Education and Sports. Sport is still undervalued for females in Nigeria, and the achievements of sports women are not celebrated and appreciated in the way that they are for men. An example of a *NAWIS* conference was one held to discuss 'The role of sports women in conflict resolution, promotion of peace and security in Nigeria', which is a significant issue for women in Nigeria. During competitions (e.g. schools sport, university games, community club competitions, community meetings, youth meetings, and faith base organisations), *NAWIS* strategically places educative banners and posters to encourage women's involvement in sports. Schools now request careers talks on physical education and sports, and the federal and state governments invite *NAWIS* to provide their input on issues relating to women and sports. Each National Sports Federation has at least one female on the board which has historically not been the case. *NAWIS* recommends that other organisations should not be discouraged about the slow pace of progress, and should use both men and women to carry out their programmes, lobbying men who are sympathetic to their cause and working with them so that they can be used as agents of change.



NAWIS members together with primary school girls

The answers for actions taken to address the needs of female athletes in educational materials were similar to the ones regarding gender equality. The largest number of responses were related to 'Materials' (41%), followed by 'Programmes and workshops' (39%) and 'Lobbying' (11%). For 'Materials' the *Irish Kendo Federation* has solicited feedback from female members in the creation of educational materials to ensure that their needs are addressed. An example from 'Programmes and workshops' is the *European Handball Feder-*

ation (EHF) that has specialised coaching courses for female players.

The main reasons that organisations provided no-answers was because this was 'Not their remit' (35%), 'Not considered' (22%) or because they felt they already had 'Equality' (19%). An example of the latter is the following answer: 'Because our sport is for all, we give the same opportunities and address the needs of all.'

9. Research and communication

Research produces evidence-based knowledge which can inform political actions to ensure the development of inclusive and fairer sport. But such knowledge needs to be communicated and implemented. One channel of communication is the media and it is a paradox that in spite of the large increase in girls' and women's sport participation, there remains significant differences in

the media coverage of women and men's sport all over the world, not only in relation to quantity, but also in relation to quality.^{xviii} Moreover, women athletes are often depicted in a way which contributes to the marginalisation of women's sport due to the emphasis placed on femininity and sexual attractiveness.^{xix} The existence of such coverage clearly devalues women's achievement.^{xx} To

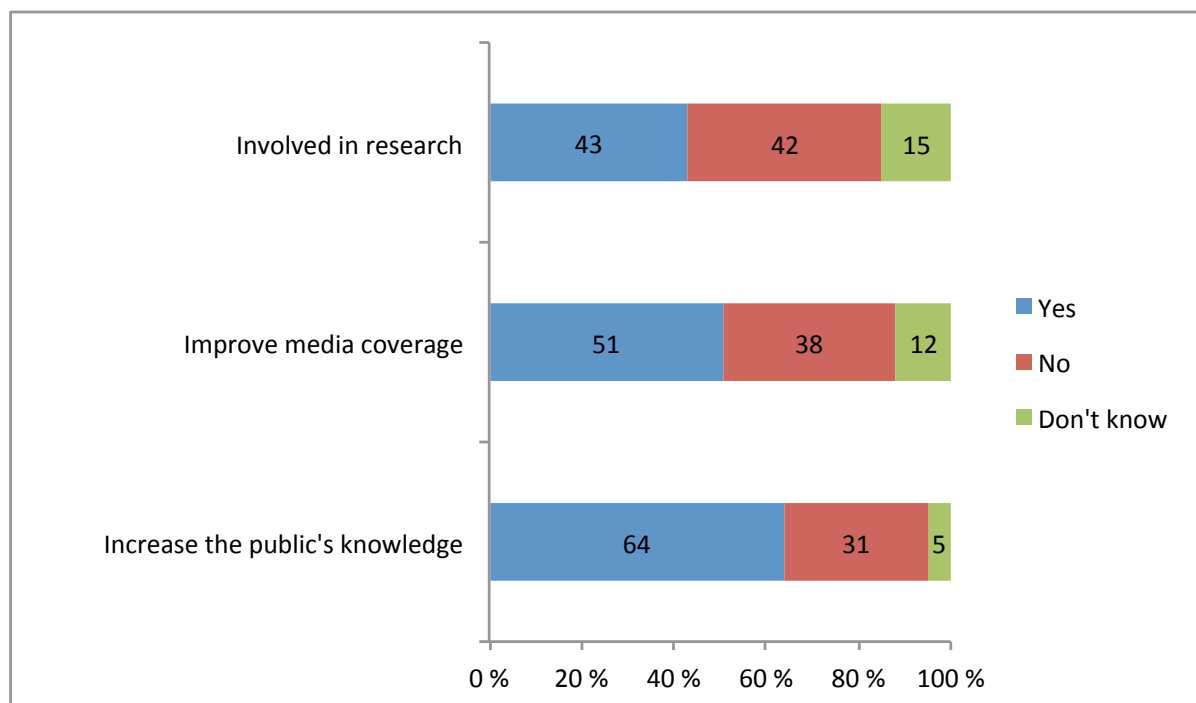


Figure 8. Actions taken concerning gender equality in research and communication

obtain information regarding any developmental work related to these issues we therefore asked the organisations if they had taken any actions since 2006 to 1) increase the public's knowledge and understanding about women's sport and/or exercise and 2) improve the quality and/or amount of media coverage of women's sports and/or exercise. Furthermore, they were also asked if they had been involved in any research since 2006 that focuses on women in sport and/or exercise. The answers to these questions are presented in Figure 8. Most actions have been taken to increase the public knowledge and understanding about women's sport (64 %, n=204), whereas about half of the organisations had tried to improve the media coverage of women in sport (51% n=161). Only 43% (n=139) of the organisations had been involved in research.

There are small differences between the continents for all 3 themes. This is shown in Table 17. However, it is evident that organisations in Europe and the Americas have done relatively little to im-

prove media coverage compared to organisations on the other continents.

In Table 18 it is revealed that there is great variation for all three themes across organisational types. Almost two-thirds of Women in Sport Organisations and Universities & Academic Organisations have been involved in research, but less than one-third of National & Regional Sport Federations and International & Continental Sport Organisations indicated any involvement in research. Almost twice as many Women in Sport Organisations (59%) and International & Continental Sport Organisations (59%) have taken actions to improve media coverage compared to Universities & Academic Organisations (31%). Lastly, Women and Sport Organisations have done the most for increasing the public's knowledge and understanding about women's sport and/or exercise (82%). Women and Sport Organisations are, therefore, notable for taking the most actions related to research and communication.

Table 17. Actions taken concerning gender equality in research and communication (Distribution across continents – Percentages)

Continent	Research	Improve media coverage	Knowledge and understanding
International	41	59	62
Europe	44	42	60
Americas	48	42	60
Oceania	39	63	68
Asia	43	63	73
Africa	41	62	71
Total	43	51	64

Table 18. Actions taken concerning gender equality in research and communication (Distribution across organisational type – Percentages)

Organisational type	Research	Improve media coverage	Knowledge and understanding
Women in Sport Organisations	64	59	82
International & Continental Sport Organisations	28	59	53
NOCs, NPCs & National Confederations of Sports	42	46	57
National & Regional Sport Federations	29	55	58
Governmental Organisations	50	36 ¹	62
Universities & Academic Organisations	65	31	73
Total	43	51	64

¹n=9

Actions to increase the public's knowledge and understanding about women's sport and/or exercise

In 2010, the *Government of the Basque Region* in Spain released a study concerning the situation of the Basque Region's high-level sportspeople from a gender-perspective. They produced audio-visual material illustrating the situation of female elite athletes during different stages of their sports career. According to the findings of the study, motherhood was a key issue for all of the high-level sportswomen. Women indicated that they have to carefully consider whether or not to become a mother, whether they should do so during or after finishing their sports career, and whether it is possible to be a mother without terminating their sports career and still be able to achieve good results at the highest level. The *Basque Government* wants athletes to be able to consider motherhood as a free choice during their sports career, and to support them throughout the whole process. In 2014, there were four elite women athletes expecting a baby or being mothers while continuing their sports career and the Government was tracking their progress.

Against the Rules - Lesbians and Gays in Sport was an exhibition presented by the acceptance campaign office of the ministry for youth, family and health of the North Rhine-Westphalia regional government and organised jointly by SC Janus, Cologne's Centrum Schwule Geschichte (Gay History Centre) and others. This was an initial appraisal of homosexuality in sport. It was updated by the *European Gay & Lesbian Sport Federation (EGLSF)* in 2010 and translated into English. The exhibition, opened on May 4, 2010 in Berlin, does not claim to be exhaustive, but aims to help remove the taboos from the subject of homosexuality and sport, and draw attention to the various forms of discrimination against sexual minorities in sport. The exhibition consists of 37 banners in total, giving an introduction and information on elite athletes, discrimination, lesbian & gay clubs & federations, Gay Games, OutGames, EuroGames and portraying LGBT athletes.

The largest number of the actions to increase the public's knowledge and understanding about women's sport and/or exercise can be defined as 'Awareness through media' (33%). One example of this is the *Department of Transport, Tourism and Sport* in Ireland which describes their use of social media as follows:

We have set up a social media page to highlight opportunities for women in sport and to highlight and share their experiences. The programmes we fund through Women in Sport are heavily promoted by the delivery bodies, i.e. the sports or local sports partnerships. There has been a lot of media attention on female mass participation events and some of our most successful athletes of late have been females.

The second and third largest areas of work to increase the public's knowledge were 'Campaigns and programmes' (15%) and 'Advocacy and awareness' (14%). The *Women's Sports and Fitness Foundation (UK)* and its 'She Moves'-campaign is an example of the former. The campaign was launched January 1st 2013 and was designed as a behaviour change campaign to inspire women who want to be more active. An example of the latter is the *California Women's Law Center* in the USA that has published 'Time Out: Does Your School Play Fair?' which is a guide designed to help understand girls' rights under Title IX to equal athletic opportunities and benefits in

school athletic programmes. They also run the website www.JustPlayNow.org where people can lecture and train on the U.S. law requiring equal opportunities for girls in high school athletics.

The 31% that answered no on this question indicated that this was 'Not their remit' (26%) or 'Not considered' (26%).

Actions to improve the quality and/or amount of media coverage of women's sports and/or exercise

As part of the efforts to raise National Girls & Women in Sports Day (NGWSD) in 2013, the *Women's Sport Foundation (WSF) USA* was represented by Grete Eliassen, six-time Winter X Games medallist in Skiing and Women's Sports Foundation Board of Trustees member. She made congressional visits with the NGWSD Coalition and was a featured speaker and completed a blog which was showcased by espnW. The *WSF USA* also has a partnership with espnW which includes a Twitter project celebrating significant achievements and occasions in women's sports history. espnW helped boost public voting for the *WSF USA's* Sportswoman of the Year award by including a full list of nominees on its website, along with a URL link to the *WSF USA's* voting page.

The *Croatian Olympic Committee* prepared a summary of research on the representation of women as 'heroines' in the media for a round table on gender equality in sport organised in 2010. The research examined the prime-time TV news of three leading Croatian broadcasters – Croatian Television (public media) and Nova TV and RTL (commercial media). It demonstrated that women are under-represented, with approximately 17% of the coverage on public TV and approximately 27% on commercial TV. Another analysis, based on 12,000 newspaper articles from the leading Croatian press, produced similar results. Where women are represented in commercial media, it is often in entertainment, scandals or sexual affairs. More thorough analysis of these statistics demonstrates that two sexist attitudes overlap here: a traditional one, according to which the place of a woman is at home and a neoliberal one, which in the framework of the so called sexual economy, regards a woman mainly as a 'sex object'.

In the period 2011 - 2012, *NOWSPAR* worked with a team of 12 media personnel (5 males and 7 females) to cooperate with the aim of increasing coverage of women and girls sport participation and issues in the media. This was organised in the form of a Media Forum that was hosted by *NOWSPAR* and chaired by a media practitioner selected from media reporters representing three Television institutions, three Radio stations and four newspaper houses. Some of the aspects that we aimed to address included the low frequency with which sports programmes covered women and fewer stories in the print media relative to stories about men's sport. The aim of this interaction was twofold, to learn from the media staff what support we can provide to them to facilitate their coverage of women and girls, learning from them to expand our understanding of how the media operate in Zambia. Secondly, the forum was to provide an opportunity for media participants to increase their understanding of gender and sport issues and to provide a platform for mutual accountability. The project activities included monthly Forum meetings to review participants' efforts to write stories that include women and girls or about gender issues. The forum facilitated training for media participants on gender issues including access to leadership and safety from harassment and abuse, while media participants also contributed to training young women in our advocacy programme on how to engage the media for advocacy. This project was successful to the extent that it strengthened the relationship we have with media organisations, it provided insight into the context in which media personnel operate and also assisted with increasing the number of stories in the media covering women and girls. This pilot project was part of our broader programme *Every Body Matters* supported through a grant by the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF).



Media training with youths from sport NGOs in Zambia (NOWSPAR)

Most of the actions to improve the media coverage of women's sports and/or exercise could be understood as: 'More coverage' (28%), 'Research and publications' (27%), and 'Enhanced links' (20%). The *International Korfball Federation (IKF)* is an example of 'More coverage' as they have taken action to ensure that male and female athletes are covered equally on their website and in social media. An example of 'Research and publications' is the *High Council for Sport of Spain* who in 2011 published a book titled 'Sport and women in media: Suggestions and recommendations'. *Triathlon Australia* is an example of 'Enhanced links' as they have 'established good relations

with several key journalists whose focus is on female athletes.'

Among those organisations that had not taken any actions to improve the media coverage 28% answered that it was 'Not their remit', whereas 16% addressed 'Lack of resources' as reason for not having taken any actions. In addition, 18% provided answers indicating 'Equality', that women and men were treated equally and no special actions are needed or have been undertaken: 'There is no difference between women and men's sport and exercise advertising and promotion programmes.'

Involvement in research that focuses on women in sport and/or exercise

The *Women and Fencing Council (FIE)* has undertaken two projects related to the safety of female fencers: a) enhancing breast protection, and b) diminishing risk of penetrating injury to the hand in sabre fencing. The FIE worked with an established manufacturer to enhance existing product lines specifically for fencing to improve fit and comfort without undermining protection. The FIE Injury Surveillance system captured an unusual penetrating injury to the hand in a female sabre fencer that was subsequently found across a wide variety of fencers, male and female. Over the past two years a new set of design elements and improved puncture resistance standards have been developed to prevent this injury, while minimising changes to the “feel” of holding the sabre. This new glove has been mandatory since April 1, 2014.



A sabre match at the event for which the new gloves were developed

The edited collection 'Muslim Women and Sport' (Benn, T., Pfister, G., and Jawad, H. (Eds.) (2011) Routledge), which was published in 2011 emerged from a Symposium on the subject held at Sultan Qaboos University, Muscat, Oman in 2008 by the *International Association of Physical Education and Sport for Girls and Women (IAPESGW)*. The academics and practitioners who gathered in Oman committed to contributing to the collection that would forefront the research and life experiences of girls and women available in their countries. Muslim Women and Sport is a book that fore-fronted the voices of Muslim Women in physical education and sport in fourteen diverse countries across the Middle East, Africa and Europe. It aimed to be the first academic text to present research and insider knowledge on the lives and life experiences of girls and women that focused on religious and sporting identities. It includes information from Bahrain, Bosnia and Herzegovina, Denmark, Germany, Iran, Iraq, Morocco, Oman, Palestine, South Africa, Syria, Turkey, UK and United Arab Emirates.

Each chapter reflects respect for its author(s) to provide the best possible information according to the situation in their diverse countries at the time. This included voices from: developed and developing countries; Islamic, Muslim majority and Muslim minority countries; countries in the midst of war and great instability, as well as those recovering from recent atrocities that affected the lives of girls and women in extraordinary ways. The collection provides a means of gaining deeper insights into the differences in girls' and women's situations and their skills in negotiating and utilising sport to enhance their lives. It is intended to be a spring-board for further research and sharing of women's experiences across the world.



Participants at the Symposium in Oman in 2009

The vast majority (63%) of the answers on involvement in research indicated 'Research topics' and can be illustrated by *European Athletics* that with support from the EU have conducted a survey of attitudes towards women leaders in sport and tested a tool for changing these attitudes. The second largest group of answers was related to 'Research groups' (26%). For example, the *University of Zagreb* in Croatia, in cooperation with the Croatian Olympic Committee, undertook a pilot study related to dual careers and equality. Furthermore, they have published articles related to several topics such as compar-

ison between women's and men's training programmes. A third category of answers was 'Assisted research' (8%). An example of this is the *100% Sport - Center of Excellence Opportunities for Men and Women* from Austria that has cooperated with the University of Vienna on research in different fields of sports, for example participation of female coaches and media coverage of women's sport.

On this question 42% (Figure 8) answered no, indicating 'Lack of resources' (30%), 'No work done' (30%), or 'Not considered' (19%).

10. Sharing good practice

The IWG conferences have been a meeting place for many women to network and share good practice and this has been very important and valuable for many people involved in gender equality sport work. The importance of the sharing of examples of good practice in women and sport policies and programmes, both domestic and international is also explicitly mentioned in principle 10 of the Brighton Declaration. The importance of this

was also mirrored in the legacy of the fourth World Conference in Kumamoto – the Commitment to Collaboration. The legacy, which was a Japanese symbol, had the following message: ‘In order to realise gender equality in and through sport, we commit to building a network for close collaboration with relevant agencies and individuals’. We therefore asked the organisations if they had taken any actions since 2006 to share good practice

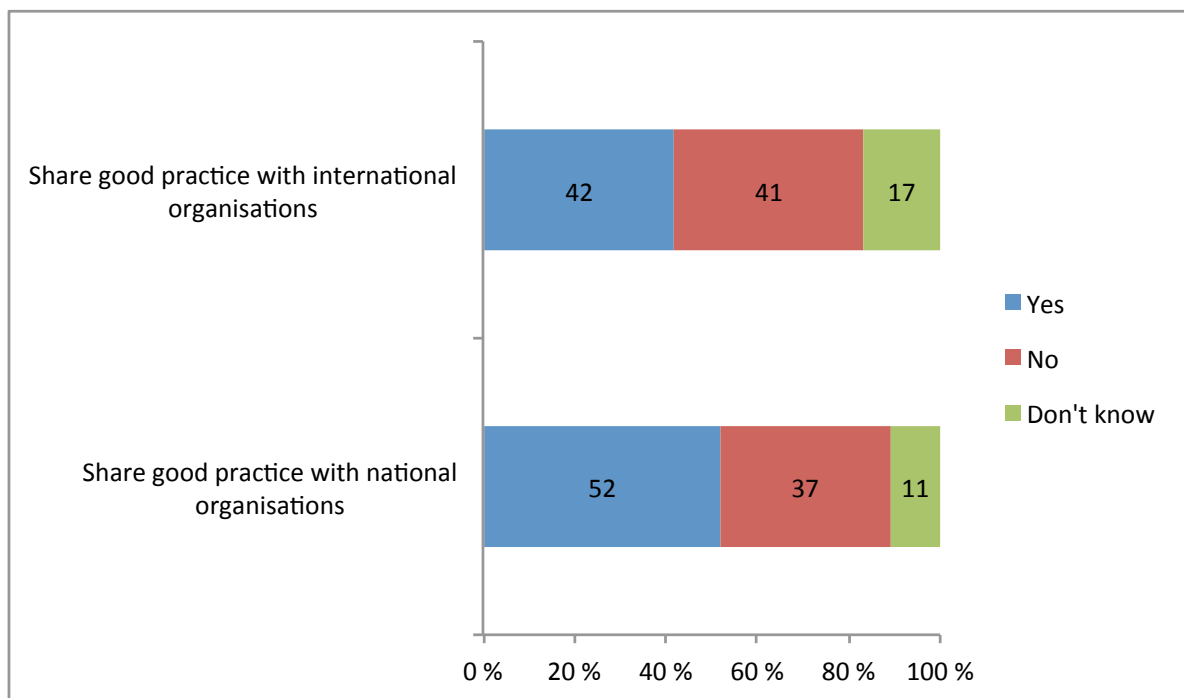


Figure 9. Actions taken concerning sharing good practice nationally and internationally

with 1) national organisations (inside and/or outside sport), and 2) international organisations (inside and/or outside sport), about issues of gender equality in sport and/or exercise. The answers to these questions are presented in Figure 9. Just over half of the organisations have shared good practice nationally (n=166), but only 42% (n=139) have shared good practice internationally.

Table 19 shows that there are small differences between the continents on both questions. One noticeable difference is that only 29% of organisations in Oceania indicated that they had shared good practice with international organisations.

In Table 20 it is revealed that there are major differences between Women in Sport Organisations (71%) and Universities & Academic Organisations (42%) for sharing good practice with national organisations. For sharing good practice internationally the differences are smaller, but the table demonstrates that only one-third of the National & Regional Sport Federations have done this compared to about half of Women in Sport Organisations, International & Continental Sport Organisations, and NOCs, NPCs & National Confederations of Sports.

Table 19. Actions taken concerning sharing good practice nationally and internationally (Distribution across continents – Percentages)

Continent	Share good practice (internationally)	Share good practice (nationally)
International	50	53
Europe	41	49
Americas	42	60
Oceania	29	51
Asia	47	53
Africa	37	52
Total	42	52

Table 20. Actions taken concerning sharing good practice nationally and internationally (Distribution across organisational type – Percentages)

Organisational type	Share good practice (internationally)	Share good practice (nationally)
Women in Sport Organisations	49	71
International & Continental Sport Organisations	49	49
NOCs, NPCs & National Confederations of Sports	51	56
National & Regional Sport Federations	33	48
Governmental Organisations	39	52
Universities & Academic Organisations	35	42
Total	42	52

¹n=9

Actions to share good practice with national organisations about issues of gender equality in sport and/or exercise

After the *Japanese Association for Women in Sport (JWS)* and *Japanese Olympic Commitee (JOC)* signed the Brighton Declaration, the Japanese Ministry of Education, Culture, Sports, Science and Technology (MEXT) committed to promoting female athletes. In 2011, MEXT decided to start a new project 'the Female Athletes Strategic Support'. As a result of the project, in 2013 the 'Strategic Report for Female Athletes' was published. The report proposed a course of action to build a sustainable support system for female athletes to improve international competitions and to gain more medals. The report is composed of the three aspects of physical-physiological, psycho-social, and organisational-environmental issues, reviewing the existing data in the world and collecting data from Japanese elite female athletes, coaches and performance directors. The project was conducted by six full time staff (all JWS members) and over 40 project members focusing on 6 different areas: 1) Database 2) Career Transition 3) Leadership Development 4) Gender-based Medical and Environmental Factors 5) Relationship between Body Composition and Athletic Performance of Female Athletes in Vivo Metabolite, and 6) Female Athletes' Diary. One of the conferences for the project was the 'Women and Sport Summit 2012' held at Juntendo University in Tokyo, Japan on April 21 to coincide with the 2012 IWG Annual Meeting. One of the objectives of the summit was to provide insights for the project through the productive and candid exchange of thoughts and ideas from Japanese and international perspectives. In addition, a new database on women and sport was developed from this project by resulting international collaborations to collect data on women and sport around the world (<http://www.womensport.jp/en/>).



Women and Sport Summit 2012, Juntendo University, Tokyo Japan

Analyses of the actions to share good practice nationally showed that that most were related to 'Work' (33%), 'Communications' (32%), and 'Education' (22%). One example of 'Work' is *Sport Northern Ireland* that, together with British Sports Councils and *UK Sport*, works on the implementation of the UK Equality Standard with its funded governing bodies and equality partners. The *National Olympic and Sport Association of Iceland* is an example of 'Communications' as they have established a gender equality policy which they encourage the national federations to implement. Lastly, the *Portuguese Table Tennis Federation* arranged seminars in 2010 and 2011 and the report from the seminars 'was voted in our extraordinary general assembly in December 2012 in order to share good practice and create awareness with those stakeholders who run Table Tennis at a Regional level.'

Almost one-third of the organisations that had not undertaken any actions to share good practice nationally indicated that this was because it was 'Not considered' (30%). Furthermore, 21% stated 'Lack of resources' as an explanation, while 13% claimed that it was 'Not their remit' to share good practice nationally.

Actions to share good practice with international organisations about issues of gender equality in sport and/or exercise

Badminton World Federation (BWF) has for the last 3 years hosted a Women's Forum the day after the *BWF Annual General Meeting and Members Forum*. This Women's Forum brings a range of talented speakers together to present best practice in gender equity in sport. The attendance has increased significantly as has the quality of the presenters. This is attended by delegates from our Member nations, Continental Confederations, local VIPs where appropriate and our President and key Council members. The speakers are inspirational and give perspectives on gender issues in sport and challenges in achieving equality in sport.

The answers on sharing good practice internationally indicated that this was also primarily due to: 'Education' (32%), 'Work' (30%) and 'Communications' (22%). The *Commonwealth Games Association Canada* has staged Women in Sport workshops in developing Commonwealth countries and is an example of 'Education', while one example of 'Work' is *Sport and Citizenship's* scientific network 'Women and sport' which gather experts from all over Europe. An example of 'Communications' is the *International Fencing Federation* that has established a 'Women's Council' where the representatives bring best practices from their respective countries. In addition, *FIE* has a dedicated website with resources for women in fencing.

The 'Accept and Respect' declaration was an extension of commitment made by the *International Association of Physical Education and Sport for Girls and Women (IAPESGW)* to Muslim members and emerged from an international study week facilitated by Sultan Qaboos University, Oman in 2008. It involved interested scholars and practitioners from 14 countries: Bahrain, Bosnia and Herzegovina, Denmark, Egypt, Iran, Iraq, Malaysia, Morocco, Oman, South Africa, Syria, Turkey, the United Arab Emirates and the United Kingdom.

The declaration was reaffirmed by a network meeting between *IAPESGW*, *Women Sport International (WSI)* and *Sport Association of Arab Women (SAAW)* at Alexandria University in October 2010. The need for such a gathering and declaration arose from difficulties for some Muslim girls and women in many countries to participate in recreational or elite sport, physical education or teacher / coach training where there is lack of knowledge and understanding of different views. For example, some sport governing body dress codes can exclude those who wish to adopt more modest clothing. Practices of teachers and coaches can exclude girls and women through structures and organisations, for example, in provision of mixed-sex or sex-segregated environments. The intention of the declaration is to support girls and women whose preferences for sport participation should be 'Accepted and Respected'.

DECLARATION: 'ACCEPT AND RESPECT'

1. Islam is an enabling religion that endorses women's participation in physical activity.
2. We affirm the importance of physical education and physical activity in the lives of *all* girls and boys, men and women.
3. We emphasise the importance of good quality programmes of physical education and sport within school curriculum time, especially for girls.
4. We emphasise the desirability, in places where many children have limited access to school, of providing other ways of helping children to learn the physical skills and confidence they need to practise sport.
5. We recommend that people working in the sport and education systems accept and respect the diverse ways in which Muslim women and girls practice their religion and participate in sport and physical activity, for example, choices of activity, dress and gender grouping.
6. We urge international sport federations to show their commitment to inclusion by ensuring that their dress codes for competition embrace Islamic requirements, taking into account the principles of propriety, safety and integrity.
7. We recommend national governments and organisations include in their strategies for the development of sport and physical education, structures and systems that encourage women to take positions in teaching and research, coaching, administration and leadership.



Muslim women playing rugby

More than one-third of those not taking any action to share good practice internationally had 'Not considered' this. Furthermore, 29% perceived that it was 'Not their remit' and 21% of those stating that they had not taken any action indicated that this was due to 'Lack of resources/no opportunities'.

Other initiatives to increase gender equality for women in sport

The Questionnaire survey was designed based on the Brighton Declaration and there are of course many more questions concerning equality

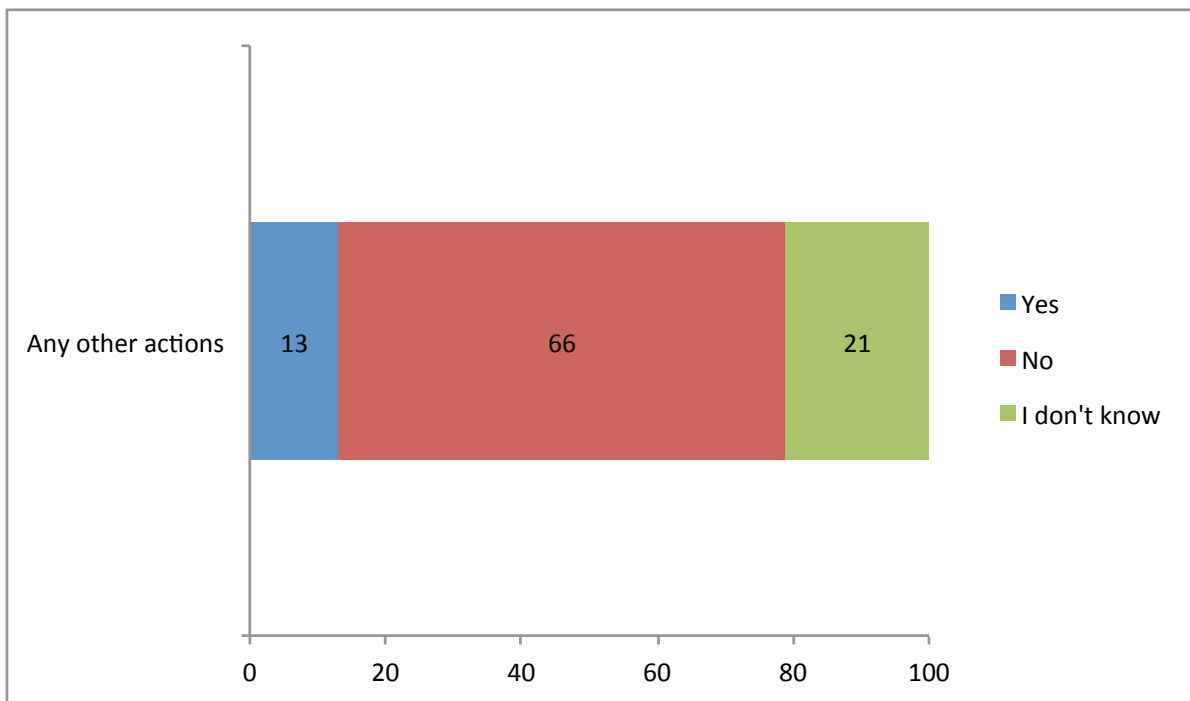


Figure 10. Other actions to promote gender equality in sport and/or exercise

for women in sport that could have been asked. To include other important actions that may had been taken we asked the organisations if they had initiated any other actions since 2006 to promote

gender equality in sport and/or exercise that have not been described in their previous answers. As shown in Figure 10, 46 (13%) of participating organisations answered yes to this.

WomenSport International (WSI) members were among those visible at the 4th UN World Conference on Women in Beijing 1995. The Beijing Platform for Action (PFA) featured specific reference to women’s sport and physical activity in three differing sections; a first for a UN-CSW document. The WSI, in collaboration with other women’s international advocacy groups, continued to strengthen the connection between UN Division for the Advancement of Women (DAW), the UN Commission on the Status of Women (CSW) and the Convention on Elimination of Discrimination Against Women (CEDAW) Commission placing new language in the Beijing+5 and Beijing+10 reports. In 2008, the first UN monograph on women’s sport was published: ‘Women, Gender Equality and Sport’ *WomenWatch 2000*. WSI leadership was crucial in producing this publication. Among the steps that provided impetus for DAW to recognise the women’s sport area was the consistent commitment to attend and present at the annual ‘March Meetings’ of the UN CSW. WSI has participated in panels each year from 2007 to 2014 at these UN CSW meetings.

The International Working Group on Women and Sport (IWG) and WomenSport International (WSI) welcome the new UN DAW publication **“Women, gender equality and sport”** published in the **Women 2000 and beyond** series.

We support the empowerment of women and girls through sport and celebrate sport as a tool for peace and development.

Best wishes to all delegates of the 52nd Session of the United Nations Commission on the Status of Women.



WomenSport International
www.womensportinternational.org



International Working Group on Women and Sport
www.iwg-gfi.org

UN Committee for the status of women (CSW) meeting in New York in 2008 where the UN Report on women, gender equality and sport was launched

The Women in Sport Commission of the *Croatian Olympic Committee* ensured that measures for the improvement of women's status in sport were included in the National Gender Equality Policy. The Women in Sport Commission founded the Network of Female Coordinators for Women in Sport in 2007. The Network includes representatives of national sports federations and county sports associations, affiliated to the *Croatian Olympic Committee*. In late 2013, the VI Seminar for Female Coordinators for Women in Sport reported on women's representation in sports organisations and the implementation of recommendations from the 2011-2015 National Gender Equality Policy. The seminar concluded that women and girls remain under-represented in sports participation and in decision-making positions, that this is not fully recognised as a problem, and that there is not yet specialised training for women officials. The seminar recommended that national sports federations should monitor gender representation, programmes for women should be promoted by the *Croatian Olympic Committee* (training programmes, acquisition of good knowledge of management) and the national sports federations (coaching and refereeing seminars, management seminars), and that the statutes of sports organisations provide their presidents with the possibility of co-opting female members in executive bodies so that gender equality can be achieved.



The VI Seminar for Croatian female Coordinators for Women in Sport in 2013

In 1996, following the *International Council of Sport Science and Physical Education (ICSSPE)*'s endorsement of the Brighton Declaration in 1995, the *ICSSPE* Executive Board approved a Gender Equity Policy, designed specifically to influence member and partner organisations' preparation for and organisation of events, projects and conferences. Since *ICSSPE* members are eligible to apply for *ICSSPE* patronage and/or financial support for conferences, the Gender Equity Policy was applied as an integral part of the criteria for approval of patronage and financial assistance. For some applications, this meant that organisers adopted improved gender balance for organising/scientific committees and keynote/plenary speakers, before submitting applications. In other cases, applicants were informed that until improved gender balance was achieved; patronage or financial support could not be provided. In every case, organisers and leaders of organisations responded positively, with the result that events and conferences provided more opportunities for women scientists and practitioners to gain experience of serving on organising and scientific committees; and of presenting as keynote or plenary speakers. There remains considerable work to be done to achieve improved gender balance in events focusing on the physical sciences. This policy has been continually applied since 1996, although the Gender Equity Policy was in 2010 extended to become an Equity Policy, to embrace wider aspects of equity such as speakers' region of origin, ethnicity, culture and age; and range of topics. While nominations for office in *ICSSPE* Committees are subject to member organisations, there is a good gender balance in the President's Committee, the Executive Board, Associations Board and Editorial Board; and there is a majority of women among the paid office staff in Berlin. Representation of *ICSSPE* at international events is shared between male and female officers, both elected and paid.

The examples given for having taken other actions than those outlined in the questionnaire include: 'More opportunities' (24%), 'Requirements and policy' (22%), and 'Lobbying/Networking' (22%). An example of the first category is *Zimbabwe Women in Sport* which states that: 'We have been championing the inclusion of women with disability in sport through the various women bodies in the country.' The *International Military Sports Council (CISM)* gives the following example of Lobbying/Network: 'In organising world championships, we insist on equal representation for men and women. In the last few years we have made progress in getting women's events in nations that would not have hosted them in the past'. The *International Paralympic Committee (IPC)* also practices a form of moderate quota:

At most programmes developing organisational capacities and sports administration skills NPCs could attend with two persons but one had to be a woman. The Solidarity Programme at IPC General Assemblies foresees that NPCs of low income countries have lower registration fees for up to two representatives but one has to be a woman.

Concerning 'Lobbying/Networking' *Women Win* explain: 'We have tried to bring/create coalitions of diverse partnerships and focused on Women's Rights organisations (to include more sport in their work) as well as private sector companies to include community and sport for development to their agendas.'

11. Summary and Conclusion

In this summary we will first refer to the empirical study that has been carried out covering the period from 2006 – 2014. At the end we will comment on the progress made from 1994 until 2014 with reference to the summary of the preparatory report (Analysis and Review of International Working Group on Women and Sport Progress Reports 1994-2010), the main results of which are presented in the first chapter. In interpreting the results from the empirical study it is important to have in mind that we have tried to survey the amount and types of actions, programmes and initiatives that have been carried out, without knowing about their impact or effect. We take for granted that the intentions have been to better the situation for women in sport, but future research should try to study the impacts of these efforts in a systematic way.

Summary of actions taken since 2006 in the different continents and in the different types of organisations

So far we have presented the results separately for each of the different actions taken. To get an

indication of the priority given to the development of women's sport since 2006, a sum score was made of all the actions taken. In total we asked questions about 22 different types of actions. The results have been presented in chapters 3 through to 10.¹⁰ The results show that on average the organisations have taken some action in approximately half of the areas (m=9.28 out of a total 22). In terms of the number of categories that have been acted upon, 95 organisations have a sum score between 0 and 6, 141 score between 7 and 12, and 90 organisations have a sum score between 13 and 20 (out of 22 possible actions). This is shown in Figure 10.

So far we can conclude that it seems that since 2006 many organisations worldwide have taken actions to implement not only one, but many of the principles laid down in the Brighton Declaration. In the table below we list those organisations that have been most active in developing equality for women in sports.

¹⁰ If we give score 1 to those organisations that have answered positively, we get a total score of 22.

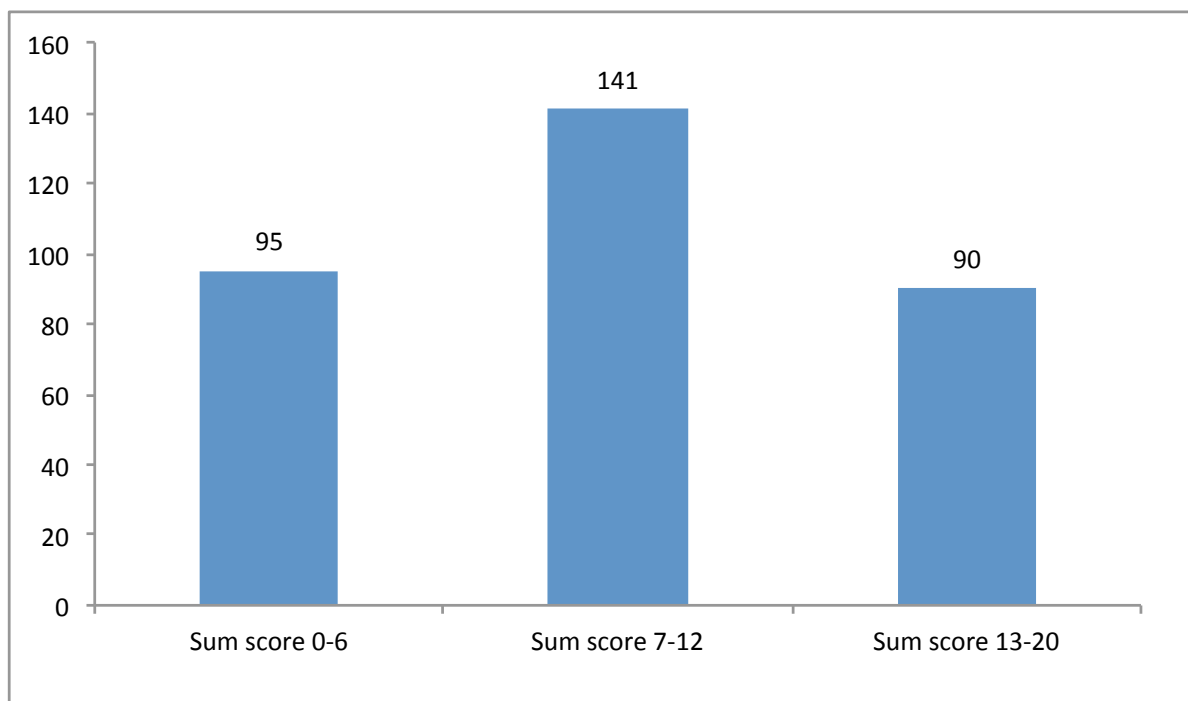


Figure 11. The distribution of sum scores for actions taken to promote gender equality in sport for all 326 organisations

Table 21. The organisations that have been most active in developing equality for women and sport since 2006

Name of organisation	Sum score
Government of Styria - Department of Sports (Austria)	20
Liberian Women and Sports Association	20
Sacred Sports Foundation (Saint Lucia West Indies)	20
ACT Football Federation (Australia)	18
Coaching Association of Canada	18
European Handball Federation (EHF)	18
Freie Universität Berlin (Germany)	18
International Floorball Federation (IFF)	18
Korean Olympic Committee	18
LiiKe - Sports & Development (Finland)	18
International Council of Sport Science and Physical Education (ICSSPE)	17
NOWSPAR - National Organisation for Women in Sport Physical Activity and Recreation (Zambia)	17
Russian Students Sport Union	17
UK Sport	17
Womensport & Recreation Tasmania (Australia)	17

Table 21 demonstrates that the organisations that have been very active in promoting gender equality for women in sport are very different, representing different types of organisations on different continents. With respect to the continents we find that organisations in Asia and Africa have the highest average sum score (they have taken more than 10 different actions) whereas Europe has the lowest average sum score of 8.48 (out of a total 22). This is shown in Table 22.

organisations indicated that they had taken other actions than those in the questionnaire. A newly published report from the European Commission about Gender Equality in Sport – Proposal for Strategic Actions 2014-2020 demonstrates that there is gender inequality in European sport. This is confirmed by the EU Commissioner for Education, Culture, Multilingualism, Youth and Sport, Androulla Vassiliou when she writes the following in the preface to the report:

Table 22. Mean sum score with respect to continent

Continent	Mean
Asia (n=30)	10,47
Africa (n=28)	10,32
Oceania (n=40)	9,98
Americas (n=42)	9,50
International (n=54)	9,35
Europe (n=132)	8,48
Total (n=326)	9,28

These results may be surprising,¹¹ particularly when taking into account that the work for women in sport started in Europe as early as in the 1980s as part of the Council of Europe/CDDS policies including ministerial recommendations and within the European Sport Conference (ESC). It may be that many of the actions to promote equality for women in sport took place in Europe before 2006 and/or that the European organisations have focused on other actions than the ones explored in this study. However, very few European

Although we are witnessing more and more women in Europe participating in sport activities, a lot remains to be done in the sphere of gender equality. Many women are today still unable to find the right environment in which to develop their full potential. In some countries, women lag seriously behind men in access to sport.^{xxi}

¹¹ In interpreting the results we should also take into account that the number of European organisations is much higher than for the other continents. But in all the former tables, relative percentages have been used to compare the actions taken by the organisations in the different continents.

This indicates that European organisations can be more active in implementing the Brighton Declaration, and as such have a job to do when it comes to actions taken to increase equality for women in sport in Europe. As mentioned in the first chapter there had already been significant development of the women and sport movement in Africa and Asia in the period from 1998 to 2002. This, together with the fact that the IWG conference in 2006 took place in Japan, may explain why the organisations from these continents score so high in this study.

In Table 4 we saw that Africa and Asia had the highest proportion of Women and Sport Organisations, and Table 23 demonstrates that, among the different organisational types, these organisa-

tal. This resurrects an old debate about segregation versus integration. In many countries segregation as a strategy has been seen as a means to achieve integration and some organisations have previously had such structures, but stopped because they claim that they now have a gender mainstreaming strategy in all their work. The argument against segregation includes the possibility that there is a danger of women and women's issues being marginalised by being limited to the Women in Sport Commission/policy area.^{xxii} In the UN report on 'Women, Gender Equality and Sport' from 2007, both gender-mainstreaming approaches and women-specific initiatives are outlined. The results presented in Table 23 indicate that this is still important today. One recommendation from this study is therefore

Table 23. Mean sum score with respect to organisational type

Organisational type	Mean
Women and Sport Organisations (n=46)	10.59
Governmental Organisations (n=26)	9.77
National & Regional Sport Federations (n=76)	9.34
Universities & Academic Organisations (n=37)	9.00
NOCs, NPCs & National Confederations of Sports (n=46)	8.83
International & Continental Sport Organisations (n=51)	8.65
Total (n=326)	9.28

tions also have the highest average in actions taken to promote gender equality in sports (10.59). The high scores from Africa and Asia in Table 22 may also be explained by the fact that on these continents the work for women and sport is often organised by women's sport committees, which can be either governmental or non-governmen-

tal. that the different sport organisations discuss and develop a plan for how their equality work should be organised and structured. It seems that for many it could be valuable to have a committee or group of both women and men who have as their main task the development of gender equity and equality in their sport.

Table 25. Overview of the number of all actions taken to promote gender equality in sport since 2006.

Question theme	Yes (n)
Increase participation	258
Educational material/programmes address gender equality issues	103 ¹²
Increase the public's knowledge about women's sport	204
Support female elite-level athletes	189
Equal opportunities for girls and boys	186
Share good practice with national organisations	166
Prevent harassment and abuse	165
Improve the media coverage of women's sports	161
Recruit/retain/enhance the skills of females in decision-making positions	160
New activities	159
Ensure that money is allocated to sportswomen/women's programmes	153
Educational material/programmes address the needs of female athletes	71 ¹³
Particular needs of women - sport facilities	140
Involved in any research that focuses on women in sport	139
Protect female athletes from sport/exercise related injuries	137
Recruit/retain/enhance the skills of female coaches	134
Share good practice with international organisations	131
Recruit/retain/enhance the skills of female referees	107
Protect female athletes from developing eating disorders	97
Support female elite-level athletes when they retire	93
Initiated any other actions promote gender equality in sport	43
Dedicated resources to child-care provision	29

Table 25 gives an overview of all the different actions taken. As has been shown in the previous chapters there is a large variation. For 9 of the actions more than half of the organisations have given a positive answer, but for the other 13 types of actions less than half of the organisations have undertaken activity related to equality for women in sport. In evaluating the results one should remember that we do not know the exact number of actions taken, only if the action has been taken,

and that each question covers the whole span from 2006 – 2014. This means that those organisations who have answered 'No' have not undertaken any activities related to the question between 2006 and 2014. Most organisations (n=258) have taken action to increase the number of physically active women, exercising women, and/or female athletes. The next highest number of positive responses is related to the inclusion of gender equality issues in educational and/or training material/

¹² Only organisations (n=162) responsible for developing education and/or training materials/programmes for people in the leadership and decision-making positions identified in chapter 7 received the two questions about educational materials. When looking at relative percentages this question theme is larger than those below in the table.

¹³ See footnote above.

programmes (n=104)¹⁴, actions taken to increase the public's knowledge and understanding about women's sport and/or exercise (n=204), support for female elite-level athletes (n=189) and ensuring that the opportunities for girls (<18 years) are equal to those for boys to develop physical fitness and/or basic sport skills (n=186). These five categories refer to principles 4, 5, and 7 and 8 in the Brighton Declaration. These results also correspond with the areas that the organisations themselves believe there has been the most progress for women and sport over the last 20 years. Table 26 shows that almost half of the organisations state that the most progress has been in 'Access, opportunities and participation' and 20% mention 'Awareness, acceptance and recognition'. It is worth noting that only 6% think that there has been most progress concerning 'Equality and policy', and only 5% mention 'Women and sport in media'.

ration. In what follows, we offer however particular comment on four areas that need more positive actions: child-care provision, retirement, safety, and leadership.

Child-care provision

The constitution of families impacts on the time that is available for women to participate in sport. Families with both parents working, single-parent or divorced parent families, all have particular pressures that may limit the time to exercise and engage in sports. In some countries child-care provisions in sports have been very successful, not only for athletes, but also for coaches and other leaders. The need for child-care provision is also explicitly mentioned in principle 2 in the Brighton Declaration. One can discuss who should be re-

Table 26. In what areas do you think there has been the most progress for women and sport in the past 20 years (Percentages)?

Access, opportunities and participation	46
Awareness, acceptance, recognition	20
Employment and leadership	14
Equality and policy	6
Media	5
Improvements but still much to improve issues	4
Other	5

Based on the relatively low positive response to many of the questions in the survey, one could conclude that actions need to be taken almost in relation to all the principles of the Brighton Decla-

sponsible for child-care provision, is it the task for a sport club, or should it be a task for the municipality, county or the state? This will vary from country to country but it is worth noting that half of the organ-

¹⁴ Only organisations (n=162) responsible for developing education and/or training materials/programmes for people in the leadership and decision-making positions identified in chapter 7 received the two questions about educational materials. When looking at relative percentages this theme was the second largest in the present study.

isations that had answered 'No' on this question said that it was 'not their remit', and one-fifth said that they had 'Not considered it'. This is a challenge for the future women and sport movement; to find solutions for child-care provision. As shown in the example mentioned in chapter 6, from the *Spanish Orienteering Federation*, the *American Samoa National Olympic Committee* and *Sport England* it is possible to find solutions for child-care provision, which will make it easier for women to get involved in different kinds of sporting roles.

Support for retiring female athletes

Women's elite sport has become more and more professionalised, and women also continue their sporting career longer than before; but only one-third of the organisations have taken actions since 2006 to support female athletes when they retire from elite-level sport. Some have developed a dual career approach with educational institutions, so they do not wait to help the athletes until after retirement. There are many different ways of helping retired, retiring or dual career athletes depending on the culture of the country and the sport. Chapter 2 presents different examples of action taken; from *Women's Sport Foundation (USA)*, *The Algerian Olympic Committee (COA)*, *FOEDE – Football to Develop Destitute (Liberia)*, *Sacred Sports Foundation (Saint Lucia West Indies)* and *The Federal Ministry of Defense and Sports (Austria)*. The 41% who indicated that they had not taken any action in this area said that it was 'Not their remit', but 13% mentioned 'Lack of resources' and 22% had 'not considered' it. As with child-care provision, there are also issues regarding who should be responsible for supporting the retiring female athlete.

Safety

The Brighton Declaration mentions safety in principle 2 regarding sport facilities, but in 1994 there was limited knowledge about harassment and abuse in sport. In chapter 7 we outlined that more studies have revealed that harassment and abuse also occur in sport, and as a result more and more sport organisations have taken preventive measurements. Of the organisations participating in this study, 51% indicated that they are doing so, and in chapter 7 we give different examples of preventive work from the *Czech Olympic Committee*, *WomenWin*, *Department of Transport, Tourism and Sport (Ireland)*, *Japan Society for Sport and Gender Studies*, and the *100% Sport – Centre of Excellence Opportunities for Men and Women (Austria)*. We agree with the IOC's position statement when they suggest that every sport organisation should develop policies and procedures for the prevention of sexual harassment and abuse; monitor the implementation of these policies and procedures; evaluate the impact of these policies in identifying and reducing sexual harassment and abuse; develop an education and training programme on sexual harassment and abuse in their sport(s).^{xxiii} It is surprising that as many as 37% of those organisations that have not taken any initiatives to prevent sexual harassment and abuse stated that there was 'No issue', 23% 'Not their remit' and 19% that they had 'Not considered'.

Another area concerning girls and young women's safety is the prevention of eating disorders and sport injuries. The development of eating disorders among female athletes has been a focus for many years and we are surprised that only 30% of the organisations have taken any actions

to protect female athletes from developing eating disorders. Examples from organisations that have taken actions are found in chapter 7 from *UK Sport, Triathlon Australia, Barry University (USA)* and *Swedish Deaf Sports Federation*. Of those organisations that answer 'No' approximately half of them said that it is 'Not their remit', 35% had 'Not considered' and 22% claimed that it was 'No issue' in their organisation.

As more and more women get active in sport the number of injuries is likely to increase. It is very important therefore that actions are taken to protect female athletes from sport and/or exercise injuries. As shown in chapter 7 only 43% of the organisations have done so. Examples given are from the *Swedish Football Association, Coaching Association of Canada, Texas Christian University (USA)* and *Rinkball and Ringette* in Finland. Among all those that had not taken any actions 37% answered 'Not their remit', 26% that they had 'Equality' and 18% that they had 'Not considered' it.

Women in Sport Leadership

Principle 6 in the Brighton Declaration relates to leadership in sport. It states that:

Women are underrepresented in leadership and decision making of all sport and sport-related organisations. Those responsible for these areas should develop policies and programmes and design structures which increase the number of women coaches, advisers, decision makers, officials, administrators and sports personnel at all levels with special attention given to recruitment, development and retention.

This is written in 1994, but twenty years after it is still very valid. It is important to have more female sport leaders both in relation to the development of sport, but also as role-models.^{xxiv} There has been considerable attention on how to increase the number of women in decision-making and in coaching over the last twenty years. Among the 33 countries represented on the Sydney Scoreboard, the percentage of Women Board Directors varies between 8 % and 37%.^{xxv} We therefore think that actions still need to be taken in this area, but that one can learn and get inspiration from each other. Examples given in chapter 5 are from *Vic-sport (Australia), UK Sport, the National Olympic Committee of Indonesia, Savate Canada, and the Finnish Confederation of Sports (VALO)*. Also, among those that have not developed any policies or programmes to recruit/retain or enhance females in decision-making positions, they stated that this was 'Not their remit' (28%) 'Not considered' (22%) and 'No issue' (22%).

There is also a lack of female sport coaches/instructors all over the world, particularly in elite-level sport, and 41% of the organisations have developed some initiatives to increase the number of women coaches. Many organisations and also the media have focused on the lack of female coaches as a problem and challenge for sports, and the statistics for female coaches is even lower than for female in decision-making positions. Actions therefore need to be taken in the future, and in chapter 5 examples are provided from *The Tucker Center for Research on Girls and Women in Sport (USA), The Coaching Association of Canada (CAC), b-fit Sports and Healthy Living Centers for Women (Turkey), Freie Universität Berlin (Germany), and from the International Floorball Federation (IFF)*.

The least number of programmes and policies (33%) have been developed in relation to female referees, but some organisations have had exciting projects. Examples mentioned in the report are from The *Pan American Canoe Federation (CO-PAC)*, the *Australian Capital Territory (ACT) Football Federation*, the *International Table Tennis Federation (ITTF)*, the *USA Deaf Sport Federation*, and the *International Canoe Federation (ICF)*. Those organisations that had not undertaken any work in this area stated that it was 'Not our remit' (28%), 'Not considered' (22%) and 'No issue' (22%).

Finally we also asked the participants in the study what they thought was the most important issue for women and sport and/or exercise today. Their answers are presented in Table 27.

More than half of the answers fall into two categories: 'Access to/equality within' and 'Leadership'. This reinforces the conclusion of our study, that it is still very important to focus on equality in sport and to increase the leadership of women in sport. This

is particularly significant for the organisations that indicated that they had not taken any actions because they felt there was 'no issue'. When a sport organisation has not considered having a policy concerning harassment and abuse, it indicates that there is a need for consciousness-raising concerning human rights and gender equality in sport.

Final comments and recommendations

The overall trend in the 1994 to 2010 period indicated a high number of signatories of the Brighton Declaration in the years immediately following the 1994 Conference, with the number of new signatories decreasing in later years. This has changed during the last four years, as the number of signatories today has increased to 415¹⁵. This is a very positive trend and indicates that many organisations see the need for implementing the Brighton principles into practice. Both the former progress reports and the empirical study covering the last 8

Table 27. What do you think is the most important issue for women and sport and/or exercise today (Percentages)?

Equal access to/equality within sport	26
Leadership	23
Appreciating women's sport	8
Media	7
Financial funding	7
Work/athlete/mother nexus	5
Better/stronger policies and networking	5
Safety	5
Confidence	3
More/better standard of coaching and education	3
Networking	3
Facilities/equipment	3
Post-career	2

¹⁵ By April 17, 2014

years demonstrate this. Looking back over the last 20 years we can conclude that a lot of progress has taken place concerning women and sport. It is very difficult to measure the direct impact of the Brighton declaration on all the programmes and activities that have taken place over the last years, but there is no doubt that it has inspired many organisations. Some of the participants in our study comment directly on the impact of the Brighton Declaration on their work. *WomenSport International Task Force on Deaf and Hard of Hearing Girls and Women in Sport* stated that 'the Brighton declaration's mission/principle inspired us to further advance equality, opportunities and accessibility for Deaf/HOH females. Truly EMPOWERING! Yet there's much work to be done'. Another example is from the *Badminton World Federation (BWF)*. They explain that:

The scope and aims of the declaration (part A) were used to guide the Women's Commission in determining the terms of reference for that Commission. When the Working Group started in 2009 - the scope of their work seemed daunting - but the areas selected that were achievable match to key areas in the Declaration - leadership - education / training / development - school and junior sport - participation in particular.

The Arab Women and Sport Association (SAAW) writes that their organisation was inspired by the Brighton Declaration, and that work such as decisions issued by the SAAW conferences and the policies that they have developed have been informed and inspired by the Brighton Principles.

In the last eight years many initiatives have been taken 1) to increase the active participation of girls and women in physical activity, exercise and sports, 2) to develop educational and/or training material/programmes about equality issues, 3) to increase the public's knowledge and understanding about women's sport and exercise, 4) to support elite level athletes and 5) to ensure that the opportunities for girls (<18 years) are equal to those for boys in developing physical fitness and/or basic sport skills. But as shown there is still work to be done both in new and old areas. Based on the results we will recommend that the following topics/ areas are given priority in the years to come:

1. The development of child-care provision for people involved in sport in different roles and at different arenas
2. The development of programmes to support the retirement of female elite level athletes
3. The development of preventive measures which ensure that sport and exercise is a safe arena for girls and women, particular in relation to
 - a. Prevention of bullying, hazing, homophobia, sexual harassment and/or abuse
 - b. Prevention of eating disorders
 - c. Prevention of injuries
4. Emphasising increased female leadership in different sporting roles such as
 - a. Refereeing
 - b. Coaching
 - c. Decision-making

These are a mixture of areas that were strongly emphasised in the Brighton Declaration, particularly the recommendation about leadership, but they also represent new issues, first of all in relation to some safety issues but also in relation to making life easier for the retiring female athlete. Different strategies such as gender mainstreaming and women-specific initiatives should be considered in the implementation of the principles laid down in the Brighton Declaration. The results from this study indicate that women-specific initiatives such as women's committees can be a successful way to do this. The study also revealed some results which indicate that consciousness raising about

human rights and equality issues are still important as a focus, as they are a prerequisite for gender equality. We will therefore end this report by a quote from the first paragraph in the Brighton Declaration:

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.

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Appendix 1

THE BRIGHTON DECLARATION ON WOMEN AND SPORT

Women Sport and the Challenge of Change

The first international conference on women and sport, which brought together policy and decision makers in sport at both national and international level, took place in Brighton, UK from 5-8 May 1994. It was organised by the British Sports Council and supported by the International Olympic Committee. The conference specifically addressed the issue of how to accelerate the process of change that would redress the imbalances women face in their participation and involvement in sport.

The 280 delegates from 82 countries representing governmental and non-governmental organisations, national Olympic committees, international and national sport federations and educational and research institutions, endorsed the following Declaration. The Declaration provides the principles that should guide action intended to increase the involvement of women in sport at all levels and in all functions and roles.

In addition, the conference agreed to establish and develop an international women and sport strategy which encompasses all continents. This should be endorsed and supported by governmental and non-governmental organisations involved in sport development. Such an international strategic approach will enable model programmes and successful developments to be shared among nations and sporting federations, so accelerating the change towards a more equitable sporting culture worldwide.

BACKGROUND

Sport is a cultural activity which, practiced fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers the individual the opportunity of self-knowledge, self-expression and fulfilment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport promotes involvement, integration and responsibility in society and contributes to the development of the community.

Sport and sporting activities are an integral aspect of the culture of every nation. However, while women and girls account for more than half of the world's population and although the percentage of their participation in sport varies between countries, in every case it is less than that of men and boys.

Despite growing participation of women in sport in recent years and increased opportunities for women to participate in domestic and international arenas, increased representation of women in decision making and leadership roles within sport has not followed. Women are significantly under-represented in management, coaching and officiating, particularly at the higher levels. Without women leaders, decision makers and role models within sport, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport. Similarly, participation in sport can enrich, enhance and develop women's lives.

A. SCOPE AND AIMS OF THE DECLARATION

1. SCOPE

This Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport or who are in any way involved in the employment, education, management, training, development or care of women in sport. This Declaration is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations relating to women or sport.

2. AIMS

The overriding aim is to develop a sporting culture that enables and values the full involvement of women in every aspect of sport. It is the interests of equality, development and peace that a commitment be made by governmental, non-governmental organisations and all those institutions involved in sport to apply the Principles set out in this Declaration by developing appropriate policies, structures and mechanisms which:

- ensure that all women and girls have opportunity to participate in sport in a safe and supportive environment which preserves the rights, dignity and respect of the individual;
- increase the involvement of women in sport at all levels and in all functions and roles;
- ensure that the knowledge, experiences and values of women contribute to the develop-

ment of sport;

- promote the recognition of women's involvement in sport as a contribution to public life, community development and in building a healthy nation;
- promote the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.

B. THE PRINCIPLES

1. EQUITY AND EQUALITY IN SOCIETY AND SPORT

- a. Every effort should be made by state and government machineries to ensure that institutions and organisations responsible for sport comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights and the UN Convention on the Elimination of All Forms of Discrimination against Women.
- b. Equal opportunity to participate and be involved in sport whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, regardless of race, colour, language, religion, creed, sexual orientation, age, marital status, disability, political belief or affiliation, national or social origin.
- c. Resources, power and responsibility should be allocated fairly and without discrimination on the basis of sex, but such allocation should redress any inequitable balance in the benefits available to women and men.

2. FACILITIES

Women's participation in sport is influenced by the extent variety and accessibility of facilities. The planning, design and management of these should appropriately and equitably meet the particular needs of women in the community, with

special attention given to the need for child care provision and safety.

3. SCHOOL AND JUNIOR SPORT

Research demonstrates that girls and boys approach sport from markedly different perspectives. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical fitness and basic sport skills of young people.

4. DEVELOPING PARTICIPATION

Women's participation in sport is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations.

5. HIGH PERFORMANCE SPORT

a. Governments and sports organisations should provide equal opportunities to women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes.

b. Those supporting elite and/or professional athletes should ensure that competition opportunities, rewards, incentives, recognition, sponsorship, promotion and other forms of support are provided fairly and equitably to both women and men.

6. LEADERSHIP IN SPORT

Women are under-represented in the leadership and decision making of all sport and sport-related organisations. Those responsible for these areas

should develop policies and programmes and design structures which increase the number of women coaches, advisers, decision makers, officials, administrators and sports personnel at all levels with special attention given to recruitment, development and retention.

7. EDUCATION, TRAINING AND DEVELOPMENT

Those responsible for the education, training and development of coaches and other sports personnel should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, equitably reflect women's role in sport and take account of women's leadership experiences, values and attitudes.

8. SPORT INFORMATION AND RESEARCH

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men.

9. RESOURCES

Those responsible for the allocation of resources should ensure that support is available for sportswomen, women's programmes and special measures to advance this Declaration of Principles.

10. DOMESTIC AND INTERNATIONAL COOPERATION

Government and non-government organisations should incorporate the promotion of issues of gender equity and the sharing of examples of good practice in women and sport policies and programmes in their associations with other organisations, within both domestic and international arenas.

Appendix 2

METHODOLOGY

Data was gathered by the use of Questback; an online tool for administration of questionnaires. The respondents received an e-mail containing an invitation to participate in the study followed by an individual URL-link to the questionnaire. The questionnaire comprised 24 main questions that were based around the principles of the Brighton Declaration on Women and Sport and was connected to the following 11 topics:

- Developing participation.
- School and junior sport
- High performance sport
- Facilities
- Safety
- Leadership in sport
- Education , training and development
- Information and research
- Media coverage
- Resources
- Domestic and international cooperation

Almost all (n=22) were formulated in a standardised framework with 'Has your organisation taken any actions since 2006 to...', or 'Has your organisation developed any policies, programs, or other initiatives since 2006 ...' followed by the topic the question wanted to address. The respondents were given the three options 'Yes', 'No', and 'I don't know'. If the respondents marked 'Yes' they received a follow-up question where they were asked to 'Please describe the actions you have taken', whereas those who

marked 'No' were asked 'Please can you explain why not?'. In addition, the respondents were also asked the following two open-ended questions: 'In what areas do you think there has been the most progress for women and sport in the past 20 years?', and 'What do you think is the most important issue for women and sport and/or exercise today?'

Study sample: Brighton Declaration Signatories (n=290)

A list of known BD-signatories was provided by the IWG-secretariat for the present study. It was decided that organisations that signed the Brighton Declaration during the data gathering should be added to the list and receive an invitation to participate in the study as well. The first e-mail invitation was sent out May 2 with collective reminders July 2 and September 2 to all non-responds. Furthermore, personalised e-mails were formulated and sent out to all non-responds in mid-October with reminders in the start of November. No new signatories were added to the study after September 2 which gave a list of 390 known BD-signatories. However, 100 of the signatories in the list either did not have a working e-mail address or any other kind information that could be used to get in touch with them. Hence, only 290 BD-signatories (74%) received an e-mail invitation to participate in the study.

Study sample: Non-BD organisations (n=52) and Catalyst subscribers (n=4542)

A list with contact details (e-mails and contact persons) of the 52 Non-BD organisations was provided by the IWG-secretariat and an e-mail invitation was sent the same day and with the same dates for reminders as for the BD-signatories; May 2, July 2, and September 2.

The IWG-secretariat also provided a list with e-mail addresses of the Catalyst-subscribers. This list was checked against the 290 BD-signatories and the 52 Non-BD organisations to prevent double posts. If identical e-mail addresses were revealed the one among the Catalyst-subscribers was deleted. Similar to the BD-signatories it was decided that e-mail addresses registered as Catalyst-subscribers during the data gathering should be added to the list and receive an invitation to participate in the study as well. The Catalyst-subscribers received their first e-mail invitation on July 30 with reminders sent out September 4 and October 14. Altogether 4 542 Catalyst-subscribers received an e-mail invitation to participate in the study.

The Non-BD organisations and the Catalyst-subscribers received the same questionnaire as the BD-signatories, but with one extra opening question. It was decided that the unit studied had to be organisations and the actions they had taken on women and sport. The e-mail recipients were therefore presented the following text:

For your information, this questionnaire should only be answered by representatives of organisations. By organisation we mean national and international gov-

ernmental and non-governmental organisations such as: Ministries responsible for sport, Sport councils, National Olympic Committees, Sport federations/associations, Sport clubs, Women and sport groups/foundations/associations, Universities/Colleges/Schools, Professional membership organisations.

The respondents were subsequently asked 'Are you able to answer this questionnaire on behalf of an organisation according to the definition above?' If 'Yes' was marked they were asked to name the organisation they answered on behalf of and thereafter redirected to the same questions as the BD-signatories received. If 'No' was marked they did not receive any further questions, but were redirected to a page that acknowledged their participation.

Response rates

The accesses to the online questionnaires were closed on November 26 and with the following response figures:

- 91 BD-signatories (Response rate = 31%)
- 15 Non-BD organisations (Response rate = 29%)
- 401 Catalyst-subscribers (Response rate = 9%)

An investigation of a merged file (n=507) of the three samples resulted in a final data file consisting of 326 responds altogether. The remove of 181 responses was based on the following considerations:

- Non-BD organisations (n=2) and Catalyst subscribers (n=151) that had answered “No” to the question “Are you able to answer this questionnaire on behalf of an organisation according to the definition above?” were removed.
- Double responds from Catalyst-subscribers (n=20) were removed based on the following two principles: 1) If an organisation had responses from one BD-signatory and one Catalyst-subscriber the Catalyst-subscriber was removed, or 2) If an organisation had responses from two Catalyst-subscribers the latest of the two responses was removed.
- Empty responses from BD-signatories (n=4) was removed (i.e. respondents who had completed the questionnaire, but without providing any answers).
- Responses from Catalyst-subscribers (n=4) with insufficient or lacking specification of the organisation they answered on behalf of were removed.

Furthermore, it was decided that:

- 23 responses from Catalyst-subscribers should be recognised as BD-signatories. These had reported names of organisations that had signed the Brighton Decla-

ration, but where no responses was registered from the contact e-mail that was registered in the list of BD-signatories provided by the IWG-secretariat. Hence, this gave a total of 110 (38%) working responses out of the 290 BD-signatories that had received an e-mail invitation to participate in the study.

- The Non-BD organisations and the Catalyst-subscribers should be treated as one group for simplicity reasons (hereafter referred to as ‘Catalyst-subscribers’).
- Results for BD-signatories and Catalyst-subscribers should be presented together in the Progress Report.

Case studies

Based on the answers from the questionnaires some organisations describing interesting cases/projects/etc. were contacted by e-mail and asked to contribute with more information about their answers (both text and pictures) so this could be incorporated as examples of good practice in the progress report. Organisations representing altogether 78 cases were contacted, and reminders were also sent to those that had not returned our questions during the first two weeks. The distribution of cases across continents and organisational types are presented in the table below.

	International	Europe	Americas	Oceania	Asia	Africa	Total
Women in Sport Organisations	8	3	3	1	5	4	24
International & Continental Sport Organisations	14	4	1				19
NOCs, NPCs & National Conf. of Sports		6		1	1	1	9
National & Regional Sport Federations		8	2	4	2		16
Governmental Organisations		9		3			12
Universities & Academic Organisations	1	2	1	1		1	6
Other	1	4	8				13
TOTAL	24	36	15	10	8	6	99

Appendix 3

WOMEN AND SPORT ORGANISATIONS (N=46)

100% Sport - Center of Excellence Opportunities for Men and Women (Austria)
Alliance of Women Coaches (USA)
Alzahra Cultural & Sport Association (Afghanistan)
Anita White Foundation (UK)
Australian Womensport and Recreation Association (AWRA)
b-fit Sports and Healthy Living Centers for Women (Turkey)
DEMUSA - Mexican Women and Sport Association
European Women and Sport (EWS)
FODEDE - Football to Develop Destitute (Liberia)
Indonesian Association of Physical Education and Sports for Girls and Women (PERWOSI)
International Association of Physical Education and Sport for Women and Girls (IAPESGW)
International Federation of Associated Wrestling Styles (FILA) - Woman and Sport Commission
International Fencing Federation (FIE) - Women & Fencing Council
Israel National Project to Promote Women in Sport
Japan Association of Physical Education for Women (JAPEW)
Japan Society for Sport and Gender Studies
Japanese Association for Women and Sport (JWS)
Jumuiya Women Group - Women in Sport Program (Kenya)
Jyvskylan Fight Like a Girl Club (Finland)
Leadership Advancement for Women and Sport (Canada)
Liberian Women and Sports Association
Moroccan National Association Women Physical Activity and Sport (ANFAPS)
Mediterranean Association of Women Sports Culture (France)
Moving the Goalposts Kilifi (Kenya)
Multicultural Women's Sports and Culture Association (Finland)
Nigerian Association of Women in Sports (NAWIS)
NOWSPAR - National Organisation for Women in Sport Physical Activity and Recreation (Zambia)
Oceania Women and Sport Commission
Pakistan Association for Women Sports
Polish Olympic Committee - Women's Sport Commission
Portuguese Women and Sport Commission
Project Woman, Sport and Society (Spain)
Seychelles Women & Sports (SWASA)
Sport Association for Arab Women (SAAW)
Task Force on Deaf and Hard of Hearing Girls and Women in Sport
Tucker Center for Research on Girls & Women in Sport (USA)
Women and Sport South Africa (WASSA)
Women in Sport Network (New Zealand)
Women Sport International (WSI)
Women Win
Women's Sports and Fitness Foundation (UK)
Women's Sports Foundation (USA)
WomenCAN International
Womensport & Recreation Tasmania (Australia)
World Village of Women and Sport
Zimbabwe Women in Sport

INTERNATIONAL AND CONTINENTAL SPORT ORGANISATIONS (N=51)

Association for International Sport For All (TAFISA)
Association of Summer Olympic International Federations (ASOIF)
Badminton World Federation (BWF)
ENGSO Youth
European Athletics

European Fencing Confederation (EFC)
European Gay and Lesbian Sport Federation (EGLSF)
European Handball Federation (EHF)
European Non-Governmental Sport Organisations (ENGSO)
European Paralympic Committee (EPC)
FIM Africa
International Air Sports Federation (FAI)
International Archery Federation (FITA)
International Automobile Federation (FIA)
International Basketball Federation (FIBA)
International Boxing Association (AIBA)
International Canoe Federation (ICF)
International Chess Federation (FIDE)
International Cyclists Union (UCI)
International Equestrian Federation (FEI)
International Federation of Adapted Physical Activity (IFAPA)
International Federation of Basque Pelota (FIPV)
International Federation of Netball Associations (IFNA)
International Floorball Federation (IFF)
International Football Federation (FIFA)
International Gymnastics Federation (FIG)
International Hockey Federation (FIH)
International Ice Hockey Federation (IIHF)
International Korfball Federation (IKF)
International Life Saving Organisation (ILS)
International Masters Games Association (IMGA)
International Military Sports Council (CISM)
International Motorcycling Federation (FIM)
International Paralympic Committee (IPC)
International Ringette Federation (IRF)
International Ski Federation (FIS)
International Table Tennis Federation (ITTF)
International University Sports Federation (FISU)
International Waterski & Wakeboard Federation (IWWF)
International Wheelchair Basketball Federation (IWBF) - European Zone
International Workers and Amateurs Sports Confederation (CSIT)
International Yoga Sports Federation (IYSF)
Oceania Table Tennis Federation (OTTf)
Pan American Canoe Federation (COPAC)
Pan American Surf Association (PASA)
Special Olympics, Europe Eurasia Region
SportAccord
World Curling Federation (WCF)
World Dancesport Federation (WDSSF)
World Squash Association (WSF)
World Underwater Federation (CMAS)

NOCs, NPCs & National Confederations of Sports (n=46)

Algerian Olympic Committee
American Samoa National Olympic Committee
ASKÖ - Association for Sport and Physical Culture in Austria
Barbados Olympic Association
Chinese Taipei Olympic Committee
Costa Rica National Olympic Committee
Croatian Olympic Committee
Cyprus National Olympic Committee
Cyprus Organization of Sport
Czech Olympic Committee
Czech Sports Union
El Salvador Olympic Committee

Faroese Confederation of Sports and National Olympic Committee
 Finnish Olympic Committee
 Finnish Paralympic Committee
 Ivory Coast Olympic Committee
 Jamaica Olympic Association
 Japanese Olympic Committee
 Korean Olympic Committee
 Lithuanian Union of Sports Federations
 Luxembourg Olympic and Sports Committee
 Maltese Olympic Committee
 National Olympic and Sport Association of Iceland
 National Olympic Committee Albania
 National Olympic Committee of Denmark
 National Olympic Committee of France
 National Olympic Committee of Indonesia
 National Olympic Committee of Lithuania
 National Olympic Committee of the Republic of Azerbaijan
 National Olympic Committee of Dominican Republic
 National Paralympic Committee of the Netherlands
 New Zealand Olympic Committee
 Northern Marianas Amateur Sports Association
 Norwegian Olympic and Paralympic Committee and Confederation of Sports
 Olympic Committee of Slovenia
 Olympic Council of Ireland
 Philippine Sports Association for the Differently Able - National Paralympic Committee
 Romanian Olympic and Sports Committee
 San Marino National Olympic Committee
 Senegal National Olympic Committee
 Swaziland Olympic and Commonwealth Games Association
 Swedish Olympic Committee
 Swedish Sports Confederation
 Swiss Olympic Committee
 VALO - Finnish Sports Confederation
 Zimbabwe Olympic Committee

NATIONAL SPORT FEDERATIONS (N=80)

ACT Football Federation (Australia)
 Algerian Federation of University Sport
 Andalusian Mountain Sports Federation (Spain)
 Association for Physical Education (UK)
 Athletic Federation of Lithuania
 Athletic Federation of Montenegro
 Athletic Federation of the Republic of Armenia
 Australian Canoeing
 Australian Handball Federation
 Australian Rules Football - New South Wales & ACT
 Australian Sumo Federation
 Australian University Sport
 Bocce Federation of Australia
 Bowls Australia
 Bulgarian Workers' Federation
 Commonwealth Games Association Canada
 Cricket Association of the Blind (Nepal)
 D-Volleyball (Australia)
 Danish Federation for Company Sports
 Equestrian Federation of Finland
 Finland's Swedish Gymnastics Federation
 Finland's Swedish Sport
 Finnish Curling Association
 Finnish Floorball Federation
 Finnish Golf Union
 Finnish Judo Association

Finnish multi-cultural Sport Foundation
 Finnish Sailing and Boating Association
 Finnish School Sport Federation
 Finnish Student Sports Federation
 Football Association of Finland
 French Table Tennis Federation
 Handball Association of Victoria (Australia)
 Hockey Queensland (Australia)
 IGSSA - Independent Girls Schools Sporting Association (Australia)
 Irish Kendo Federation
 Israeli Athletics Association
 Italian Association of Sport for All
 Jamaica Intercollegiate Sports Association
 Kenya Sports Federation of the Deaf
 Kenya Universities Sports Association
 Latvian Athletic Association
 Malalo Sports Foundation (Zambia)
 Motorcycling Victoria (Australia)
 National University Sports Council (Mexico)
 Netball Australia
 North Eastern Dragon Boaters Association (USA)
 Norwegian Association of University Sport
 Physical Education and Sports Organization Pakistan
 Portuguese Table Tennis Federation
 Queensland Badminton Association (Australia)
 Ringette Canada
 Rinkball and Ringette Finland
 Romanian Badminton Federation
 Royal Dutch Athletics Federation
 Royal Spanish Gymnastics Federation
 Royal Spanish LifeSaving Federation
 Royal Spanish Volleyball Federation
 Russian Students Sport Union
 Rwanda School Sports Federation
 Savate Canada
 Spanish Orienteering Federation
 Swedish Deaf Sports Federation
 Swedish Football Association
 Swedish Gymnastics Federation
 Swedish University Sports Federation
 Swimming Northern Territory (Australia)
 Swiss Athletics
 Swiss Deaf Sports Federation
 Triathlon Australia
 Triathlon Canada
 Tunisian Athletics Federation
 Turkish Athletics Federation
 Uruguayan Football Association
 USA Deaf Basketball
 USA Deaf Sports Federation
 USA Sailing
 USA Volleyball
 Vicsport (Australia)

GOVERNMENTAL ORGANISATIONS

Basque Government - Directorate of Youth and Sports (Spain)
 Catalan Sports Council (Spain)
 City of Helsinki Sports Department (Finland)
 Coldeportes - Colombian Sports Institute
 Department of Transport, Tourism and Sport (Ireland)
 Enlarged Partial Agreement on Sport of the Council of Europe
 Federal Ministry of Defence and Sports (Austria)
 Federal Ministry of the Interior (Germany)
 Finnish Ministry of Education and Culture

Finnish Ministry of Social Affairs and Health - Gender Equality Unit
 Government of Styria - Department of Sports (Austria)
 High Council for Sport of Spain
 Malta Sports Council
 Mexico National Commission for Physical Culture and Sport
 Ministry of Culture (Sweden)
 Ministry of Health, Welfare and Sport (Netherlands)
 Ministry of Information, Youth, Culture and Sports (Tanzania)
 New South Wales - Department of Education and Communities (Australia)
 Newcastle City Council - Active Newcastle (UK)
 Portuguese Institute Of Sport and Youth
 Sport and Recreation Tasmania (Australia)
 Sport England
 Sport Northern Ireland
 UK Sport
 Upper Hunter Shire Council (Australia)
 Zaragoza Municipal Sports (Spain)

UNIVERSITIES & ACADEMIC ORGANISATIONS (N=37)

Alzahra University - Sport Management Department (Iran)
 Australian Society for Sports History
 Bary University (USA)
 Brunel University - Activitive Universities Project (UK)
 Christian Academy in Japan
 Dar Alkalima School in Bethlehem (Palestine)
 Finnish Society of Sport Sciences
 Freie Universität Berlin (Germany)
 Husson University (USA)
 International Academy of Sports Science and Technology (AISTS)
 International Council of Sport Science and Physical Education (ICSSPE)
 International Sociology of Sport Association (ISSA)
 Japan Society of Physical Education, Health, and Sport Sciences
 La Trobe University (Australia)
 Lakshmbai National Institute of Physical Education (India)
 Leeds Trinity University (UK)
 Makerere University - Sports Science Unit (Uganda)
 Malmö University (Sweden)
 Nwafor Orizu College of Education (Nigeria)
 Pedagogical University Experimental Libertador (Venezuela)
 Polytechnic University of Madrid - Faculty of Physical Activity and Sport (Spain)
 Queensland University of Technology (Australia)
 Schools of Arts and Science of Sao Paulo University (Brasil)
 Semmelweis University - Faculty of PE and Sport Sciences (Hungary)
 Smith College (USA)
 Swedish School for Sport and Health Sciences
 Texas Christian University (USA)
 University of Adam Mickiewicz (Poland)
 University of Barcelona - National Institute of Physical Education of Catalonia (Spain)
 University of Belgrade - Faculty of Sport and Physical Education (Serbia)

University of Jyväskylä - Faculty of Sport and Health Sciences (Finland)
 University of Ljubljana (Slovenia)
 University of Nevada (USA)
 University of Puerto Rico
 University of Vienna - Institute of Sport Science (Austria)
 University of Zagreb (Croatia)
 Victoria University (Australia)

OTHER ORGANISATIONS (N=41)

09 Helsinki Human Rights Foundation (Finland)
 Action on African Women Foundation (Ghana)
 Arete Educational Consulting (Canada)
 Ashoka - Global Network of Social Entrepreneurs
 ASPIRE - Academy for Sports Excellence (Qatar)
 Australian Football League
 Avento Consultoria (Spain)
 Budo for Peace (Israel)
 Bulgarian Sports Pedagogues Association
 California Women's Law Center (USA)
 Canadian Sport for Life
 Centre for Access to Football in Europe (CAFE)
 Classroom Champions (USA & Canada)
 Club De Gymnastique Les Rapides (Burkina Faso)
 Coaches Association of Finland
 Coaching Association of Canada
 European Observatoire of Sport and Employment (EOSE)
 Finnish Antidoping Agency
 Gender Equality Ombudsman (Finland)
 Hockey & Tennis Club Oranje International (Belgium)
 International Platform on Sport and Development
 International Sports Journalists Association (AIPS)
 Intuitive Solutions (Australia)
 Ipswich Girls' Grammar School (UK)
 Kenyan Premier League
 LiiKe - Sports & Development (Finland)
 Marrara Judo Club (Australia)
 National Foundation for Australian Women
 National Rugby League (Australia)
 No Limits Volleyball (USA)
 Piikkiön Kehitys (Finland)
 Play the Game
 Project Swarajya (India)
 Right to Play
 Sacred Sports Foundation (Saint Lucia West Indies)
 SHRO - Social Help & Research Organization (Pakistan)
 Sport and Citizenship
 Swan Districts Football Club (Australia)
 Townsville Fire WNBL Team (Australia)
 UNI Global Union - Sport PRO
 Women Foundation of Ingualdad (Argentina)

Appendix 4

INTERNATIONAL (N=54)

Ashoka - Global Network of Social Entrepreneurs
Association for International Sport For All (TAFISA)
Association of Summer Olympic International Federations (ASOIF)
Badminton World Federation (BWF)
International Academy of Sports Science and Technology (AISTS)
International Air Sports Federation (FAI)
International Archery Federation (FITA)
International Association of Physical Education and Sport for Women and Girls (IAPESGW)
International Automobile Federation (FIA)
International Basketball Federation (FIBA)
International Boxing Association (AIBA)
International Canoe Federation (ICF)
International Chess Federation (FIDE)
International Council of Sport Science and Physical Education (ICSSPE)
International Cyclists Union (UCI)
International Equestrian Federation (FEI)
International Federation of Adapted Physical Activity (IFAPA)
International Federation of Associated Wrestling Styles (FILA) - Woman and Sport Commission
International Federation of Basque Pelota (FIPV)
International Federation of Netball Associations (IFNA)
International Fencing Federation (FIE) - Women & Fencing Council
International Football Federation (FIFA)
International Gymnastics Federation (FIG)
International Hockey Federation (FIH)
International Ice Hockey Federation (IIHF)
International Korfball Federation (IKF)
International Life Saving Organisation (ILS)
International Masters Games Association (IMGA)
International Military Sports Council (CISM)
International Motorcycling Federation (FIM)
International Paralympic Committee (IPC)
International Platform on Sport and Development
International Ringette Federation (IRF)
International Ski Federation (FIS)
International Sociology of Sport Association (ISSA)
International Sports Journalists Association (AIPS)
International Table Tennis Federation (ITTF)
International University Sports Federation (FISU)
International Waterski & Wakeboard Federation (IWWF)
International Workers and Amateurs Sports Confederation (CSIT)
International Yoga Sports Federation (IYSF)
Play the Game
Right to Play
SportAccord
Task Force on Deaf and Hard of Hearing Girls and Women in Sport
UNI Global Union - Sport PRO
Women Sport International (WSI)
Women Win
WomenCAN International
World Curling Federation (WCF)
World Dancesport Federation (WDSF)
World Squash Association (WSF)
World Underwater Federation (CMAS)
World Village of Women and Sport

EUROPE (N=132)

09 Helsinki Human Rights Foundation (Finland)
100% Sport - Center of Excellence Opportunities for Men and Women (Austria)
Andalusian Mountain Sports Federation (Spain)
Anita White Foundation (UK)
ASKÖ - Association for Sport and Physical Culture in Austria
Association for Physical Education (UK)
Athletic Federation of Lithuania
Athletic Federation of Montenegro
Avento Consultoria (Spain)
Basque Government - Directorate of Youth and Sports (Spain)
Brunel University - Activitive Universities Project (UK)
Bulgarian Sports Pedagogues Association
Bulgarian Workers' Federation
Catalan Sports Council (Spain)
Centre for Access to Football in Europe (CAFE)
City of Helsinki Sports Department (Finland)
Coaches Association of Finland
Croatian Olympic Committee
Cyprus National Olympic Committee
Cyprus Organization of Sport
Czech Olympic Committee
Czech Sports Union
Danish Federation for Company Sports
Department of Transport, Tourism and Sport (Ireland)
ENGSO Youth
Enlarged Partial Agreement on Sport of the Council of Europe
Equestrian Federation of Finland
European Athletics
European Fencing Confederation (EFC)
European Gay and Lesbian Sport Federation (EGLSF)
European Handball Federation (EHF)
European Non-Governmental Sport Organisations (ENGSO)
European Observatoire of Sport and Employment (EOSE)
European Paralympic Committee (EPC)
European Women and Sport (EWS)
Faroese Confederation of Sports and National Olympic Committee
Federal Ministry of Defence and Sports (Austria)
Federal Ministry of the Interior (Germany)
Finland's Swedish Gymnastics Federation
Finland's Swedish Sport
Finnish Antidoping Agency
Finnish Curling Association
Finnish Floorball Federation
Finnish Golf Union
Finnish Judo Association
Finnish Ministry of Education and Culture
Finnish Ministry of Social Affairs and Health - Gender Equality Unit
Finnish multi-cultural Sport Foundation
Finnish Olympic Committee
Finnish Paralympic Committee
Finnish Sailing and Boating Association
Finnish School Sport Federation
Finnish Society of Sport Sciences
Finnish Student Sports Federation
Football Association of Finland

Freie Universität Berlin (Germany)
 French Table Tennis Federation
 Gender Equality Ombudsman (Finland)
 Government of Styria - Department of Sports (Austria)
 High Council for Sport of Spain
 Hockey & Tennis Club Oranje International (Belgium)
 International Wheelchair Basketball Federation (IWBF) - European Zone
 Ipswich Girls' Grammar School (UK)
 Irish Kendo Federation
 Italian Association of Sport for All
 Jyväskylän Fight Like a Girl Club (Finland)
 Latvian Athletic Association
 Leeds Trinity University (UK)
 Liike - Sports & Development (Finland)
 Lithuanian Union of Sports Federations
 Luxembourg Olympic and Sports Committee
 Malmö University (Sweden)
 Malta Sports Council
 Maltese Olympic Committee
 Mediterranean Association of Women Sports Culture (France)
 Ministry of Culture (Sweden)
 Ministry of Health, Welfare and Sport (Netherlands)
 Multicultural Women's Sports and Culture Association (Finland)
 National Olympic and Sport Association of Iceland
 National Olympic Committee Albania
 National Olympic Committee of Denmark
 National Olympic Committee of France
 National Olympic Committee of Lithuania
 National Paralympic Committee of the Netherlands
 Newcastle City Council - Active Newcastle (UK)
 Norwegian Association of University Sport
 Norwegian Olympic and Paralympic Committee and Confederation of Sports
 Olympic Committee of Slovenia
 Olympic Council of Ireland
 Piikkiön Kehitys (Finland)
 Polish Olympic Committee - Women's Sport Commission
 Polytechnic University of Madrid - Faculty of Physical Activity and Sport (Spain)
 Portuguese Institute Of Sport and Youth
 Portuguese Table Tennis Federation
 Portuguese Women and Sport Commission
 Project Woman, Sport and Society (Spain)
 Rinkball and Ringette Finland
 Romanian Badminton Federation
 Romanian Olympic and Sports Committee
 Royal Dutch Athletics Federation
 Royal Spanish Gymnastics Federation
 Royal Spanish LifeSaving Federation
 Royal Spanish Volleyball Federation
 Russian Students Sport Union
 San Marino National Olympic Committee
 Semmelweis University - Faculty of PE and Sport Sciences (Hungary)
 Spanish Orienteering Federation
 Special Olympics, Europe Eurasia Region
 Sport and Citizenship
 Sport England
 Sport Northern Ireland
 Swedish Deaf Sports Federation
 Swedish Football Association
 Swedish Gymnastics Federation
 Swedish Olympic Committee

Swedish School for Sport and Health Sciences
 Swedish Sports Confederation
 Swedish University Sports Federation
 Swiss Athletics
 Swiss Deaf Sports Federation
 Swiss Olympic Committee
 UK Sport
 University of Adam Mickiewicz (Poland)
 University of Barcelona - National Institute of Physical Education of Catalonia (Spain)
 University of Belgrade - Faculty of Sport and Physical Education (Serbia)
 University of Jyväskylä - Faculty of Sport and Health Sciences (Finland)
 University of Ljubljana (Slovenia)
 University of Vienna - Institute of Sport Science (Austria)
 University of Zagreb (Croatia)
 VALO - Finnish Sports Confederation
 Women's Sports and Fitness Foundation (UK)
 Zaragoza Municipal Sports (Spain)

AMERICAS (N=42)

Alliance of Women Coaches (USA)
 Arete Educational Consulting (Canada)
 Barbados Olympic Association
 Barry University (USA)
 California Women's Law Center (USA)
 Canadian Sport for Life
 Classroom Champions (USA & Canada)
 Coaching Association of Canada
 Coldeportes - Colombian Sports Institute
 Commonwealth Games Association Canada
 Costa Rica National Olympic Committee
 DEMUSA - Mexican Women and Sport Association
 El Salvador Olympic Committee
 Husson University (USA)
 Jamaica Intercollegiate Sports Association
 Jamaica Olympic Association
 Leadership Advancement for Women and Sport (Canada)
 Mexico National Commission for Physical Culture and Sport
 National Olympic Committee of Dominican Republic
 National University Sports Council (Mexico)
 No Limits Volleyball (USA)
 North Eastern Dragon Boaters Association (USA)
 Pan American Canoe Federation (COPAC)
 Pan American Surf Association (PASA)
 Pedagogical University Experimental Libertador (Venezuela)
 Ringette Canada
 Sacred Sports Foundation (Saint Lucia West Indies)
 Savate Canada
 Schools of Arts and Science of Sao Paulo University (Brazil)
 Smith College (USA)
 Texas Christian University (USA)
 Triathlon Canada
 Tucker Center for Research on Girls & Women in Sport (USA)
 University of Nevada (USA)
 University of Puerto Rico
 Uruguayan Football Association
 USA Deaf Basketball
 USA Deaf Sports Federation
 USA Sailing
 USA Volleyball
 Women Foundation of Ingualdad (Argentina)
 Women's Sports Foundation (USA)

OCEANIA (N=40)

ACT Football Federation (Australia)
American Samoa National Olympic Committee
Australian Canoeing
Australian Football League
Australian Handball Federation
Australian Rules Football - New South Wales & ACT
Australian Society for Sports History
Australian Sumo Federation
Australian University Sport
Australian Womensport and Recreation Association (AWRA)
Bocce Federation of Australia
Bowls Australia
D-Volleyball (Australia)
Handball Association of Victoria (Australia)
Hockey Queensland (Australia)
IGSSA - Independent Girls Schools Sporting Association (Australia)
Intuitive Solutions (Australia)
La Trobe University (Australia)
Marrara Judo Club (Australia)
Motorcycling Victoria (Australia)
National Foundation for Australian Women
National Rugby League (Australia)
Netball Australia
New South Wales - Department of Education and Communities (Australia)
New Zealand Olympic Committee
Northern Marianas Amateur Sports Association
Oceania Table Tennis Federation (OTTFF)
Oceania Women and Sport Commission
Queensland Badminton Association (Australia)
Queensland University of Technology (Australia)
Sport and Recreation Tasmania (Australia)
Swan Districts Football Club (Australia)
Swimming Northern Territory (Australia)
Townsville Fire WNBL Team (Australia)
Triathlon Australia
Upper Hunter Shire Council (Australia)
Vicsport (Australia)
Victoria University (Australia)
Women in Sport Network (New Zealand)
Womensport & Recreation Tasmania (Australia)

ASIA (N=30)

Alzahra Cultural & Sport Association (Afghanistan)
Alzahra University - Sport Management Department (Iran)
ASPIRE - Academy for Sports Excellence (Qatar)
Athletic Federation of the Republic of Armenia
b-fit Sports and Healthy Living Centers for Women (Turkey)
Budo for Peace (Israel)
Chinese Taipei Olympic Committee
Christian Academy in Japan
Cricket Association of the Blind (Nepal)
Dar Alkalima School in Bethlehem (Palestine)

Indonesian Association of Physical Education and Sports for Girls and Women (PERWOSI)
International Floorball Federation (IFF)
Israel National Project to Promote Women in Sport
Israeli Athletics Association
Japan Association of Physical Education for Women (JAPEW)
Japan Society for Sport and Gender Studies
Japan Society of Physical Education, Health, and Sport Sciences
Japanese Association for Women and Sport (JWS)
Japanese Olympic Committee
Korean Olympic Committee
Lakshmbai National Institute of Physical Education (India)
National Olympic Committee of Indonesia
National Olympic Committee of the Republic of Azerbaijan
Pakistan Association for Women Sports
Philippine Sports Association for the Differently Able - National Paralympic Committee
Physical Education and Sports Organization Pakistan
Project Swarajya (India)
SHRO - Social Help & Research Organization (Pakistan)
Sport Association for Arab Women (SAAW)
Turkish Athletics Federation

AFRICA (N=28)

Action on African Women Foundation (Ghana)
Algerian Federation of University Sport
Algerian Olympic Committee
Club De Gymnastique Les Rapides (Burkina Faso)
FIM Africa
FODEDE - Football to Develop Destitute (Liberia)
Ivory Coast Olympic Committee
Jumuiya Women Group - Women in Sport Program (Kenya)
Kenya Sports Federation of the Deaf
Kenya Universities Sports Association
Kenyan Premier League
Liberian Women and Sports Association
Makerere University - Sports Science Unit (Uganda)
Malalo Sports Foundation (Zambia)
Maroccan National Association Women Physical Activity and Sport (ANFAPS)
Ministry of Information, Youth, Culture and Sports (Tanzania)
Moving the Goalposts Kilifi (Kenya)
Nigerian Association of Women in Sports (NAWIS)
NOWSPAR - National Organisation for Women in Sport Physical Activity and Recreation (Zambia)
Nwafor Orizu College of Education (Nigeria)
Rwanda School Sports Federation
Senegal National Olympic Committee
Seychelles Women & Sports (SWASA)
Swaziland Olympic and Commonwealth Games Association
Tunisian Athletics Federation
Women and Sport South Africa (WASSA)
Zimbabwe Olympic Committee
Zimbabwe Women in Sport

Authors



Kari Fasting is a professor emerita at the Department of Social and Cultural Studies, The Norwegian School of Sport Sciences. She was the first rector at the Norwegian School of Sport Sciences and is past president of The International Sociology of Sport Association (ISSA). Her research areas have been concerned with various questions and ramifications of issues related to “equality and diversity” in sport, with a focus on sport and exercise in the lives of women. The main focus of her recent research has been on sexual harassment and abuse in sport. She represented Norway on the European Sports Conference Working Group on Women and Sport (1989-1993), and participated in the reorganization of this group, which in 1994 became the free standing European Women and Sport Group (EWS). Kari Fasting is a founding member of WomenSport International (WSI), and currently the past president of this organization. She is representing WSI on the International Working Group on Women and Sport (IWG).



Trond Sveta Sand is a sport sociologist and works as researcher at the Department of Cultural and Social Studies at the Norwegian School of Sport Sciences and at the Norwegian Defence University College. He has broad work experience with research with a gender perspective and has among others worked with subjects such as coaching and gender, sexual harassment and gender equality. He has also work with subjects such as masculinities, physical requirements and gender equality in the armed forces.



Elizabeth Pike is the Head of Sport Development and Management, a Reader in the Sociology of Sport and Exercise, and Chair of the Anita White Foundation, at the University of Chichester. She has delivered presentations in universities and conferences throughout Africa, the Americas, Asia, Australasia, and Europe critically evaluating risk, injury, ageing, gender and corporeality in sports. Her recent publications include a co-authored book (with Jay Coakley) entitled *Sports in Society: Issues and Controversies*, a co-edited book (with Simon Beames) examining *Outdoor Adventure and Social Theory*, and a number of papers on ageing, the experiences of sporting physical activity in later life, gender issues in sport, and the role of complementary and alternative medicines for athlete welfare. She is currently a member of the Executive Board of the International Sociology of Sport Association, and serves as the President of this association and the Sociology of Sport Research Committee of the International Sociological Association. She works as a reviewer for several journals and publishers, and is on the Editorial Boards of *International Review for the Sociology of Sport*, and *Leisure Studies*.



Jordan Matthews is a Research Officer for Women and Sport based within the Sport Development and Management department at the University of Chichester, UK. He is the coordinator of the Anita White Foundation (AWF), which aims to be a central point of reference for scholars and activists involved with women and sport and to support the education and development of women leaders from countries where women face particular challenges. Jordan is also coordinator of the Women’s Sport Leadership Academy (WSLA) which will take place in June 2014, and is concluding his PhD research titled “A critical analysis of the development, outcomes, and definition of the Women and Sport Movement”.

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