

International Olympic
Committee



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Women and Sport Progress Report

A Review of IOC Policy and Activities to Promote Women in and through Sport

3rd World Conference on Women and Sport
7-9 March 2004, Marrakech, Morocco

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Chapter

1

Introduction

2000-2004: A Review of Activities

The history of the Olympic Movement shows a slow but steady increase in the involvement of women at all levels since their first participation in the II Olympiad in Athens in 1900. This evolution has at the same time been experienced elsewhere in normal life. It has been experienced progressively in social, political, and cultural, and even religious contexts, whose overall result has been a complete re-look by both society at local level, and the international community in general, at attitudes towards women. Women's issues are being thoroughly addressed and this has led to major policy actions, regulations and laws which recognize and defend women's rights at all levels of society being taken or promulgated. Sport is a natural undertaking for all earthly beings. Organized sport is the preserve of all of human without exception. It belongs to all of humankind. Sport provides opportunities to learn and new friendships. It builds teamwork and team spirit that is so important in life. It teaches discipline and organized life. Sport unites whole nations, providing unparalleled joy. Everybody plays by the same rules. It is therefore a tremendous medium of communication and emancipation that can help build girls' and women's physical and psychological well-being and awareness and give them the confidence to play an effective role in society.

The Olympic Movement and the sports community at large followed and perpetuated this evolution. Over the years, the IOC has actively undertaken initiatives to allow for broader participation of women in sport and in its administrative structures. As the leader of the Olympic Movement whose first objective is to promote Olympism and develop sport worldwide, the IOC has played a complementary role in setting a positive trend to enhance women's participation in sport, and especially in the last 10 years. It has adopted a deliberate and comprehensive policy that has placed the issue of gender equality, the needs of women and the specificity of their role in sport and the special needs of girls and their education through sport, at the top of the sporting community's agenda.

At the 2nd World Conference on Women and Sport, held in Paris in 2000, participants from the five continents analyzed the global situation of gender equality in sport. They shared experiences and good practices and addressed their particular concerns. There was general acknowledgement at that conference, that although much had already been accomplished, the momentum had to be maintained. The IOC has integrated many of those concerns in its policy and has been striving to implement measures to improve the overall situation of women in sport. This report is an attempt to detail most of the activities that have been undertaken and supported by the IOC since then in the implementation of the gender equality policy. The actions are a combination of a top-down/bottom-up approach that has been aimed at providing the support to the Olympic Family with the necessary tools, impetus and incentives.

The IOC policy is structured around three main pillars:

- Increasing the number of female participants in the Olympic Games;
- Providing women with the necessary ability, tools, incentives and opportunities in order to take leadership positions in the administration of sport;
- Advocacy and networking activities for equal opportunities between women and men.

The successes that are being achieved in this regard can be attributed to all the actors, - International Federations, NOCs, and related organizations. Yes, there are of which we can be proud. A report of the overall situation as it now stands was recently compiled by a team of researchers from Loughborough University (Great Britain) at the request of the IOC. The report will be released here for the first time and will be presented for discussion in two sessions. The IOC is under no illusion that there is still much work ahead before the situation is normalized.

Chapter 2

Olympic Games Participation

Sydney 2000-Athens 2004

One of the first aspects of the IOC policy for the advancement of women has been to work to promote women's sport in the Olympic Games, the sports competition for which the IOC is responsible. It is true that the first Olympic Games of the modern era in 1896 were not open to women. Baron Pierre de Coubertin, who revived the Games, was very much a man of his time and believed that the Games should traditionally remain a "eulogy to male sport". However, de Coubertin's reserve was not a major hindrance to the participation of women. Four years later, women were part of the Games of the II Olympiad in Paris in 1900, and from that year on, and despite the often-strong resistance within the Olympic Movement itself, women were able to compete in increasing numbers of sports and events. This development was further reinforced by the IOC's decision that all sports seeking inclusion in the programme must include women's events. In the last four years, the IOC has ensured with increased insistence that the women's programme at the Olympic Games be enlarged, in cooperation with the International Sports Federations (IFs) and the Sydney and Athens Organizing Committees for the Olympic Games.

Sydney 2000: A Celebration for Women

The **Sydney Games** marked a real milestone in the achievements of women in sport. Many "firsts" occurred on this occasion, and it is worth celebrating their success:

- One hundred years after 19 women representing 5 National Olympic Committees competed for the first time in the Games, over 4000 female athletes representing almost 40 per cent of total participants, took part in competition
- For the first time, 54 nations were led by women as flag-bearers at the Opening Ceremony parade
- A female athlete, Australian hockey star Rachael Hawks, took the Olympic Oath on behalf of the participating athletes.
- All but just nine nations did not have women competitors in their teams. There were 26 such nations in 1996 Atlanta at the Centennial Games.
- The torch relay was a celebration of women's participation.
- Birgit Fisher won two gold medals in canoeing to become the first woman in any sport to win medals 20 years apart.
- In weightlifting, two records were set when Maria Isabel Urrita took Colombia's first ever medal in an Olympic Games while Karnam Malleswari took a bronze and became the first woman to win a medal for India.
- Sri Lanka won its first women medal when 200 meters specialist Ms Susanthika Jayasinghe took the bronze.

- Two Bahraini women athletes were the first women from an Arab Gulf country to compete in the Games.

During these Games, women competed in 25 sports and 132 events. Four additional sports for women (weightlifting, modern pentathlon, taekwondo and triathlon), one additional discipline (trampoline) and more than twenty events for women were included in the programme. More than 38% of the total number of athletes, compared to 34,2% in Atlanta, were women.

Athens 2004 and Beyond

In Athens, women will compete in 26 of the 28 sports. A new record will be set. Women will participate in 135 events on the Olympic programme. Various changes have been made which enhance the participation of women:

- individual women sabre has been included and women teams foil has been excluded;
- women's football teams have increased from eight to ten
- four women's wrestling events have been included;
- the number of women's water-polo teams has been increased from 6 to 8;

Women are expected to represent almost 43 per cent of all athletes participating in the Athens Games.

Gender Representation in NOC Delegations - Sydney 2000

9 NOCs without female athletes:**Africa (2):** Botswana, Libya**Americas (1):** British Virgin Islands**Asia (6):** Brunei Darussalam, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates*Source: Final statistics of SOCOG – athlete participation*

Sydney 2000	Total	Africa	Americas	Asia	Europe	Oceania
NOCs without female athletes	9	2	1	6	0	0
NOCs with mixed representation	190	51	41	36	48	14
NOCs without male athletes	0	0	0	0	0	0
TOTAL	199	53	42	42	48	14

Gender Representation in NOC Delegations - Salt Lake City, 2002

22 NOCs without female athletes:**Africa (3):** Cameroon, Kenya, South Africa**America (5):** Bermuda, Costa Rica, Jamaica, Mexico, Trinidad & Tobago**Asia (7):** Chinese Taipei, India, Islamic Republic of Iran, Kyrgyzstan, Nepal, Tajikistan and Thailand**Europe (6):** Belgium, Bosnia and Herzegovina, Cyprus, Monaco, San Marino, Former Yugoslav Republic of Macedonia**Oceania (1)** Fiji**NOC with no male athletes:** Hong Kong, China

SLC 2002	Total	Africa	Americas	Asia	Europe	Oceania
NOCs without female athletes	22	3	5	7	6	1
NOCs with mixed representation	54	0	7	7	38	2
NOCs without male athletes	1	0	0	1	0	0
TOTAL	77	3	12	15	44	3

Women's Participation in the Games of the Olympiad

Year	Sports	Events	NOCs	Participants	%	Year	Sports	Events	NOCs	Participants	%
1896	-	-	-	-		1956	6	26	39	384	16,1
1900	2	3	5	19	1,6	1960	6	29	45	610	11,4
1904	1	2	1	6	0,9	1964	7	33	53	683	13,3
1908	2	3	4	36	1,8	1968	7	39	54	781	14,2
1912	2	6	11	57	2,2	1972	8	43	65	1058	14,8
1920	2	6	13	77	2,9	1976	11	49	66	1247	20,7
1924	3	11	20	136	4,4	1980	12	50	54	1125	21,5
1928	4	14	25	290	9,6	1984	14	62	94	1567	23
1932	3	14	18	127	9	1988	17	86	117	2186	25,8
1936	4	15	26	328	8,1	1992	19	98	136	2708	28,8
1948	5	19	33	385	9,4	1996	21	108	169	3626	34,2
1952	6	25	41	518	10,5	2000	25	132	199	4063	38,2
						2004	26	135			

Women's Participation in the Olympic Winter Games

Year	Sports	Events	NOCs	Participants	%	Year	Sports	Events	NOCs	Participants	%
1924	1	2	7	13	5	1968	3	13	29	211	18,2
1928	1	2	10	26	5,6	1972	3	13	27	206	20,5
1932	1	2	7	21	8,3	1976	3	14	30	231	20,6
1936	2	3	15	80	12	1980	3	14	31	233	21,7
1948	2	5	12	77	11,5	1984	3	15	35	274	21,5
1952	2	6	17	109	15,7	1988	3	18	39	313	22
1956	2	7	18	132	17	1992	4	25	44	488	27,1
1960	2	11	22	143	21,5	1994	4	27	44	523	30
1964	3	13	28	200	18,3	1998	6	31	54	788	36,2
						2002	7	37	77	886	36,9

Chapter
3

Sport Leadership and Administration

A Shared Responsibility for Women and Men

Minimum Targets

In 1996 the IOC adopted the following ground-breaking proposals regarding women's involvement in decision-making structures:

1. The NOCs should immediately establish as a goal to be achieved by 31 December 2000 that at least 10% of all the offices in all their decision-making structures (in particular all legislative or executive agencies) be held by women and that such percentage reach at least 20% by 31 December 2005.
2. The International Federations, the National Federations and the sports organizations belonging to the Olympic Movement should also immediately establish as a goal to have been achieved by 31 December 2000 that at least 10% of all positions in all their decision-making structures (in particular legislative or executive agencies) be held by women and that such percentage reach at least 20% by 31 December 2005.

These objectives have guided the IOC policy since then.

Women Representation in the IOC

The IOC has since been encouraging NOCs to submit more candidatures of women to become IOC members, but only few did support this appeal: among the list of candidates to the last IOC elections, six women were proposed from all continents except Asia. In addition, some women members have retired and were not replaced. The IOC has also since pegged its membership to a total of 115, a figure it hopes to attain by 2005. Considering that the number of members far exceeds that figure at the moment, the intake of new members is drastically curtailed. This obviously affects the possible election of female members as well. However, this has not stopped the appointment of women to IOC commissions by the President of the IOC. This at least enables women to play a direct role in influencing IOC policies and decisions. Nevertheless as far as the figures are concerned, the reduction in the numbers of women appointed to commissions is a result of the overall reduction in the number of IOC commissions. There is a near-proportional reduction in the number of total membership of commissions.

12 Women IOC Members

HSR Princess Nora of Liechtenstein	Charmaine CROOKS (Canada)
Anita L. DEFRANTZ (USA)	Manuela DI CENTA (Italy)
HRH the Princess Royal (Great-Britain)	Susie O'NEILL (Australia)
Gunilla LINDBERG (Sweden)	Els VAN BREDA VRIESMAN (Netherlands)
HRH the Infanta Doña Pilar de BORBON (Spain)	Pernilla WIBERG (Sweden)
Nawal EL MOUTAWAKEL (Morocco)	Dame Mary Alison GLEN-HAIG (Great Britain, honorary member)
Irena SZEWINSKA (Poland)	Flor ISAVA FONSECA (Venezuela, honorary member)

Evolution of Women's Representation in the IOC

January 2001	Women	Men	Total
Executive Board	2	13	15
IOC members	13	110	123
Commissions	35	271	306

January 2002	Women	Men	Total
Executive Board	1	14	15
IOC members	11	110	121
Commissions	35	271	306

January 2004	Women	Men	Total
Executive Board	1	14	15
IOC members	12	113	125
Commissions	28	210	238

Representation of Women in National Olympic Committees

The Olympic Movement has responded positively to the IOC's policy on women. Continental Associations, most National Olympic Committees and International Federations have shown a genuine desire to elect women to executive positions. Yet the situation is far from being ideal. Just three NOCs, two in Africa and one in Europe have women as their Presidents. However, the vast majority of NOCs are actually administered by women. The paradox being that while those in a position to elect colleagues to executive positions have not acted fast enough to vote for women, they still find women competent and trustworthy enough to manage the affairs of NOCs. And if the performance records maintained by the Department of NOC Relations are something to go by, the vast majority of these women administrators are doing an important job.

Based on information provided by 187 NOCs (as of 1 September 2003):

- 48 have more than 20% women on their executive committees
- 117 NOCs have met the previous minimum target of 10%
- 169 NOCs have at least one woman on their executive committees.

Representation of women in International Olympic Sports Federations

Based on information provided by the 35 IFs (as of 1 September 2003):

- 8 IFs have more than 20% women on their boards
- 11 IFs have met the previous minimum target of 10%
- 31 IFs have at least one woman on their boards

Representation of women in Recognized Federations

Based on the information provided by 28 Recognised IFs (as of 1 September 2003):

- 6 recognized IFs have more than 20% women on their boards.
- 7 recognized IFs have met the previous minimum target of 10%
- 22 recognized IFs have at least one woman on their boards

Representation of Women in ANOC and Continental Associations

Organization	Women	Men	Total
ANOC	1	24	25
ANOCA	2	10	12
EOC	2	14	16
OCA	1	16	17
PASO	2	15	17
ONOC	2	7	9

ANOC - Association of National Olympic Committees	Gunilla LINDBERG (SWE) Secretary General
ANOCA - Association of National Olympic Committees of Africa	Agnes B. TJONGARERO (NAM), member Simone NKAKOU (CGO), member
EOC - European Olympic Committees	Gunilla LINDBERG (SWE), member Marit MYRMAEL (NOR), member
PASO - Panamerican Sports Organization	Nicole HOEVERTSZ (ARU), member Veda BRUNO-VICTOR (GRN), member
ONOC - Oceania National Olympic Committees	Susie O'NEILL (AUS), member Baklai TEMENGIL (PAL), member
OCA – Olympic Council of Asia	Mikako KOTANI (JPN), member

IOC-Loughborough University Research Project

The IOC and Loughborough University (GBR) have just concluded a two-year research project aimed at evaluating the roles of women in Olympic governance worldwide. The results are a good source of credible information which should provide the Olympic Movement with accurate information on women in sport generally, the progress so far achieved, the difficulties that have been encountered in the implementation of IOC policy and the way forward.

The research evaluated the processes of recruitment of women to decision-making structures, their career paths into Olympic leadership, their impact on the activities of the organizations themselves, and the nature of training and support required by both the women members and the sports organizations to ensure that the benefits of wider involvement in decision-making by women are realized. In doing so the project has explored the views of both women Executive Committee members and NOC Secretaries General on the implementation and impact of the “minimums” policy. Not surprisingly, the results of the research clearly show that the IOC policy has had a positive impact on the proportion of women in the Olympic Movement generally.

The project report, which we expect will be wonderful resource material, will be released here for the first time and will be presented in two sessions for discussion.

Chapter

4

Advocacy and Support Activities

Putting Gender Issues and Women in Sport on the Agenda

The IOC has also undertaken direct actions in the field of advocacy, on its own and with partners, with the aim of raising awareness of the necessity to address and find solutions to issues related to women in sport and other problems affecting society in general. To that end, the IOC has entered into various partnerships with international organizations and offered its vast network, reach and effective communication.

Relationships have been forged with the United Nations Children Funds (UNICEF), the International Labour Organization (ILO), the United Nations Development Programme (UNDP), UNAIDS, the World Bank and various other multi-lateral organizations primarily in order to address gender-related issues as well as development issues, education through sport, health and HIV/AIDS education. These partnerships have been beneficial to the sports constituency and society in general. Various activities have already been implemented jointly with the partners. The development through sport programme utilizing the Olympafrika centre in Boane, Mozambique, has ensured the return to school of some 500 children from disadvantaged families. This project, which is co-sponsored by the ILO, is also aimed at using sport to alleviate poverty among women in the surrounding areas.

The IOC, UNDP and the UN Secretary General's Adviser on Sport for Development and Peace, will organize a series of forums on sport for development this year. The IOC is also collaborating with UNICEF, Olympic Solidarity, the NOC of Zambia and other partners in organizing a sub-regional meeting in Lusaka that will deal with sport and gender and also examine how sport may be applied to disseminating health education.

The IOC is pleased that sport has played a role in the UN's drive to fight disease, poverty and ignorance and educating people on rights of the child. With the World Bank and UNAIDS, the IOC will soon collaborate on HIV/AIDS education through sport for sportspersons.

Most of the partner organizations are present in Marrakech for the conference.

IOC Women and Sport Working Group

Ever since its establishment in 1995 by the IOC President to advise him and the Executive Board on policies and issues related to women's advancement in the Olympic Movement, the Working Group has been particularly active during this period. Many members have also initiated seminars and support activities in their own countries or regions and have encouraged women in their countries to be active in activities related to the Olympic Movement.

Representation in the Working Group is finely balanced between members from the IOC, International Federations, NOCs and the International Paralympic Committee. Such has been the Working Group's effectiveness that the President of the IOC has decided to upgrade it to a full commission, hopefully just as well funded, in order to meet its obligations and the many challenges ahead.

IOC Women & Sport Commission

Chairwoman:

Ms Anita L. DEFRANTZ

Members:

Ms Beatrice ALLEN	HSH Princess Nora of Liechtenstein
Ms Ilse BECHTOLD	Ms Deborah JEVANS
Ms Lee Kyung CHUN	Ms Shengrong LU
Ms Nawal EL MOUTAWAKEL	Ms Marit MYRMAEL
Mr Michael S. FENNELL	General Lassana PALENFO
Dr. Elizabeth FERRIS	Mr Ram RUHEE
Mr Issa HAYATOU	Mr Melitón SANCHEZ RIVAS
Ms Beatrice HESS	Mr Borislav STANKOVIC
Mr Paul HENDERSON	Ms Donna De VARONA
Ms Nicole HOEVERTZ	

**Department in charge: International
Cooperation and Development**

Regional Seminars for NOCs

Numerous women administrators, coaches, technical officials and journalists all over the world have participated in the several seminars and training courses organized by the IOC Continental Associations and NOCs. The IOC organized nine seminars with Olympic Solidarity and host NOCs in the past two years in the following countries:

<i>Date</i>	<i>Venue</i>	<i>Participants</i>
June 2002	Rarotonga, Cook Islands	14 NOCs of Oceania
November 2002	Rome, Italy	12 NOCs of Europe
April 2003	Warsaw, Poland	16 NOCs of Europe
April 2003	Dakar, Senegal	23 NOCs of Africa
June 2003	Nairobi, Kenya	23 NOCs of Africa
September 2003	La Paz, Bolivia	19 NOCs of the Americas
September 2003	Port of Spain, Trinidad and Tobago	19 NOCs of the Americas
October 2003	Bangkok, Thailand	16 NOCs of Asia
November 2003	Lausanne, Switzerland	10 NOCs of Europe
December 2003	Beirut, Lebanon	16 NOCs of Asia

The seminars aimed to achieve four main objectives:

- **Advocacy:** contributing to raising awareness of the various issues related to women's participation in sport.
- **Information sharing and evaluation of progress:** providing participants with up-to-date information and statistics and to evaluate progress made by NOCs in gender equity.
- **Networking:** providing participants with a platform for contacts, share ideas and experiences and educate each other.

- **Development of action plans:** assisted participants to identify and implement real key actions and strategies for their particular NOCs. Participants shared their action plans and the strategies with colleagues and were encouraged to present them to their NOCs for adoption and implementation.

The feedback has been encouraging. Just as encouraging is the fact that the vast majority of NOCs have established their own Women's Commissions. How effective they are and how much support they are getting from their executive committees is something that the IOC intends to address over the next four years. The IOC seminars were generally directed at educating women on the roles they could play in order to effectively promote gender, gender-related and social issues through sport. They were successful, but they also exposed the fact that women strongly felt that they were not fully aware of the resources that had been made available to NOCs by the IOC through Olympic Solidarity, which could be applied to projects related to women's advancement.

It is also a fact that women in various countries belong to disparate organizations which, although they may share the same values and serve the same cause, may not work together. The result is a duplication of efforts, waste of resources and less convincing success stories.

IOC Women and Sport Trophy

The IOC Women and Sport Trophy is another instrument of advocacy. Each year, six (6) Trophies are offered, one per continent, and one at world level to a woman or a man (previous athlete, coach, administrator, or journalist), or an institution or organization in recognition of their outstanding contribution to develop, encourage and strengthen the participation of women and girls in physical and sports activities, in coaching, in administrative and leadership sport structures, as well as the promotion of women's sport in the media and of women journalists. This award is specifically aimed at individual volunteers, groups of persons, teams or institutions that will have done the most to advance women's causes in or through sport. Each National Olympic Committee or International Olympic Sports Federation can nominate candidates. The IOC Selection Committee, composed of members of the IOC Women and Sport Commission, reviews all nominations and selects the winners.

Created in 2000, the IOC Women and Sport Trophy represents a real opportunity to leverage the recognition of women in the field of sport on each continent. It has had a real impact, particularly at national level. The IOC through the Commission will institute a programme to give the trophy a higher profile. The presentation of the trophy in Marrakech on this world stage is the beginning of that process. The contribution of NOCs and participating International Federations cannot be over emphasized. Winners of the trophy are role models whose contribution to the advancement of women in sport must be harnessed. New rules that will be aimed at making the award more competitive will be presented in due course to the Commission and the President of the IOC. The competition must be kept alive through the interest of NOCs and IFs.

List of winners

2000

Africa: Lesotho Women in Sport Committee (LES)
Americas: The Women's Sports Foundation (USA)
Asia: Chinese National Women's Football Team (CHN)
Europe: Ms Nucci Novi Ceppellini (ITA)
Oceania: Hillary Commission for Sport, Fitness and Leisure (NZL)
Worldwide: International Basketball Federation (FIBA)

2001

Africa: Ms Sahar El Hawary (EGY)
Americas: Ms Marion Lay (CAN)
Asia: The Malaysian Women's Hockey (MAS)
Europe: Ms Ruth Brosche (GER)
Oceania: not awarded
Worldwide: Australian Olympic Committee (AUS)

2002

Africa: Ms Tsigie Gebre-Mesih (ETH)
Americas: Ms Rafaela Gonzalez Ferrer (CUB)
Asia: Myanmar Women's Sport Federation (MYA)
Europe: Ms Lale Orta (TUR)
Oceania: Ms Helen Brownlee (AUS)
Worldwide: Ms Billie Jean King (USA)

2003

Africa: The Angola Handball Federation (ANG)
Americas: Ms Cecilia Tait (PER)
Asia: Ms Cynthia Lagdameo Carrion Norton (PHI)
Europe: Ms Larisa Popova (MDA)
Oceania: Ms Evonne Goolagong Cawley (AUS)
Worldwide: not awarded

Olympic Solidarity Programmes: A Key Support to Development

A number of assistance programmes for athletes, coaches, and administrators are available to the NOCs through Olympic Solidarity. Although these programmes are open to both men and women, NOCs are being particularly encouraged to include more female participants.

The Director of Olympic Solidarity and NOC Relations will make a special presentation of these programmes. Suffice to point out, however, that NOCs have near-total independence on the activities for which they may wish to apply their funds. Olympic Solidarity operates on the basis that NOCs know better what they require.

Due to the evolution of the Olympic Games, the support activities offered through Olympic Solidarity have increased to respond to the needs and expectations of athletes. The success among the NOCs of the Olympic scholarship programmes for athletes during the previous quadrennial plan (1997-2000) led Olympic Solidarity to set up complementary programmes in parallel to these. Since 2001, each NOC can thus receive assistance for its athletes, from its young hopefuls to elite Olympic participants. Several of these programmes are conducted in direct cooperation with the continental Associations and the respective IFs.

A "Women and Sport" programme was also developed in cooperation with the IOC Women & Sport Commission to assist NOCs with their projects serving the promotion of sports and sport for women, as well as the participation of women in sports administrations of their respective countries. It also financially supported the participation of women as NOCs delegates in sub-regional seminars as well as in quadrennial World Conferences on women and sport organized by the IOC.

It is important to note that the current quadrennial programme of Olympic Solidarity will wind down after the Athens Olympic Games. During 2004 Olympic Solidarity and its main partners will analyse the current programmes in order to make recommendations to its Commission for the further development of its programmes for the 2005-2008 plan.

Chapter 5

Conclusion

The information provided in this report clearly highlights that the IOC policy for women's advancement has at least led to positive thinking, positive measures and positive initiatives on a sport global scale. No doubt, the IOC's decision has placed the issue at the top of the sporting community's global agenda

Be that as it may, evidence is available to suggest that although the number of women in executive positions is very low, many more women are responsible for the management of NOCs. The paradox being that while many NOCs are not quite ready to elect women to high offices or propose them for IOC membership, they are quite pleased to trust the women to run the affairs of NOCs in administrative capacities.

In organizing this conference, the IOC recognizes the need to keep the pressure on. The IOC recognizes its leadership role and the need to take on board the whole sporting community and external but relevant partners who also share this ideal. The programme of the conference reflects the complexity of the issue. It is not just about placing women in executive chairs or inviting the same number of female competitors as men. It is also about addressing cultural and business bigotry. It is about addressing outdated beliefs that women are inferior. It is about righting the wrongs about prize money and access to facilities, training opportunities and funding. It is as much about television and media exposure as it is about addressing men's and society's general attitude.

Which is the reason why it is necessary to have all a multi-sectoral approach to dealing with the problem. Religion and business and culture have a role to play. Sport as civil society, politics and the international community are meeting in Marrakech to review the past and chart the way forward. Women need to speak the same language.

A start has been made. It is the momentum that needs to be maintained.



**International Olympic Committee
Department of International Cooperation & Development**

March 2004