



INTERNATIONAL
OLYMPIC
COMMITTEE



PROGRESS REPORT

From Marrakech to the Dead Sea: Tangible Progress for Women in Sport

4th IOC World Conference on Women and Sport

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1. INTRODUCTION

1.1. From the Origins of Male Chauvinism to Opportunities for Inclusion

Introduction



*First all-women Olympic flag bearers at an opening ceremony - Torino 2006 Olympic Winter Games
(© Getty / IOC)*

The lore of the Ancient Olympic Games is consistent on the question of women at the Games. The High Priestess Demeter Chamyne, who was essential for the conduct of those Olympic games, was the only woman present. The contestants, judges, coaches, trainers and spectators were all thought to be men. At the first celebration of the Modern Olympic Games in 1896 at Athens, it seemed that the tradition would continue. No women were invited to compete. Nevertheless, from the Paris 1900 Olympic Games onward, the Olympic Games have been increasingly enriched by the presence of women as competitors, coaches, NOC executives, presidents and members of the International Olympic Committee.

The Modern Olympic Games have led the way in the art of social inclusion through sport, particularly since the 1980s when the Olympic Movement made gender equality an important part of its agenda. From Flor Isava Fonseca (Venezuela) to today's fine crew of young athletes contributing to the management of sport at the highest level, women have gradually taken their rightful place. The Olympic Movement and sport in general have not only opened the doors to women's involvement and participation, but also encouraged them and "put its money where its mouth is" to train and empower those who needed the capacity to stand for positions of influence on their own.

The International Federations, continental associations and NOCs have moved to implement The Agenda. The Association of National Olympic Committees (ANOC), headed by President Mario Vázquez Raña and with IOC Executive Board Member Mrs Gunilla Lindberg as its Secretary General, has taken a decision to invite women to all its conferences so that they can network. There are 15 such invites to the April General



Assembly in Beijing. The significance of this action is that ANOC's membership and constituency are National Olympic Committees only. Opening the door to participation for these extra candidates is its way of contributing to the involvement of larger numbers of women at such gatherings where decision are being made for sport at the highest level. It is also in recognition of the fact that NOCs have yet to do their work on the inclusion of women on decision-making boards.

From Baron Pierre De Coubertin's initial opposition to women competitors at the Olympic Games, we have nevertheless seen sport and physical activity enjoyed by girls and women, as well as by boys and men. Slowly but surely, sport has found its way in everybody's life as a natural undertaking, a common ground for children to play and interact, a framework for boys and girls to evolve jointly and side by side, for women and men to learn new skills, develop their personalities and enjoy the beauty of effort. Over the years, women and girls have become influential and key players in the management of sport, contributing their expertise and knowledge. They have enriched the history of the Olympic Movement and helped shape its future. The increased involvement of women at all levels since their first participation in the Games of the II Olympiad in Paris in 1900 is also being experienced elsewhere in normal life.

Women's issues, the development of gender-equity programmes and proactive work that is aimed at addressing the historical imbalances, have now become the staple of most international meetings with a concern for human rights. Indeed, in September 2000 the world's political leadership, through the United Nations, adopted eight Millennium Development Goals which, if addressed, will transform the world into a better place. Among them is the promise to "Promote gender equality and empower women", a long over-due recognition of the critical importance of women in socio-economic development.



The IOC has played an important role in setting a positive trend to enhance women's participation in sport, and especially over the last decade. It has adopted a deliberate and comprehensive policy that 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 3rd World Conference on Women and Sport in Marrakech, we looked at new strategies and commitments to increase women's opportunities for inclusion in and through sport. Participants from all corners of the world clearly sanctioned the numerous measures taken by sports organisations to implement gender equality, and highlighted some of the key steps they should take in the following years to further correct the gender imbalance the sports movement faces. Keeping the momentum and gender equality on the agendas, pushing further the existing measures to ensure women's participation in leadership, strengthening policies and programmes with due political willingness and adequate resources, engaging the media in comprehensive work to enhance the image of women in sport, were among the recommendations



made in Morocco. Participants similarly highlighted the need to develop international cooperation networks with the United Nations system and other organisations to place women in sport strategies in a more global context of socio-economic human development. In other words, sport as a tool for global development.

In this report, you will see that the IOC has integrated many of those concerns in its activities and strategy over the last four years, providing at



the end of the day new opportunities for girls and women to be part of the Olympic Movement and sport more generally. Other institutions in the Olympic family – National Olympic Committees, International Federations, Organising Committees - have also joined in this work.

Athens 2004 – weightlifting (© Getty / IOC)

This 4th edition of the World Conference will no doubt enable all of us to better understand how sport is contributing to social change for girls and women and society at large. In addition, it will illuminate how much still remains to be done to make the sports world an environment based on fair play and mutual respect.

2. IOC POLICY ON WOMEN IN SPORT

2.1. A Global Approach

2.1.1. Bringing women on board

Bringing women on board

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 organisations 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.



Women sports leaders from Oceania (© IOC/Mascagni)

These objectives have guided the IOC's policy since then. More than 10 years after this decision, the mapping of women in sports organisations worldwide has a totally new face. The IOC has encouraged NOCs to open their boards to women and many have done so.

Over time, 21 women have been elected to serve as IOC members. At present there are 16 women members. Several structural challenges have reduced the scope of this increase. These challenges include few women candidates from NOCs and IFs, retirement of some members, and setting the maximum number of members to 115 and its consequent reduction in membership. The appointment of women on IOC commissions by the IOC President has followed the same path, with a slight increase. The staff and management of the IOC administration have also been enriched by new women professionals who have come on board in the recent years.

But beyond figures *stricto sensu*, it is undoubted that the IOC corporate culture has changed and is more gender balanced than it was before. More and more women and men are jointly playing a direct role in influencing IOC policies and decisions. Could we see in this an inception



of gender mainstreaming or the results of a gender promotion policy. Both strategies certainly have their share of responsibility in this situation. Despite this, we should not lose track of our 20% target of female representation in our decision-making structures since progress is still needed to reach it.

Interestingly, the situation of the sporting community does not seem to be very distant from the political arena, where women occupy slightly over 17% of parliamentary seats and around 20% of councillor seats around the world. In 2006 women made up only 26% of the members on sports boards and committees in the United Kingdom. In the Football Association (FA)'s Women's Committee, which is responsible for the development of the women's game, just 2 out of 10 board members are female. (*The Guardian, 2006*) And 74% of all UK sports committee and board members are men. (*New Statesmen, 2007*)

The trend we see in economics is similar in many ways. More and more women are entering the workforce, and their role as business owners is growing. In Canada, for example, the number of women entrepreneurs has increased by 200% in the past 20 years. In Cameroon, women manage 57% of small and micro businesses. As economic actors in all countries, they produce goods and services, provide employment, and are also growing consumers of business goods and services themselves. (*International Trade Forum, 4/2003*)

Nevertheless, many women entrepreneurs (whether they manage large, small or micro businesses) don't participate in the business circles that decision-makers know and consult. A majority of women entrepreneurs are isolated in marginal economic areas such as micro and informal enterprises; in some countries, they account for up to 70% of such businesses. (*International Trade Forum*)

Women's representation in the IOC structure

16 IOC Members	
HSH Princess Nora of Liechtenstein	Els VAN BREDA VRIESMAN (NED)
Anita L. DEFRAZANTZ (USA)	Pernilla WIBERG (SWE)
HRH the Princess Royal (GBR)	Rania ELWANI (EGY)
Gunilla LINDBERG (SWE)	Barbara KENDALL (NZL)
Nawal EL MOUTAWAKEL (MAR)	Nicole HOEVERTSZ (ARU)
Irena SZEWINSKA (POL)	Beatrice ALLEN (GAM)
Manuela DI CENTA (ITA)	HRH Princess Haya bint AL HUSSEIN (UAE)
Rebecca SCOTT (CAN)	Rita SUBOWO (INA)
3 Honorary Members	
Dame Mary Alison GLEN-HAIG (GBR)	Flor ISAVA-FONSECA (VEN)
HRH the Infanta Doña Pilar de BORBÓN (SPA)	

Progression of Women's Representation in the IOC

<i>January 2004</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>%</i>
Executive Board	1	14	15	6.7
IOC members	12	113	125	9.6
Commissions	28	210	238	11.8
<i>January 2008</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>%</i>
Executive Board	1	14	15	6.7
IOC members	16	94	110	14.5
Commissions	55	377	432	12.7

2.1.2. Promoting gender equality on the field of play

Promoting gender equality on the field of play

On the field of play as well, the IOC policy on women in sport has focused on increasing opportunities for women athletes to compete in the Olympic Games and enjoy the beauty and challenges of this international competition. Women's participation in the Games has



Olympic Day Run © NOC of Iran

grown steadily over the years, and in particular since the IOC decided that any new sport included on the Olympic programme should have both men's and women's events. It led to thousands of talented women measuring their strength, technical ability and passion for sport on the tracks, courts, slopes and

roads of Athens, Turin and, soon, Beijing. In the Forbes 2005 list of the 100 most powerful celebrities, 5 out of the 20 athletes were sportswomen.

Gender equality in the field of play also means equal remuneration. And in this respect, some sports have made visible progress. Women winners of the French Tennis Open have, since 2006, received the same prize money as men, just as they do for the Australian and the US Opens. This being said, closing the gap between women's and men's pay continues to be a major challenge in sport and more generally in society in most parts of the world.

The increased participation of female athletes in top sport has also inspired hundreds of thousands of young girls and other women in the world who watched their competitions, to engage in sport, strive for achievements, recognition, and one day to be on the podium singing their national anthem. International Sports Federations have followed the same path.

The number of women athletes available as role models to girls is definitely on the rise. Women's tournaments and events have continued to increase, and in some cases also gained visibility and recognition in the sporting community and with the media. Other role models such as athletes in community-based sports programs



Sharing the joy of victory (© IOC)

also have a key role in motivating and engaging girls in sports. According to most running experts, much of the growth in running comes from a rise in female runners. The National Sporting Goods Association estimates that the number of female casual runners rose by 13.6% between 1999 and 2004, outpacing their male counterparts by 6%. While men still make up the majority of marathon finishers, female finishers are closing the distance between them. Last year, women comprised 40% of total finishers, a milestone for the gender. (*The Associated Press. 1st November 2006*)

The challenges

But this is only a partial view of the situation on the field of play. Despite a range of innovative opportunities, settings, role models and competitions for women, it is still alarming to see that access to physical activity and sport for girls and women is not the norm in many communities around the world. This phenomenon is cross-cultural and cross-continent. It does not spare South or North, the so-called developed societies or developing countries. There are still millions of young girls who die every day without having enjoyed the right to play and engage in a recreational activity in a safe environment. There are millions of young girls who will never have the joy of winning and losing with their team because sporting activities are not allowed for them. There are just as many millions of women in the world who do not know what leisure time and sport could ever bring them, and will never experience this benefit because their role in society bans them from this luxury.

And there is an alarming and increasing number of young people, girls and boys alike, who have engaged in the path of a sedentary lifestyle, which, combined with unbalanced nutrition and early smoking, is creating a future generation with the highest ever risk of diabetes, cardiovascular problems, cancer and other non-communicable diseases. If we add to this the constant decrease in physical education in the world's school curricula, and in many cases the inappropriate provision of physical education - which can disaffect children and harms healthy practices - the prospect is far from encouraging and poses major challenges. Other explanations for inactivity range from unsuitable weather and school pressures, to inaccessibility or inconvenience of sporting provision, or parents' set of beliefs and expectations. Increased advocacy for the promotion of active living and healthy lifestyles, where recreation, leisure and quality physical fitness are their cornerstone, is a governmental responsibility, but one which sports organisations at all levels should also take on board in a more decisive manner to see positive results in the future. And the IOC is committed to being an active partner in this work.

In the same framework of its role of promoting and protecting the health of athletes, the IOC has worked to promote the right for athletes to enjoy

safe and supportive sport environments. Sexual harassment and abuse are violations which occur worldwide. They produce suffering for



numerous sportswomen and sportsmen as well as legal, financial and moral liabilities for sports organisations. No sport is immune to these problems, which occur at every performance level, and everyone in sport shares the responsibility to identify and prevent them in order to develop a culture of dignity, respect and safety in sport. The IOC adopted a consensus on sexual harassment and abuse in sport, promoting an effective preventive policy as well as increasing the awareness of these problems among those in

Girls at play, Papua New Guinea (© IOC/ Mascagni)

the athlete's entourage. Developed under the guidance of the IOC Medical Commission and various experts in both this field and gender issues, this policy document provides useful guidelines for prevention and resolution, and is a resource for International Federations and National Olympic Committees.

2.1.3. Programmes and projects: tools of the trade

From advocacy

...

For more than a decade, in the framework of its policy to promote women in sport, the IOC has been organising numerous seminars aimed particularly at women from the National Olympic Committees. The aim has been to give greater visibility to “women and sport” issues and to encourage the NOCs to do more work in this area. During the seminars and numerous discussions with the women who have taken part, and after the creation of various national “women and sport” programmes, it became clear that future seminars needed to change their focus and concentrate on topics more specifically related to the needs of women in NOCs.

A consensus was reached around the need to develop and increase the skills of these women in the area of management and leadership. Indeed, while there are now many women working in the 205 NOCs around the world as volunteers or staff members, contributing to the NOCs’ activities, there are still all too few women in the management bodies of these sports administrations. And even though many women possess a wide range of professional skills, there are just



*Participant of the African seminar
© IOC/Mascagni*

as many seeking assurance and recognition for what they do, or simply looking to brush up on knowledge acquired from previous training. This is what led the IOC, in partnership with training experts, to develop seminars offering women from NOCs additional skills in (individual or team) project management, leadership and negotiation.

...to capacity- building seminars

The first of these seminars was held in 2006 in Cairo for women from African NOCs, in cooperation with the Egyptian NOC, and was followed by a similar seminar in Miami in 2007, adapted to meet the specific needs of NOCs in the Americas. Asia will host the next one at the end of 2008 and other regions of the world in the years ahead.

Through this training, the IOC aims to motivate women to play a major role in decision-making and the administrative structures of National Olympic Committees and national sports federations. It also wishes to help them gain the necessary confidence and the required tools that will make them appreciated for what they can offer to the promotion of sport and Olympic values. Finally, it also aims to support the IOC policy of gender equality in sport.

More concretely, at the end of the training, the participants were able to:

1. Define and adopt strategies to better affirm themselves in their sporting organisations;



2. Show their leadership in the framework of project management which they will be responsible for or which they will take part in;
3. Apply motivation techniques (and adequate behaviours) to the project team for which they will be responsible;
4. Implement the 10 steps of project management;
5. Negotiate and argue the case for the proposals related to their project (“sell them”) with the decision-makers of their organisation.
6. Present in a professional way the results of their work in the project teams.
7. Establish a network of knowledge with a view to exchanging best practices.

Very positive comments were made by numerous participants of the two continental seminars showing their usefulness. In particular, it was highlighted that such a skills-development approach is both timely and easily applicable. Many delegates already envisaged running such training at national level to benefit other women in sports administration.



Participants of the Miami seminar (© USOC)

2.1.4. IOC Women and Sport Awards

IOC Women and Sport Awards

The IOC Women and Sport Awards are another instrument of advocacy. Each year, six 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 organisation 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 sports structures, as well as the promotion of women's sport in the media and of women journalists.

This award is specifically aimed at an individual, or an organization that made important progress for the promotion of women in sports. Each National Olympic Committee or International Olympic Sports Federation can nominate candidates. The IOC Selection Committee, composed of



2007 Women & Sport Awards winners (© Julliard / IOC)

members of the IOC Women and Sport Commission, reviews all nominations and selects the winners.

Created in 2000, the IOC Women and Sport Awards provide an opportunity to leverage the

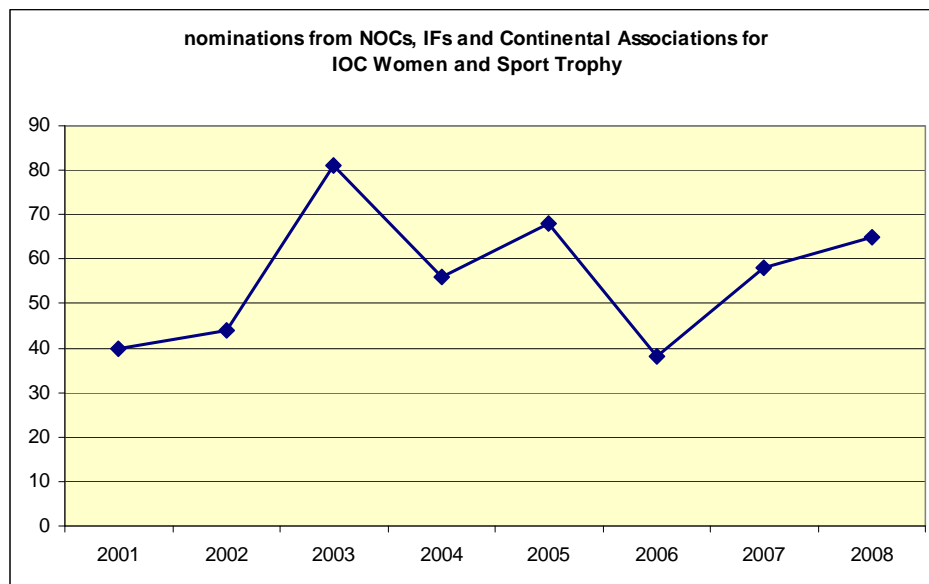
recognition of women in the field of sport on each continent. It has had a real impact, particularly at national level. The contribution of NOCs and participating International Federations is appreciated and they benefit from the process as well. Winners of the trophy are role models whose contribution to the advancement of women in sport must be harnessed.



List of winners

2007		2005	
Worldwide	Portia Simpson Miller (JAM)	Worldwide	Gianna Angelopoulos-Daskalaki (GRE)
Africa	Fridah Bilha Shiroya (KEN)	Africa	Marguerite Rouamba Karama (BUK)
Americas	Jackie Joyner-Kersey (USA)	Americas	Donna Lopiano (USA)
Asia	Naila Shatar-Kharroub (PAL)	Asia	Annabel Pennfather (SIN)
Europe	Ilse Bechtold (GER)	Europe	Orna Ostfeld (ISR)
Oceania	Veitu Apana Diro (PNG)	Oceania	Lynne Bates (AUS)
2006		2004	
Worldwide	Gabriela Sabatini (ARG)	Worldwide	FIFA Women's World Cup
Africa	Albertine Gonçalves (SEN)	Africa	Khelili Messaouda (ALG)
Americas	Charmaine Crooks (CAN)	Americas	-
Asia	Elisa Lee (KOR)	Asia	Ferdows Ara Khanam (BAN)
Europe	Dominique Petit (FRA)	Europe	Galina Gorokhova (RUS)
Oceania	Lorraine Mar (FIJ)	Oceania	Lorraine Landon (AUS)

Nominations' evolution at a glance



IOC Women & Sport trophies (© Julliard / IOC)

3. IOC WOMEN AND SPORT COMMISSION

3.1. Putting Gender Issues and Women in Sport on the Agenda

3.1.1. From Working Group to Commission

IOC Commission



*IOC Women & Sport Commission in 2007
(© Julliard / IOC)*

Since its establishment in 1995 by the IOC President, this Commission has deployed all efforts to put gender issues and women's right to practise sport higher on the agenda of the IOC and of the Olympic Movement more generally. After becoming a full-fledged Commission in 2004, the mandate was more appreciated. Being named as a

Commission reinforced the group's actions, credibility and recognition. Its members have used their multi-institution network and influence to shed light on issues related to women's advancement in sport. And beyond being relentless advocates and ambassadors of greater opportunities for girls and women, they have directly translated this into reality with the initiatives and projects implemented by the IOC. New opportunities in countries and regions have emerged to encourage girls and women to be active in the Olympic Movement alongside boys and men.

3.1.2. Who's Who in the Commission

Composition

The members of the Commission are both men and women who, in a finely balanced manner, represent all dimensions of the Olympic family. They can rely on their expertise, knowledge, networks and influence to mainstream gender equality measures or promote specific policies on the international sports agenda. As an advisory body of the IOC Executive Board, the Women & Sport Commission benefits from the services and secretariat support of the IOC administration. The Department of International Cooperation & Development is responsible for the organisation of its regular activities and meetings, and provides logistics and content support to its Chairperson and its members for specific mandates they have to perform on behalf of the IOC.



Chairwoman:

Ms Anita L. DEFRANTZ

Members:

HRH Prince Faisal bin AL-HUSSEIN

Ms Beatrice ALLEN

Ms Ilse BECHTOLD

Ms Lee Kyung CHUN

Mr Ivan DIBOS

Ms Nawal EL MOUTAWAKEL

Mr Michael S. FENNELL

Dr Elizabeth FERRIS

Mr Reynaldo GONZALEZ LOPEZ

Mr Issa HAYATOU

Ms Nicole HOEVERTZ

HSH Princess Nora of Liechtenstein

Ms Shengrong LU

Ms Marit MYRMAEL

General Lassana PALENFO

Ms Tine RINDUM-TEILMANN

Mr Ram RUHEE

Mr Mounir SABET

Mr Melitón SANCHEZ RIVAS

Raja Randhir SINGH

Ms Donna De VARONA

Ms Yang YANG

4. OLYMPIC SOLIDARITY SUPPORT

4.1. Key Opportunities for Girls and Women in Sport

4.1.1. General view

General view

Olympic Solidarity offers National Olympic Committees (NOCs) a range of programmes aimed at athletes, coaches and sports leaders, open to both men and women. In line with the IOC's policy for the promotion of gender equality in sport, efforts to encourage NOCs to involve more women as participants or trainers have continued within the 2005-2008 quadrennial. Therefore, since the last IOC World Conference in 2004, we have continued to see a significant number of women throughout the five continents benefitting from opportunities provided by Olympic Solidarity's programmes aimed at individuals.

In parallel, the specific Women and Sport programme has continued to gain in popularity among the NOCs. Introduced in 1997, on the one hand the programme supports the IOC's policy in this field, and on the other NOCs' actions at national level.



Start of a competition (© IOC)

The budget for this programme was increased for the current 2005-2008 quadrennial following the NOCs' considerable interest and demand, and taking into account the results of the 2001-2004 plan's evaluation.

You will find below key gender statistics related to the four main types of World Programmes offered by Olympic Solidarity.

4.1.2. Olympic Scholarships

Athletes

Three hundred and thirty-three female athletes have been selected to date for the Olympic Scholarship for Athletes 'Beijing 2008', equivalent to 31% of the total number of scholarships granted.

This compares to the figure of 287 scholarships for Athens 2004 being awarded to female athletes: out of this number, 204 female scholarship holders actually participated in the Summer Olympic Games (35% of the total number of scholarship holders who participated in Athens). In relation to both Beijing and Athens scholarships schemes, NOCs were asked to submit an equal number of male and female candidates.

Still in relation to the programmes for athletes, 41% of team support grants (45 out of 109) have gone to women's teams so far this quadrennial.

Coaches

The proportion of female representation within the Scholarship for Coaches programme has risen slightly to the current 12%.



This compares with 7.7% and 9.3% for the 1997-2001 and 2001-2004 quadrennials respectively.

Course for badminton coaches, Bulgaria (© NOC Bulgaria)

Management

While about 27% of the participants who benefited from enhanced skills and training within the context of sports administration courses during the period 2001-2004 were female, the figure for the current quadrennial is stable at 25% (333 courses with a total of 9,508 participants) and there is still one year to go. Within the framework of these courses, NOCs are strongly recommended to fully integrate women and to consider holding specific courses aimed at promoting the involvement of women in sports administration and leadership positions.

So as to ensure the success of the courses, it is important for NOCs to rely on qualified and dedicated course directors and facilitators. Currently, 18.5% of the certified national course directors are women. This means that we now have 95 female NCDs (out of the current 515 course directors) against 74 in 2004. It is also worth pointing out that out of the 19 programme directors who took part in November 2007 in the pilot session for the new advanced sport management courses, 7 were women. Once this first training is completed, programme directors are responsible for developing a programme of advanced courses for their NOC.

Olympic Solidarity does not only encourage, via NOCs, the involvement of women in national sports administration courses, but also strongly promotes their participation in high-level training programmes of international significance. For this reason, 44 women have been provided with a scholarship to take part in the MEMOS/DESS degree programmes during the period 2005-2007 (equivalent to 30.5% of total scholarships granted against 18% in 2001-2004).

Olympic Solidarity also promotes opportunities for NOCs' delegates to attend management courses tailored to the needs of women. For instance, it covered the participation of 31 representatives in the Sport Management seminar for women organised by the IASTS in Lausanne in June 2007, and of 12 female participants in the 2007 Women in Coaching seminar organised by USOC in August 2007.

4.1.3. Women and Sport Programme

Women and Sport Programme

Within the 2001-2004 Women and Sport Programme, 75 initiatives developed by NOCs were accepted. This figure is very likely to be overtaken during this quadrennial as 70 initiatives have already been accepted since 2005. Activities organised by NOCs at national level are of a wide range in nature, and include seminars and events, awareness campaigns, school programmes, research and targeted publications.

Within the framework of the Women and Sport Programme and in line with the IOC's actions in this field, Olympic Solidarity has also offered financial support to a number of NOCs to enable the participation of one of their delegates in the IOC's Regional and Continental seminars, as well as World Conferences. Twenty-eight NOC delegates benefited from this opportunity for regional seminars held in Auckland and Istanbul in 2005. Some 51 African NOCs and 34 NOCs from the Americas received assistance towards participation in the Continental seminars held respectively in Cairo (2006) and Miami (2007).

In 2008, 45 NOCs throughout the five continents selected via the Continental Associations have been offered financial support towards participation in the IV IOC World Conference on Women and Sport in Jordan. A further Continental seminar is planned in 2008, for which Olympic Solidarity will continue to be a financial partner.



*Women in Sport – Gender Equality workshop. Fiji, Nov 2006
(© Fiji Association of Sports and National Olympic Committee)*



5. WHERE ARE WE NOW

5.1. Women in Society – General Trends

Women in education

- Over 510 million young women (between the ages of 15-24 years inclusive) live in the world today according to UN estimates
- The majority of young women live in developing countries - 85% – with 60% in Asia alone (*International Labour Organisation*)
- More than 56% of the 104 million school children are girls and over two-thirds of the worlds 860 million illiterates are women (*UNESCO*)

REGION	PRIMARY		SECONDARY	
	<i>In education %</i>	<i>Not in education %</i>	<i>In education %</i>	<i>Not in education %</i>
Arab States	80.9	19.1	69.5	30.5
Central and Eastern Europe	92.1	7.9	85.9	14.1
Central Asia	90.7	9.3	81.9	18.1
East Asia and the Pacific	92.7	7.3	77.3	22.7
Latin America and the Caribbean	96.6	3.4	80.8	19.2
North America and Western Europe	96.5	3.5	106.4	
South and West Asia	80.6	19.4	49.7	50.3
Sub-Saharan Africa	58.2	41.8	26.5	73.5

(http://portal.unesco.org/education/en/ev.php-URL_ID=25730&URL_DO=DO_TOPIC&URL_SECTION=201.html)

- Women comprise the majority of tertiary students in European countries, Latin America, the Caribbean and North America. But they are poorly represented in Sub-Saharan Africa. There are only three Sub-Saharan countries (Botswana, Mauritius and Swaziland) where women account for more than half of the total enrolments in higher education programmes.
- In 40% of African countries, sport is not compulsory on the curriculum and it is not promoted to girls.
- In the Middle East, sport is not compulsory on the curriculum and it is not promoted to girls.

Women at work

Labour Market

- A 30 – 40% female labour force participation rates is common in developing countries, unlike an average of above 70% in developed countries (the US has a participation rate of 86%)
- Increased participation in the labour force to US level for developing



countries would overall have a significant impact on GDP.

- There is a consensus that the relationship between female education and growth is positive but there is need for further research
- About 40% of workers are women; however, they still face higher unemployment rates, receive lower wages than men and represent 60% of the world's working poor. (*ILO, Global Employment Trends for women 2004*)
- Explosive growth in the female workforce has not been accompanied by true socio-economic empowerment of women, nor has it led to equal pay for equal work. (*ILO Global Employment Trends for women 2004*)

Business

- Women entrepreneurs, while they account to up to 70% of businesses, don't participate in decision-making circles. (*International Trade Forum*)
- Women in business lack access to credit, contacts, training and networks
- Cultural traditions forbid them to inherit property and to hold a prominent role in economic life.
- Official statistics often do not allow us to show the real picture as data is missing. Producing even the most basic statistics relating to labour force remains a challenge (*UN, The World's Women 2005, Progress in Statistics*)
- Closing the gap between women's and men's pay continues to be a major challenge in most parts of the world (*UN, The World's Women 2005, Progress in Statistics*)

Economic wealth

- Thirty years ago it would have been rare to find women owning their own businesses or on the boards of large corporations.
- Now, in the UK, there are 92 women on the Sunday Times Rich List – their combined wealth in 2007 is GBP 33.27 billion, and the gap between the wealth of the average male and female millionaire is narrowing.
- By 2020 it is predicted that 53% of millionaires in the UK will be female.
- Increase in female wealth is not limited to developed economies, in 2006 the wealthiest person in China was Zhang Yin with an estimated USD 3.4 billion. In Saudi Arabia, where women can neither drive nor vote, a woman became the first to head an investment bank.
- A recent economist report suggests that the increase in female participation in the work force has contributed more to global growth than China.
- Education is cited as the cornerstone to achieving wealth.
- There is now a movement afoot for women to step up and be willing



to fund in a major way the cause for social justice. (*EIU/Barclays Wealth*)

Women in Politics

- Women now occupy globally 17.2% of parliamentary seats up from only 16.4% in 2005. But regional averages of the percentage of women in parliament vary greatly: Nordic countries - 39.9%, Americas - 18.7%, Europe (excluding Nordic countries) - 16.9%, Sub-Saharan Africa - 14.9%, Asia - 15.0%, Pacific - 11.2% , Arab states – 6.7%. (*Inter-parliamentarian Union 2007*)
 - Worldwide, 9.1% of mayors are female as are 20.9% of councillors
 - Money politics discriminates against women: Women candidates are often placed in a disadvantaged position. Because “money politics” is a sad reality, women are discouraged from entering politics because of the price or amount involved. Many women who decide to join elections are forced by the prevailing political culture to spend huge amounts to compete with male candidates who in most cases have access to funds. Campaigns financiers (individual or big private organisations) are more willing to support male politicians. Since politics is still seen as a “male world”, it is not surprising that most private companies and individuals give their support to men as they are generally believed to have greater chances of winning.
-

5.2. General Progress in Sport

5.2.1. National Olympic Committees

Africa

The African continent is far ahead in terms of women leading NOCs. Djibouti with Ms Aicha Garad Pertus, Ethiopia with Ms Dagmawit Girmay, Lesotho with Ms Matlohang Moiloa-Ramoqopo, Namibia with Ms Agnes Tjongarero and Zambia with Ms Miriam Moyo are all headed by women. The Zambian NOC is the only one in the world that has women in both the positions of president and secretary general. Namibia at one time had both positions occupied by women as well. Apart from Zambia, two other NOCs have women as their secretary general: Burkina Faso and Gabon. The continental association, ANOCA, had never had a woman in its ranks until barely two years ago when it elected the Namibian President (Vice-President) and an Angolan to the Executive Board. The ANOCA President, Gen. Lassana Palenfo, is himself a member of the IOC Women and Sport Commission!



Nawal El Moutawakel (© IOC)

Africa also has a flourishing women and sport commission. It was first headed by former athlete and IOC member Nawal El Moutawakel, who is now Moroccan Minister of Sport. Now it is headed by Beatrice Allen from Gambia. Both women are IOC members and members of the IOC Women and Sport Commission. They have put their names to international women's competition, in the case of Ms Moutawakel, and national women's sports festivals in which women's development activities are for a full week promoted on the back of sport in Gambia.

Asia

The Olympic Council of Asia has just as active and strong a women and sport commission as Africa. The continental association has been even more vigorous than its African counterpart in implementing the gender agenda. Under OCA President Sheikh Ahmad Al Sabah, the continental association has decreed that women must be involved in all aspects of sports management and technical activities. Referees and judges, coaches and managers organisations have to reserve positions and places for women. Individual countries are encouraged to promote sport among women. No continent has a more vigorous and forceful women and sports organisation. Its vigorous policies are a courageous attempt to address the daunting challenges that are steeped in culture and tradition which require total respect for and of women. At this stage, only one woman serves as a secretary general of an NOC, but many more are holding other positions in the sports administration.

Innovation has been the name of the game, from organising separate gender international multi-sport events to pioneering a dress code that addresses both the needs of sport and tradition. And the women throughout the continent have excelled. Qatar delivered an inspiring all-gender Asian Games in 2006 and such was the confidence from that success that Doha put its name down for 2016.

And directly to Qatar's south, a new star in international sports administration emerged.



HRH Princess Haya al-bin Hussein
(© IOC)

Her Royal Highness, Princess Haya al-bin Hussein, wife of the ruler of Dubai, became the first Arab woman in history to lead an international sports federation. Since becoming President of the *Fédération Equestre Internationale* (FEI), the princess has worked tirelessly to debunk the perception that this is a rich man's sport. Herself a humanitarian, honoured by the United Nations as Goodwill Ambassador, Princess Haya has recently instituted a humanitarian programme in the FEI that is aimed at making the horse one of the tools for rehabilitation, particularly

of young people afflicted by various diseases and injuries. This has already been proven to be an effective therapy in such developed countries as Germany, and the FEI's intention is to open it to developing countries.

Indonesia's Mrs Rita Subowo was inducted into the IOC during its Session in Guatemala City, along with Princess Haya. On the way there she beat an array of men in elections to become President of the National Olympic Committee.

Americas

The effort to empower women by developing their skills cranked up a gear with the holding in Miami, Florida, of a special training seminar. This joint effort between the Pan-American Sports Organisation (PASO), Olympic Solidarity and the IOC Department of International Cooperation



Flor Isava Fonseca (© IOC)

and Development supplemented the continental association's own efforts that have seen the number of women participants in the Pan-American Games soaring. The Chairperson of the IOC Women and Sports Commission, Ms Anita DeFrantz, is herself from the continent that has produced some of the finest women athletes in the history of the Olympic Games. Indeed, the Americas gave the Olympic Movement its first female IOC member, Ms Flor Isava Fonseca from Venezuela. Ms Rosanne Pringle-Pierre from Dominica is also one of the women who heads an NOC and three other women also serve as secretary generals of NOCs on this continent.

Such is the diversity of skills in the continent's womenfolk that the IOC itself has partly relied on the expertise of America's women in the design of its Olympic Values Education Programme teaching toolkit. The Pan-American Games in Rio de Janeiro saw and integrated the involvement of women, from administration of the Games organisation to their participation. The organisers went out of their way to encourage women to volunteer, and its equitable employment policy saw many women contributing as senior administrators. The same policy will be adopted when the Games are next held in Guadalajara, Mexico, in three years' time.

Oceania

This continent faces specific challenges that no other has. None of its member NOC countries has a land border with the other. Although the Oceania National Olympic Committees has the smallest number of member NOCs than any other continental association, the vast oceans that separate the 17 island nations, which include Australia and New Zealand, presents special communication challenges. Yet, thanks to technology and pure resilience and their oneness of purpose, this continental association has achieved a great deal, not least in the promotion of gender programmes and Olympic values projects.



Women sports leaders in this region have found innovative ways to meet. They take every opportunity during regional games and the ONOC General Assembly to come together to discuss support for each other, promotion of women and girl-related programmes, education, leadership and HIV & AIDS. The continent's strategic plan regarding women and sport for the 2008-12 quadrennial is "to strengthen the role of women in sport throughout Oceania utilising existing resources for new opportunities and improved results for the benefit of women and sport for all." Despite having only one woman secretary general of an NOC and member of the ONOC Board, women are making the reality of sport in the region and are present throughout the various boards and administrations in several capacities. The provision of education and training opportunities to women in



Cathy Freeman (© Getty / IOC)

order to further develop their skills in all areas is top of the agenda. The Women and Sport Commission wants women in the region to assist each other and utilise available resources so that women can reach their potential as decision makers, participants, coaches, officials and administrators.

Considering the geographical challenges, there is no doubt that, as it is, the region has already made great strides. Women competitors and Olympic educators from Australia and the contingent of women chefs de mission at past Olympic Games have left a positive mark on the Olympic Movement. Women IOC members from the region have an Olympic pedigree; and Cathy Freeman's memorable performance in the 2000 Olympic Games was a major contribution to Australia's evolving policy of social integration.

Europe



Gunilla Lindberg (© IOC)

Although Europe is the only one of five continental associations that does not have a women and sport commission, its addressing of the gender issue has been no less vigorous.

The first woman to occupy the position of Secretary General, Mrs Gunilla Lindberg, is an accomplished Olympian who has acted as chef de mission of her country, Sweden, at several past Olympic Games. Currently the only woman on the IOC Executive Board, Mrs Lindberg has risen to the position of IOC Vice-President by presenting herself to her peers as a capable and qualified person.



Another woman, Ms Tove Pauke, is also leading the NOC of Norway, a country where mainstreaming gender equality is part of the business and sports cultures. In the Netherlands and Bulgaria, Ms Erika Terpstra and Ms Stefka Kostadinova are also successful presidents of their NOCs. And Europe also has five female NOC secretaries general.

The continent boasts of several other prominent women on the IOC. Among them is Mrs Els Van Breda Vriesman, President of the International Hockey Federation (FIH). Various other European women have headed international federations before her and distinguished themselves as great leaders. There is also an important European influence for the good in the IOC Women and Sport Commission. Just how Europe has done so well in promoting women in all facets of sport without a specific coordinating commission is difficult to explain. President Patrick Hickey of the European Olympic Committee (EOC) attributes the success to historical equal treatment of women in everyday life.

The IOC women and sport contest has never run short of strong European entries. With such capable women as Ms Gianna Angelopoulos-Daskalaki who headed the Athens 2004 Olympic Games under difficult conditions of being the first Games to be held in a small country, Europe has always produced some of the best women contributors to the Olympic Movement's very development. Its women competitors have stood their own in all competitions, and the continent as a whole has been a leader in providing leadership for the sporting movement.



Gianna Angelopoulos Daskalaki © IOC



Women Presidents and Secretary Generals in NOCs

AFRICA	
Presidents	Secretary Generals
Aicha Garad Pertus – Djibouti	Helene Mpinganjira – Malawi
Dagmawit Girmay – Ethiopia	Hezel Kennedy – Zambia
Agnes Tjongarero – Namibia	Olga Marie Bouda – Burkina Faso
Matlohang Moiloa-Ramogopo – Lesotho	Oga Marie Bouda - Burundi
.Miriam Moyo – Zambia	
AMERICAS	
Presidents	Secretary Generals
Rosanne Pringle-Pierre – Dominica	Nicole Hoevertsz – Aruba
	Judy Simons Bermuda
	Veda Bruno-Victor - Grenada
ASIA	
Presidents	Secretary Generals
Rita Subowo – Indonesia	Nour El-Houda Karfoul – Syria
EUROPE	
Presidents	Secretary Generals
Stefka Kostadinova – Bulgaria	Gunilla Lindberg – Sweden
Erica Terpstra – Netherlands	Marlise Pauly - Luxemborg
Tove Paule – Norway	Yvette Lambin – Monaco
	Nese Gundogan- Turkey
	Liney Gakkdivsdittir – Iceland
OCEANIA	
Presidents	Secretary Generals
No female president	Bakai Temengil – Palau



Athens Olympic cauldron (© Getty / IOC)



Women representation in NOC delegations at Olympic Games

Athens 2004

	Total	Africa	Americas	Asia	Europe	Oceania
NOCs without female athletes	9	0	2	6	1	0
NOCs with mixed representation	10	51	40	37	48	15
NOCs without male athletes	2	1	0	1	0	0
TOTAL	21	52	42	44	48	15

NOC without female athletes:

Africa (0):

Americas (2): British Virgin Islands, Netherlands Antilles

Asia (6): Brunei Darussalam, Oman, Qatar, Saudi Arabia, United Arab Emirates, Yemen

Europe (1): Liechtenstein

Oceania (0):

New NOCs with mixed delegations

(3 NOCs which did not have women at the Games in Sydney in 2000)

Africa (2): Botswana (1 woman/10 men), Liberia (6/2)

Asia (1): Kuwait (1/10)

Source: Final statistics of the NOC Relations Department - IOC

Torino 2006

	Total	Africa	Americas	Asia	Europe	Oceania
NOCs without female athletes	20	5	3	6	6	0
NOCs with mixed representation	56	1	5	9	39	2
NOCs without male athletes	4	0	1	1	2	0
TOTAL	80	6	9	16	47	2

NOCs without male athletes: Denmark, Luxembourg, Hong Kong-China, Virgin Island

NOCs without female athletes:

Africa (5): Ethiopia, Kenya, Madagascar, South Africa, Senegal

America (3): Bermuda, Costa Rica, Venezuela

Asia (6): Chinese Taipei, India, Islamic Republic of Iran, Kyrgyzstan, Nepal, Tajikistan, Thailand

Europe (6): Albania, Andorra, Belgium, Cyprus, Portugal, San Marino

Oceania (0)

5.2.2. International Sports Federations

Women in competition



Snowboard half pipe – Torino 2006
(© Getty / IOC)

Some interesting facts and figures:

- Germany has 860,000 licensed women footballers and the United States has more than two million. Even Norway with its population of 4.5 million has 86,000 women footballers while Turkey has only 300 with a population of 70 million. (*Turkish Daily News. 29 October 2007*)
- “Women’s football is the world’s fastest growing sport” (*SportBusiness’ Women and Sport: Strategies for Commercial Development Report*)

Three of the 28 International Federations have male or female-only competitions. The boxing and baseball programmes are strictly male, while the softball programme is strictly female. In swimming, two disciplines are female-only events: synchronised and rhythmic swimming competitions. Admittedly, there have been concerns that the removal of the softball (and baseball) event from the Olympic programme, starting 2016, will adversely affect the number of women participants in the Games. The creation of a women’s ski jump discipline for the Olympic Winter Games is currently a subject of lively debate. The IOC Executive Board has pronounced itself on the issue, insisting that the door is open to the event when it meets the normal criteria for admission.

The Prize Money Game

- In 2007, the Ladies Professional Golf Association (LPGA) will have USD 54 million in total prize money; the largest amount in the tour’s history. However, that still does not come even close to what the leading male player makes just from endorsements every year - USD 75 million and about USD 12 million in prize money (askmen.com). The total prize money for the PGA tour in 2007, USD 272.3 million, is more than five times that of the LPGA tour. (Wikipedia.org)



Winners of the Women’s tennis Olympic tournament,
Athens 2004 (© IOC)

- In 2007 Wimbledon announced for the first time that it will provide equal prize purses to male and female athletes. All four Grand Slam

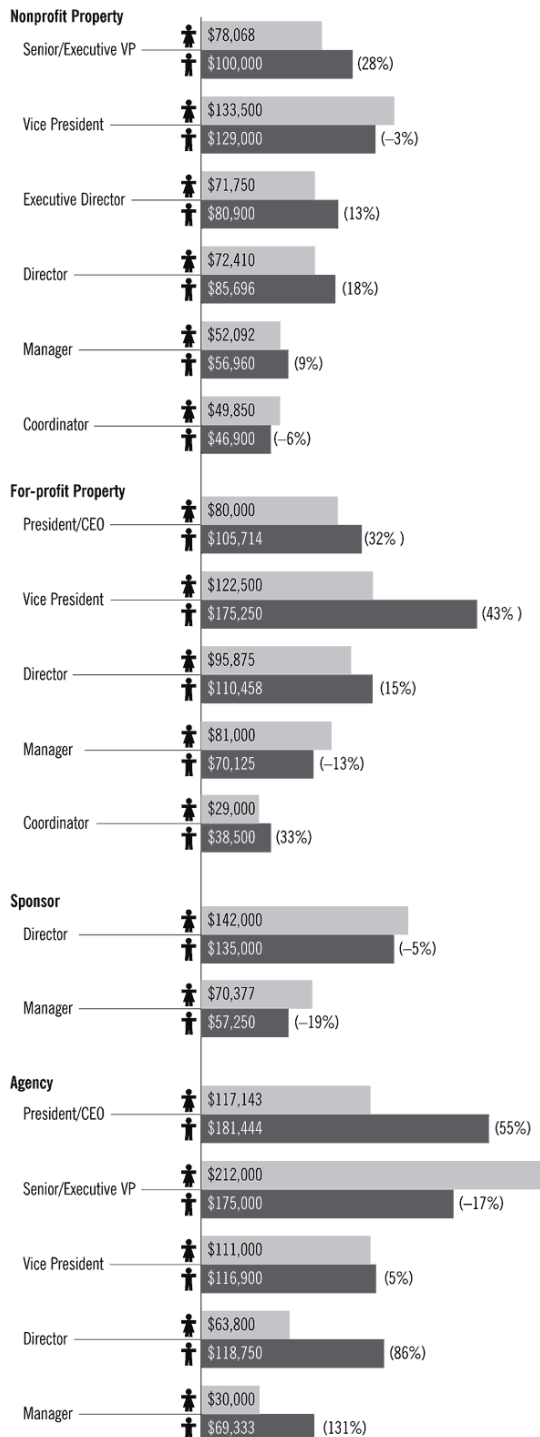


events now offer equal prize money to the champions. (*Women's Sports Foundation, 2007*)

- Despite the French Open's announcement this year to offer equal prize money to both male and female champions, other female French Open competitors will still be paid considerably less than their male counterparts. (*Women's Sports Foundation, 2007*)
 - Of the 20 athletes to appear in the Forbes' list of the 100 most powerful celebrities, 15 are men and 5 women. Tiger Woods ranks 2nd out of 100, while Maria Sharapova is placed 51st. (*Forbes June 2007*)
 - Four WTA Tour players have each earned at least USD 20 million dollars in prize money since 1970: Lindsay Davenport (still a WTA Tour player) USD 21,910,559; Steffi Graf USD 21,895,277; Martina Navratilova USD 21,626,089, and Martina Hingis USD 20,130,657. (*Wikipedia.org*)
 - Seven ATP Tour players have earned at least USD 20 million dollars in prize money since 1973 (three in excess of USD 30 million) – Pete Sampras is top with a total of USD 43,280,489 and Roger Federer (still an ATP Tour player) is 2nd having so far earned USD 39,012,348. (*Wikipedia.org*)
 - For the first time in the history of the FIFA Women's World Cup, all teams in 2007 received monetary bonuses according to the round they reached - champions USD 1,000,000, runners-up USD 800,000, etc.
 - In 2005, Sony Ericsson Mobile Communications signed a landmark USD 88 million dollar global sponsorship deal with the WTA Tour, making it the worldwide title sponsor. The six-year deal is the largest and most comprehensive sponsorship in the history of tennis and of women's professional sport.
-



Chart D: Average Total Compensation By Gender



- Women's total compensation averaged USD 82,735 compared to USD 109,670 for men, a 33% differential, which although still substantial, is the smallest gender gap in recent years. (*IEG Sponsorship Report 2005*)



5.3. The Olympic Games: The Dash for Parity

Olympic Games The Olympic Games are the main world competition through which the IOC can directly provide opportunities for women to engage in top-level sport. And the record of the last four years clearly shows that the trend towards a gender-balanced Olympic programme has been reinforced.

Athens 2004 Women competed in 26 out of 28 sports, and 135 events (45% of events, including mixed). There was absolute parity in team sports. Women represented 40.7% of all participating athletes (+2.5% compared to 2000).



Women water polo (© Getty / IOC)

<u>Additional Sports (1):</u>	Wrestling
<u>Additional Discipline (0)</u>	
<u>Additional Events (4)</u>	Wrestling (freestyle) 48kg, 55kg, 63kg, 72kg
<u>Modified events (2)</u>	
	<i>Water polo</i> 8 team tournament (instead of 6 teams)
	<i>Football</i> 10 team tournament (instead of 8 teams)

Torino 2006 Again, the programme was almost equitable for men and women. Women competed in the seven sports on the programme and 40 (including 3 mixed events) out of the 84 events, whereas men competed in 47 events (including 3 mixed) representing 47.6% of the total events.

<u>Additional sports (0)</u>	
<u>Additional events (4):</u>	snowboarding snowboarding cross biathlon mass start speed skating team pursuit skiing cross country team sprint
<u>Event removed (1):</u>	skiing cross country 15km free

Beijing 2008 Women will compete in a new discipline – cycling BMX, and in 137 events out of 302 (45.4% of total, including mixed), an increase of 2 events compared to Athens 2004. This will also increase the number of female athletes competing in 2008.

<u>Additional Sports (0):</u>	
<u>Additional Discipline (1):</u>	Cycling - BMX
<u>Additional Events (5):</u>	
athletics	3000 metre steeplechase
cycling	BMX – individual
fencing	Foil (team) Sabre (team)
swimming	Marathon 10km
<u>Modified events (5):</u>	
Table tennis	Team event (instead of double)
Shooting	25m pistol (instead of 50m)

Football	12 teams (instead of 10)
Handball	12 teams (instead of 10)
Hockey	12 teams (instead of 10)

Events removed (3):

Fencing	Epée team
Cycling	500m time trial
Shooting	Double trap 120 shots

Youth Olympic Games

The Youth Olympic Games are a major development in the 112-year history of the Olympic Games. Starting in 2010, this event will bring together even younger people from across the globe to celebrate youth, humanity, sport and Olympic education. Young people will live the true spirit of Olympism, learning life skills that should make them better citizens and future leaders. The YOG, as they are known, are the brain-child of President Jacques Rogge and the IOC. They follow previous experiments at continental levels at which Games participants were required to think more about the world around them and understand and practise human values rather than focusing completely on sports competitions. The YOG are a unique product in the sense that they will go beyond competition to provide education on the values around sport.



(© Getty / IOC)

The Youth Olympic Games are meant to inspire young people around the world to participate in sport and adopt and live by the Olympic values. They are meant to be a catalyst for the development of young people, delivering education and life skills on the back of what truly brings mankind together.

As the IOC finalises content in time for the first edition in summer 2010, the need to ensure that gender issues are addressed at the very beginning of it all are not lost on the planners. The IOC President deliberately included the Chairperson of the IOC Women and Sport Commission in the very first meeting of mostly scientific, operations and education experts, whose remit was to advise him on the content of the programme. Clear signals have been sent to International Federations that the right start has to be made when establishing the YOG.



GAMES OF THE OLYMPIAD - Women's participation

Year	Sports	Events	NOCs	Participants	%	Year	Sports	Events	NOCs	Participants	%
1896	-	-	-	-		1960	6	29	45	610	11.4
1900	2	3	5	22	1.6	1964	7	33	53	683	13.3
1904	1	2	1	6	0.9	1968	7	39	54	781	14.2
1908	2	3	4	36	1.8	1972	8	43	65	1058	14.8
1912	2	6	11	57	2.2	1976	11	49	66	1247	20.7
1920	2	6	13	77	2.9	1980	12	50	54	1125	21.5
1924	3	11	20	136	4.4	1984	14	62	94	1567	23
1928	4	14	25	290	9.6	1988	17	86	117	2186	25.8
1932	3	14	18	127	9	1992	19	98	136	2708	28.8
1936	4	15	26	328	8.1	1996	21	108	169	3626	34.2
1948	5	19	33	385	9.4	2000	25	132	199	4069	38.2
1952	6	25	41	518	10.5	2004	26	135	201	4329	40.7
1956	6	26	39	384	16.1	2008	26	137			

(mixed events included)

(NB: we think that women also competed in sailing in 1900)

OLYMPIC WINTER GAMES - Women's participation

Year	Sports	Events	NOCs	Participants	%	Year	Sports	Events	NOCs	Participants	%
1924	1	2	7	13	5	1972	3	13	27	206	20.5
1928	1	2	10	26	5,6	1976	3	14	30	231	20.6
1932	1	2	7	21	8,3	1980	3	14	31	233	21.7
1936	2	3	15	80	12	1984	3	15	35	274	21.5
1948	2	5	12	77	11,5	1988	3	18	39	313	22
1952	2	6	17	109	15,7	1992	4,	25	44	488	27.1
1956	2	7	18	132	17	1994	4	27	44	523	30
1960	2	11	22	143	21,5	1998	6	31	54	788	36.2
1964	3	13	28	200	18,3	2002	7	37	77	886	36.9
1968	3	13	29	211	18.2	2006	7	40	80	960	38.2

(NB: mixed events included)



Artistic gymnastics, Sydney 2000 (© Getty / IOC)



Women's Participation – % of sports events

Year	Games of the Olympiad			Olympic Winter Games		
	Total events	Women's events	%	Total events	Women's events **	%
1900	86	3	3.5	-	-	-
1904	89	3	3.3	-	-	-
1908	107	3	2.8	-	-	-
1912	102	6	5.9	-	-	-
1920	152	6	3.9	-	-	-
1924	126	11	8.73	16	2	12.5
1928	109	14	12.84	14	2	14.28
1932	117	14	11.96	14	2	14.28
1936	129	15	11.62	17	3	17.64
1948	136	19	13.97	22	5	22.72
1952	149	25	16.77	22	6	27.27
1956	151	26	17.21	24	7	29.16
1960	150	29	19.33	27	11	40.74
1964	163	33	20.24	34	13	38.23
1968	172	39	22.67	35	13	37.14
1972	195	43	22.05	35	13	37.14
1976	198	49	24.74	37	14	37.83
1980	203	50	24.63	38	14	36.84
1984	221	62	28.05	39	15	38.46
1988	237	86*	36.28	46	18	39.13
1992	257	98*	28.13	57	25	43.86
1994				61	27	44.26
1996	271	108*	39.85			
1998				68	31	45.58
2000	300	132*	44			
2002				78	37	47.4
2004	301	135*	44.9			
2006				84	40	47.6
2008	302	137*	45.4			

Remarks: * including mixed events
 ** including mixed events from 1924 to 2004



Celebrating victory – Torino 2006 (© Getty / IOC)

5.4. Development programmes with international partners

Women & girls as beneficiaries of development programmes

Women and girls have also benefited from the various IOC programmes that are generally directed at human development or are of a humanitarian nature. A range of projects for community development through sport is implemented in developing countries in partnership with



Girls playing in refugee camp in Thailand (© UNHCR)

governmental and non-governmental organisations, NOCs and UN specialised agencies. Girls, women and children are often the most vulnerable in conflict situations. They are affected the most by poverty and inadequate health services.

Programmes in partnership with the United Nations High Commissioner for Refugees (UNHCR) have promoted education in refugee camps in Asia, Africa and the Americas. The IOC has supplied sports equipment to the camps, and provided resources for infrastructure. The popular “Giving is Winning” project, which was launched in the run-up to the 2004 Olympic Games in Athens, not only provided the athletes and all of the Olympic Movement an opportunity to understand the challenges faced by refugees, many of whom have lived in camps all their lives. Sportspeople, volunteers, NOCs and sponsors rose to the occasion, donating clothing by the container load for distribution to camps on two continents.



Distribution of educational material, Afghanistan (© UNHCR)

The second edition of the project was launched last year. Already, with more than four months to go before the Olympic Games opening in Beijing, more donations have been collected than throughout the first edition. Donations from the United States, Great Britain, Singapore and Dubai have already been distributed among refugees in Africa and Europe. Other NOCs, among them Germany, Saudi Arabia, South Korea, China and the Russian Federation, are preparing to ship out huge donations. Sweden has directed its donation to an IOC-UNEP project which caters for thousands of young people in the unplanned settlement just outside Nairobi, Kenya.

This year, at the request of the UNHCR, the IOC is supporting a project aimed at fighting against sexual-gender-based violence in camps in Uganda and Venezuela. The sports-based educational project allows for community training and awareness-raising on domestic violence, sexual exploitation, and HIV & AIDS. The programme, which was specifically agreed upon by the High Commissioner, Antonio Guterres, and IOC President Rogge, and will be replicated elsewhere, is a perfect example of how sport and the sporting family are contributing to the global effort to address problems encountered by society and to protect as well as empower girls and women in their communities.



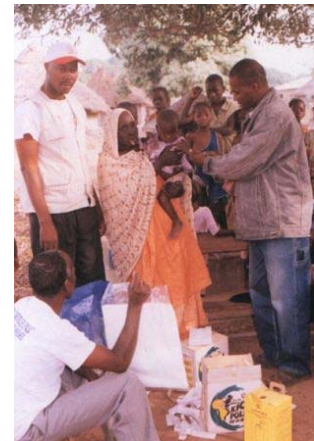
8) Cooperativists during the class

In cooperation with the International Labour Organisation (ILO), a programme of local community development has been put in place in Boane, 250km from the capital Maputo in Mozambique, with the support of the Mozambique NOC. Not only have girls and boys of the families been put back to school

Sewing training for women (@ NOC Mozambique)

and are enjoying weekly physical training sessions, but a group of mothers has also been encouraged to start and join a co-operative whose aim is to contribute to their economic well-being.

Through its activities with the Red Cross, UNICEF and UNAIDS, the IOC has been engaged in the global campaign of HIV prevention using sport and the sports network as a vehicle to reach out to young people and the marginalised populations. Needless to say that girls and women are at the core of these campaigns, as they are unfortunately among the most affected by the epidemic.



*Anti-measles campaign in Niger
(© Niger Red Cross)*

From anti-measles vaccination campaigns in the margin of sports events in Niger in cooperation with the Red Cross movement, to

the organisation of regular recreational and physical activities for refugees and internally displaced people in camps in Thailand, or the running of training courses for school students in Haiti on environment protection, peace building and sport, the purpose of the IOC intervention is always driven by its founding principle: to help build a peaceful and better world through sport and the Olympic ideal.

5.5. What about women, sport and the media?

Women and the media: factoids



The art of interview (© IOC)

- In early 2007, it was estimated that of 610 members of the Sports Journalist Association of GB around only 10% were women. (*Women's Sports Foundation, 2007*).

- Women made up less than 1% of department heads, editors or media owners, but more than a third of working journalists around the world. (*International Federation of Journalists (2001), survey of members of IFJ unions on the status of women journalists, portrayal of women in the media and the salaries of women journalists*).

- Women made up 16% of the overall media workforce in Malawi. (*Federation of African Media Women - Southern African Development Community 1998*).

- Women made up 9% of news sources in political stories reviewed (*Media Institute of Southern Africa and Gender Links - 2003*)



Woman journalist, Rome 1960 (© IOC)

- Some 80% of the women surveyed said "exclusion from informal networks" kept them from advancing to top positions. (*Media Management Center at Northwestern University (2001)*)

- The results of a study by the Amateur Athletic Foundation of Los Angeles reported that women's sports received only 6.3% of airtime on early evening and late-night television sports news. This percentage is lower than in 1999, when women received 8.7% of sports coverage. (*Gender in Televised Sports: News and Highlights Shows, 1989-2004, July 2005*)

- Women's tennis accounts for 42.4% of all women's sports stories featured on news and highlights programmes. The second most-covered sport was women's track and field, garnering 16% of the airtime devoted to women's sports. (*Gender in Televised Sports: News and Highlights Shows, 1989-2004*)



6. CONCLUSIONS

Conclusions



Youth of Tindouf camps, Algeria (© UNHCR)

The next four years will be an interesting period for the Olympic Movement. The debate on parity in competition is likely to shift considerably as this is clearly being achieved. The difficult part will be to get women elected to positions of authority and influence. Elections

for NOCs usually follow soon after the summer Olympic Games. The question is whether the NOCs will elect more women to high offices this time in larger numbers than before.

Africa has taken a lead in this respect. Whether it will maintain that position following the next round of elections remains to be seen. The IOC Women and Sport Commission will obviously encourage women to “go for it”. It has created training programmes that have helped give confidence to women leaders and provided them with skills to empower themselves. Unfortunately, it will still take the education of men to make it all happen.
