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International Olympic Committee

# **THE PROMOTION OF WOMEN IN THE OLYMPIC MOVEMENT**

**IOC POLICY AND INITIATIVES**

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## INTRODUCTION

History shows that the evolution of women's participation in the Olympic Movement has been increasing slowly over the years, after their first participation in the 1900 Olympic Games. This evolution has taken place in a social, political, and cultural context where women's issues started to be addressed and led to major actions and regulations which recognized and defended women's rights at all levels of society. Reference texts such as the Convention on the elimination of all forms of discrimination against women, the Beijing declaration and platform for action, the European Sports Charter, and the Brighton declaration have been particularly instrumental in raising awareness about these issues and supporting actions throughout the world.

Sport belongs to all human beings. It is important to women and men as sports provides opportunities to learn, to experience success, teamwork and moments of excellence. But sport is also a tremendous medium of communication and emancipation which can help build girls' and women's physical and psychological well-being and awareness and, hence, their role in society

The Olympic Movement and the sports community at large followed this evolution and has progressively undertaken initiatives to allow a broader participation of women in sport and in its administrative structures. As a leader of the Olympic Movement whose first objective is to promote Olympism and develop sport world-wide, the International Olympic Committee has played a complementary role to set up a positive trend to enhance women's participation in sport, and especially in the last twenty years.

This publication therefore outlines the current IOC policy which aims to promote and assist women's participation in sports activities and in the Olympic Games, as well as their involvement at the leadership and administrative levels of the Olympic Movement. To achieve these objectives, the IOC has implemented a series of actions both at institutional and field levels, in cooperation with the Olympic Solidarity, the National Olympic Committees, the International Sports Federations, and other external partners.



## **IOC POLICY AND INITIATIVES**

### **I. PROMOTION OF WOMEN'S SPORT IN THE OLYMPIC GAMES**

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 which, the IOC is responsible for.

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, Coubertin's reserve was not a major hindrance to the participation of women. Four years later, women were part of the Games of the 2nd Olympiad in Paris in 1900, and from this year onward, despite often strong resistance within the Olympic Movement itself, they were able to compete in an increasing number of sports and events.

Especially in the last twenty years, the IOC has ensured with more strength that the women's programme at the Olympic Games was enlarged, in cooperation with the respective International Sports Federations (IFs) and the Organizing Committees for the Olympic Games (OCOGs). This development was further reinforced by the IOC's decision that all sports seeking inclusion in the programme must include women's events.

## COMPARATIVE EVOLUTION

### - NAGANO - SYDNEY - SALT LAKE CITY - ATHENS

#### NAGANO 1998

Women competed in 6 sports and 31 events (including 2 mixed), which is about 45,6% of all 68 events.

A record number of women, 827 from 54 countries participated, representing 36.2% of the athletes.

Additional sports (2): curling; ice hockey

Additional discipline (1): snowboard

Additional events (4):

*curling*

**tournament**

*ice hockey*

**tournament**

*ski - snowboard*

**giant slalom / half-pipe**

Modified events (2):

*ski - cross country - 15 km classical* (instead of 30 km classical), **30 km free** (instead of 15 km free)

#### SYDNEY 2000

Women competed in 25 sports and 132 events (44% of the total events - including mixed).

For the first time, women were represented in the same number of team sports as men.

38% of the total number of participating athletes (+ 4% compared to 1996) were women.

Additional sports (4): weightlifting; modern pentathlon; taekwondo; triathlon

Additional discipline (1): trampoline

Additional events (24):

*athletics*

**pole vault; hammer**

*cycling*

**frack** 500 m time trial individual sprint

*gymnastics*

**trampoline** individual competition

*weightlifting*

up to 48 kg; up to 53 kg; up to 58 kg;

up to 63 kg; up to 69 kg; up to 75 kg;

over 75 kg

*swimming*

**waterpolo** 6-team tournament

**synchronized** duet event

*diving*

synchronized 3 m /synchronized 10 m

*modern pentathlon*

individual competition

*taekwondo*

under 49 kg

under 57 kg

under 67 kg

over 67 kg

*shooting*

**trap; skeet**

*triathlon*

**individual competition**

*sailing*

**high performance Dinghy Open (49er)**



Modified events (7):

<i>athletics</i>	20 km walk (instead of 10 km)
<i>judo</i>	52 to 57 kg (instead of 52 to 56 kg)
	57 to 63 kg (instead of 56 to 61 kg)
	63 to 70 kg (instead of 61 to 66 kg)
	70 to 78 kg (instead of 66 to 72 kg)
	over 78 kg (instead of over 72 kg)
<i>volleyball</i>	<b>beach volley</b> 24 pairs (instead of 16 pairs)

**SALT LAKE CITY 2002**

The programme was almost equitable for men and women. Women competed in the seven sports on the programme and 37 out of the 78 events, where as the men competed in 44, that is 47.4% of the total events.

Additional sports (1): bobsleigh

Additional events (5):

<i>biathlon</i>	<b>pursuit</b>
<i>bobsleigh</i>	<b>two-woman / skeleton</b>
<i>skating</i>	<b>short track - 1500m.</b>
<i>skiing</i>	<b>cross country - sprint</b>

Modified events (2):

<i>curling</i>	<b>10 teams</b> (instead of 8)
<i>ice-hockey</i>	<b>10 teams</b> (instead of 8)

**ATHENS 2004**

Women competed in 26 sports (out of 28 sport) and 135 events (92.8% of events, including mixed ones). Women were represented in the same amount of team sports as men. Women represented 40.7% of all participating athletes (+2.5% compared to 2000).

Additional Sports (1):

Wrestling

Additional Discipline (0)

Additional Events (2)

Wrestling (freestyle)

48 kg

55 kg

63 kg

72 kg

Modified events (2)

Water polo

8 team tournament (instead of 6 teams)

Football

10 team tournament (instead of 8 teams)

## 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	201	4306	40,7

(mixed events included)

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

## 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

(NB: mixed events included)

## WOMEN'S PARTICIPATION IN THE OLYMPIC GAMES - % OF 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			

Remarks: \* including mixed events  
\*\* including mixed events from 1924 to 2002

### **NEW WOMEN'S SPORTS ON THE OLYMPIC PROGRAMME**

<b>Year</b>	<b>Sport</b>	<b>Year</b>	<b>Sport</b>
1900	Tennis, golf	1964	Volleyball, luge
1904	Archery	1972	Archery
1908	Tennis	1976	Rowing, basketball, handball
1912	Swimming	1980	Hockey
1924	Fencing, ice skating	1984	Shooting, cycling
1928	Athletics, gymnastics by teams	1988	Tennis, table tennis, yachting
1936	Ski	1992	Badminton, judo, biathlon
1948	Canoe	1996	Football, softball
1952	Equestrian	1998	Curling, Ice hockey
1960	Speed skating	2000	Weightlifting, pentathlon, taekwondo, triathlon
		2002	Bobsleigh
		2004	Wrestling

**GENDER REPRESENTATION IN NOCS DELEGATIONS\*:  
Games of the XXVI Olympiad, Centennial Games, Atlanta, 1996**

	TOTAL	Africa	America	Asia	Europe	Oceania
NOCs with no female athletes	26	10	3	11	0	2
NOCs with mixed representation	169	42	39	31	47	10
NOCs with no male athletes	2	0	0	1	1	0
<b>TOTAL</b>	<b>197</b>	<b>52</b>	<b>42</b>	<b>43</b>	<b>48</b>	<b>12</b>

**NOCs with no male athletes: Lebanon, Liechtenstein**

**NOCs with no female athletes:**

**Africa (10):** Botswana, Djibouti, Guinea-Bissau, Libyan Arab Jamahiriya, Mauritania, Rwanda, Senegal, Somalia, Sudan, Togo.

**America (3):** Aruba, Grenada, Haiti

**Asia (11):** Afghanistan, Bahrain, Brunei Darussalam, Iraq, Saudi Arabia, Kuwait, Oman, Palestine, Qatar, United Arab Emirates, Yemen.

**Europe (0)**

**Oceania (2):** Nauru, Papua New Guinea

**GENDER REPRESENTATION IN NOCS DELEGATIONS\*:  
XVIII Olympic Winter Games in Nagano in 1998**

	TOTAL	Africa	America	Asia	Europe	Oceania
NOCs with no female athletes	18	1	7	4	6	-
NOCs with mixed representation	53	1	4	7	39	2
NOCs with no male athletes	1	-	1	-	-	-
<b>TOTAL</b>	<b>72</b>	<b>2</b>	<b>12</b>	<b>11</b>	<b>45</b>	<b>2</b>

**NOCs with no male athletes: Venezuela**

**NOCs with no female athletes:**

**Africa (1):** Kenya

**America (7):** Bermuda, Brazil, Chile, Jamaica, Puerto Rico, Trinidad & Tobago, Uruguay

**Asia (4):** India, Iran, Kyrgyzstan, Mongolia

**Europe (6):** Belgium, Cyprus, Ireland, Luxembourg, Monaco, Turkey

**Oceania (0)**

## GENDER REPRESENTATION IN NOC DELEGATIONS\*

### Games of the XXVII Olympiad, Sydney 2000

	Total	Africa	Americas	Asia	Europe	Oceania
NOCs with no female athletes	9	2	1	6	0	0
NOCs with mixed representation	190	51	41	36	48	14
NOCs with no male athletes	0	0	0	0	0	0
<b>TOTAL</b>	<b>199</b>	<b>53</b>	<b>42</b>	<b>42</b>	<b>48</b>	<b>14</b>

**NOC with no female athletes:**

**Africa (2):** Botswana, Libya

**Americas (1):** British Virgin Islands

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

**Europe (0):**

**Oceania (0):**

### New NOCs with mixed delegations

( 17 NOCs which did not have women at the Centennial Games in Atlanta in 1996)

**Africa (9):** Democratic Republic of Congo (2 women/3men), Djibouti (1/1), Guinea-Bissau (1/2), Mauritania (1/1), Rwanda (2/3), Senegal (19/7), Somalia (1/1), Sudan (1/2), Togo (1/2)

**Americas (3):** Aruba (2/3), Grenada (1/2), Haiti (2/3)

**Asia (3):** Bahrain (2/2), Palestine (1/1), Yemen (1/1)

**Oceania (2):** Nauru (1/2), Papua New Guinea (3/2)

*Source: Final statistics of SOCOG - athlete participation*

## GENDER REPRESENTATION IN NOC DELEGATIONS\*

### XIX Olympic Winter Games in Salt Lake City, 2002

	Total	Africa	Americas	Asia	Europe	Oceania
NOCs with no female athletes	22	3	5	7	6	1
NOCs with mixed representation	54	0	7	7	38	2
NOCs with no male athletes	1	0	0	1	0	0
<b>TOTAL</b>	<b>77</b>	<b>3</b>	<b>12</b>	<b>15</b>	<b>44</b>	<b>3</b>

**NOCs with no male athletes: Hong Kong, China**

**NOCs with no 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, Thailand

**Europe (6):** Belgium, Bosnia and Herzegovina, Cyprus, Monaco, San Marino, Former Yugoslav Republic of Macedonia

**Oceania (1)** Fiji

**GENDER REPRESENTATION IN NOC DELEGATIONS\***  
Games of the XXVIII Olympiad, Athens 2004

	Total	Africa	Americas	Asia	Europe	Oceania
NOCs with no female athletes	9	0	2	6	1	0
NOCs with mixed representation	190	51	40	37	47	15
NOCs with no male athletes	2	1	0	1	0	0
<b>TOTAL</b>	<b>201</b>	<b>52</b>	<b>42</b>	<b>44</b>	<b>48</b>	<b>15</b>

**NOCs with no male athletes: Chad, Myanmar**

**NOC with no female athletes:**

**Africa (0)**

**Americas (2):** British Virgin Islands, Netherlands Antilles

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

**Europe (1):** Liechtenstein

**Oceania (0)**

**New NOCs with mixed delegations**

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

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

Asia (1): Kuwait (1/10)

*Source: Final statistics of NOC Relations Department - IOC*

\* *Gender Representation in NOC Delegations: numbers are based on participating female and male athletes.*

## Games of XXVIII Olympiad, Athens, 2004 – Key Figures

### ATHLETES PARTICIPATION

Men: 6262 (59.26%)  
Women: 4306 (40.74%)  
Total: 10568

Increase compared to Sydney 2000: + 2.54%

### CHEFS DE MISSION REPRESENTATION

17 NOCs had women chef de mission:

in Africa: 4  
in the Americas: 6  
in Asia: 2  
in Europe: 3  
in Oceania: 2

### NOC DELEGATIONS COMPOSITION (participating athletes)

9 NOCs without women (out of 201 NOCs)  
2 NOCs without men (Chad, Myanmar)

*(NB: In Sydney, there were 9 NOCs without women; in Athens, most of the 9 NOCs did already have no women in their delegation in Sydney)*

### FLAG BEARERS (opening ceremony)

Women: 60 (29.7%)  
in Africa: 36%  
in the Americas: 50%  
in Asia: 23%  
in Europe: 14%  
in Oceania: 29%

*(NB: although merely symbolic, this figure is increasing, as there were 54 NOCs with women flag bearers at the opening ceremony of the Olympic Games in Sydney 2000)*



## II. TECHNICAL ASSISTANCE AND TRAINING

### 2.1 Olympic Solidarity Programmes

A series of assistance programmes for athletes, coaches, and leaders are available to the NOCs through the Olympic Solidarity. Although these programmes are open to both men and women, efforts are being made to have more women as participants and instructors.

- **Scholarship for athletes**

From 21.5% (Atlanta 96) to 25.6% (Sydney 2000)

Of the 864 scholarships for the « Athens 2004 » granted on 01.11.03, 264 were allocated to women (30.5%)

- **Scholarship for team sports "Athens 2004" (new programme)**

As of 01.11.03, 23 were allocated to women out of 52 in total (44.0%)

- **Scholarship for the preparation of athletes – Olympic Winter Games**

From 33.2% (2002) to 45.2% (Salt Lake City 2002)

- **Training programme for young athletes**

From 30.9% (2002) to 45.2% (2003) of female athletes

- **Scholarships for coaches**

From 8.4% (1997) to 9.3% (2003)

- **Training programme for sport leaders / administrators**

Between 1997-2001, there were 60 women National Sport Directors who have been trained through this programme (13.3% of a total of 450 Directors)

In 2002, 13 women have been nominated "National Sports Directors" (20% of a total of 65 nominations)

65 NOC organized 152 courses for 4263 participants, among whom 1201 women (28.2%)

To date 49 NOCs have organized 85 courses for 2404 participants, among whom 658 women (27.3%)

- **Women and Sport Special Programme**

From 1997 to date, 167 requests have been received and 93 have been approved within the special programme "Women and Sport" for national projects. Olympic Solidarity in cooperation with the IOC Department of international cooperation and development, have redefined its criteria and objectives in 2002. This was also done to facilitate application from NOCs, and ensure a greater homogeneity of their requests. In 2003, a total of 34 requests were received of which 28 were approved, the highest number in the history of the programme.

*Nota bene: information based on figures valid until March 2004 and provided by Olympic Solidarity*

### III. PROMOTION OF WOMEN SPORTS LEADERS

As a matter of fact, the IOC policy does not only focus on sport practice, it is also highly concerned by women's involvement in decision-making structures of sport organizations. Although there has been great progress in their participation in physical activities and in the Olympic Games, the percentage of women leaders and administrators in the IOC, International Sports Federations or National Olympic Committees is still very low. It is, however, necessary that both women and men be able to contribute to sports organizations with their knowledge, expertise and ideas. This is one area in which the Olympic Movement has to make a special effort.

#### 3.1 10%-20% Target

It is in this framework that the IOC adopted the following proposal in July 1996:

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.
3. The subsequent stages to reach a strict enforcement of the principle of equality for men and women shall be determined from the year 2001.
4. The Olympic Charter will be amended to take into account the need to keep equality for men and women.

The IOC is aware of the fact that such a goal can only be reached progressively and that successive stages must be set to this effect. Many NOCs and IFs have responded positively and cooperate with the IOC in this regard.

## 3.2 Women representation in the IOC

Since 1981, when, under the impulse of President Samaranch, a woman was coopted as an IOC member for the first time, 11 other women have joined the IOC, which currently has 117 active members (10.3%). Similarly, IOC Commissions and Working groups have included more women than before, enabling their direct contribution to all issues and policies, which the IOC is working on. Moreover, for the first time in the history of the Olympic Movement, a woman, Anita DeFrantz, became IOC Vice-President in 1997. Gunilla Lindberg became the second IOC Vice-President in history in 2004.

### INTERNATIONAL OLYMPIC COMMITTEE

2005	Women	Men	Total	%
Executive Board	1	14	15	6.6
IOC members - Session	12	105	117	10.3
Commissions	35	200	235	14.9

### 12 Women members of the IOC

H.S.H. Princess Nora of Liechtenstein  
 Anita L. DEFRANTZ (USA)  
 HRH the Princess Royal (Great-Britain)  
 Gunilla LINDBERG (Sweden)  
 HRH the Infanta Doña Pilar de BORBÓN (Spain)  
 Nawal EL MOUTAWAKEL (Morocco)  
 Irena SZEWINSKA (Poland)  
 Manuela DI CENTA (Italy)  
 Els van BREDA VRIESMAN (Netherlands)  
 Pernilla WIBERG (Sweden)  
 Rania ELWALI (Egypt)  
 Barbara KENDALL (New Zealand)

Dame Mary GLEN-HAIG (Great Britain, honorary member)  
 Flor ISAVA FONSECA (Venezuela, honorary member)

#### 4.1 Women Representation in NOCs

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

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

#### 4.1 Women Representation in IFs and Recognized IFs

Based on the information provided by 34 IFs out of the 35 IFs (as of 31 December 2004):

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

Based on the information provided by 22 Recognized IFs out of the 29 Recognized IFs (as of 31 December 2004):

- **7 recognized IFs have more than 20% women on their board. (i.e. 24%)**
- **15 recognized IFs have met the previous target of minimum 10% (i.e. 52%)**
- **21 recognized IFs have at least one woman on their Executive Board (i.e. 72%)**

## 4. ADVOCACY AND INFORMATION

The IOC has also undertaken a more general action in the field of advocacy, with the aim of raising awareness of the necessity to address and find suitable solutions to women's issues in sport.

### 4.1 IOC Women and Sport Commission

A Women and Sport Commission was also established in 1995 by the IOC President to advise the Executive Board on suitable policies to be implemented in this field. The Commission, as all IOC commissions and working groups, is a consultative body composed of the three components of the Olympic Movement (IOC, IFs, NOCs) as well as a representative of athletes and independent members.

**Chairwoman:**

Ms Anita L. DEFRANTZ

**NOC Representatives:**

Ms Marit MYRMAEL  
Ms Nicole HOEVERTZ

**Athletes Representative:**

Ms Lee Kyung CHUN

**Members:**

General Lassana PALENFO  
Mr Ram RUHEE  
Ms Nawal EL MOUTAWAKEL  
Mr Borislav STANKOVIC  
HSH Princess Nora of Liechtenstein  
Mr Melitón SANCHEZ RIVAS  
Raja Randhir SINGH  
Mr Ivan DIBÓS

**Individual members:**

Ms Beatrice ALLEN  
Ms Ilse BECHTOLD  
Ms Shengrong LU  
Ms Donna De VARONA  
Mr Michael S. FENNELL  
Dr. Elizabeth FERRIS  
Mr Issa HAYATOU

**International Paralympic  
Committee Representative:**

Ms Ann CODY

□

**Executive Director, International  
Cooperation and Development**

Mr T.A. Ganda SITHOLE

## 4.2 Regional Seminars

The IOC has established a programme of regional seminars for women administrators, coaches, technical officials, and journalists in the national and international sports movement.

Through these informative seminars, the IOC strives primarily to achieve four main objectives:

- 1) To raise levels of awareness within the Olympic Movement, and the NOCs in particular, about the different aspects and problems connected with women's participation in sport at all levels;
- 2) To provide women with up-to-date information on the promotion of women in sport using relevant documents adopted at regional and international level (rules, regulations, agreements, decisions, etc.), texts of speeches, research work and exchanges of experiences;
- 3) To enable women involved in the sports movement to establish or further develop a support network addressing these issues and encourage them to expand it;
- 4) To encourage these women to identify and implement a key action and/or strategy plan for each NOC/country in order to promote increased participation by women in sport in their country.

### 4.3 World Conferences

The IOC also organizes every four years a World Conference on Women and Sport. The purpose of these conferences is to assess the progress made on this issue in the sports world, to exchange experiences, and outline priority actions to enhance women's participation in the Olympic Movement. The first Conference was held from 14 to 16 October 1996 in Lausanne, Switzerland.

The Second Conference was organized in Paris from 6 to 8 March 2000 in cooperation with the French NOC (CNOSF). This edition provided a unique opportunity to analyze the accomplishments and future challenges of women in the Olympic Movement and sport in general through sociological, historical, cultural, health, and political approaches, while also celebrating the hundredth anniversary of women's participation in the Olympic Games, which began at the Games of the II Olympiad in Paris in 1900.

The Third Conference was organized in Marrakech from 7 to 8 March 2004 in cooperation with the Moroccan NOC. It also provided a unique opportunity to analyze the accomplishments and future challenges of women in the Olympic Movement and sport in general through sociological, historical, cultural, health, and political approaches.

#### Resolution

The Conference,

**Recalling** that the goal of Olympism is to place everywhere sport at the service of the harmonious development of human beings, with a view to encouraging the establishment of a peaceful society,

**Welcoming** the commitment of the President of the International Olympic Committee, the Secretary General of the United Nations, and the President of the World Bank to promote women's rights in all fields of human activities,

**Taking into consideration** the Resolution adopted by the II World Conference on Women and Sport in Paris, France, on 8 March 2000;

**Taking also into consideration** the research on Women Leadership and the Olympic Movement undertaken by Loughborough University for the International Olympic Committee;

**Recognising** the effort made by all entities and persons involved with the promotion of Women in Sport but aware of all the challenges which lay ahead to be taken up in order to attain the projected objectives;

**Noting**, however, with regret, the slow pace in implementing fully the action plan formulated by inter-governmental and non-governmental organizations and the lack of concrete, visible and tangible actions at the grass root level;

1. **Reaffirms** the targets established in 1996 for the International Olympic Committee, International Sports Federations and National Olympic Committees to have at least 20% women on their executive boards and legislative bodies by 2005 and consider the period beyond;

2. **Urges** the International Olympic Committee, International Sports Federations, the Association of National Olympic Committees (ANOC), sports Confederations, National Olympic Committees and National Federations to correct the current gender imbalance and to ensure significant representation of women on all permanent commissions, working groups, and Organizing Committees of the Olympic Games (OCOGs), and also highlights the need for the five Continental Associations of NOCs to ensure the inclusion of women on the Executive Council of ANOC;
3. **Calls** upon all delegates to be advocates for the promotion, training and empowerment of women in and through sport at grass root level, clubs and in National Federations;
4. **Urges** the International Olympic Committee and National Olympic Committees to advocate for the inclusion of physical and sport activities in educational institutions with government and international agencies in charge of education and sport;
5. **Encourages** the Olympic Movement and sport organisations to further the cooperation with the United Nations system, the World Bank, inter-governmental and non-governmental organisations to promote gender equality policies and programmes and support human and socio-economic development through sport;
6. **Urges** Olympic Solidarity Commission to review its policies and development programmes to ensure that funds provided are increased, and that a fair proportion is used for the support of women in and through sport;
7. **Calls upon** all female athletes and leaders to serve as role models and mentors for young girls and women to develop their skills in sport and professional lives, and contribute to the promotion of diversity, peace and human understanding;
8. **Requests** that stakeholders and partners in the Olympic Movement be involved individually or collectively in preventive education campaigns against scourges such as HIV/AIDS, polio, and substance abuses which affect women and children;
9. **Urges** the sport communities to support and encourage sport activities for girls and women with disabilities;
10. **Recommends** that sport communities and media organisations work together to ensure a comprehensive and accurate portrayal of the image of women in sport, as well as including women in media training programmes;
11. **Congratulates** the International Olympic Committee and its Women and Sport Commission for organising this III World Conference on Women and Sport;
12. **Expresses** its sincere thanks to the Kingdom of Morocco and its National Olympic Committee for the excellent organisation of the Conference and traditional hospitality.

Marrakech, Morocco  
9 March 2004



## 4.4 IOC Women and Sport Trophy

### 1. Aim

The IOC Women and Sport Trophies are awarded annually to promote the advancement of women in sport. They recognize outstanding achievement and landmarks made to develop, encourage and strengthen the participation of women and girls at all levels in the sporting world.

Six (6) Trophies are awarded, one for each continent, and one at world level:

### 2. Award Criteria

The IOC Women and Sport Trophy may be awarded to:

- **a woman or a man (retired athlete, coach, administrator, or journalist)**
- **an institution / organization**

in recognition of her/his/its 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.**

### 3. Candidates Nomination

Each International Olympic Sports Federation, National Olympic Committee and Continental Association can propose nominees for its country or its organization.

The nomination should be supported by a complete file of the candidate, including a detailed description of achievements and photographs.

### 4. Selection Process

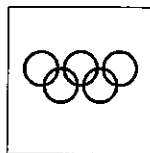
The IOC Selection Committee, composed of members of the IOC Women and Sport Commission, reviews all nominations and selects the winners.

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[http://www.olympic.org/ioc/e/org/women/women\\_intro\\_e.html](http://www.olympic.org/ioc/e/org/women/women_intro_e.html)



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