

WOMEN IN THE OLYMPIC MOVEMENT

A-16-FE-women

3. October 2000

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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

ATLANTA - SYDNEY

ATLANTA '96

Women competed in 21 sports and 108 events, 11 of which were mixed, at the Centennial Olympic Games in Atlanta in 1996 (about 35% of all events).

For the first time, women amounted also to about 34% of the total number of athletes who took part in the Games.

There was also an record number of women athletes accredited (3626 from 169 NOCs) who comprised 34,2% of the total athletes.

additional sports (2): football; softball

additional disciplines (2): beach volleyball; mountain bike

additional events (15):

athletics triple jump

rowing - light weight - double sculls without coxswain

badminton - double mixed

cycling - track - points race

road - individual time trail

mountain bike - cross-country

fencing - épée, individual / épée teams

football - 8-team tournament

gymnastics - rhythmic - team all-round competition

swimming 4x200 m free style relay / synchronized - team event

softball - 8-team tournament

shooting - double trap

volleyball - beach 16 pairs

modified events (2):

basketball - 12-team tournament (instead of 8 teams)

volleyball - 12-team tournament (instead of 8 teams)

Sydney 2000

Women competed in 25 sports and 132 events (44% of the total events - including mixed) . For the first time, women competed in the same number of team sports as men.

- Women amounted to 38% of the total number of athletes (+ 4 % compared to 1996). These changes in the programme are a major step forward.

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

Additional discipline (1): trampoline

Additional events (24):

athletics pole vault; hammer
cycling track 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):

athletics 20 km walk (instead of 10 km)
judo 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)
volleyball - beach volley - 24 pairs (instead of 16 pairs)

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	190	4249	38,3

(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			

(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	47.3

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

NEW WOMEN'S SPORTS ON THE OLYMPIC PROGRAMME

Year	Sport	Year	Sport
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



**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
TOTAL	197	52	42	43	48	12

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 Darussalem, 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	-	-	-
TOTAL	72	2	12	11	45	2

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

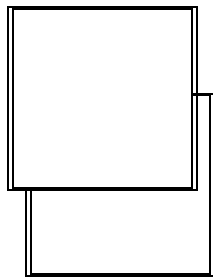
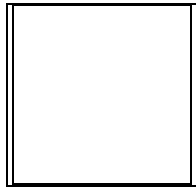
	Total	Africa	Americas	Asia	Europe	Oceania
NOCs with no female athletes	9	2	1	6	0	0
NOCs with mixed representation	190	52	41	36	48	14
NOCs with no male athletes	0	0	0	0	0	0
TOTAL	199	54	42	42	48	14

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):

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.



- **The training programme for sport leaders**, created in 1984 (then called the Itinerant School for sport administrators) gave them the chance to deepen their knowledge in the field of sport administration. Between 1986 and 1997, more than 17,000 participants have followed this programme. As of 30 June 2000, there are 52 women whom have followed this programme and are recognized as “National Sports Directors”(12.2% of a total of 409 Directors).

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- **Women and Sport Special Programme**

The Women and Sport Programme is mainly used to finance participation by NOCs in the IOC regional seminars. It also helps NOCs, mostly from developing countries, to undertake other projects concerning activities in the field of women and sport, such as research, workshops or attendance to meetings.

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 be 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, 13 other women have joined the IOC, which currently has 113 active members (14%). 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.

INTERNATIONAL OLYMPIC COMMITTEE

	Women	Men	Total	%
Executive Board	2	13	15	13.3%
IOC members – Session	14	114	128	10.9%
Commissions	29	225	254	11.4%

14 Women members of the IOC

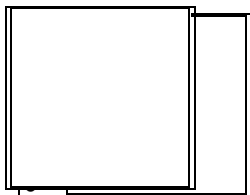
Flor ISAVA FONSECA (Venezuela)
 H.S.H. Princess Nora of Liechtenstein
 Anita L. DEFRANTZ (USA)
 HRH the Princess Royal (Great-Britain)
 Carol Anne LETHEREN (Canada)
 Vera CASLAVSKA (Czech Republic)
 Gunilla LINDBERG (Sweden)
 Shengrong LU (China)
 HRH the Infanta Doña Pilar de BORBÓN (Spain)
 Nawal EL MOUTAWAKEL (Morocco)
 Irena SZEWINSKA (Poland)
 Charmaine CROOKS (Canada)
 Manuela DI CENTA (Italy)
 Susie O’Neil (Australia)

Dame Mary GLEN-HAIG (Great Britain, honorary member)

Françoise ZWEIFEL (Switzerland), IOC Secretary General

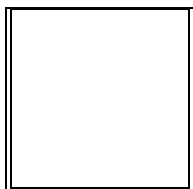
Based on information provided by 152 NOCs (as of August 2000):

- **131** NOCs have at least one woman on their Executive Board (i.e. **about 66%** of NOCs have women on their board)
- Among these 131 NOCs, at least **51 NOCs have more than 10% women** on their Board.



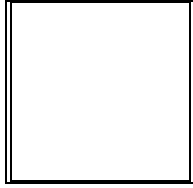
Based on the information provided by the 35 IFs (as of August 2000):

- **25 Olympic IFs** have at least one woman on their Executive Board (i.e. **71.4%**)
- Among these 25 IFs, **9 Federations** have more than 10% women on their Board.



Based on the information provided by 28 Recognized IFs (out of 30):

- **19** Recognized IFs have at least one woman on their Executive Board (i.e. **about 63%**).



IV. 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 Working Group

A Women and Sport Working Group was also established in 1995 by the IOC President to advise the Executive Board on suitable policies to be implemented in this field. The working group, 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

Mr Austin B. WOODS

Members:

Mr Reynaldo GONZALEZ LOPEZ

Ms Flor ISAVA FONSECA

Mr Mustapha LARFAOUI

Ms Gunilla LINDBERG

Ms Shengrong LU

Ms Nawal EL MOUTAWAKEL

Mr Mario PESCANTE

Mr Borislav STANKOVIC

Athletes Representative:

Ms Hassiba BOULMERKA

Individual members:

Ms Elizabeth DARLISON

Ms Donna De VARONA

Mr Michael S. FENNELL

Dr. Elizabeth FERRIS

Mr Issa HAYATOU

Ms Sook-Ja KIM

Mr Yuri TITOV

IF Representative:

Ms Deborah JEVANS

Secretary of the Working Group and
Chief of the section for women's
advancement:

Ms Katia MASCAGNI STIVACHTIS

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, since 1996.

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.

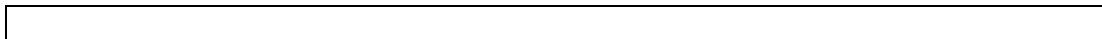
The first Conference was held from 14 to 16 October 1996 in Lausanne, Switzerland. There were representatives of the Olympic family, inter and non-governmental organizations, the United Nations system, of the universities and research centers, and the mass media. At the end of the three days of discussions, the participants adopted a list of recommendations aimed at promoting women's role in the Olympic Movement and the sports world in general.

2nd World Conference on Women and Sport, Paris, 6-8 March 2000

The Conference was organized in Paris from 6 to 8 March 2000 by the IOC Department of International Cooperation, in cooperation with the French NOC (CNOSF), and gathered over 470 participants (both men and women) from 143 countries of the 5 continents.

The Conference was officially opened by Marie-George Buffet, French Minister of Youth and Sports, in the presence of the IOC President, and of Henri Sérandour, President of the CNOSF.

This edition provided a unique opportunity to analyse 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. Over three days, the main issues related to women in sport were introduced by presentations by specialized speakers, and led to lively discussion and questions from the audience. As a result, the participants adopted a series of recommendations which highlight priority actions which need to be considered and undertaken by the Olympic Movement as a whole to further promote women's equal opportunities in sport.



Resolution

Recalling that the aim of the Olympic Movement is to build a peaceful and better world through sport and the Olympic ideal without discrimination of any kind,

Welcoming the initiatives undertaken by the International Olympic Committee, the International Sports Federations, the National Olympic Committees to promote women in sport;

Taking into consideration the work accomplished since the first IOC World Conference on Women and Sport held in Lausanne, Switzerland, in 1996;

Recalling the recommendations formulated in the Windhoek Call for Action, the Berlin Agenda on Physical Education, and the UNESCO Declaration of Punta del Este;

Recognizing that more challenges have to be taken up to ensure equality of opportunities in the sport movement at local, national, continental and world levels;

1. **Urges** the President of the International Olympic Committee to call upon the International Sports Federations, National Olympic Committees, National Federations and sports organizations to meet the goal of 10% minimum representation of women in decision-making positions by 31 December 2000, in keeping with the decision of the 1996 IOC Session, to evaluate the reasons for failure to meet the targets, and draft a plan of action for implementation to address them, and if need be, to extend the period to June 2001, and ensure that the 20% goal for 2005 is maintained and attained;

2. **Requests** the International Olympic Committee, the International Sports Federations and the National Olympic Committees to set their own forward targets for future representation in governing bodies through 2020;

3. **Requests** the International Olympic Committee to encourage the minimum representation of at least one woman representative in national delegations at the world and regional assemblies and other fora of sports organizations;

4. **Calls upon** the International Olympic Committee to increase the scholarships and training courses for women leaders, athletes and coaches and other officials, in particular through Olympic Solidarity programmes and with special emphasis on women from developing countries, provide educational resources, including training manuals on gender equity in sport, to continue to organize information seminars and to support research initiatives at national and continental levels;

5. **Urges** governments, through the relevant bodies such as the Commission on the Status of Women, to recognize in the review of the United Nations Platform of Action (Beijing+5) and in its final document the importance of physical activity and sport to girls and women's development at all stages of their life, in the areas of health, human rights, education, decision-making and the girl child;

6. **Invites** intergovernmental organizations, and UNESCO in particular, to raise awareness about the positive influence of CEDAW articles on the development of physical activity and sport for girls and women;

7. **Calls upon** the International Olympic Committee and the other members of the Olympic Movement to raise awareness about the importance of a quality physical education and develop a strategy and educational material to support physical education for girls in school curricula in particular;

8. **Urges** all national and international sports organizations to use sport as an instrument to promote a culture of peace, understanding and the Olympic truce in areas of conflict;

9. **Urges** the International Olympic Committee, the International Sports Federations, the National Olympic Committees and the National Federations to develop and implement a policy on sexual harassment including codes of conducts for athletes, coaches, sport leaders, and other Olympic parties to include this theme in all workshops and conferences organized by the International Federations and the National Olympic Committees;

10. **Urges** non-governmental organizations dealing with women and sport to establish working relations with concerned governmental institutions and the sports movement at local and national and international levels, in order to benefit from technical assistance programmes;
Recommends to all parties involved to work more closely with the media to ensure a larger and more accurate information to project the real image about women's sport and to develop special training programmes for women journalists;

11. **Congratulates** the International Olympic Committee and its Women and Sport Working Group for organizing this World Conference on Women and Sport;

12. **Expresses** its sincere thanks to the French authorities and the National Olympic and Sports Committee of France for their cooperation and hospitality.

Paris, 8 March 2000

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4.4 IOC Women and Sport Trophy

Aim

In the framework of its policy to promote the advancement of women in sport at all levels, the IOC has decided to award each year, as of the year 2000, 6 Trophies (1 per continent and one at world level) to recognize outstanding achievements and landmarks made to develop, encourage and strengthen the participation of women and girls in sport at all levels in the sporting world. The IOC will also present “Women and Sport Achievement Diplomas” to all nominees.

Award criteria

The IOC Women and Sport Trophy may be awarded to

- a woman, a man, or an institution/organization in recognition of her/his/its outstanding contribution to develop, encourage and strengthen the participation of women and girls in sport in the field of play, in the coaching sphere, as well as in administrative and leadership structures at national, regional and/or international level.

Candidates nomination

Each National Olympic Committee and International Olympic Sport Federation can propose one nominee from its country/organization.

Selection process

The IOC selection committee, which is composed of members of the Women and Sport Working Group, reviews all nominees and selects the winners.

For more information, please contact:

Ms Katia Mascagni Stivachtis
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International Olympic Committee
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1007 LAUSANNE
VD-Switzerland
Tel: (41.21) 621 64 19
Fax: (41.21) 621 63 54
e-mail: katia.mascagni@olympic.org

Or look at our website:

http://www.olympic.org/ioc/e/org/women/women_intro_e.html