



IWG

Women & Sport

International Working
Group on Women & Sport

2022 PROGRESS REPORT

SUMMARY

International Working Group on Women & Sport
Aotearoa New Zealand Secretariat 2018-2022
Women in Sport Aotearoa,
Ngā Wāhine Hākinakina o Aotearoa

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LUMIN

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INTRODUCTION

This 2022 Progress Report – from Gaborone to Aotearoa continues a legacy of 28 years of research that has influenced global leadership on equity for girls and women in sport and physical activity. Each report has collected evidence about issues and concerns, areas of action (and inaction) and recommended priorities.

1.1 THE BRIGHTON DECLARATION

In May 1994 the ‘Women, Sport and the Challenge of Change’ World Conference took place in Brighton, England, organised and hosted by the former British Sports Council and supported by the International Olympic Committee, bringing together different organisations and countries to share ideas and experiences from within the global women and sport movement.

The conference itself was a starting point for change including the launch of the Brighton Declaration plus the creation of the International Working Group on Women and Sport (IWG).

Since 1998 the IWG have commissioned a quadrennial progress report to track the impact of four years of intervention at local and global levels, surveying the signatories to the 2014 Brighton+Helsinki Declaration.

1.2 RESEARCH FOCUS

This 2022 progress report has sought to understand the factors that prevent organisations from taking action. It has woven several strands to inform its focus and approach:

- key principles that were established in the 1994 Brighton Declaration and its successor, the 2014 Brighton+Helsinki Declaration
- themes and issues emerging from the 2018 From Helsinki to Gaborone Progress Report
- the IWG’s Botswana Big 5 recommendations that emerged from the 7th IWG global conference in Gaborone.

Table 1 IWG legacy and progress reports

IWG Legacy			
World Conference	Year	Progress Report	Legacy
Brighton, UK	1994		The Brighton Declaration on Women & Sport
Windhoek, Namibia	1998	From Brighton to Windhoek	The Windhoek Call for Action
Montreal, Canada	2002	From Windhoek to Montreal	The Montreal Toolkit
Kumamoto, Japan	2006	From Montreal to Kumamoto	The Kumamoto Commitment to Collaboration
Sydney, Australia	2010	From Kumamoto to Sydney	The Sydney Scoreboard
Helsinki, Finland	2014	From Brighton to Helsinki	Brighton+Helsinki 2014 Declaration on Women & Sport
Gaborone, Botswana	2018	From Helsinki to Gaborone	Fortification of the Africa Women in Sport movement
Auckland, New Zealand	2022	From Gaborone to Auckland	IWG Insight Hub

2022 CONTEXT

This progress report records activities undertaken in the previous four years (2018–21) and as such is focused on what has (and has not) been occurring during the global pandemic.

It is both remarkable that there is much to celebrate in terms of progress, and also sobering to consider the challenges facing girls and women in such an environment.

This report has captured specific information about COVID-19 and how organisations are continuing to address issues of equity for girls and women in these constrained times.

2.1 2018 PRIORITY ISSUES

The 2018 report highlighted the areas of focus to addressing inequities:

- increasing women in decision-making positions
- increasing female leadership in particular female coaches
- preventing gender-based violence
- preventing eating disorders
- increasing the coverage and improving the portrayal of women in sports in the media.
- developing programmes to support the retirement of female elite-level athletes

In addition, there was continuing concern about the absence of monitoring and evaluation processes that enable a deeper understanding of the impact and consequences of specific initiatives. Tracking progress and impact is an important mechanism to enhance performance and continue commitment to addressing inequity.

Women in Sport Botswana BIG 5 (2018)

1. **Media:** Cooperate with the media and use social media to both increase coverage of women's sports and to portray women without using limiting stereotypes.
2. **Accountability:** Increase transparency regarding allocation of resources for women's and men's sports in order to ensure accountability and equality.
3. **Representation:** Insist on equitable sport leadership roles for women at all levels in governing bodies, as coaches and in administrative and decision-making positions. Persistently pursue women's sports participation and create targets for representation.
4. **Research to practice:** Build evidence-based policies and practices that drive equality, safety, violence-free environments and integrity in sport, including an emphasis on women's rights to control their own bodies.
5. **Communication:** Build on the current IWG digital platform to serve as a hub for women's sports news, research, best practices and organisational progress while strategically pursuing additional signatories for the Brighton+Helsinki Declaration.

2.2 2022 PRIORITY ISSUES

Feedback from the respondents indicates that some issues similar to the 2018 Progress Report remain while some new priorities are emerging.

As highlighted in the 2018 Progress Report, many sports systems and processes are based on an outdated model, with embedded and limiting ideas about male and female roles, unrelated to modern life and societal change, now experienced by women and girls. Where these systems remain in place, it is almost impossible for women and girls to participate, lead, and govern on an equal footing with men. While some countries have made inroads, others are still operating in a kind of 'Dark Ages' of women's sport. Progress is difficult and slow.

COVID-19, in particular, has had negative consequences for women and girls, and sport and physical activity are also impacted.

2.3 2022 PROGRESS REPORT FOCUS

The topics covered in this report include:

- policy, strategy and action planning and research to track progress
- leadership and decision-making including the focus of human resources on girls and women, coaches and instructors, educators and facilitators of coaching programmes and materials, referees, judges and umpires
- participation in physical activity and sport both in schools and in the wider context
- high-performance sport including the elite-level system and retirement from elite sport
- health and well-being including gender-based violence and eating disorders
- female-friendly places including facilities and environments and childcare
- media coverage and portrayal
- the impact of COVID-19 on progress.

Report Overview

Each section of the report provides:

- a summary of the current situation including data and comparative analysis with the previous reporting period
- examples of action being taken including links to the IWG Insight Hub
- reasons for action and inaction
- insights based on the evidence available
- recommendations for future action.

2.4 INSIGHT HUB

The IWG Insight Hub is a legacy of New Zealand's hosting of the Secretariat, providing an accessible platform for sharing of examples, approaches and good practice. There is value in continuing to support this as a way of assisting global, regional and local progress for women in sport.

Relevant case studies and examples have been included in the IWG Insight Hub for wider use.

3 METHODOLOGY

This survey-based research captures quantitative and qualitative data across a number of areas of focus. The methodology is summarised below with details in the appendices.

3.1 SURVEY

A questionnaire was developed using previous questions (from 2017) with some alterations. This included multi-choice questions and opportunity for comments.

As the COVID-19 epidemic started part-way through the review period, a question relating to this was added, enabling respondents to comment on the impact of COVID-19 on any aspects of their work.

There were few compulsory questions, a format which allowed respondents to choose which questions to answer.

3.2 DISTRIBUTION

The distribution methodology was focused on building awareness and driving responses. Using the email database of Declaration Signatories survey invitations were sent, and reminders used to increase response rates. This was supplemented through social media posts. Bouncebacks were checked, alternative emails sourced where possible and new invitations to participate sent.

In total we received a total of 127 responses from an active email list of 464 (27%).

3.3 RESPONDENTS

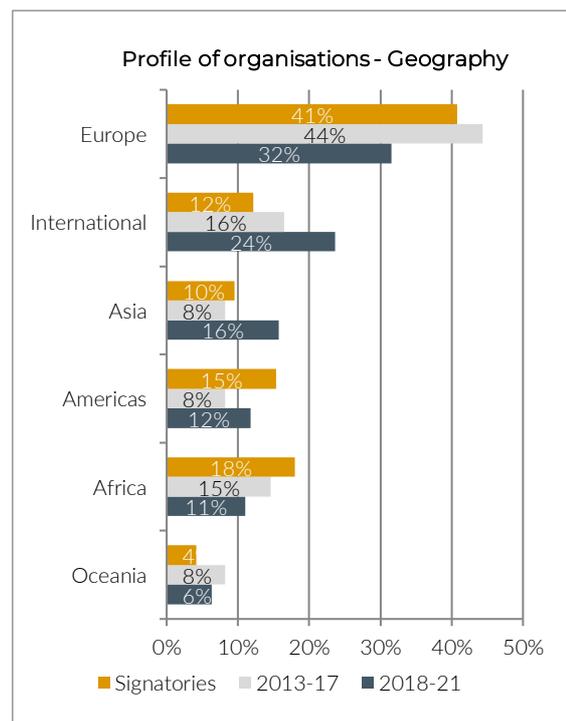
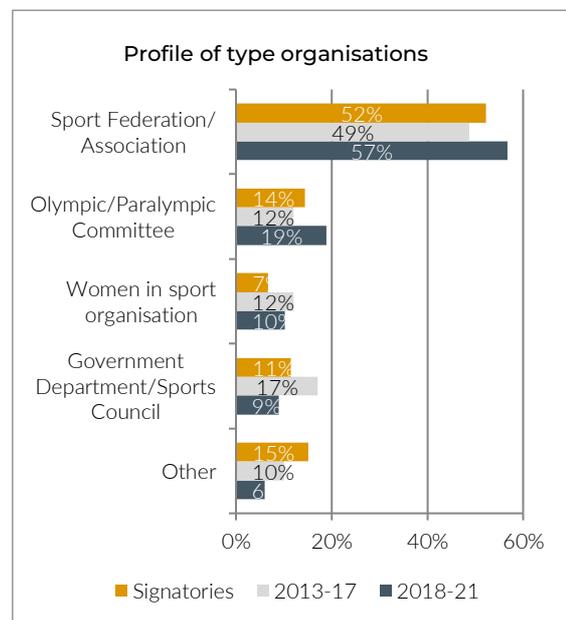
Signatories to the Brighton+Helsinki Declaration have international, regional, national and local areas of focus. A wide range of organisations responded.

While some continents are well represented in the responses (e. g. Europe) others are under-represented a situation which may

create a false or incomplete picture of progress.

With COVID-19 still creating challenges for many countries, organisations and individuals, it is remarkable that the response rate is similar to that received by the previous progress report.

Analysis of the data has been undertaken as a complete dataset, with a continental perspective and by type of organisation.



Key to data reporting

Throughout this report any percentages relate to the total percentage of respondents to that question.

The following table lists abbreviations used in the text.

Table 2 Key to abbreviations

Types of organisation	Code
Government	G
Olympic/Paralympic	OP
Federation	F
Women in sport	WIS
Continent	
Africa	Af
Americas	Am
Asia	As
Europe	Eu
International (globally-focused organisations)	In
Oceania	Oc

3.4 LIMITATIONS

While the survey received sufficient responses to support themes and issues with confidence, some of the analysis by organisational type or continent is based on such small sample sizes that the data should be regarded as indicative only.

Other factors need to be considered when reading the analysis and drawing conclusions:

- English is a second language for some, although responses in other languages were translated
- Multi-choice questions can limit or influence the respondents' replies, therefore all topics provided respondents with the option to write open text.
- The survey length ran the risk that some respondents skip important questions.

The profile of signatories demonstrates that there was a higher number of responses from Europe than, for example, Asia, Africa or Oceania. This affects the results, skewing them towards a Euro-centric view of actions, barriers and critical priorities.

Similarly, the greater proportion of sports federation respondents has generated a perspective that is a balance of policy and delivery, compared with that of some other responding organisations with high level strategy and policy functions, and potentially more political accountability.

3.5 CONSIDERATIONS FOR FUTURE RESEARCH

The four-year interval between progress reports reflects progress (or not), changing awareness and the emergence of new priorities. In addition, the process of development for the 8th IWG World Conference has seen an increased focus on the following: Indigeneity, technology and innovation, health and well-being, systems and resources, environmental sustainability, human rights and integrity.

Additional discussion is occurring around: gender identity including transgender, motherhood and disability.

Results of this present survey may point to research questions targeting these topics in future work.

With the COVID-19 pandemic coming to an end, the next progress report could capture more information on organisations that have changed how they do things, or successfully pivoted their focus and delivery since COVID-19.

4 ACHIEVING EQUITY: ISSUES AND ACTION

There are many challenges to equity for girls and women in sport and physical activity.

4.1 ISSUES FOR URGENT ACTION

Respondents to this question in the survey (n=113) were asked to highlight the top three inequities that girls and/or women face in sport and physical activity that require the most urgent action. Consistent with previous progress the most significant issues remain:

- lack of representation in positions of influence – including decision-makers and coaches
- discrimination and gender bias, particularly in elite performance
- gender stereotyping and lack of media coverage
- gender-based violence.

Table 3 Key issues for urgent action identified by all respondents

Issues for urgent action (n=96)	%
Under-representation in decision-making positions	56%
Under-representation as coaches and instructors	40%
Discrimination/ gender bias in elite performance	34%
Less media coverage in sport and/or physical activity	25%
Gender stereotyped and objectifying media coverage	19%
Girls/women experiencing gender-based violence in sport	18%

Most of these issues are consistent themes across several Progress Reports. While there has been significant action taken to address these, and positive impact in some areas, the issue continues to require focus and further action.

Key issues by organisation type

The key issues identified in order to achieve equity varied according to the type of organisation reporting. To an extent this reflects the nature of the organisation and the focus of their work. There are variations also according to where in the world organisations are based.

Federations and Olympic/Paralympic organisations consistently identified the following three issues:

- under-representation in decision-making positions (F 56%, OP 48%)
- under-representation as coaches and instructors (F 44%, OP 43%)
- discrimination/gender bias in elite performance (F 36%, OP 38%).

However, government organisations identified the following:

- under-representation in decision-making positions (G 55%, WIS 73%)
- gender stereotyped and objectifying media coverage (G 45%)
- poorly designed facilities for sport and physical activity (G 36%).

Women in sport organisations identified:

- under-representation in decision-making roles (WIS 73%)
- training/educational material and/or programmes that did not address gender inequality (WIS 45%).

Key issues by continent

Under-representation in decision-making and coaching, and discrimination and bias in elite performance are consistent themes across most continents.

Table 4 Top four issues for urgent action identified by continent

Issues for urgent action	%					
	Int	Af	Am	As	Eur	Oc
Representation in decision-making	■	■	■	■	■	■
Representation as coaches/instructors	■	■	■	■	■	■
Discrimination/gender bias - elite	■	■	■	■	■	■
Media coverage	■	■	■	■	■	■
Media gender stereotyped/objectifying	■	■	■	■	■	■
Gender-based violence (GBV) in sport	■	■	■	■	■	■
Education not addressing gender inequality	■	■	■	■	■	■
Poorly designed facilities	■	■	■	■	■	■

4.2 BARRIERS

In the 2018 Progress Report, *almost half of the participants (46%) mentioned 'gendered social norms' as the most important barrier to equality between women and men in sport and physical activity in today's world.*

Women's sport and the women in sport movement globally have developed in many different ways and there is increasing importance placed on evidence-based knowledge to inform political actions in sport, as in other spheres of life.

Social netball survey that particularly targeted women and girls returning to sport and seeking to understand the barriers e.g. location, time, cost - and devising a clear strategy and action plan for 2021-25 to address.

SPORT FEDERATION/ORGANISATION/EUROPE

The 2022 respondents (n=96) identified that the 'most significant barriers to achieving equity' were:

- cultural and religious beliefs about the role and status of women
- systems and structures that help to maintain outdated models of sport which are male-centric
- gendered social norms and expectations, pre-conceived ideas, stereotyped views of women, and paternalistic attitudes, some of which are deeply rooted
- socio-economic and financial factors including all aspects (facility hire, childcare, clothing, safe travel)
- factors that might include 'Financial support that considers all aspects required for women and girls to participate – e.g. facilities' availability and costs'
- coverage for female sports to raise the profile, generate revenue and highlight the opportunities available
- lack of women in leadership – at all levels and in multiple roles.

In most societies, leadership is most often associated with masculinity, compelling women leaders to work extra hard to gain respect and recognition because of their feminine traits that are associated with weakness.

There is still a commonly held view that sport is a male activity with male dominance at a structural level which ignores women in a wide range of contexts (athletes, leaders, media). This is still true in most countries (including the Western world).

As one example of this, a respondent noted that in Africa which is a definitively patriarchal society, men are considered to be better decision-makers. In some parts of the world, societies are still uncomfortable with women in decision-making positions in sports.

Even though women rise to executive level positions [in Africa], decisions may still be made by lower ranked men.

OLYMPIC/PARALYMPIC/AFRICA

Sport is still seen predominantly as recreational for women.

Women are still expected to prioritise and do more "important tasks" than participate in sports in their spare time.

SPORT FEDERATION/AMERICAS

4.3 ACTIONS TO ACHIEVE EQUITY

Actions taken by respondents to achieve equity for women and girls varied widely reflecting the nature of the organisations responding, their operational levels within sporting development structures, and their countries of origin. Some initiatives were part of global campaigns such as Child Safeguarding in Sport; others were tailored to meet the specific local needs of the organisations such as Cricket Malawi developing more playing opportunities for girls and women.

Examples of good practice are also included throughout the report and, where organisations have agreed to share these examples publicly, they will be published on the **IWG Insight Hub**. They include:

- updated constitutions to increase diversity of the Board to ensure 30% minimum representation
- mentoring programmes for female leaders
- female-only programmes for high performance coaches, physical education teachers and technical officers
- gender equity audit/assessments to identify areas for improvement on gender equity across multiple organisational dimensions, then supporting organisations to close the gaps
- collaboration with other organisations to build networks to prevent gender-based violence, awareness raising activities; offers to provide tailored support
- diversification of funding sources has resulted in investment in projects that have encouraged and promoted the practice of sport among women and fought discrimination and sexist violence.

In summary, fundamental to creating change are: plans, investment, awareness raising, leadership provision, monitoring and evaluation.



POLICY, STRATEGY AND PROGRESS

Since the adoption of the Brighton Declaration in 1984 there has been recognition of the value of having policies and plans that commit organisations to a programme of work in support of gender equity.

The 2014 IWG World Conference in Helsinki more specifically recommended that:

Based on the cultural context and progress in gender equality, priority areas of policies that support gender equality be outlined and action plans including specific measures, developed. Gender perspectives be mainstreamed into all policies related to sport including budgeting and allocation of resources (IWG Conference Recommendation 5, p. 13/17)

In addition, the Botswana IWG World Conference in 2018 reiterated this commitment with two of its five recommendations:

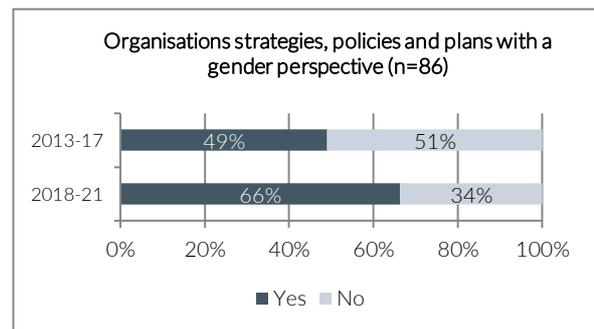
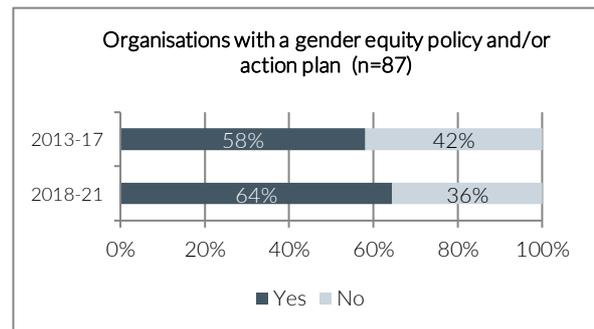
Research to practice: Build evidence-based policies and practices that drive equality, safety, violence-free environments and integrity in sport, including an emphasis on women's rights to control their own bodies.

Accountability: Increase transparency regarding allocation of resources for women's and men's sports in order to ensure accountability and equality.

5.1 GENDER POLICY DEVELOPMENT

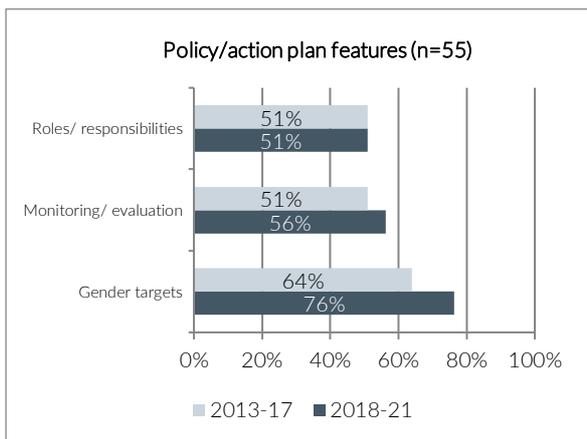
Current Situation

Since 2018, there has been an increase in the proportion of respondent organisations with a policy and/or action plan (2022: 64%).



In addition, over the past four years there has been a significant increase in the use of gender targets and monitoring and evaluation. Half of all organisations have dedicated roles and responsibilities. This is discussed in more detail in the Leadership section of the report.

Singly, or in combination, these activities effectively increase the number of women and girls participating in recreation and sport, and reflect a greater understanding – particularly in the area of gender targets – of the processes that drive change.



Other features of the policies and action plans include:

- signing the Brighton+Helsinki Declaration as the initial stage of the plan, reflecting organisational commitment to gender equality
- awareness-raising initiatives including communication of information about gender inequities, and sensitisation meetings
- publicly sharing action plans with clear timelines to demonstrate organisational commitments and enable accountability
- using a gender lens as part of the wider policy development.

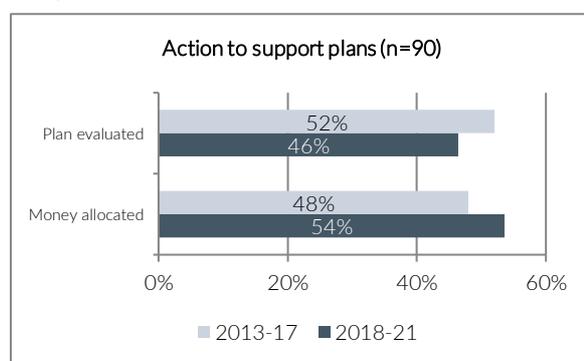
We work to ensure others policies use a gender lens, have advised on international gender policies such as the IOC and any policies that are aligned to gender related issues such as safeguarding policies.

WOMEN IN SPORT/INTERNATIONAL

Gender Mainstreaming

An increasing proportion of respondent organisations were including a gender perspective in their wider suite of strategies, policies and plans. In particular this was led by women and sport organisations and national Olympic/Paralympic committees. A stronger commitment by the IOC to setting targets for women on national Olympic committees will have contributed to this in part.

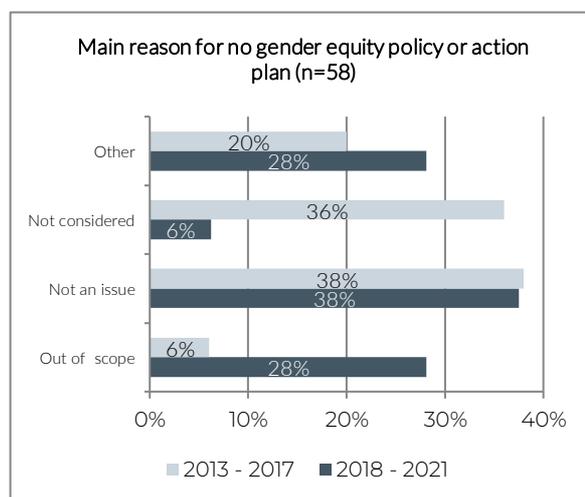
More respondent organisations had allocated resources to support their policies and action plans (2022: 54%). However, fewer had evaluated their plans. It is interesting to note that nearly half of the policies and plans have no specific resource allocations.



No action

One third of respondents had no gender equity policy or plan; the primary reasons being: it was out of the scope of their organisation (26%) or it was not an issue or problem (37%).

For many respondent organisations (28%) there were other reasons, including priority action being taken elsewhere.



So far, our main focus was on raising awareness of gender inequalities through various online campaigns. We are currently working on a strategy, which includes gender aware policy development.

SPORT FEDERATION/INTERNATIONAL

Insights

A clear set of policies and associated action plans that are resourced and monitored provides a forward path and a mechanism for accountability.

While more than half of the respondents allocated resources to support their plans, only 46% evaluated their plans. Evaluation is paramount to ensuring the effectiveness of plans, and for accountability of public spending. They may be overlooked as evaluation can be resource hungry or because other priorities emerge.

5.2 PROGRESS

In the 2018 Progress Report the authors noted that collection of gender statistics in systematic ways contributes to the monitoring of progress and is the foundation of evidence-based knowledge *'to ensure the development of an inclusive and fair sporting culture.'*

Their concluding statement was a reiteration of the recommendation from the IWG World Conference in Helsinki, to the effect that *research, data, and statistics broken down by sex be collected by governments and sporting organisations.* (Recommendation 19). They also recommended that governments and sports organisations *regularly report on research findings and data collected on gender equality in sport and share information on policies, actions and best practices.* (Recommendation 22).

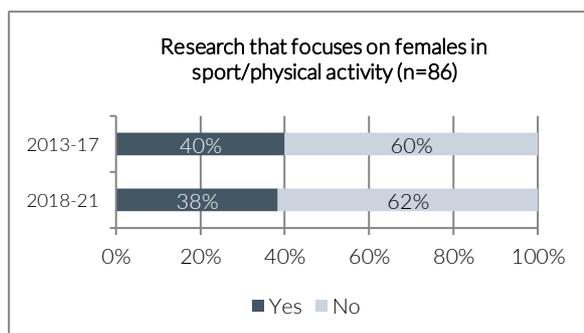
This is consistent with the recommendation from the 2018 Botswana Big 5:

Communication: Build on the current IWG digital platform to serve as a hub for women's sports news, research, best practices and organisational progress while strategically pursuing additional signatories for the Brighton+Helsinki Declaration.

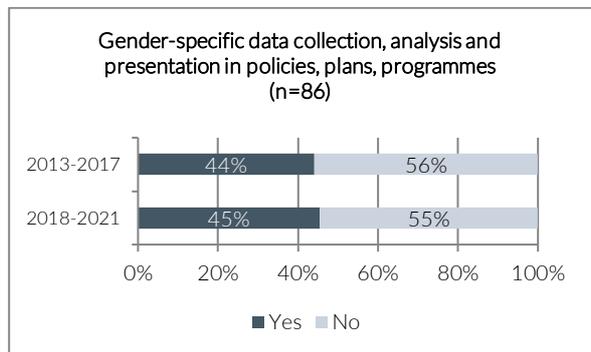
Research And Data Gathering

The 2022 survey asked about research, evidence and analysis in many of the specific areas of exploration. This section captures and reports on specific questions about research that are not reported elsewhere.

There has been a slight reduction in respondent organisations commissioning or undertaking research that focuses specifically on females in sport and physical activity.



However, a gender lens continues to be applied in a number of other research and data collection and analysis contexts.



Olympic committees were more likely to commission research, with a focus across a wide range of data types. This is possibly because of the expectations of the IOC and its reporting.

Specific areas of focus for research include:

Table 5 Research focus areas

Research	2017	2022
Research focusing on girls and women	44%	38%
Research and data gathering on policies, plans and programmes	44%	45%
Media coverage	63%	*
Portrayal in the media	32%	24%

* Media coverage is reported on using other metrics in this 2018 Progress Report.

Actions

There was a considerable range of types of research being undertaken. Detailed information about the media coverage and portrayal is included in the Media Section.

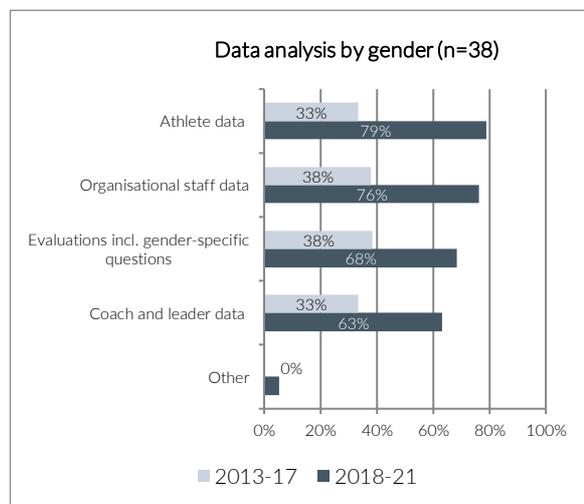
Athlete-focused research included understanding gender-specific needs and concerns, health issues (injury and illness), safety (e.g. headgear), physical conditioning and a gender-specific focus on menstruation. Examples include: problems female athletes faced such as physical conditioning relating to menstruation, and injury and illness monitoring in netball athletes.

There was considerable data collected about **participation** including strategies and tactics to increase participation of girls and women. Examples include: the Active New Zealand survey.

Many of the respondent organisations are **tracking gender balance** in senior and governance roles, across coaching and officials, and some are using these insights to develop specific interventions to improve the pathways, confidence and competence of women in them. Some research provided pre-intervention snapshots, and others tracked the impact of interventions. For example: leadership snapshots, and female participation in coach education programmes.

The impact of **COVID-19** was also a focus, with an understanding of the impact on girls in sport. For example: **Canadian Women and Sport and The Pandemic Impact on Girls in Sport**.

One project researched the prevalence of policies on sexual harassment and abuse.



More than three quarters of respondents to the survey who had undertaken research were prepared to share this information.

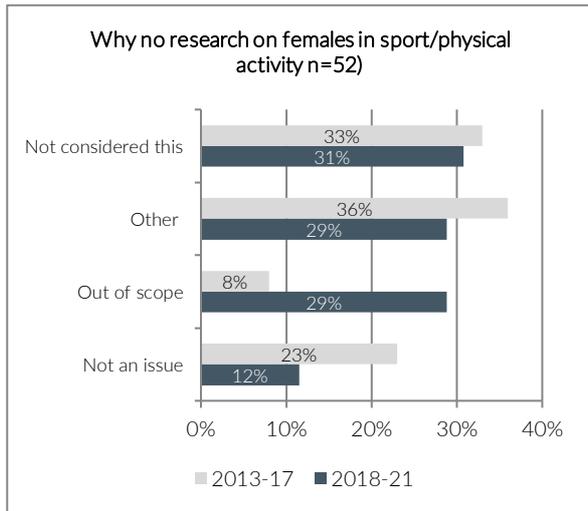
Women in Sport Aotearoa has created the **IWG Insight Hub** hosting examples of research, resources and case studies.

WOMEN IN SPORT, OCEANIA

No Action

There is increased recognition of the value of female-focused research, with far fewer organisations reporting that this is not an issue.

However nearly half of the organisations who had not conducted research believe it was either not an issue (12%) or they had not considered it (31%).



Capacity, resources and staffing are the main reasons preventing 29% of respondents from undertaking female-focused research.

Many of the organisations who are yet to conduct research, have forward plans that include an aspect of research.

Insights

Capturing baseline data, tracking the impact of interventions over time and collecting information that can be used to create change are valuable and reasons to undertake research.

Many of the barriers and solutions identified through research are transferable, and sharing these through an online platform adds value to the global women and sport movement.

5.3 GENDER INFORMATION

Collecting and making public gender-related data ensures that policy is evidence-based, and enables organisations to monitor the effectiveness of any interventions aiming to increase the number of women in all aspects and at all levels of sport and active recreation.

Current

Since the 2018 Progress Report there has been little change in the proportion of respondents collecting, analysing and presenting data relating specifically to gender in their policies, plans and programmes (44%, 2017; 45%, 2022).

Methods

Approaches used to gather data related to gender included: analysis of data relating to athletes, coaches, and organisational staff based on gender, as well as evaluations that included gender-specific questions.

Our board members individually conduct research in these areas. WomenSport International provides the forum for their work to be shared and applied. Our Board also advises others on using data and advocating using data.

WOMEN IN SPORT/INTERNATIONAL

Insights

Nearly half of all respondents are using gender-related data – enabling tracking and reporting - and that number does not differ significantly between one reporting period and another. There is considerable evidence reported on elsewhere in this document, indicating that gender-related data is being captured and used to inform plans, policies and programmes.

Capacity, staffing and lack of resources have all contributed to a decrease in organisations undertaking research.

There is a need for research in order to continue the excellent work currently being done or resources should be diverted towards potential interventions to increase women's participation.

5.4 SUMMARY

Areas of major change were:

- strategies, policies and plans with a gender perspective (76%)
- gender targets (67%)
- monitoring and evaluation (56%)
- investment (54%).

Singly, or in combination, these activities effectively increased the number of women and girls participating in recreation and sport, and reflect a greater understanding of the processes that drive change. However, nearly half of the policies and plans have no specific resource allocation, and fewer than half (46%) evaluated their plans.

Leadership in sport needs to reflect the interests of the whole community, and gender equity is one aspect of this.

5.5 RECOMMENDED ACTIONS

While more organisations are emphasising having plans with a gender perspective, it's important that these are resourced with staff and budgets in order to be effective.

Any plan or programme benefits from monitoring and evaluation; either to communicate what works or to refocus implementation to increase participation of girls and women throughout the sport system.

Sports organisations may need to make fundamental changes to their structures, governance, policies and practices to better reflect modern society. The 'deficit' approach of female sport being "a problem to be fixed" is outdated and unhelpful.

It is the right of women - and a reflection of their place in modern society - that they be involved in sports and physical activity to the same degree as men. For this to occur, women need to become part of the fabric of the organisation, represented at every level.

Recommendation 1

Continue to apply a gender lens to collect baseline information and track impact through project and programme evaluations.



LEADERSHIP

Women in positions of influence and as role models have a positive impact on the wider sport and physical activity system – from participation through to high performance.

Greater gender balance within organisations creates change, shifting sports organisations away from the 'male model of operating' and providing role models for girls and young women moving through the system. The business case for equity in leadership is also clear.

A key recommendation from the Botswana Big 5 focused on representation.

Representation: Insist on equitable sport leadership roles for women at all levels in governing bodies, as coaches and in administrative and decision-making positions. Persistently pursue women's sports participation and create targets for representation.

This section presents key findings regarding the prevalence of women in a range of key positions:

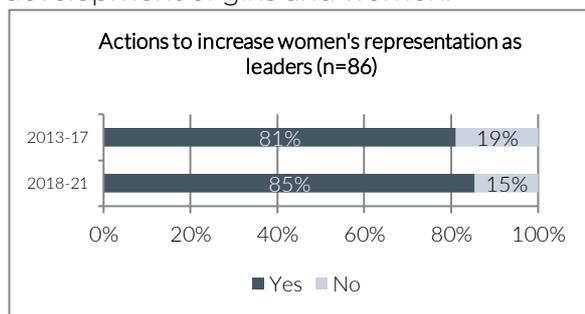
- leadership and decision-making including governance and advisory committees
- personnel with a key focus on girls and women and/or gender equity
- coaches and instructors
- referees, umpires and officials.

6.1 HUMAN RESOURCES

[One issue is...] Male model of operating and leading, with the associated lack of role models (including leaders) for women and girls.

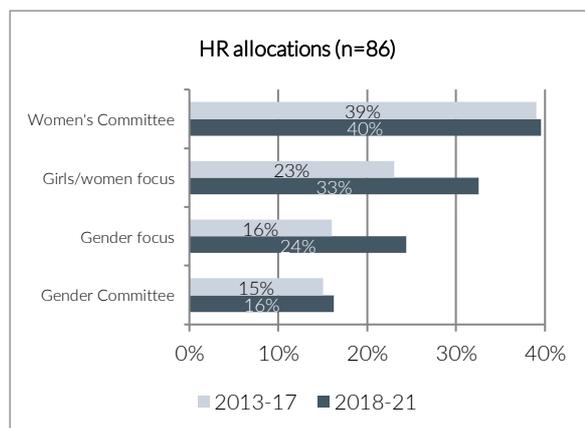
SPORT FEDERATION/EUROPE

For many people in positions of influence, a lack of awareness of issues, impact and action is a barrier to progress. There have been many initiatives that are focused on enhancing awareness and supporting the development of girls and women.



Current Situation

Since the 2018 Progress Report there has been an increase in specific human resources with a gender focus. In particular there has been an increase in individual staff or volunteers with a focus on girls and/or women or with a gender focus.



There is more focus specifically on girls and women through committees, working groups and positions than through a generic gender lens.

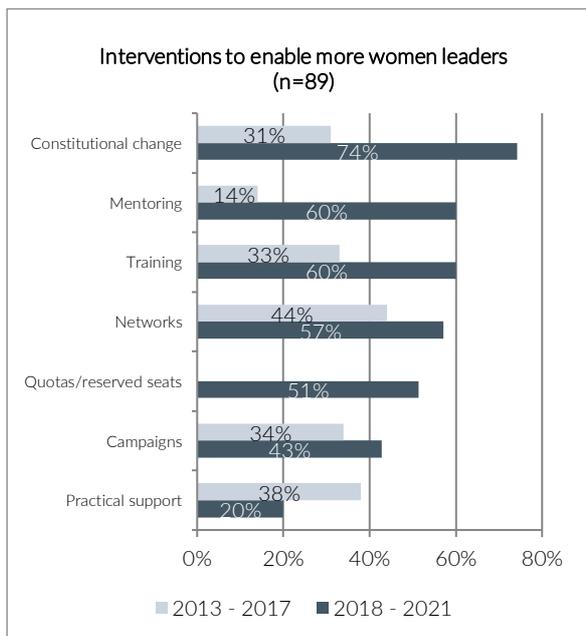
For some respondent organisations there is an overarching expectation that gender equality is everyone's responsibility.

Gender equality is included as one working area for some employees...every civil servant is responsible [for] promoting gender equality and diversity.

MINISTRY OR GOVERNMENT
DEPT/INTERNATIONAL

Gender balance/equity

Gender balance/equity was a focus for a number of the respondent organisations, reflecting a greater understanding of, and commitment to, the need for policy and practice enabling more participation by women and girls, and more women in leadership roles. Many organisations have implemented a quota system. To support their initiatives, organisations established playbooks, teaching resources and short



films.

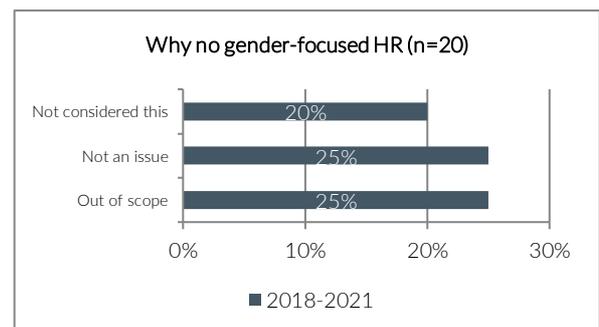
[The] Cricket Association established the Women in Cricket Committee, with a core mandate to look after all women cricket activities, ensure that girls and women get equal opportunities and [are] well represented in our activities.

SPORT FEDERATION/ORGANISATION/AFRICA

No action

There were a number of reasons why there was no specific allocation of human resources focused on gender equity including:

- lack of resources or people
- the focus being embedded through all our relevant policies and therefore the responsibility of all staff/volunteers
- as a women-focused organisation it wasn't seen as a specific issue.



While proportionally few respondents had not taken action to establish human resource interventions with a gender focus, there were still a large group who considered this not to be an issue or something they hadn't considered. There are opportunities to continue raising awareness of the value and contribution of human resources dedicated to enabling a gender perspective.

6.2 LEADERSHIP AND DECISION-MAKING

Current Situation

An increasing number of organisations are taking specific action to ensure that women are represented as leaders and decision-makers.

Interventions varied according to the nature of the respondent organisation. For example, at club level, the most common actions included targeted training and offering things to enable participation (e.g. childcare). At an international level, recruitment campaigns and constitutional change were most common.

Table 6 Interventions to increase women in leadership and decision-making

INTERVENTIONS	Club/group	Geographic community	Regional	National	International
Constitutional change	17%	12%	17%	71%	40%
Mentoring women leaders	19%	19%	26%	81%	29%
Targeted training	29%	24%	33%	79%	31%
Women leaders network	23%	23%	30%	70%	38%
Quotas/reserved seats	11%	17%	19%	72%	36%
Recruitment campaigns	27%	27%	33%	77%	43%
Actions to enable participation	29%	7%	21%	64%	36%

In the past four years, there has been a significant use of constitutional change to leverage more women into leadership positions, with nearly three quarters of all respondents reporting this as an intervention. This is coupled with half of the organisations using quotas or reserved seats. Mentoring, training and networks are increasingly being used to support women in leadership roles.

Informal mentoring for women in leadership positions and exploration of a more formal mentoring program

SPORTS FEDERATION/INTERNATIONAL

It was clear that specific interventions were most common in national respondent organisations, with a wide range of different approaches being used. It is worth noting that some of these focused on the system (constitutional change and quotas) and others on enhancing the capability and confidence of women (training and mentoring).

One year ago, [we] started to focus (more) on female empowerment and gender equity. So far, our main focus was on raising awareness through various campaigns. We are currently working on a strategy, where the representation of women in leadership and decision-making positions will be addressed as well.

SPORT FEDERATION/ INTERNATIONAL

Promoting female leadership

Many organisations have been involved in strategies to promote women into leadership roles. In some situations, this has been about changing constitutions or policies, establishing committees or commissions focusing on girls and women or embarking on leadership development programmes.

The Female Leaders of Tomorrow project is a leadership and mentorship project that aims to equip and empower a new generation of young African and European women with the necessary skills, knowledge, experience and guidance to lead the **Global Sport for All Movement**.

WOMEN IN SPORT/INTERNATIONAL

Leadership development

Examples of leadership development include online webinars and leadership courses, coaching and mentoring programmes, conferences and workshops.

World Triathlon developed and implemented a Mentorship Programme with high gender priorities.

SPORTS FEDERATION/ INTERNATIONAL

Developing networks and partnerships

Action in this arena acknowledges the enormous value of partnerships between groups and organisations where shared goals or aspirations help both parties to move forward. Also included is the development of networks where more than one group is working towards similar goals. On occasion this resulted in networks of organisations across states or countries, partnerships with different types of organisations, including universities, and investment from agencies such as UNESCO.

The Women Sport Africa Network (WSAN) created social media platforms to promote women in sport in Africa and share opportunities available.

WOMEN IN SPORT/AFRICA

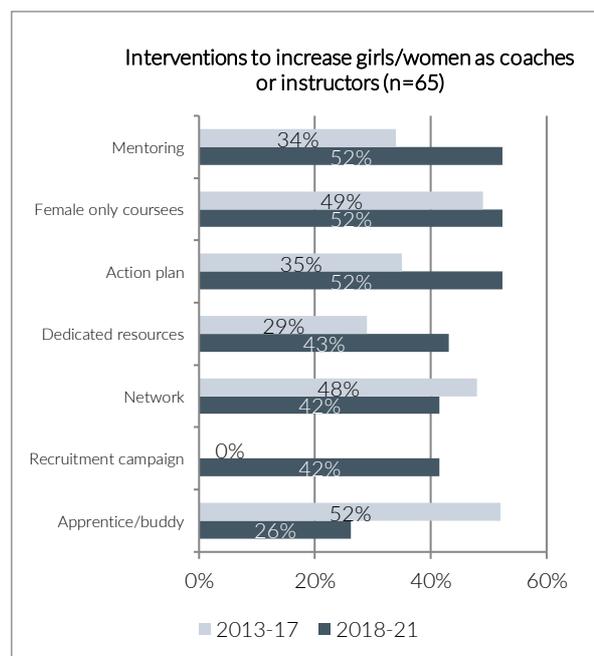
Actions

In summary the key actions taken to enable women to operate in leadership positions include:

- changes in statutes or constitutions
- targeted education and training programmes
- mentoring for women in leadership positions

Some organisations are still in the planning phase, undertaking research and seeking advice on action plans to engage more women in leadership roles. It is clear that a suite of interventions is being employed in a wide range of contexts.

Examples of each of these in a range of



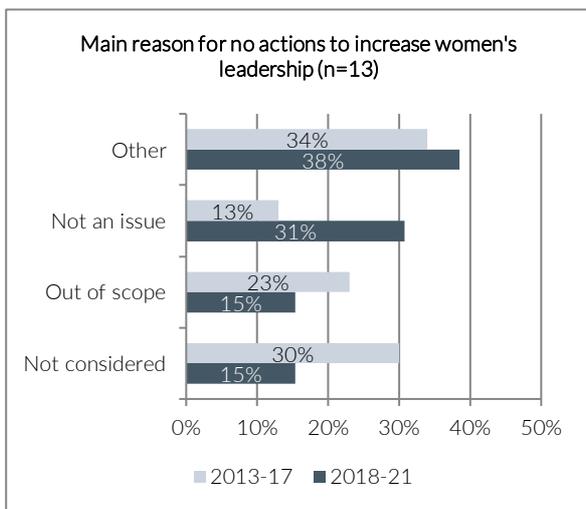
contexts published on the **IWG Insight Hub** are evidence of successful interventions on which organisations could model their own action plans.

No Action

Only 11% of respondents had taken no action, based on a variety of reasons, including having boards already comprising a majority of women.

Since the 2018 Progress Report more organisations consider women in leadership NOT to be an issue for their organisation. Many of these respondents are 'women in sport' organisations.

For other organisations, COVID-19 has meant that initiatives focusing specifically on leadership have been impeded.



6.3 COACHES AND INSTRUCTORS

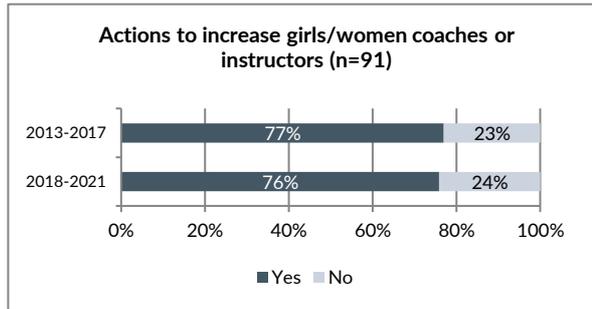
Women in leadership roles at all levels are vital in terms of role modelling and providing a pipeline for the development of aspiring leaders, as well as coaching opportunities for retired female athletes. Recruitment processes aimed at women, coupled with equitable conditions and support systems within existing structures, help to ensure success as well as gaining and retaining female coaches and instructors.

The 2014 IWG World Conference in Helsinki recommended that:

Recruitment processes be developed to attract women toward careers as coaches and referees taking into account the retired female athletes as resources. The development of a supporting mechanism such as mentorship and platforms and continuous education are set up to make the career of women in sport successful. (Conference recommendation 14)

This recommendation was reiterated at the Botswana 2018 World IWG World Conference:

Representation: Insist on equitable sport leadership roles for women at all levels in governing bodies, as coaches and in administrative and decision-making positions. Persistently pursue women's sports participation and create targets for representation.



Current situation

A similar proportion of respondents had taken action to increase the number of women in coaching and instruction roles as in the 2018 Progress Report. More than half of the respondents have put in place initiatives, many of which were new.

In the past four years, the most common actions were implementation of a strategy/action plan and development of mentoring programmes for women coaches/instructors and courses for girls and/or women, all of which amounted to a substantial increase from the 2018 Progress Report.

Government organisations have made this a priority with 71% of respondents developing action plans to increase girl and women coaches or instructors, including initiatives such as female-only courses, dedicated resources, networks and recruitment campaigns.

Olympic and Paralympic committees are providing female-only courses as part of their push to increase the number of women coaches.

Over half of the sports federations who responded had embarked on specific campaigns to recruit women coaches.

... it is possible to increase equality in coaching with long-term activities such as inspiring former athletes to become coaches and encouraging female coaches to extend their coaching competencies and take on new challenges ... by helping federations to plan equality activities, organizing workshops, building networks, mentoring, coach education and increasing visibility.

NATIONAL FEDERATION/EUROPE

There are fewer initiatives reported by European countries (65%) compared with Africa, Asia and the Americas (80%). Oceania and the Americas were dedicating resources to women coaches, including mentoring, and providing apprentice opportunities and female- only courses. Africa was offering female-only courses.

Actions

In summary the key actions taken included:

- mentoring programmes for women coaches/instructors
- providing courses for girls/women only
- implementing a strategy or action plan.

Receiving funding from UNESCO to partner with the African Union Sports Council Region 5 on the Women Leadership Mentorship in Sport for All project.

SPORT FEDERATION/INTERNATIONAL

Organisations are taking action in five out of the seven areas of intervention to increase girls/women as coaches and instructors, indicating an understanding of the need for a range of interventions to drive change.

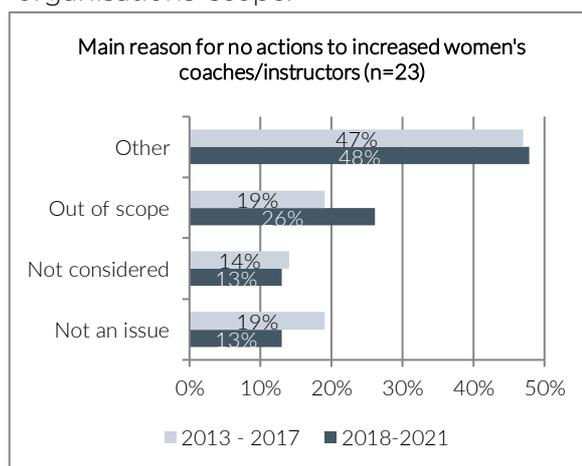
Not all respondent organisations reflected an understanding of the need for women coaches of women and girls, perhaps because of a lack of experience of having women as coaches.

We have some female coaches, but the girls/women are happy to have both genders teaching them, so we haven't actively pushed to have more female coaches.

SPORTS FEDERATION/INTERNATIONAL

No Action

There were a number of reasons for organisations taking no action regarding coaching and coach development, including that development was out of their organisations' scope.



Almost half of those undertaking no action were experiencing barriers to progress:

- changes in organisational structure
- challenges of online courses
- difficulty in accessing coaches or other resources to implement change.

Insights

Almost half of those undertaking no action to increase women coaches were experiencing barriers to progress:

- changes in organisational structure
- challenges of online courses
- difficulty in accessing coaches or other resources to implement change.

Options for sharing programmes and opportunities, resourcing initiatives and enhancing the effectiveness of online programmes are all worth considering.

The least employed tactic, used by about half of all respondents, was including gender differences in coaching programmes and materials.

The development of coaches and instructors is recognised as a key intervention for positive change. Organisations currently not taking action report barriers to delivery including poor internet services, and accessing coaches/resources to implement any initiatives. Options for sharing programmes and opportunities, resourcing initiatives and enhancing the effectiveness of online programmes are all worth considering.

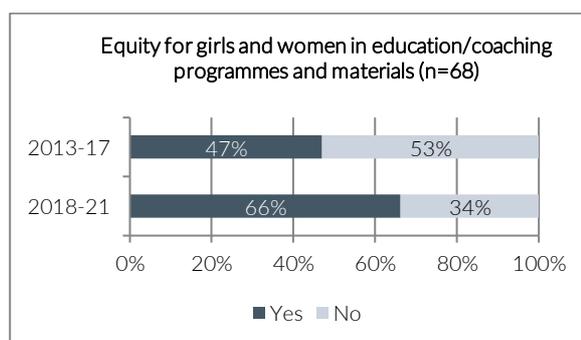
6.4 EDUCATION/ COACHING PROGRAMMES AND MATERIALS

Girls and women seeing 'themselves' in resources used in training is an important factor in recognising, and developing their roles as participants, athletes, coaches and leaders.

This section focuses on issues of gender equity in programmes and resources used for coaching and education.

Current situation

Over the most recent reporting period there has been an increase in activity, with two thirds of respondents undertaking initiatives to create education and coaching programmes and materials.



Actions

A considerable range of interventions were taken with the following being the top three:

- 80% of respondents cited including images of girls and/or women as participants
- 75% were using women educators
- 73% were using inclusive language.

Although the number of respondents was small (n=68), there was a much greater proportion of respondents taking action than in the 2018 Progress Report.

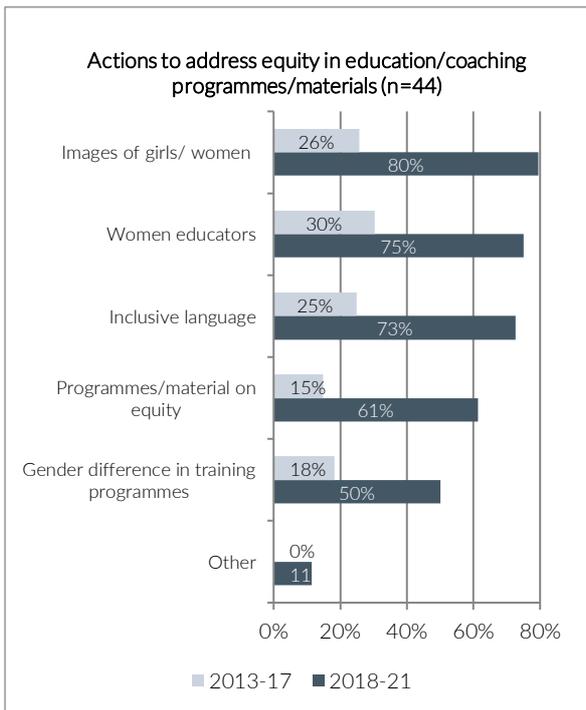
We have done studies...to determine what and where we should build our strategy to improve on this topic.

SPORTS FEDERATION/EUROPE

Including images of girls and women was a tactic reportedly used by respondent Olympic/Paralympic committees and national sports federations. Gender-inclusive language was key to communications by both governmental agencies and federations. Olympic/Paralympic committees were more likely to employ women educators. Programmes focusing on equity were most common in Asian organisations.

Asia and African organisations were less likely to be engaged in initiatives overall.

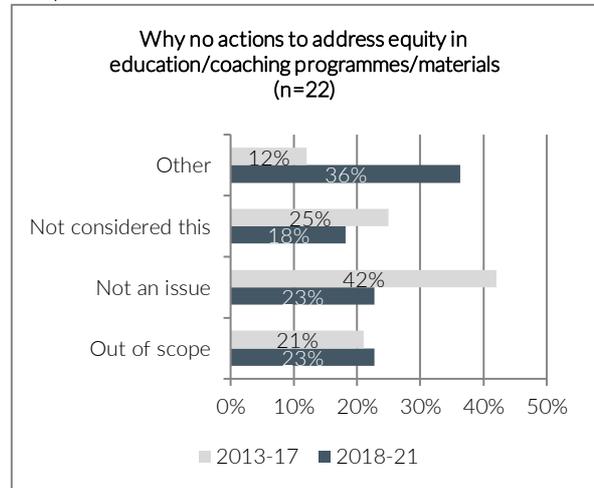
The least employed tactic, used by about half of all respondents was the inclusion of gender differences in coaching programmes



and materials.

No Action

The largest group of respondents identified other reasons for not addressing equity as a priority, and for this group, resourcing was the predominant reason.



Insights

A much greater proportion of respondent organisations took actions to address equity in education and coaching programmes and materials across all five potential areas of intervention.

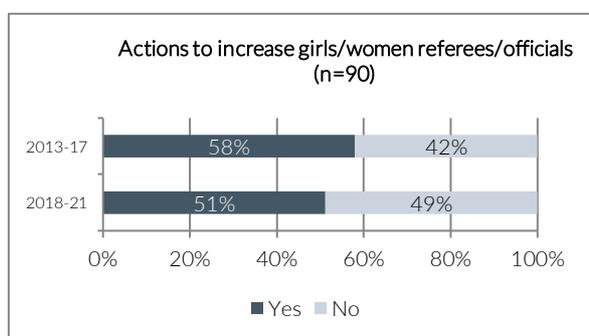
The visibility of girls and women in training material is being recognised as a key component in the development of women in sport and recreation at all levels.

6.5 REFEREES, OFFICIALS, JUDGES OR UMPIRES

The 2018 Progress Report indicated that *“women are under-represented in all leadership roles in sport. The gap seems to be largest among referees, followed by coaches ...”*

Current Situation

Since the 2018 Progress Report, fewer organisations had taken action to increase the number of girls and/or women referees, game officials, judges or umpires in sport and/or physical activity.



Actions

Of those respondents taking action, there was a concerted effort across a series of different interventions. In particular there were clearly targeted action plans and recruitment campaigns, and many organisations were using mentoring and networks, female-only courses and dedicated resources. Fewer organisations were employing apprentice/buddy systems.

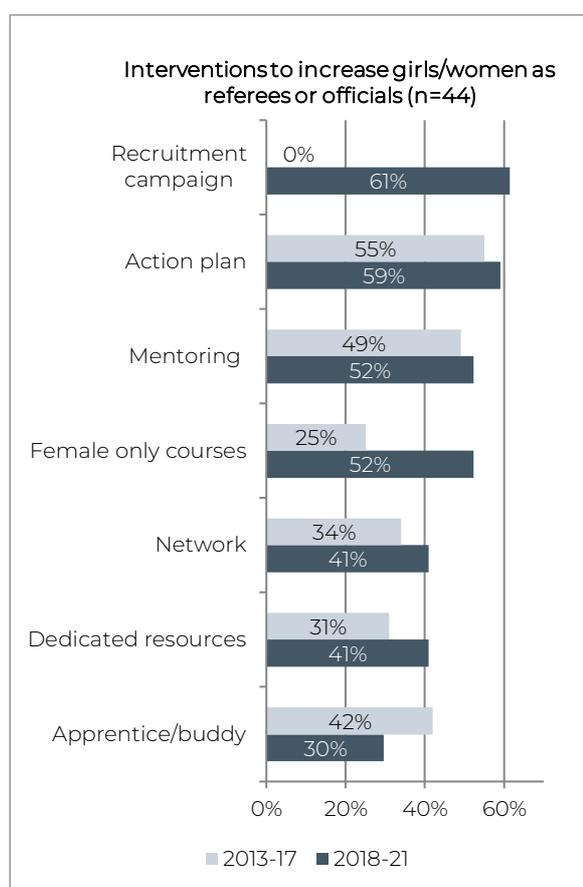
[We offer]...subsidised courses, established introductory and elite support groups.

SPORT FEDERATION/EUROPE

Regionally, 80% of respondents from Africa were taking action, with a much lower prevalence across all other continents. Organisations with an International focus (35%), European (48%) and Oceania (50%) were at the other end of the range.

While there were fewer international organisations taking action, they were employing a wide range of tactics, whereas Asian organisations were primarily at the action-planning stage.

Federations had embarked on recruitment campaigns, action planning and mentoring. Governmental agencies who responded were supporting female-only courses, and networking. Olympic/Paralympic committees were less likely to be active, but were engaged in action planning and recruitment campaigns.



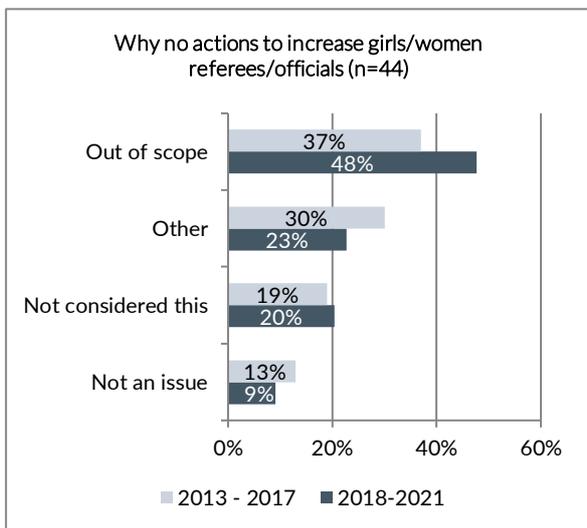
No Action

Almost one third of the organisations who had taken no action towards increasing girls and women in leadership roles stated that their organisation had not considered this to be a priority or did not consider it a problem.

Some organisations had other priorities including a focus on 'getting girls/women athlete numbers up' or were focused on female coaches. Lack of resources and the impact of COVID-19 were also cited as reasons. Some respondents identified that

referees and officials were an upcoming priority.

It is interesting to note that the rationale of organisations taking no specific action reflected a view that women will be appointed by 'merit' and that both genders are encouraged.



Women referees, judges and officials have the same opportunities as men in the sense of programs, plans, and resources.

OLYMPIC/PARALYMPIC/ASIA

Insights

The decreasing focus of respondent organisations on recruiting, selecting, training and supporting female referees and officials is a current concern and is likely to have long-term impacts. While the rationale for this is often about priorities, the perception that merit trumps all shows a lack of understanding of the unconscious bias in human resource systems and processes.

It is heartening to report that the majority of organisations are continuing to drive change using a wide range of approaches that are planned, resourced and implemented. They are using similar actions to those being employed to increase the number of women coaching.

6.6 PEOPLE WITH INFLUENCE

Human Resources

There has been considerable development in the range of interventions being used, across a range of respondent organisations.

Organisations, however, need continued time, focus and resourcing to enable positive change to be embedded in the sport systems.

Leadership and decision-making

Having women in leadership not only changes the focus of traditionally male-dominated sports and physical activities, but also sends a clear message to women and girls that there is a place for them and a pathway to follow. It signals to the public and the media also that sports are for all, not just for men.

As more women enter these roles the flow-on effect is widespread. With increased visibility and the development of female cohorts at coach, referee, umpire, and judge levels an inviting environment is created, attracting more girls and young women to play and participate.

Many organisations have been involved in strategies to promote women into leadership roles. Some have meant changing constitutions or policies, establishing committees or commissions focusing on girls and women or embarking on leadership development programmes.

Gender balance/equity

Gender balance/equity was a focus for a number of organisations, reflecting a greater understanding of, and commitment to, the need for policy and practice enabling more participation by women and girls, and more women in leadership roles. Many respondent organisations have implemented a quota system. To support their initiatives, some organisations established playbooks, teaching resources and short films.

Developing networks and partnerships

Action in this arena acknowledges the enormous value of partnerships between groups and organisations where shared goals or aspirations help both parties to move forward. Also included is the development of networks where more than one group is working towards similar goals. On occasion this resulted in networks of organisations across states or countries, partnerships with different types of organisations, including universities, and investment from agencies such as UNESCO.

Coaches and Instructors

The development of coaches and instructors is recognised as a key intervention for positive change. Organisations are taking on a range of interventions to drive change. Those not taking action experience barriers including quality and accessibility of internet delivery, and challenges in accessing coaches/resources to implement any initiatives. Options for sharing programmes and opportunities, resourcing initiatives and enhancing the effectiveness of online programmes are all worth considering.

Referees, Game Officials, Judges or Umpires

There are long-term implications of decreased focus on recruitment and development of female referees and officials. A belief that all people are chosen on merit reflects a critical lack of awareness of the unconscious bias woven through human resource systems and processes.

Promoting girls and women

Some promotional interventions focus on developing the skills and confidence of girls and women as participants and athletes, and others concentrate on providing information across the sport and physical activity sector about their competence and the contribution made by

women. The increased visibility of girls and women is being recognised as a key component in the development of women in sport and recreation at all levels. Tools include brochures and other material to support gender equity, and the use of social media platforms to promote women in sport.

6.7 RECOMMENDED ACTIONS

Recommendation 2

Collect and share case studies on the IWC Insight Hub as a useful resource for other organisations wanting to drive change. Include sample constitutions, training and mentoring programme resources, links to research and evaluations.

Recommendation 3

Design and deliver training and development programmes and resources that acknowledge the specific requirements of girls and women as athletes, coaches, referees and umpires.

Recommendation 4

Drive system change to achieve gender balance throughout organisations, from board to place of play, creating environments where women thrive. Promote the business case of women in sport leadership as a key benefit.

PARTICIPATION IN PHYSICAL ACTIVITY AND SPORT

The need for equal participation and representation of women and girls in sport is not confined to leadership roles. Taking part in physical activities contributes to health and well-being, and has positive impacts on education, social achievement and the ability to contribute as an active citizen.

The Brighton+Helsinki Declaration states:

'Sport and physical activity promote involvement, integration and responsibility in society and contribute to the development of the community' (p. 6). Furthermore, there 'is increasing evidence of the positive contributions of participation in sport and physical activity to health, well-being, human capital and educational and social achievement'.

This is highlighted in the latter part of the recommendation from the Botswana 2018 World IWG Conference:

Representation: Persistently pursue women's sports participation and create targets for representation.

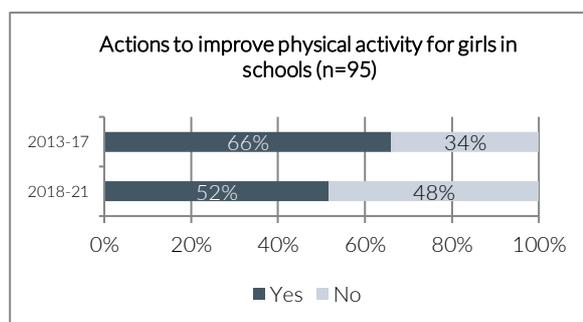
This chapter includes a summary of action taken from programmes that enhance participation by girls and women in sport and physical activity.

7.1 PARTICIPATION IN SCHOOLS

Where opportunity is provided, school years allow girls to lay the foundations for taking part in sports and physical activities throughout their lives. They can gain important physical and mental skills and the confidence to participate equally with their male peers. Key messages about who can do what are subtly absorbed, especially in the teenage years. The value of staff trained to promote their participation, other girls as leaders and coaches, other girls to play with, and the appropriate equipment and places to play cannot be overestimated. It may take time for amenities such as these to change participation rates of women or of female athletes at higher levels, but, undoubtedly, they help prepare girls for lifelong participation in physical activity.

Current situation

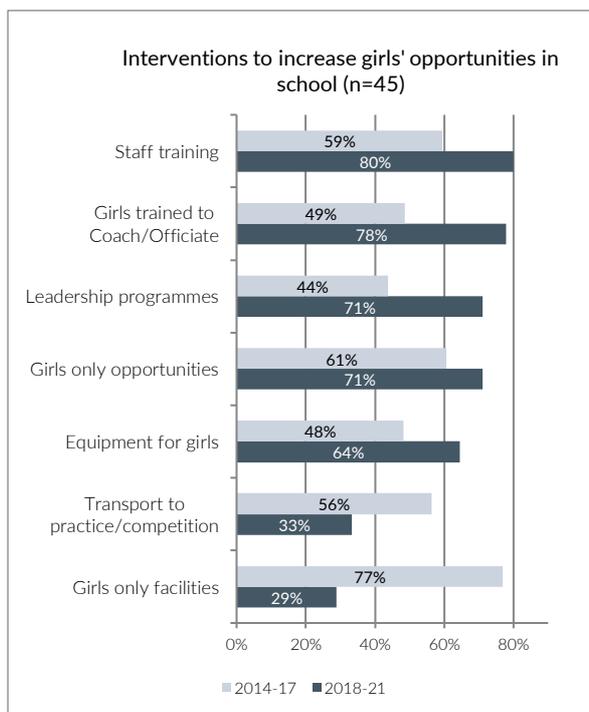
Since the 2018 Report, a smaller proportion of survey respondents have taken action to improve physical activity levels for girls in schools.



Actions in schools

Where organisations are currently undertaking to improve physical activity levels for girls in schools, there is substantially more progress. There are, however, two exceptions: transport to practice; and provision of girls-only facilities. These omissions may reflect a change in focus, or they could be related to the cost of provision.

The most common actions taken are staff training, training of girls to coach or lead, leadership programmes and provision of girls-only opportunities. A significant proportion of the respondent federations have also been working to increase the capability of people, to lead, manage and coach, and provide girls-only opportunities and appropriate equipment.



Some organisations sought to focus on gender balance in all their activities, rather than providing specific activities for girls.

Organisations in Africa, Oceania and the Americas were more engaged with programme delivery in schools.

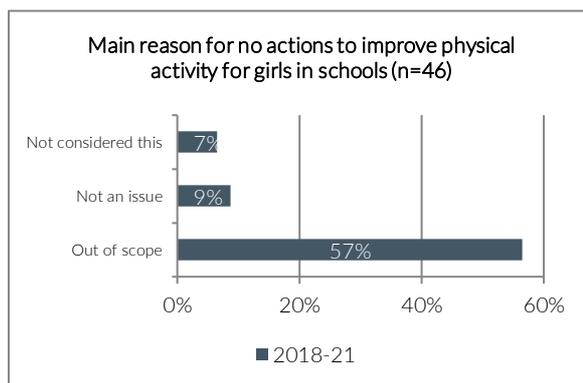
Other interventions include special programmes on menstrual health and gender-based violence, and ensuring a gender balance in participation and training activities. Some included boys and men in these discussions.

We have avoided adding additional activities for women/girls, which we saw often resulted in "box-ticking activities" complete with pink t-shirts, and have rather pushed for gender balance on our participation and training activities.

SPORT FEDERATION/INTERNATIONAL

No action

Resourcing was cited by some as a reason for no action in this area; either a lack of budget, lack of planning time, or lack of coaches.



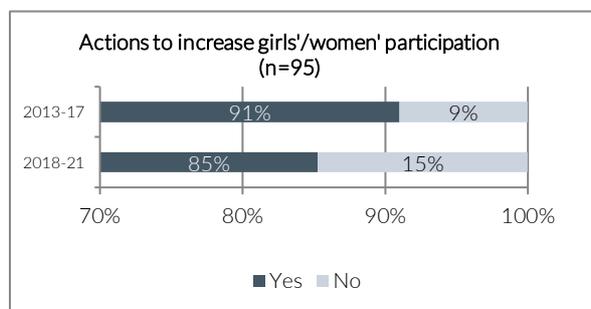
One commented that:

We are not particularly active on the schools anymore as it is, unfortunately, our experience that it rarely provides new members.

SPORT FEDERATION/EUROPE

7.2 GENERAL PARTICIPATION OF GIRLS AND WOMEN

Eighty-five percent of respondents took some kind of action to increase the participation of girls/women, which is a smaller percentage of organisations than those recorded in 2018.



Organisations focused their energies on the training of personnel such as coaches and officials, and a girls- or women-based action plan, and dedicated some resources towards activities for girls and/or women. Federations were less likely to be engaged in initiatives focusing on the participation of girls and women.

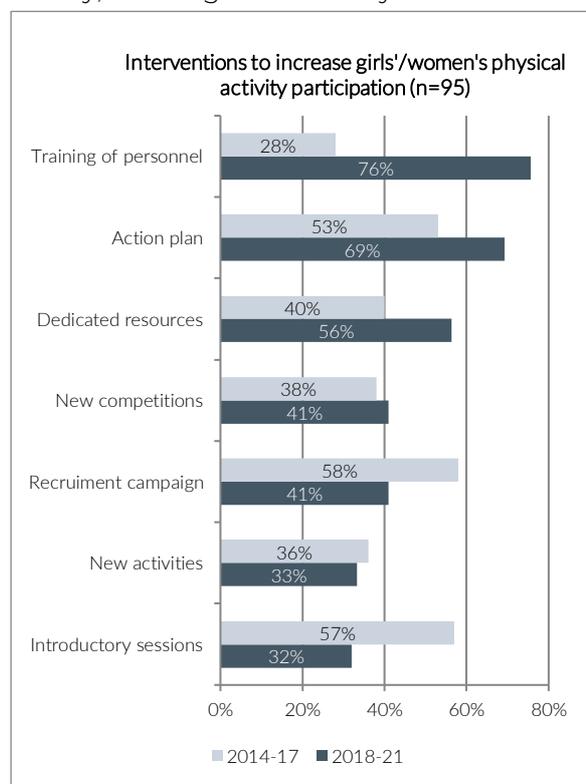
Having a plan, and clear programme of capability building has become a focus over the past four years. There was less focus on introductory sessions and recruitment campaigns than previously.

About two thirds of all respondents had a plan or strategy, and this was consistent across all regions. With the exception of Asia, there was also a focus on training personnel with the intention of increasing participation.

One organisation recognised the impact of uniforms on participation and introduced a grants programme allowing women and girls to have a say in the design of their uniforms, thereby removing a barrier to participation.

Programme innovation

COVID19 has forced programmes to respond flexibly and use technology as a means of delivery, creating new delivery modes.

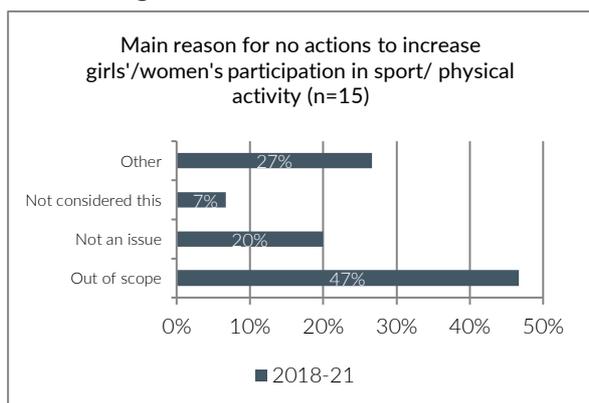


All activities have been digitalised and projects adapted to suit the ongoing restrictions implemented due to the ongoing pandemic. We have supported our members, stakeholders and partners as much as possible to ensure that the global Sport for All Movement continues to thrive. We have rolled out new capacity building activities to benefit our members.

SPORT FEDERATION/INTERNATIONAL

No action

A small number of respondents had not considered focusing on increasing girls' and women's participation in sport, while for almost a third (26%) other reasons included a lack of staff and/or the impact of the pandemic on planned actions. It is evident that some respondents don't recognise the need for gender-specific actions or resourcing.



Insights

Overall, the majority of respondents (85%) are offering programmes targeted at promoting participation in sport and physical activities. Organisations working in schools use a range of interventions across many levels within the school system.

There is considerable focus on empowering girls through leadership development and coaching skills, and, combined with trained staff, this is an investment which will have both current and future benefits.

Two areas of development which are least common include the provision of transport and facilities for girls only. Transport to sport, however, needs to be a priority especially in places where to travel alone is too dangerous. In addition, girls-only facilities may be the only way by which some young women get to participate. There are, though, considerations of cost and the complexity of managing these to be worked through. Federations were less likely to be engaged in initiatives focusing on the participation of girls and women.

7.3 RECOMMENDED ACTIONS

Recommendation 5

Continue empowering girls through developing their leadership and coaching skills.

Recommendation 6

Prioritise planning, resourcing and implementation of programmes that target those most highly impacted by the social and economic consequences of COVID-19.

Recommendation 7

Continue addressing issues of safe transport to sport and active recreation.

Recommendation 8

Leverage the new delivery modes tested during COVID-19 to provide programmes that reach a wider audience.

Girls are provided the same opportunities as boys for practicing sport activities.

OLYMPIC/PARALYMPIC/ASIA



HIGH-PERFORMANCE SPORT

Women are recognised for their outstanding success in high-performance environments, by training hard, showing courage and athleticism and demonstrating true competitive spirit. These achievements come despite systems that are filled with obstacles.

The Brighton+Helsinki Declaration (Principle 5) expects: *... organisations should provide equal opportunities for women to reach their sports performance potential ... tak[ing] account of the specific needs of female athletes ... [and] ensure that competition opportunities, rewards, incentives, recognition, sponsorship, promotion, and other forms of support are provided fairly and equitably for both women and men.*

This section provides an understanding of the ways organisations have been working to remove obstacles, supporting and enhancing the performance of women in elite sport.

8.1 ELITE-LEVEL SYSTEM

Current situation

Women in high-performance sport face a number of challenges; some of these are addressed in the survey questions.

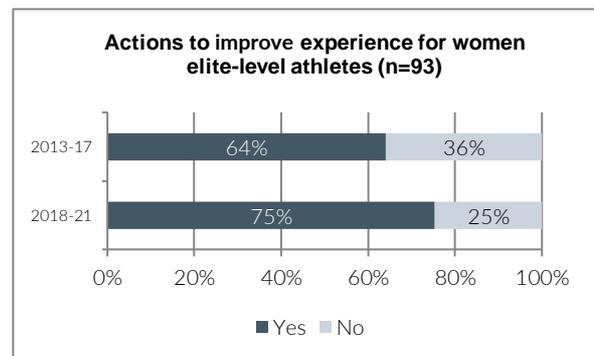
Interventions proven to make a difference include everything from increased numbers of women in leadership roles to programmes targeting the sexual and physical safety of the athletes.

As noted in the 2018 Progress Report, the gap between numbers of girls or women participating in sports and physical activities compared to men, increases with performance levels. Three quarters of respondent organisations had taken a range of actions to improve the situation for female athletes – an increase since the previous report.

Actions

More respondents had taken action to:

- increase the number of women in leadership roles (74%)
- develop harm prevention policies aimed at keeping girls and women in high performance sport safe (63%)
- allocate funding targeted at girls and/or women in elite sport (60%).

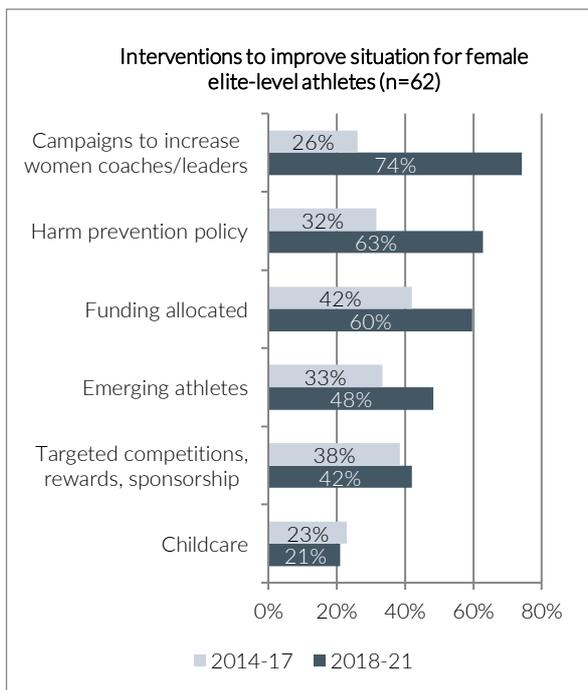


Action is primarily led by government organisations and Olympic/Paralympic committees. Governments are leading harm prevention initiatives, targeting funding and supporting emerging athletes. Federations are more likely to focus on leadership and coaching campaigns and allocating funding.

Internationally-focused organisations, and those in the Americas and Asia have a greater degree of engagement in interventions improving the experience for female elite athletes. Each region however has a different focus:

- leadership and coaching campaigns (International, Europe, Oceania)
- harm prevention (Americas)
- emerging athletes (Oceania)
- targeted competitions (Oceania)
- funding (Americas).

Oceania was the only region which provided childcare support.



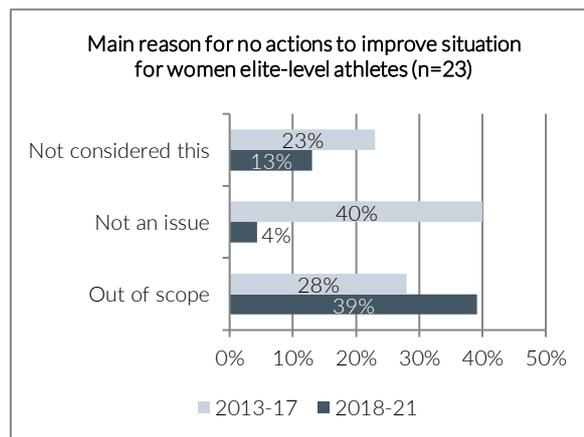
Examples of action included:

- creating Voice of the Athlete working group of international netballers
- providing equal opportunities to compete at the Olympic/Paralympic Games and ensuring support infrastructures are the same for both genders
- starting the Canadian Commonwealth Women Coach Internship Program.

No Action

A small but vocal minority of responses throughout the survey indicates an unwillingness to concede that women face barriers to participation in high-performance sport.

This may be a result of unexamined cultural stereotypes, or for more political reasons.



This is not an issue because our criteria about the financial support and the sponsorship to elite athletes do not differentiate in terms of gender and are only based on performance criteria

Interestingly, only a very small proportion (4%) of respondents said that improving the situation for women in elite sport was 'not an issue'. This is a significant change from the previous report.

Insights

There has been a groundswell of activity in high-performance sport, creating an environment more conducive to young women contemplating a sporting career; less fraught with potential danger, and with more visible mentors and role models.

As well, there is greater understanding and public acknowledgement of the need for safety of women in elite sport, and, therefore, greater attention is being paid to policies and practices that keep girls and women safe.

There is, however, a challenge. Female athletes in some countries have the opportunities and support to perform well on the international stage whereas others face insurmountable barriers. As noted, much of sporting practice is based on a male-centric model of delivery. High-performance sport requires athletes to 'do their time', and selection criteria often reflect this as well as athlete performance levels. There is an assumption of availability – for training and competition in evenings and weekends, and for travel away from home. No quarter is given for athletes (usually, but not always, women) who are primary caregivers of children.

At the core of the system is a set of assumptions 'this is how it is done' based on old models - and these must be overtly challenged and addressed, along with other interventions.

One trend influencing outcomes at high-performance level is that there are more events for women in the Olympics – which may serve as a motivating force for women athletes.

The majority of [country] athletics medals at international tournaments have been won by women for many years.

SPORT FEDERATION/ORGANISATION/EUROPE

8.2 RETIRING FROM ELITE-LEVEL SPORT

Sports organisations are increasingly accepting that supporting elite athletes to plan for their retirement is partly their responsibility. The 2014 Progress Report recommended: *'the development of programmes to support the retirement of female elite-level athletes'* (2014, p5).

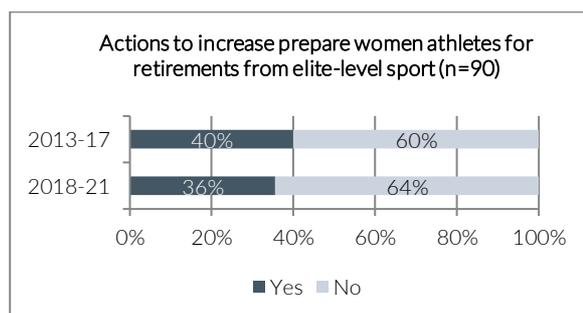
In 2018, supporting retirement was one of the five most common actions [IWG Progress Report 2018, p28].

Athletes' careers can be short or long, and can take an enormous toll on the body and mind. While earning potential for a small proportion of women may be high over the period of their sporting career, if there is no assistance to plan alternative careers or to save, this may not benefit the athlete in the long run. For many, planning for families is also a consideration.

Retired women athletes offer a potential source of skill and experience for training girls and young women embarking on a sporting career, and are often sought after to continue in volunteer leadership roles.

Current Situation

Thirty-six percent of organisations had taken action in this area, a slightly lower percentage than in the 2018 Progress Report.



Actions

Since 2018, the focus of interventions has largely been on education opportunities, workshops and seminars, and career coaching. The percentage of organisations providing education opportunities to prepare women athletes for retirement almost tripled since the 2018 Progress Report to 64%; and there were more organisations providing seminars and coaching.

Our actions have not been directly exclusively at women, but rather have aimed to actively include women. We have promoted dual-career programmes from youth to retirement age, including planning workshops and study opportunities.

SPORT FEDERATION/AFRICA

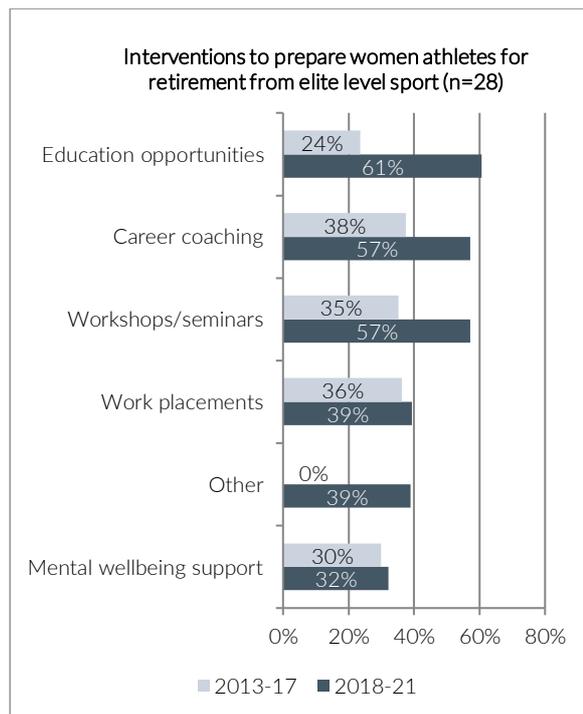
However, to put this in context, compared to the 2018 Progress Report, a relatively small number of respondents (n=28) answered this question.

Government agencies (78%) were most likely to be taking action to support athlete retirement and transition.

Olympic/Paralympic committees were providing career coaching (80%), workshops and seminars (70%). Some national federations (63%) were providing education opportunities for elite athletes.

[We] launched its first ever National Team Retirement Programme in 2022/21. The program's intent is recognize the careers of Team [country] Athletes and support them as they take the next steps in their personal or professional lives.

SPORT FEDERATION/ AMERICAS



Collaboration with non-governmental organisation KADA, which strives to ensure that elite athletes have secure and fulfilling prospects for the future.

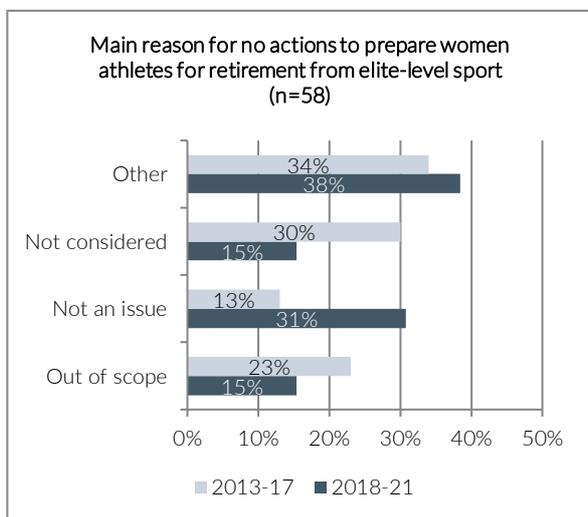
SPORT FEDERATION/EUROPE

No Action

Almost one third of respondents stated that this was not an issue or a problem. Of those who reported no action in this area, reasons cited included: other priorities, lack of budget/resources, or *'we see the issue as belonging to the team's owners'*.

Almost half the respondents had taken other actions in this area, some of which are described in the quotes. Some organisations took a broad approach to preparing athletes for retirement, and referred to 'dual career programmes' for their athletes of both sexes.

Lack of funding, other priorities and having a plan to do this in future were among the reasons for no action. Some organisations did not have athletes of 'retirement age' – this precludes the idea that planning and preparation for retirement are necessary from the start.



We have seen how not preparing elite athletes for retirement has affected them and we have considered this but no action taken yet.

WOMEN IN SPORT/AFRICA

Insights

Relatively few organisations (36%) offered interventions for transition or retirement of women from elite-level sport, and another one third stated 'it was not an issue'. Those training and developing athletes are responsible for helping women to plan; enabling them to create 'post-competition' lives including motherhood, careers and financial security. They also need to assist young women on their way to sporting success. Planning needs to consider the whole lifespan, and not be focused on immediate post-retirement activities. It needs to recognise women as earners in their own right. Future financial security is an important consideration.

More positively, one third of organisations had taken actions not included in the list provided, and there is an opportunity to share ideas and resources relating to the retirement of women athletes. The IWG Insight Hub is a good vehicle for this.

It is possible that with the longer Olympic and Paralympic cycle, and the challenges of COVID-19 there has been a different pattern of elite sport support including that which prepares and supports athletes through retirement.

In addition, some areas of provision are pan-gender, and not specifically focused on women.

8.3 RECOMMENDED ACTIONS

Recommendation 9

Structure the high-performance-sports system to value women as athletes, coaches and umpires, allowing career development without prejudice or barriers.

Recommendation 10

Continue to build policies and practices that keep girls and women safe in all sporting contexts, but particularly in high performance, where girls and women can thrive and lead, and share their knowledge and skills.

Recommendation 11

Develop and implement systems that support athletes in their preparation for retirement, and their transition from competition to retirement.

HEALTH AND WELL-BEING

The Brighton+Helsinki Declaration stated that: **‘women continue to be discriminated in sport and are subject to gender based violence’ (p6/17).**

The Declaration also aims to:

‘ensure that all women and girls have the opportunity to participate in sport and physical activity in a safe and supportive environment which preserves the rights, dignity and respect of the individual’ (p. 8/17).

Since the 2014 Progress Report, the issue of health and safety has been highlighted with recommendations to prioritise:

... enhanced preventative measures to ensure the safety of women and girls in sport, particularly with regards to sexual harassment and abuse, preventing eating disorders and injuries ... (IWG Progress Report 2018, p7)

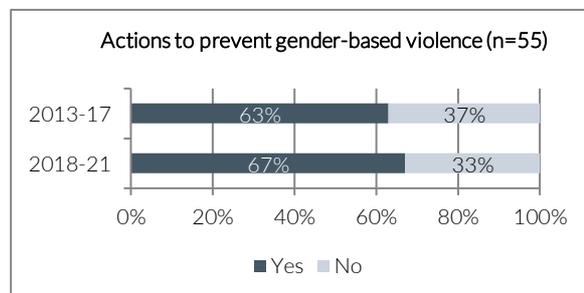
The prevention of gender-based violence [is] among [one of] the most important areas to emerge from this 2018 Progress Report. Reinforcing this focus, was a key recommendation from the Botswana Big 5 World IWG World Conference 2018:

Research to practice: Build evidence-based policies and practices that drive equality, safety, violence-free environments and integrity in sport, including an emphasis on women’s rights to control their own bodies.

9.1 GENDER-BASED VIOLENCE

Current Situation

Over the past four years there have been, and continue to be, examples of sporting contexts which are unsafe for female athletes – eating disorders, bullying, and gender-based violence including sexual abuse have all featured in local, national and global media across many different sports codes. Gender-based violence (including sexual, psychological, and physical harassment and/or abuse) continues to be an issue in sport. A growing body of research indicates that many female athletes experience sexual abuse, harassment, and violence, usually from male authority figures within their sport. Where this occurs, girls and women often leave their sport to escape abuse, especially where there are no obvious avenues for complaint or support.



There has been a small increase in the proportion of respondent organisations taking action to create safety and a culture of well-being, which reflects a greater awareness of the issues and a commitment to keeping women and girls in sport safe.

Action

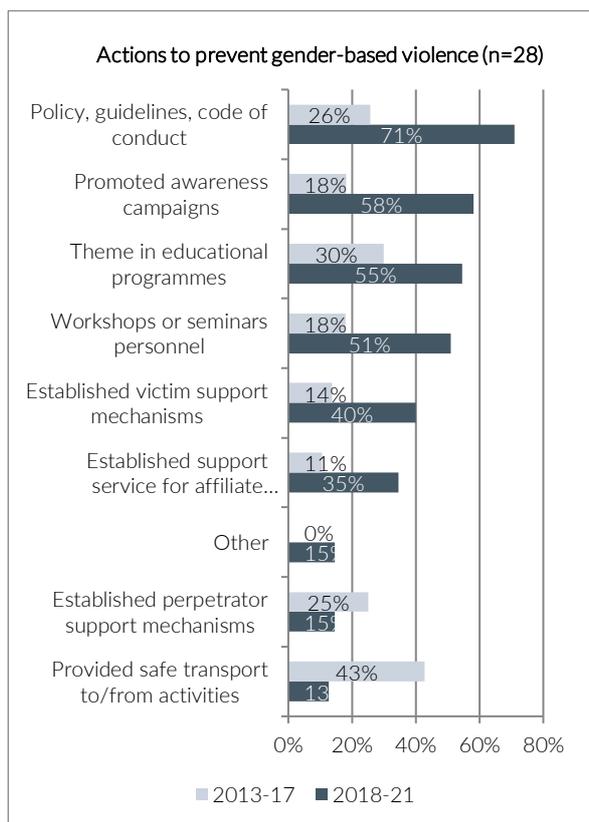
Almost three-quarters of respondents have developed policy, guidelines or codes of conduct, a great starting point for behaviour change. Fewer have taken other actions, with about half promoting awareness of the issues or offering workshops and seminars, and fewer (40%) offering victim support. Nonetheless, the issue appears to be central for many

organisations, a demonstrable change from that noted in the 2018 Progress Report.

Initiatives were more prevalent across government (89%) and Olympic/Paralympic organisations (82%), although of the national federations that had taken action three quarters had clear policies (73%) and had embarked on awareness-raising campaigns (63%).

The Americas had high levels of activity to prevent gender-based violence (90%) with international agencies lowest (13%). There was a spread of initiatives, although most regions had policies – Africa (50%) and Asia (50%) being the lowest.

Some organisations have engaged in a range of interventions, collaborating with other NGOs, and building networks to raise awareness. Others focused their interventions on policies relating to their specific areas of delivery.



Welfare and safeguarding policies in place to support all athletes during the Olympic Games. Our role is limited to Games time protection due to our scope and the structure of sport in the UK.

OLYMPIC/PARALYMPIC/EUROPE

Targeting vulnerable communities of women and girls

Work in this area reflects an understanding of the underlying barriers to the participation of girls and women. Though it is notable that for some countries, even to acknowledge the ‘barriers to participation’ is a step they are unwilling or unable to take. In part this is because they are hampered by social and cultural ideology about women’s place in society.

Canada’s Indigenous Reconciliation and Strength for Indigenous Women and Girls through Sport initiative improved social outcomes for Indigenous women and girls in the areas of physical and mental health, suicide prevention, sexual trafficking awareness and prevention, safe and healthy relationships, and sexual positivity (2SLGBTQQIA+).

MINISTRY/GOVERNMENT/AMERICAS

Child safeguarding is more commonly a feature of organisations’ policies and programme delivery, with some organisations offering female athletes ‘empowerment and self-protection’ workshops.

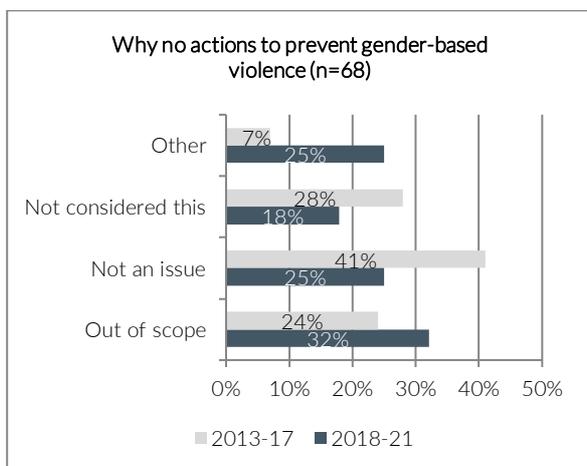
Child Safeguarding in Sport (CSiS), a joint project of European Union and the Council of Europe, aims are to provide guidance towards effective child safeguarding in sport policies.

MINISTRY/GOVERNMENT/EUROPE

No Action

One quarter of respondents cited this as 'not an issue' which is of concern if these are organisations supporting female athletes – but this is a decrease since the 2018 Progress Report. More information about this as a response could guide future actions.

Again, lack of resources is the main reason cited for no action.



Insights

Increasingly, organisations are grappling with the issue of gender-based violence with a good proportion taking the first step of developing policy, guidelines and/or a code of conduct.

Policy is the foundation for other levels of intervention such as workshops, awareness campaigns and victim support mechanisms. The next step for these delivery organisations is to include support for victims, safe transport and the other 'neglected' areas – gradually developing policy into practice.

Protection against, and proactive responses to, gender-based violence are key components of a safe and healthy sporting system, and fundamental to its integrity.

Any organisations working directly with girls and/or women should have policy in this area and it needs to be clearly communicated to all parts of the sport and physical activity system.

[We ran a]...seminar for PE Teachers and Coaches [in] India on Child Safeguarding (>20,000 participants in BA Courses and Coach Community Programs).

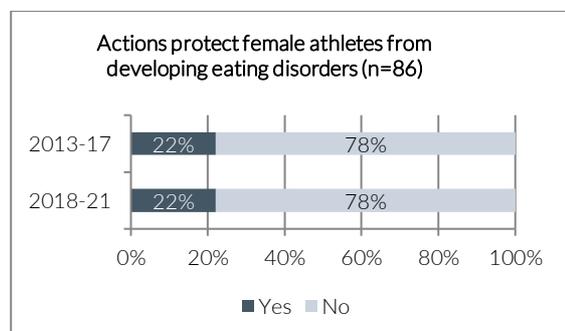
WOMEN IN SPORT/ INTERNATIONAL

9.2 EATING DISORDERS

Eating disorders, common amongst girls and women, can impact on their health, well-being and ability to sustain participation in sport.

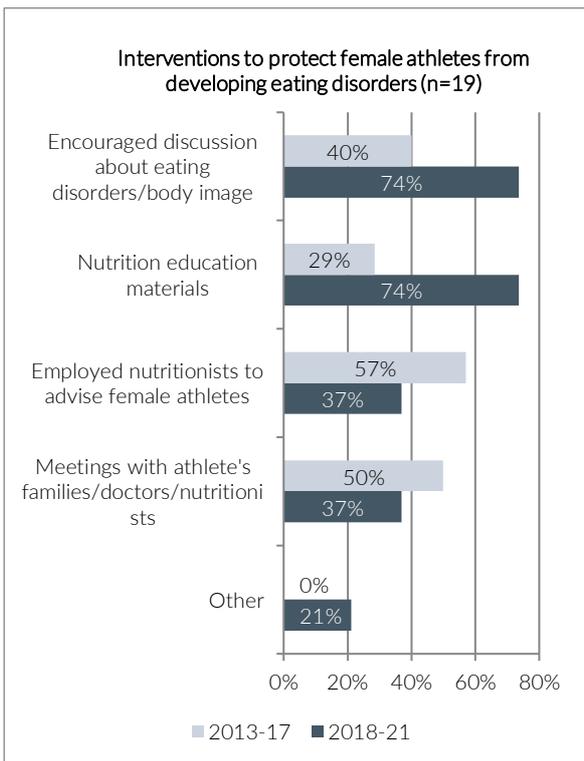
Included as part of the suite of priorities focusing on giving women the right to control their own bodies, protection against the development of eating disorders was an area where few organisations were taking action in 2018.

In 2022, 22% (or 19 organisations) have taken action in this area – the same percentage as four years previously. More positively, more interventions have occurred since 2018.



Actions

Of the organisations who have taken action to protect athletes from developing eating disorders, almost three-quarters have encouraged discussion about eating disorders/body image with athletes and/or coaches and the same number have developed educational materials on nutrition support for athletes and/or coaches. This was consistent across regions, although the lowest activity was in Asia (8%).



Olympic/Paralympic committees were the most engaged and national sport federations the least engaged of all responding organisations.

For some of the women in sport advocacy groups eating disorders was identified as a long-standing issue.

This is an area that [we] initiated studies on in 1994. We have a set of principles related to this. Our intention is to update this and bring out the issues again as it has

demonstrated over the last few years to be a growing problem again.

WOMEN IN SPORT/INTERNATIONAL

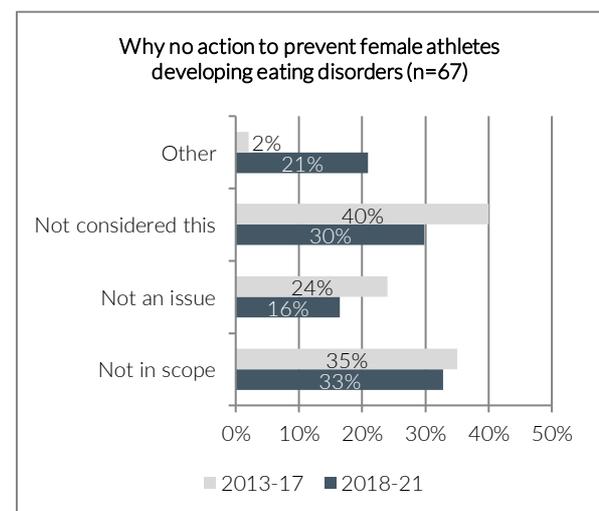
Other interventions on eating disorders included an e-learning programme.

[We] have developed an **e-learning** about eating disorders in athletics...primarily intended for athletics and running trainers. It discusses in detail the various eating disorders, how to recognize them and what to do in case of suspicion or detection.

SPORT FEDERATION/ EUROPE

No action

Fewer respondents than previously considered this was "not an issue" which may suggest work needed to bring eating disorders into the public arena for discussion.



Some organisations, saw it as an emerging priority and are planning for it to be a future focus. Resource allocations and priorities made this more complex.

For other organisations it was woven into the wider well-being policies and programmes.

We have child and athlete protection policies which look at all aspects of welfare and wellbeing across all athletes.

OLYMPIC/PARALYMPIC/EUROPE

In other cases, it was the responsibility of coaches.

Their coaches are dealing with their nutrition, we have organized seminars open to all athletes (male & female) together with NADA [National Anti Doping Agency] regarding the Nutrition in sport.

SPORT FEDERATION/ EUROPE

Insights

There has been no increase in the percentage of organisations taking action in the area of eating disorders. Work needs to be done to ensure that this is recognised as an important issue with long-term repercussions for women athletes. Currently 30% of respondents say it is not an issue.

Interventions that are occurring tend to focus on discussion and nutrition information. There is less collaboration with doctors and family members, areas of intervention that are more challenging, but, overall, more likely to have a long-term impact.

Sharing effective interventions and support, and current research, could help organisations to take action in this arena.

9.3 RECOMMENDED ACTIONS

Recommendation 12

Use sport as a safe place to provide information and resources to support girls and women.

Recommendation 13

Create more awareness of health and safety as an issue for girls and women in sport, and demonstrate how to build policies and processes that support safe participation in sport at all levels including implementing child safeguarding policies and safeguarding training.

Recommendation 14

Develop and implement policies and practices that prevent gender-based violence and communicate these throughout all parts of the sport and physical activity system.

Recommendation 15

Raise awareness of the implications of eating disorders on current performance and the long-term repercussions for women athletes. Use existing research and effective interventions to support this.

FEMALE-FRIENDLY PLACES

Appropriate facilities for women and girls are integral to their ability to participate safely; with appropriate toilets, change facilities and equipment.

The Brighton+Helsinki Declaration states that:

Women's and girls' participation in sport and physical activity is influenced by the extent, variety and accessibility of facilities, especially spaces which are safe and secure. The planning, design and management of these should appropriately and equitably meet the particular needs of women and girls in the community, with special attention given to the need for childcare provision, safe transport and safety during participation and performance. [pg4/2]

The 2018 Progress Report noted that: In some countries, sport organisations may, due to their religion and/or culture, need women-only facilities. [IWG 2018 p 17]

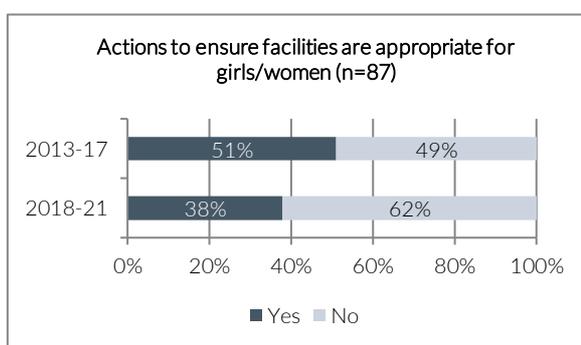
Recommendation from the **Botswana Big 5 World IWG World Conference 2018**:

Research to practice: Build evidence-based policies and practices that drive equality, safety, violence-free environments and integrity in sport...

10.1 FACILITIES AND SAFE ENVIRONMENTS

Current Situation

A smaller percentage of respondents [38%] had taken action on facilities in the last four years, and these were more likely to be in Oceania and the Americas.



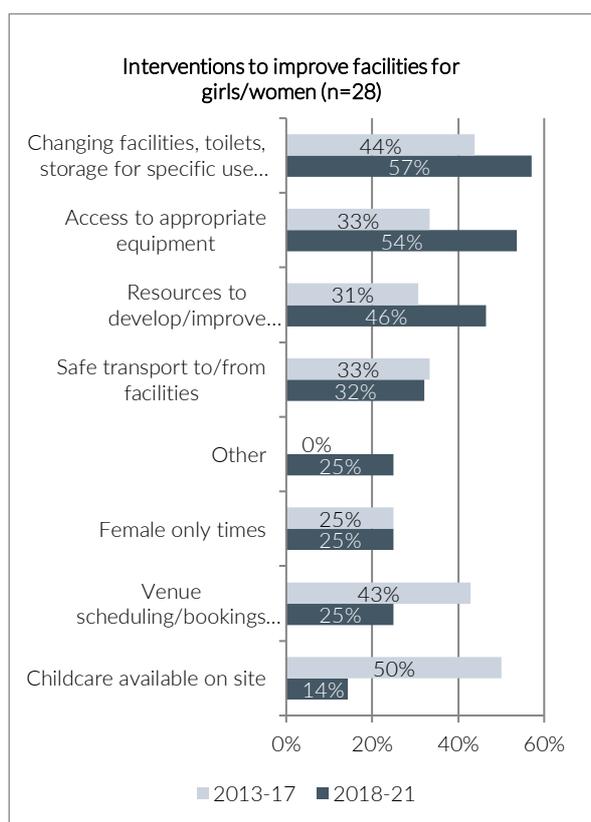
Fair and equitable access must be provided at the grassroots level to offer opportunities for girls and women to find joy in participating in whatever sport/physical activity works for them. This helps build a lifelong love and passion for sport/physical activity.

SPORT FEDERATION/INTERNATIONAL

Actions

Overall, more interventions for facilities have occurred than in the previous report.

More than half the respondents have provided changing facilities, storage and toilets for girls and/or women, and about the same number have provided access to appropriate equipment. In particular this has been a priority of government agencies and Olympic/Paralympic committees.



Some organisations have managed their facilities through sessional-based programming, but this is not significant. Safe transport to and from facilities is a priority for Asia, Oceania and the Americas. Interventions such as female-only times and safe transport to facilities remained at the same level as in 2018.

The provision of childcare on site, a necessity for most women who are fulltime parents and caregivers, dropped to only 14% of the respondents.

Some organisations focused their interventions on policies to keep women safe rather than on physical infrastructure or equipment.

We concentrate on safeguarding. Facilities for sport present a number of risks for girls and women, we work to educate for change and policies to ensure facilities are safe.

WOMEN IN SPORT/INTERNATIONAL

Other organisations included gender equality as a criterion for groups or organisations applying for funding of sports facilities:

Playing environments

Many girls and women need appropriate playing environments (changing facilities, gender-specific resources) and an environment that supports their specific needs.

A partnership with Rotary International has created a netball programme that creates a safe space and peace and unity in South Africa.

NATIONAL FEDERATION/ AFRICA

Competitions as a place for education

Sport can also be used as a safe place to provide information and resources to support girls and women.

[We] developed a league in partnership with Kotex and through this, are providing education of sanitary care and Kotex products.

NATIONAL FEDERATION/ AFRICA

Equipment

For some communities having access to equipment is a critical part of accessing opportunities to participate.

One school held a special celebration as it they had never had so much equipment (6 netballs, 2 sets of netball bibs, a ball pump, a ladder, a set of cones, a coaches whistle, a rule book, a ball bag and gear bag).

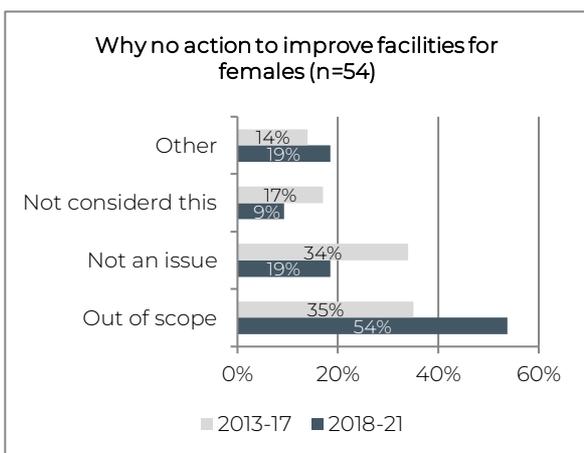
NATIONAL FEDERATION/OCEANIA

No Action

In the 2018 Progress Report, about one third of respondents said the provision of female-friendly spaces is 'not an issue', compared to 19% in 2022.

For some organisations, there was an assessment that: **our facilities are already suitable for both genders. Sports Federation/Europe.**

Some organisations were wanting to see increased demand before facilities were



developed or provided.

We will get there as more women and girls join in to create greater need for facilities.

SPORT FEDERATION/ AFRICA

A lack of understanding about the difference between equality and equity is evident, and, in particular, that males and females are the same and therefore need the same provision.

[We] attach great importance to gender equality, and has not adopted different measures for female athletes in sports or sports facilities.

SPORTS FEDERATION/ AFRICA

Insights

There is still a lack of understanding about the specific needs of women, and references to equality vis a vis equity. 'Equity' in provision means that women have access to facilities and equipment tailored to their needs as participants and athletes, coaches and officials.

Even if an organisation is unable to build new facilities, there may be options to adapt existing facilities to ensure the safety of women and girls, or to alter the programming to provide women-only or girls-only time slots. Development of female-specific facilities may be delayed if resourcing remains an issue.

Hosting global events with international federation expectations for facilities can be used to drive changes in attitudes and prioritise investment.

10.2 CHILDCARE

First identified as a priority for action in 2014, the IWG World Conference in Finland recommended:

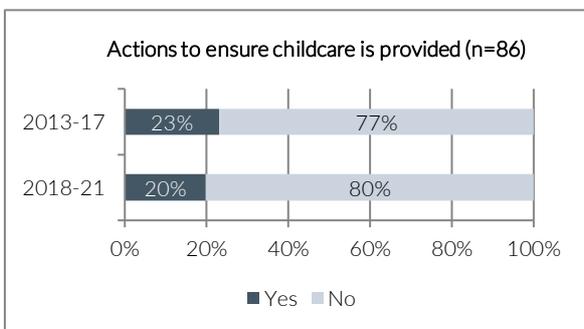
'The development of child-care provision for people involved in sport in different roles and at different arenas' (IWG 2014, p 94).

An observation in the IWG Progress Report 2018 states: *'many more organisations could have taken actions since 2013 to provide child-care to women in sport and/or physical activity ...' (IWG 2018, p17)*

Current Situation

We know that for women who are fulltime parents or caregivers, childcare (or just a safe space where children can play) is vital if they are to be able to participate as equals in sport and physical activity. This is a particular challenge for women in some countries because of cultural or religious mores.

The 2018 Progress Report indicated an increased 23% of organisations that had provided childcare for women involved in physical activity and sport, compared with the comparable 2022 figure of only 20%.



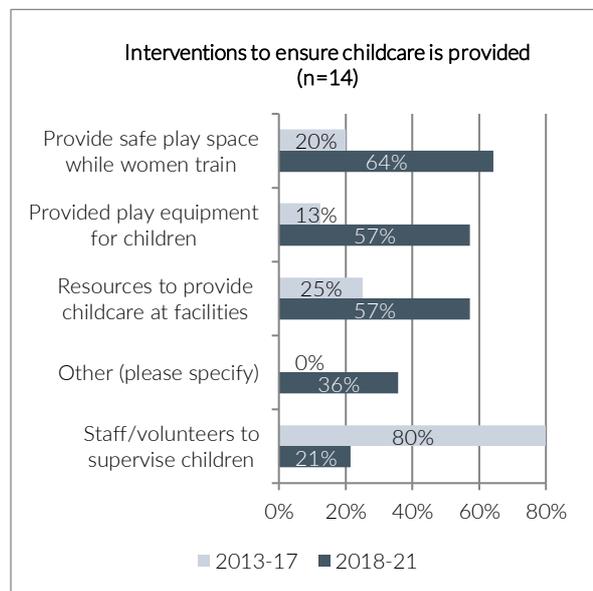
[Through COVID-19] women and girls bore the largest impact of family life and working from home, in the middle of a family reduced their ability to participate in sport.

SPORT COUNCIL/EUROPE

Actions

Very few organisations responded to this question (n=14). However, there was a range of different interventions noted including: providing a safe space for children to play while women train, followed by providing play equipment for children, and allocating resources for childcare at facilities where women participate in sport and physical activity.

Olympic/Paralympic committees had the lowest level of childcare support (35%)



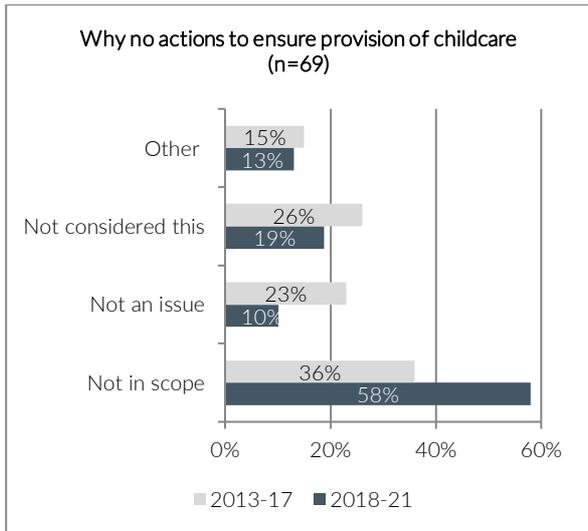
Advocate for childcare support at sport facilities through mentioning it in our forums and speeches.

WOMEN IN SPORT/AFRICA

No action

For most of the respondents, childcare was not in their organisational scope. There is, however, an increasing recognition by respondents that this is an issue and it has been considered by their organisation during the past four years.

However, nearly a quarter of respondents have not considered this as a potential intervention.



For some respondents, the culture of women’s sport in their communities was such that there were either few or no women with children participating.

No female athletes in [sport/place] are married, so there is no childcare service issue, but it will be included in the plan in the future.

SPORT FEDERATION/ASIA

As with many aspects of women’s sport, there is still an attitude of self-responsibility, with women relying on their extended families to care for their children.

We rely on traditional childcare practices where extended family members care for children.

SPORT FEDERATION/OCEANIA

Insights

Childcare is not just a women’s issue, and organisations should support childcare to enable women and men to participate. We no longer live in a world where children are ‘out of sight and out of mind’. Enabling women to both participate in all levels of sport including high-performance - and be mothers - requires childcare support.

Only 20% of respondents provided onsite childcare yet childcare continues to be an issue, and more specifically a shared issue that substantially impacts women. The impact of COVID-19 on childcare provision is not clear, but could have resulted in its reduction.

There is evidence once again that there is little support for women who have children, relying on them to seek support from their wider families. For some, being an athlete means they do not have the choice of having children.

Those organisations who did provide childcare focused on places and spaces for children, and few provided staff. Staffing for childcare needs to take a higher priority, ensuring children’s safety and women’s ability to participate confidently knowing their children are cared for. Childcare should not be seen as an optional add-on but the difference between the continuation of a healthy participation in physical activity and higher performance sporting careers or not – most especially in countries where women are still considered to be the only caregivers of children.

Discussions about elite performance and motherhood are becoming more prevalent, and childcare is a critical part of this discussion.

10.3 RECOMMENDED ACTIONS

Recommendation 16

Invest in facility development or improvement through a gender lens to ensure the appropriate vision of safe and appropriate spaces. Provide appropriate playing environments (changing facilities, gender-specific resources, equipment) and an environment that supports girls' and women's specific needs.

Recommendation 17

Use cost-effective, alternative programming and scheduling solutions that provide women-only or girls-only time slots.

Recommendation 18

Support childcare to enable women and men to participate, prioritising staffed childcare on site.

MEDIA

How women are portrayed in the media, and the amount of coverage that mainstream media chooses to give women's sport, can contribute to an outdated view of women. Conversely, positive, non-sexualised, and fair content (50%) on women as participants or elite athletes reaffirms their position in the sports sphere and offers role models to girls wanting to play sport.

In 2014 there was clear evidence of the need to research and inform media coverage of women's sport. It was noted that:

... there remain significant differences in the media coverage of women and men's sport ... [where] women athletes are often depicted in a way which contributes to the marginalisation of women's sport due to the emphasis placed on femininity and sexual attractiveness. [IWG Progress Report 201, p66]

There was little change in the 2018 Progress Report, with significant differences in coverage still being reported, and concerns about increased sexualisation of female athletes.

A recommendation from the Botswana Big 5 World IWG World Conference 2018 states:

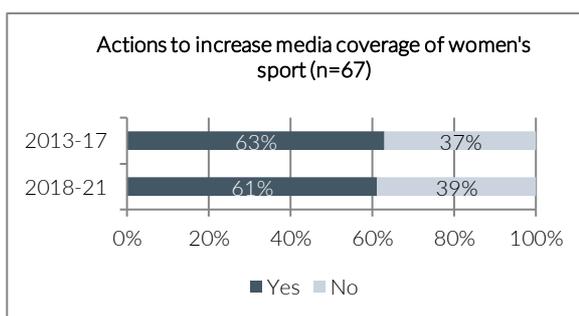
Media: Cooperate with the media and use social media to both increase coverage of women's sports and to portray women without using limiting stereotypes.

11.1 MEDIA COVERAGE

The portrayal of women in the media, and the amount of coverage they get in mainstream media - including those playing at elite level - can contribute to outdated ideas about how women 'should' look or what their roles 'should' be. Conversely, imagery and stories showing women's strength, athleticism, and ability reinforce their right to participate and better reflect their roles in modern life.

Current situation

In 2022, 61% (41) of organisations had taken action on the unbalanced amount of media coverage of girls' and women's sports in comparison with coverage of male sports. This is about the same as the figure noted in



2018.

Actions

The two areas that were predominantly implemented to increase media coverage were:

- improving public knowledge of women athletes and women's sport
- campaigns to promote improved coverage of women's sport.

To achieve this, people worked closely with media agencies, creating partnerships to influence change. This involved a range of interventions including: providing incentives (e.g. prizes), online seminars and negotiating equal TV rights.

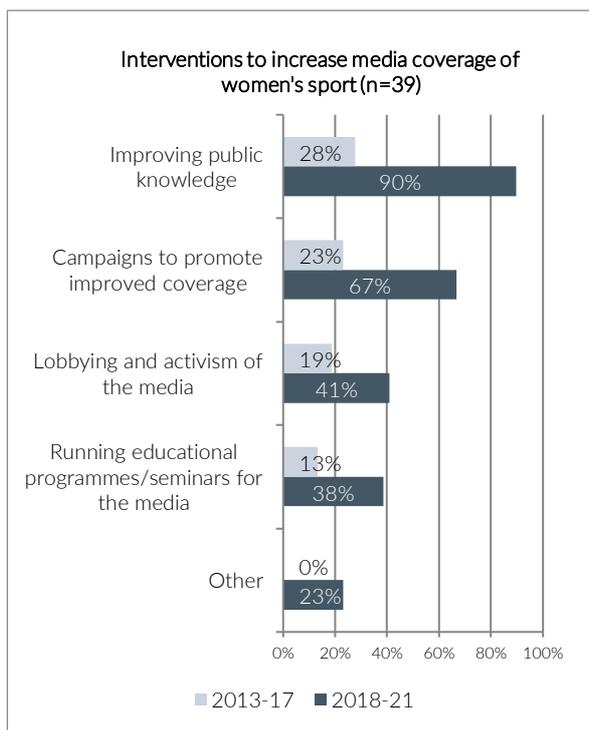
The Ministry was awarded gender equality prize for media.

MINISTRY/EUROPE

Many took control of the content, by providing positive imagery and stories of women athletes and teams to the media. Others were more proactive about their own content.

Conscious selection of website news, illustrations and international sport events calendar – for balanced portrayal of the sport.

SPORT FEDERATION/INTERNATIONAL



As well, ensuring equity of representation in mainstream media, and social media creates opportunities to increase commercial presence and therefore generate personal sponsorship.

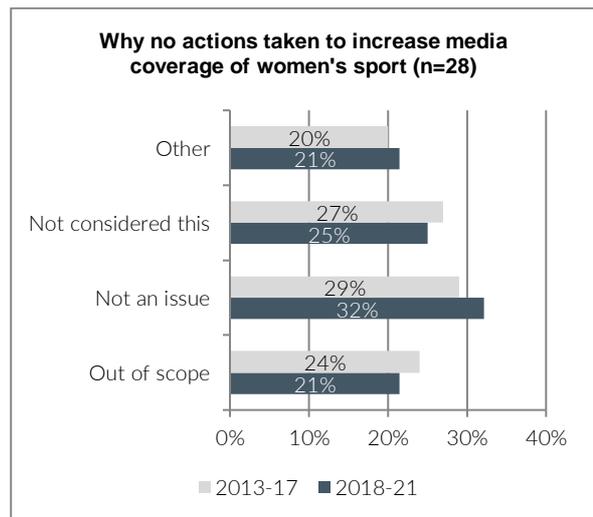
International campaigns are another opportunity to provide role models for many girls and women.

The #WeAreWorldNetball campaign with world ambassadors [aims] to promote the sport of netball and provide inspirational role models for women and girls around the world.

SPORTS FEDERATION/INTERNATIONAL

No Action

Almost a third of organisations who took no action in this area, say it is not an issue or problem. While about one quarter had not considered advocating for increased media coverage.



For some respondents, women in any form of media poses a challenge, let alone women athletes.

For others, there's a desire to avoid discriminating or endeavouring to promote women the same as men.

We try to promote women with exactly the same focus as men.

SPORT FEDERATION/OCEANIA

Respondents identified the lack of experience with social media as an issue that negatively impacts on promotion.

Insights

There is increasing understanding of their role and the impact media can have in communicating messages about where women belong, and in creating role models for younger women and girls.

Organisations have introduced a range of approaches to increase coverage, from improving public knowledge to running educational programmes for the media.

Effective interventions have included developing media skills and focusing, at individual and organisational levels, on ways to use social media to promote women and girls

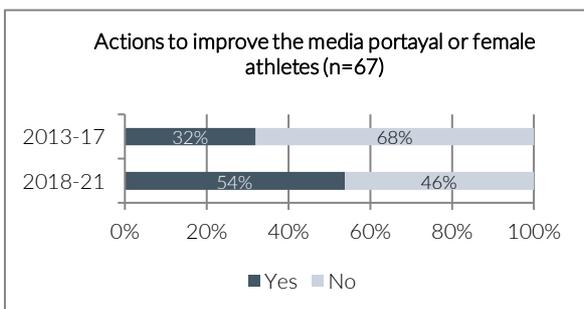
Equity of representation in mainstream media and social media creates opportunities to increase associated commercial presence and can, therefore, generate personal sponsorship.

11.2 PORTRAYAL IN THE MEDIA

How women are portrayed in the media impacts how they see themselves and how seriously they are taken as athletes. Sexualised content, and 'pretty' as opposed to strong or active imagery undermines their abilities and adds to cultural stereotypes about what women can and should do. Positive imagery, stories, increased numbers of women journalists, and monitoring of media coverage of women athletes all contribute to making change in this arena.

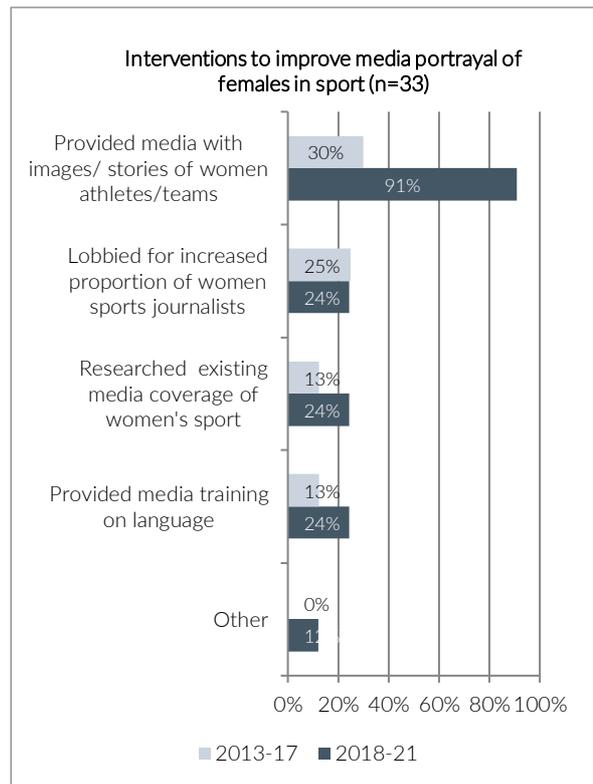
Current situation

The progress between the two reports demonstrates an increase in respondents, from about a third, to more than half (54%) who have taken actions to improve the media portrayal of women.



Actions

Interventions to improve the media portrayal of women have been largely focused on providing positive imagery and stories of women athletes and teams to the media (91%). A smaller number (25%) undertook other actions such as lobbying for increased numbers of women sports journalists.



Women Sport Australia introduced a Women in Sport Photo Action award/competition (#WISPAA) to generate appropriate images that reflect the athleticism, strength and agility of girls and women.

WOMEN IN SPORT/ASIA

Some organisations recognised the power of focusing attention on the skills and strength of women athletes, while others provided diverse imagery to reflect 'real' girls and women.

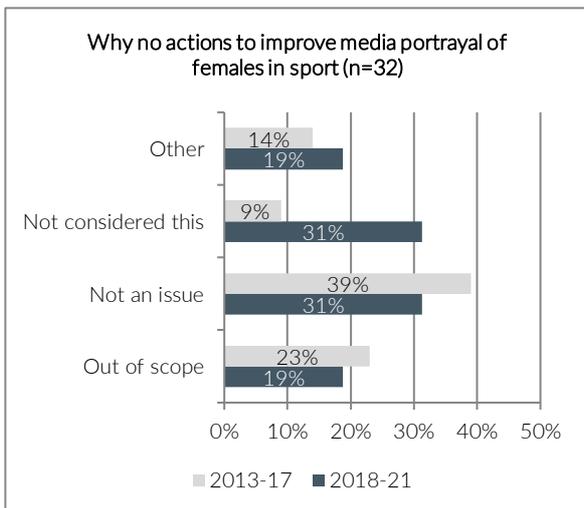
Used diverse images of girls and women.

SPORT ORGANISATION/ OCEANIA

No action

Resourcing and other priorities such as increasing participation are the primary reasons for no action being taken in this area. It is interesting to note that fewer organisations believe that this is not an issue, however, more have not considered this as an area of focus.

For some organisations, the reality is that women in general receive little or no media coverage.



Insights

There is clearly a greater awareness of the impact of how women are portrayed in the media. Respondent organisations, however, have tended to focus on providing stories for media use and devoted less attention to other potential areas for increased media coverage.

A wider range of interventions including lobbying of the media for more women journalists, and media training in use of appropriate language, will have greater impact over time.

11.3 RECOMMENDED ACTIONS

Recommendation 19

Create gender-positive, engaging content showing the strength and skills of women and girls participating and competing at all levels of sport to share with media outlets. Provide content that balances women/girls with men/boys.

Recommendation 20

Build awareness, capacity and capability of the media to increase awareness of issues and tactics for improving media representation of women and girls playing sport that reflects strength and skills not stereotyped images of women.

Recommendation 21

Monitor and report media coverage and representation.

IMPACT OF COVID-19 ON PROGRESS

The single biggest global change that has occurred since 2018 was the COVID-19 pandemic. While each country and many organisations have responded in unique ways, there are myriad impacts.

Research has already indicated that vulnerable groups have been more impacted by the pandemic than others. Where resourcing is an issue, the needs of women and girls are often the first to decrease in priority, and this has been the experience for some. Sports of all kinds have been off the agenda in many countries for long periods of time, impacting on athletes' ability to hone their skills, compete and perform at their best.

12.1 CURRENT SITUATION

Ninety-five percent of the organisations who responded to this question (n=87) said they had been impacted by the pandemic. These impacts were wide-ranging and some will have long-term effects on delivery of sport and physical activity for women and girls.

The COVID-19 pandemic has exposed and heightened the gender gap and it will take a lot of time, resources, money and energy to fix the damage that has been done.

SPORT FEDERATION/INTERNATIONAL

At the community level, some programmes have shut down altogether. Others have had to shift their focus to core delivery just to survive.

Some organisations were able to transfer their delivery to online services, improve communication and become more technologically proficient, but those were the minority of respondents.

COVID-19 has had significant impacts in a range of different ways:

- cancellations or postponements or ending of programmes, events, and competitions
- inability to implement plans due to funding or other issues, or downsizing of what is on offer
- increased ability to use and deliver using technology including a shift of delivery from face-to-face to online
- decreased membership and income.

... research indicates in Canada that 1 in 4 girls/women will not be returning to sport post-pandemic. Our focus needs to not only shift from recruitment but retention becomes a high priority. Strain on resources with limited capacity.

SPORTS FEDERATION/AMERICAS

12.2 KEY CONCERNS

Respondents were invited to highlight their concerns about the impact of COVID-19 in this section. These concerns are related to: barriers to participation, training and competition, the impact of financial insecurity, health and safety.

Canadian Women and Sport have produced a **research report** on the impact of the pandemic on girls in sport.

WOMEN IN SPORT/AMERICAS

12.3 BARRIERS TO PARTICIPATION

Along with the well identified barriers to participation, some were specifically highlighted in response to the pandemic. These include:

- an increase in existing concerns [or barriers to participation] such as violence, discrimination and a lack of action in getting women a fair deal in sport
- participant numbers reduced, and isolation increased creating a tension between fewer offerings and less availability of opportunity
- impact on motivation with lack of confidence, people no longer 'in the habit' of participating and residual anxiety about being exposed to the virus all having an impact on participation
- sport development hampered with the potential for multi-generational decrease in skilled coaches, teachers, officials and umpires
- anxiety that girls and/or women will not return to sport because of other priorities, closing down of some communities and social retrenchment.

Lack of quality education due to an increase of (female) children and adolescents who cannot attend school as schools have been forced to shut down; some of our projects reach school children who have to attend school to participate the table tennis sessions. So, they not only not attend school, but then also aren't able to participate sport sessions.

SPORT FEDERATION/INTERNATIONAL

Training and competition

The challenges for people who participate competitively are also significant:

- recovery time for athletes in terms of training and competition is unknown, and the vulnerability of some participants, teams, organisations which have missed key milestones in competition preparation
- anxiety about losing current athletes, coaches or staff because of impact, specifically younger girls and their families who have been excluded from the sport system during lockdowns
- lack of competition removing one of the motivators for many participants
- uncertainty about how quickly athletes, especially women, will be able to bounce back.

Financial insecurity

The global recession, diversion of government funding, unemployment and lack of revenue-generating activities will continue to be challenging at both individual and system levels. This will result in:

- financial insecurity and its short- and medium-term consequences
- financial impacts and loss of economic stability.

Health and safety

It has been widely reported that girls and women have experienced greater challenges to their health, well-being and safety. While this has been in their homes it will also spill over into other parts of their lives, leading to:

- increased violence and discrimination
- risk to health

Of major concern is that girls' and women's sport is not seen as a priority in the post-COVID-19 world.

The COVID-19 pandemic has exposed and heightened the gender gap and it will take a lot of time, resources, money and energy to fix the damage that has been done.

SPORT FEDERATION/INTERNATIONAL

Insights

This 2022 progress report has indicated that many organisations across the globe continue to prioritise, plan for and invest in creating more equitable opportunities for girls and women in sport and physical activity.

The impact of COVID-19 has been significant and the evidence indicates that many of the gains seen over the past may now be under threat. While there have been many lessons, particularly around alternative forms of communication and delivery, there are many more negative impacts.

COVID-19 has caused organisations to refocus their priorities. For some this means retaining as many participants, volunteers and staff as possible, and working to rebuild their organisation. The challenge will be to retain existing participants, coaches and leaders.

To address the challenges, there needs to be greater support for some groups/organisations just to return to their previous performance. Organisations need to focus on the most vulnerable groups - those most impacted by the economic and health fallout of COVID-19, and, in particular, those who are isolated victims of violence and aggression.

The rights of women to enjoy sport and physical activity need reiterating and the positive impact of participation at all levels should continue to make it a priority. The question is, how quickly our sport system and the girls and women within it will bounce back.

It is critical that the participation of girls and women in sport and physical activity remains on the agenda.

12.4 RECOMMENDED ACTIONS

Recommendation 22

Identify those groups most impacted by the social, health and economic impacts of COVID-19 (vulnerable groups, those isolated, etc) whose participation in sport is compromised, and prioritise investment and programmes to redress this impact.

13 A SUMMARY OF ACTION

In nearly all areas of investigation, organisations and their activities have had positive impacts on reducing the inequities experienced by girls and women in sport and physical activity.

The primary reasons that organisations gave for **not** taking action were:

- a lack of resources
- that the specific focus was not currently a priority
- that this topic was out of their organisational scope.

There are however a number of areas for intervention where there is low recognition and/or acceptance that a situation [such as lack of childcare] is an issue.

This section provides a summary of trends, key actions and recommendations.

13.1 MONITORING PROGRESS

The 2022 Progress Report shows an increase in the proportion of respondent organisations with action plans focusing on equity for girls and women. However, there has been little change in the number of those commissioning or undertaking research which specifically focuses on females in sport and physical activity. The main reasons preventing organisations from undertaking female-focused research are capacity and resources.

There has, however, been an increase in research, data and evaluation focused on understanding athletes, organisational staff, coaches and leaders through a gender lens.

A considerable range of research has been undertaken:

- **Athlete-focused** research including gender-specific needs and concerns, health issues (injury and illness), safety (e.g. headgear), physical conditioning and a specific focus on menstruation
- **Participation data**, including strategies and tactics to increase participation of girls and women
- **Tracking gender balance** in senior and governance roles, across coaching and officials, using these insights to develop specific interventions to improve the pathways, confidence and competence of women.

There is increased recognition of the value of female-focused research which can guide policy and programmes by focusing attention on identified areas. More emphasis needs to be placed on tracking performance over time.

Most respondents who had undertaken research were prepared to share this information, which will be hosted on the IWG Insight Hub as part of completing the IWG Progress Report.

13.2 STRATEGIES, INVESTMENT AND EVALUATION

Areas of major change are:

- strategies, policies and plans with a gender perspective
- gender targets
- monitoring and evaluation
- investment.

Singly, or in combination, these activities have effectively increased the number of women and girls participating in recreation and sport, and reflect a greater understanding of the processes that drive change.

However, nearly half of the policies and plans have no specific resource allocation, and fewer than half of respondents (46%) have evaluated their plans.

Recommendation 1

Continue to apply a gender lens to collect baseline information and track impact through project and programme evaluations.

13.3 LEADERSHIP – DECISION MAKERS, COACHES, OFFICIALS

A considerable proportion of the respondent organisations have been taking action to ensure that women are in positions of influence and/or that girls and women were a focus for action. In addition, nearly three-quarters had undergone constitutional change. Areas of focus included:

- actions to increase women as leaders
- staff or groups with gender focus, women's committees
- gender committees
- girls and women focus.

Leadership and decision-making by women are being achieved through: constitutional change, mentoring, training, networks and quotas.

Coaches and instructors have been a focus for nearly three quarters of respondents. There was a reduced focus on **referees, umpires, officials**. Tactics used included: campaigns, women-only courses and changed training and development materials.

Recommendation 2

Collect and share case studies on the IWG Insight Hub as a useful resource for other organisations wanting to drive change. Include sample constitutions, training and mentoring programme resources, links to research and evaluations.

Recommendation 3

Design and deliver training and development programmes and resources that acknowledge the specific requirements of girls and women as athletes, coaches, referees and umpires.

Recommendation 4

Drive system change to achieve gender balance throughout organisations, from board to place of play, creating environments where women thrive. Promote the business case of women in sport leadership as a key benefit.

13.4 PARTICIPATION

It is likely that COVID-19 had an impact on delivery in some contexts and may explain the decline in focus on increasing the participation of girls and women. However, a greater range of interventions are being used.

Physical activity in schools included initiatives focused on staff training, girls trained to coach/officiate, leadership programmes and girls-only opportunities.

Organisations taking action to **promote participation** have reduced, however, organisations are showing commitment through training personnel, action planning and dedicated resources.

Fewer organisations are providing transport to sport and offering girls-only facilities. This however remains a priority for some organisations especially in places where travelling alone is too dangerous, and where dedicated female-only facilities are the only way by which some young women get to participate.

Organisations need to refocus their efforts on increasing the participation of girls and women, a strategy of particular importance and value in a post-COVID-19 world. Training of staff, action plans with a gender focus, dedicated resources, safe travel and female-focused facilities are just some of many ways by which this can occur.

Recommendation 5

Continue empowering girls through developing their leadership and coaching skills.

Recommendation 6

Prioritise planning, resourcing and implementation of programmes that target those most highly impacted by the social and economic consequences of COVID-19.

Recommendation 7

Continue addressing issues of safe transport to sport and active recreation.

Recommendation 8

Leverage the new delivery modes tested during COVID-19 to provide programmes that reach a wider audience.

13.5 HIGH-PERFORMANCE SPORT

Elite sport had a positive increase in actions to improve the situation for girls and/women, with activities including: campaigns to increase women coaches/leaders, harm prevention policies, funding allocations and support for emerging athletes. There are some examples of the power of the athlete voice as a critical component in change.

The slight decrease in organisations supporting women into **retirement** from elite performance may be due to the extended Olympic cycle. Interventions have included: education opportunities, careers coaching and workshops/seminars.

Only a small percentage of respondents said that improving the situation for women in elite sport was 'not an issue'. This is a major change from the previous report.

The challenges for women in elite sport are now in the media headlights, and audiences are hearing more from women athletes. The situation has started to improve, beginning with a willingness to admit to issues, and to address harm prevention, funding, support, and retirement issues.

13.6 HEALTH AND WELL-BEING

Recommendation 9

Structure the high-performance-sports system to value women as athletes, coaches and umpires, allowing career development without prejudice or barriers.

Recommendation 10

Continue to build policies and practices that keep girls and women safe in all sporting contexts, but particularly in high performance, where girls and women can thrive and lead, and share their knowledge and skills.

Recommendation 11

Develop and implement systems that support athletes in their preparation for retirement, and their transition from competition to retirement.

While the safety of girls and women is a pressing issue for many organisations, there has been little change from 2018. There is an increased focus on gender-based violence, and no change to the focus on eating disorders.

Competitions are a place for education, where women can come together and receive information and support.

Gender-based violence reduction interventions have included: policy and guidelines, campaigns, educational programmes and victim support mechanisms.

Eating disorders continue to be a focus, tempered by limited resources and competing demands, addressed by weaving interventions into wider organisational well-being policies and programmes – encouraging discussions about eating disorders and body image, amending nutrition education materials, and meeting with athletes' families, doctors and nutritionists.

13.7 FEMALE-FRIENDLY SPACES

Recommendation 12

Use sport as a safe place to provide information and resources to support girls and women.

Recommendation 13

Create more awareness of health and safety as an issue for girls and women in sport, and demonstrate how to build policies and processes that support safe participation in sport at all levels including implementing child safeguarding policies and safeguarding training.

Recommendation 14

Develop and implement policies and practices that prevent gender-based violence and communicate these throughout all parts of the sport and physical activity system.

Recommendation 15

Raise awareness of the implications of eating disorders on current performance and the long-term repercussions for women athletes. Use existing research and effective interventions to support this.

Fewer organisations are focusing on facilities that meet the needs of girls and women.

Facility provision interventions include: changing facilities, access to appropriate equipment, and resources to develop or improve facilities. There are proportionally fewer organisations, among those who responded, focusing on equitable venue scheduling, female-only times and safe transport.

There is still a lack of understanding about the specific needs of women athletes.

Childcare access and provision continue to be an issue. In the main this focused on: providing a safe play space, providing play equipment and providing resources to enable childcare in facilities.

As with many aspects of women's sport, there is still an attitude of self-responsibility – women using extended family to care for their children. Staffing for childcare needs to take a higher priority, ensuring children's safety and women's ability to participate confidently.

Recommendation 16

Invest in facility development or improvement through a gender lens to ensure the appropriate vision of safe and appropriate spaces. Provide appropriate playing environments (changing facilities, gender-specific resources, equipment) and an environment that supports girls' and women's specific needs.

Recommendation 17

Use cost-effective, alternative programming and scheduling solutions that provide women-only or girls-only time slots.

Recommendation 18

Support childcare to enable women and men to participate, prioritising staffed childcare on site.

13.8 MEDIA

There has been no change in the proportion of responding organisations (61%) working to change the visibility of women in sport, and how women are portrayed.

Media coverage was typically achieved through two areas:

- Improving public knowledge of women athletes and women's sport
- Campaigns to promote improved coverage of women's sport.

Media portrayal is an area that has been proactively managed, with many respondent organisations taking control of the content by providing positive imagery and stories of women athletes and teams to the media. Others were more proactive about their own content.

These interventions have extended to how women have been portrayed in the media, by providing media with images and stories of women athletes and teams.

Recommendation 19

Create gender-positive, engaging content showing the strength and skills of women and girls participating and competing at all levels of sport to share with media outlets. Provide content that balances women/girls with men/boys.

Recommendation 20

Build awareness, capacity and capability of the media to increase awareness of issues and tactics for improving media representation of women and girls playing sport that reflects strength and skills not stereotyped images of women.

Recommendation 21

Monitor and report media coverage and representation.

13.9 IMPACT OF COVID-19

Ninety-five percent of the organisations who responded said they had been impacted by the pandemic. The impacts of COVID-19 on the respondents were wide-ranging, and for many these will be long-term.

In addition to the information captured as part of this research, there are other projects that have specifically researched the impact of COVID-19 and have indicated that vulnerable groups have been more impacted by the pandemic than others.

Where resourcing is an issue, the needs of women and girls are often the first to be pushed aside, which has been the experience for some. Sports of all kinds have been off the agenda in many countries for long periods, impacting athletes' abilities to hone their skills, compete and perform at their best. At the community level, some programmes have shut down altogether, and others have had to shift their focus to core delivery just to survive.

Some organisations were able to transform their delivery to online services, improve communications and become more technologically proficient, but those were in the minority of respondents.

Organisations need to focus on the most vulnerable groups - that is, those most impacted by the economic and health fallout of COVID-19, and in particular those who are victims of violence and aggression. Some organisations will need to refocus on their priorities, which may mean retaining current decision-makers, facilitators, enablers and participants, and then focusing on rebuilding their organisations.

Recommendation 22

Identify those groups most impacted by the social, health and economic impacts of COVID-19 (vulnerable groups, those isolated, etc) whose participation in sport is compromised, and prioritise investment and programmes to redress this impact.

In the context of the global pandemic, there has been positive progress in many areas, a testament to the hard work of committed leaders who are working to create equity for girls and women in sport and physical activity.

14.1 POSITIVE PROGRESS

It is clear from the survey responses that there is a **determination to succeed** – people are committed to ensuring equity for girls and women in sport and physical activity.

Many organisations continue to work in countries and communities where gender roles and expectations are based on gendered societal norms, and this creates significant challenges. However, there is **vision, tenacity and pride in achievements** to date regarding the future for girls and women.

There is clear recognition of the challenges ahead, and a **willingness to share good practice** across policies and programmes, tool kits and training.

There is also **genuine gratitude for the work of the IWG** as an organisation that advocates for change, and provides a lightning rod for issues of equity in sport and a hub for insights and action. The power of collective action is acknowledged and appreciated.

The **value of tracking and reporting progress** is that they ensure there is clear evidence for and of change, and reflect global impact.

The ongoing review of progress is also an opportunity to **reinforce the commitment that signatories** make to the principles of the Brighton+Helsinki Declaration.

14.2 CHANGE INSPIRES CHANGE

Global and societal change continues to create a dynamic environment for girls and women in sport and physical activity.

In the 2022 report, areas of inequity identified as 'requiring most urgent action' were:

- under representation in decision-making positions
- under-representation as coaches and instructors
- discrimination/gender bias in elite-performance areas.

Over the past four years the priority of these areas has changed – some have emerged more strongly and others become less important.

The following issues are emerging:

- **gender identity** including transgender and intersectional influences
- **indigeneity**, particularly in colonised communities, requires further investigation
- **motherhood**, and the distinct lack of commentary about women as mothers in sport and physical activity or the impact of motherhood on participation in physical activity and high-performance sport
- **people with disabilities** continue to have less visibility and value in the sporting system
- the economic and societal **impact of COVID-19** on women in sport.

It is relevant to reflect on the intersectional influences present in culture, religion and politics, and consider these and the emerging issues as topics of research in future progress reports.

APPENDIX

Survey

A questionnaire was developed using previous questions (from 2017) with some alterations.

SurveyMonkey allowed the use of one page per question, and the inclusion of a number of multi-choice questions. While the essence of the questions remained the same, the manner in which respondents could reply was different.

Language was modified to ensure clarity and where possible, jargon was avoided.

Individual questions were asked for all areas of focus, allowing a greater level of detail to be collected.

Filter questions (with Yes/No responses) were used to enable respondents to progress efficiently through the survey.

As the COVID-19 epidemic started part-way through the review period, a question relating to this was added, enabling respondents to comment on the impact of COVID-19 on any aspects of their work.

There were few compulsory questions, a format which allowed respondents to choose which questions to answer.

Survey distribution

The distribution methodology was focused on building awareness and driving responses.

- The email database of Declaration Signatories was 'cleaned' and tested.
- A preliminary email of introduction was circulated by the IWG Secretary General.
- The IWG Progress Report survey was prepared on SurveyMonkey and distributed via Mailchimp sent to a total database of 471.
- Social media channels were activated to drive awareness of the survey.
- Bouncebacks were checked, alternative emails sourced where possible and new invitations to participate sent.
- Follow up notifications were sent twice.
- Surveys were sent to the Brighton+Helsinki Declaration signatories, with an operating email. At the time of this research there were 580 signatories with 464 recorded emails.

Respondents

In total we received a total of 127 responses from an active email list of 464 (27%).

A wide range of organisations responded including: ministry or government departments/sport and/or recreation councils (9%), Olympic or Paralympic committees (19%), sport federation/ organisations (57%), women in sport organisations/groups (10%), sports or recreation clubs and groups (1%), and tertiary education providers (1%).

These came from Europe (32%), Asia (16%), the Americas (12%) Africa (11%), and Oceania (6%) as well as organisations with an international focus (24%). It is important to note when reviewing the data, that while some continents are well represented in the responses (e. g. Europe) others are under-represented a situation which may create a false or incomplete picture of progress.

With COVID-19 still creating challenges for many countries, organisations and individuals, it is remarkable that the response rate is similar to that received by the previous progress report.

Range of organisations

A wide range of organisations responded to the 2022 survey. Analysis of the data has been undertaken as a complete dataset, with a continental perspective and by type of organisation.

Organisational profile

Approximately the same percentage of respondents were sports federations or associations as in 2018, but there was a greater percentage of responses from Olympic/Paralympic committees (an increase of 5%).

Lower numbers of government departments, sports councils (9%) and 'other' types of organisations (6%) responded to the 2022 Survey than to the 2018 Survey. This may reflect the greater pressure that smaller organisations are under as a result of COVID19.

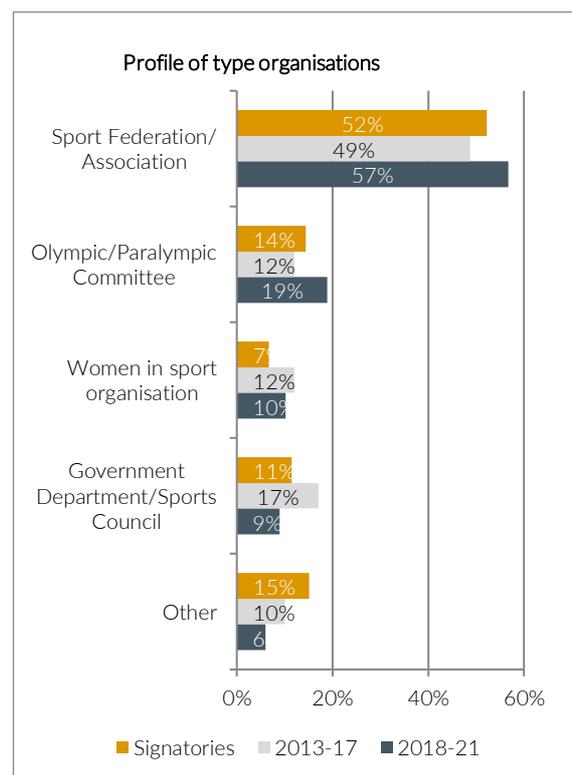


Figure 1 Profile of respondents' organisations by type

Geographic spread

Signatories to the Brighton+Helsinki Declaration have international, regional, national and local areas of focus. Based on information available, the spread of respondents is as follows.

There were fewer respondents from Europe, the Americas and Africa than the proportion of signatories, and more respondents from Asia and those with an international remit.

However, the bias of all respondents is clearly European and international agencies, many of which are based in Europe or North America.

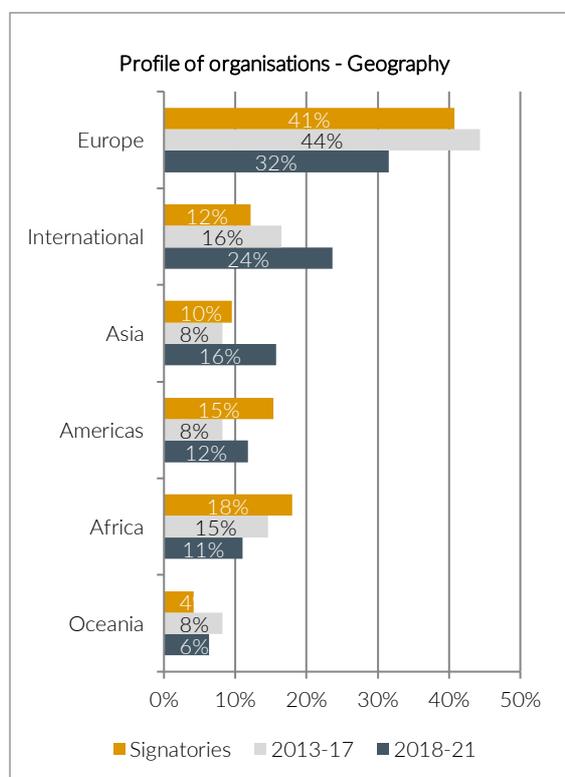


Figure 2 Profile of respondents' organisations by global region

Key to data reporting

Throughout this text any percentages relate to the total percentage of respondents to that question.

The following table lists abbreviations used in the text.

Table 7 Organisational type and abbreviations used in the document

Types of organisation	Code
Government	G
Olympic/Paralympic	OP
Federation	F
Women in sport	WIS
Continent	
Africa	Af
Americas	Am
Asia	As
Europe	Eu
International (globally-focused organisations)	In
Oceania	Oc

Limitations to methodology

While the survey received sufficient responses to support themes and issues with confidence, some of the analysis by organisational type or continent is based on such small sample sizes that the data should be regarded as indicative only.

Some respondents have English as their second language, which may have impacted their ability to respond in more nuanced ways. Responses that provided open text in another language were translated.

Multi-choice questions, whilst providing options for selection, can limit or influence the respondents' replies. Therefore, all topics provided respondents with the option to write open text.

The survey is quite long and, as a result, ran the risk that some respondents might give up, skip important questions or choose not to participate.

A common limitation of surveys is the inherent bias of their designers (in this case Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa and Lumin) which can impact both the nature of the questions and the multi-choice responses offered.

The profile of signatories demonstrates that there was a higher number of responses from Europe than, for example, Asia, Africa or Oceania. This affects the results, skewing them towards a Euro-centric view of actions, barriers and critical priorities.

Similarly, the greater proportion of sports federation respondents has generated a perspective that is a balance of policy and delivery, compared with that of some other responding organisations with high level strategy and policy functions, and potentially more political accountability.

Considerations for future research

The four-year interval between progress reports reflects progress (or not), changing awareness and the emergence of new priorities. In addition, the process of development for the 8th IWG World Conference has seen an increased focus on the following: Indigeneity, technology and innovation, health and well-being, systems and resources, environmental sustainability, human rights and integrity.

Additional discussion is occurring around: gender identity including transgender, motherhood and disability.

Results of this present survey demonstrate a distinct lack of commentary about women as mothers in sport and physical activity or the impact of motherhood on participation, at all levels and especially in high performance sport.

There is little commentary about disability, or the impact of disability and being female on women's participation.

This may point to research questions targeting these topics in future work.

With the COVID-19 pandemic coming to an end, the next progress report could capture more information on organisations that have changed how they do things, or successfully pivoted their focus and delivery since COVID-19.

There is an increasing focus on including issues of females in sport in other global development movements, and a challenge to ongoing collaboration between different advocacy and leadership organisations. Establishing joined-up thinking, strategy and implementation will result in great impact with the scarce resources allocated to increasing the equity of sport for women.

While there has been a significant increase in initiatives that are increasing media coverage and improving the media portrayal of girls and women, there is still some work to do to monitor media coverage.

These areas of ongoing leadership could be considered by the UK-based IWG Secretariat as it shapes its priorities for the 2022–2026 period.

16 SURVEY

Introduction

This questionnaire collects information on actions your organisation has taken since January 2018 with respect to girls and women in sport and/or physical activity/physical education. We are also interested in finding out about policies, programmes and initiatives actions that started before 2018 and you have continued to implement.

Some questions require a 'YES' or 'NO' answer or ask you to choose from a selection of answers. There are some questions where you are asked to write a more detailed response.

We are also interested in how the COVID19 pandemic has impacted your work focused on enhancing participation of girls and women in sport and physical activity.

Note that when we talk about girls and women we are including those who self-identify as girls or women.

We have designed this survey so you can pause part way through and come back and complete it.

Thank you for your time and input.

Information about your organisation

* 1. Which of the following the statements best describes your organisation?

- Ministry or Government Department
- Sport and/or Recreation Council
- Olympic or Paralympic Committee
- Sport federation/organisation
- Women in sport organisation or group
- Sports or recreation club
- Sports, physical activity or recreation group
- Tertiary education (eg university, polytechnic, community college)
- Other (please specify)

* 2. Where is your organisation focused?

- Africa
- Americas
- Asia
- Europe
- Oceania
- International

ACHIEVING EQUITY: THE KEY ISSUES

In this section we ask you to consider the main issues confronting women and girls in terms of their equal participation in sport and physical activity.

3. Tell us what you think is the **most significant barrier** to achieving equity for girls and/or women in sport and/or physical activity in the world today?

* 4. Below is a list of statements about inequities that girls and/or women can face in sport and/or physical activity. Which ones require most urgent action? Choose THREE main inequities that should be dealt with urgently.

- Poorly designed facilities for sport and physical activity
- Lack of child-care provision
- Fewer opportunities and learning experiences in school
- Narrower range and variety of sport and/or physical activities
- Discrimination/ gender bias in elite-performance areas (eg competition opportunities, rewards, recognition, sponsorships, promotion)
- Under representation as coaches and instructors
- Under representation as referees, game officials, judges, and umpires
- Under representation in decision-making positions
- Training/educational material and/or programmes do not address gender inequality
- Under-representation of girls and/or women as study objectives in research
- More girls and women experience gender-based violence (GBV) in sport and/or physical activity (eg sexual harassment, abuse on and offline)
- Lack of safe transport to/from and during sport and/or physical activity
- Less media coverage in sport and/or physical activity
- Gender stereotyped and objectifying media coverage
- Other (please specify)

Action your organisation has taken

We are interested to know more about the things that you have been doing.

5. Since January 2018, list the actions has your organisation taken that contribute to equality of girls and/or women in sport and physical activity? Add in web links if appropriate.

6. Tell us about something your organisation has done that you are particularly proud of, and that you are keen to share. Add in web links if appropriate.

7. Are you willing to to have this example shared publicly?

- Yes
- No

Participation

In this section we ask about actions that increase participation and the opportunities for girls and/or women at all levels of sport and physical activity.

8. Since January 2018, has your organisation taken any actions **in schools** to improve the physical activity opportunities and learning experiences for girls (<18 years)?

- Yes
- No

Participation

Physical activity and sport for girls in schools.

9. What actions has your organisation taken **in schools** to improve the physical activity opportunities and learning experiences for girls (<18 years)? Tick all those that apply.

	2018 - 2021	2014 - 2017
Provided girls only opportunities (programmes, teams, coaching, practices)	<input type="checkbox"/>	<input type="checkbox"/>
Provided girls only play spaces and facilities	<input type="checkbox"/>	<input type="checkbox"/>
Run education and training for staff	<input type="checkbox"/>	<input type="checkbox"/>
Provided equipment for girls to use	<input type="checkbox"/>	<input type="checkbox"/>
Provided transport to practice or competition	<input type="checkbox"/>	<input type="checkbox"/>
Run education and training for girls to become coaches and/or officials	<input type="checkbox"/>	<input type="checkbox"/>
Run programmes that build leadership confidence and skills in girls	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Participation

Physical activity and sport for girls in schools.

10. What is the MAIN reason why your organisation has not taken any actions in schools to improve the physical activity opportunities and learning experiences for girls (<18 years)?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Participation

Think about what your organisation has done to increase participation of girls and/or women in sport and physical activity.

11. Since January 2018, has your organisation taken any actions to increase the number of girls and/or women in sport and/or physical activity?

- Yes
 No

Participation

12. Which of the following actions has your organisation taken to increase the number of active girls and/or women in sport and/or physical activity. Tick all those that apply.

	2018 - 2021	2014 - 2017
Implemented a girls and/or women focused action plan/strategy	<input type="checkbox"/>	<input type="checkbox"/>
Recruitment campaigns (print, online, social media)	<input type="checkbox"/>	<input type="checkbox"/>
Dedicated resources to girls' and/or women's sports and/or activities	<input type="checkbox"/>	<input type="checkbox"/>
Introductory sessions and classes for girls and/or women only	<input type="checkbox"/>	<input type="checkbox"/>
Introduction of new sports and/or activities for girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Introduction of new competitions, championships etc. for girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Training of personnel (eg coaches, officials, umpires, support personnel)	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Participation

13. What is the MAIN reason why your organisation has not taken any actions to increase the number of active girls and/or women in sport and/or physical activity?

- This is out of our organisation's scope
 This is not an issue or problem
 Our organisation has not considered this
 Other (please specify)

Elite level system

These questions focus on the elite level system. In many sports, women elite-level

athletes experience inequity and discrimination in, for example, competition opportunities, rewards, recognition, sponsorships, and promotion. Think about what actions your organisation has taken towards equitable participation in the elite level system.

14. Since January 2018, has your organisation taken any actions to **improve the experience for women elite-level athletes?**

- Yes
- No

Elite level system

15. Which of the following actions has your organisation taken to **improve the situation for girls and/or women elite- level athletes?** Tick all those that apply.

	2018 - 2021	2014 - 2017
Support emerging athletes programmes for school-age girls	<input type="checkbox"/>	<input type="checkbox"/>
Allocation of funding targeted at girls and/or women in elite sport	<input type="checkbox"/>	<input type="checkbox"/>
Policy and practice aimed at keeping girls and/or women in sport safe from abuse and harassment	<input type="checkbox"/>	<input type="checkbox"/>
Campaigns to increase numbers of women in coaching and other leadership roles	<input type="checkbox"/>	<input type="checkbox"/>
Provision of childcare or other types of support for women athletes	<input type="checkbox"/>	<input type="checkbox"/>
Competitions, rewards or sponsorships solely aimed at girls and/or women athletes	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Elite Level System

16. What is the MAIN reason why your organisation has not taken any actions to improve the situation for women elite-level athletes?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Retirement and Transition

Preparing women athletes for retirement from elite-level sport

17. Since January 2018, has your organisation taken action to support girls and/or women athletes to **prepare for retirement** from elite-level sport?

- Yes
- No

Retirement/transition from elite-level sport

18. Which of the following actions has your organisation taken to **prepare women athletes for retirement** from elite-level sport? Tick all those that apply.

	2018 - 2021	2014 - 2017
Workshops or seminars for women athletes to create plans for retirement from sport	<input type="checkbox"/>	<input type="checkbox"/>
Support for the mental wellbeing of retiring women athletes	<input type="checkbox"/>	<input type="checkbox"/>
Education opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Career coaching	<input type="checkbox"/>	<input type="checkbox"/>
Work placements	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Retirement/transition from elite-level sport

19. What is the **MAIN** reason why your organisation has not taken any actions to prepare women athletes for retirement from elite-level sport?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Coaches and instructors

In this section, we are interested to know what actions your organisation has taken to increase the number of girls and/or women in coaching and instructor roles.

20. Since January 2018, has your organisation taken any actions to increase the number of girls and/or women **coaches/instructors** in sport and/or physical activity?

- Yes
- No

Coaches and Instructors

21. What actions has your organisation taken to increase the number of girls and/or women as **coaches/instructors** in sport and/or physical activity?

	2018 - 2021	2014 - 2017
Implemented a targeted strategy/action plan	<input type="checkbox"/>	<input type="checkbox"/>
Recruitment campaigns targeting girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Courses for girls and/or women only	<input type="checkbox"/>	<input type="checkbox"/>
Dedicated resources	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring programme for women coaches/instructors	<input type="checkbox"/>	<input type="checkbox"/>
Network for women coaches/instructors	<input type="checkbox"/>	<input type="checkbox"/>
Apprentice, buddy or observer appointments for coaches/instructors	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Coaches and Instructors

22. What is the MAIN reason why your organisation has not taken any actions to increase the number of girls and/or women coaches/instructors?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Referees, game officials, judges or umpires

23. Since January 2018, has your organisation taken any actions to increase the number of girls and/or women **referees, game officials, judges or umpires** in sport and/or physical activity?

- Yes
- No

Referees, game officials, judges or umpires

24. Since January 2018, which actions has your organisation taken to increase the number of girls and/or women as **referees, officials or judges** in sport and/or physical activity?

Tick all those that apply.

	2018 - 2021	2014 - 2017
Implemented a targeted strategy/action plan	<input type="checkbox"/>	<input type="checkbox"/>
Recruitment campaigns targeting girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Courses for girls and/or women only	<input type="checkbox"/>	<input type="checkbox"/>
Dedicated resources	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring programme for women referees, officials, judges	<input type="checkbox"/>	<input type="checkbox"/>
Network for women referees, officials, judges	<input type="checkbox"/>	<input type="checkbox"/>
Apprentice, buddy or observer appointments for referees, officials, judges	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Referees, game officials, judges or umpires

25. What is the MAIN reason why your organisation has not taken any actions to increase the number of girls and/or women referees, game officials, judges or umpires?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Women as decision makers

Consider the range of ways women can influence decisions, including on boards and committees, as part of senior leadership and management roles and in project teams.

26. Since January 2018, has your organisation taken any actions to **increase the representation of women in leadership and decision-making** positions in sport and/or physical activity?

- Yes
- No

Leadership and decision making

27. What actions has your organisation taken to **increase the representation of women in leadership and decision-making** positions in sport and/or physical activity? Indicate the LEVELS within your organisation these actions have been implemented. Tick as many as apply.

	Club or group	Geographic community	Regional	National	International
Changes in statutes or constitutions	<input type="checkbox"/>				
Quotas or reserved seats for women	<input type="checkbox"/>				
Targeted campaigns to recruit women	<input type="checkbox"/>				
Specific arrangements to enable participation(eg childcare)	<input type="checkbox"/>				
Targeted education and training programmes	<input type="checkbox"/>				
Network for women in leadership positions	<input type="checkbox"/>				
Mentoring for women in leadership positions	<input type="checkbox"/>				

Other (please specify)

Leadership and decision making

28. What is the MAIN reason why your organisation has not taken any actions to increase the representation of women in leadership and decision-making positions in sport and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Facilities for sport and physical activity

This section focuses on the provision and improvement of physical activity and sport facilities. This includes places and spaces used for informal activity, instruction, training, and competition. It can include fields, courts, halls, gymnasiums, swimming pools, stadia.

29. Since January 2018, has your organisation taken any actions to ensure that **sport and physical activity facilities** are appropriate for girls and/or women?

- Yes
- No

Facilities for sport and physical activity

30. Which actions has your organisation has taken to **provide or improve sport and physical activity facilities** that are suitable for girls and/or women? Tick all those that apply.

	2018 - 2021	2014 - 2017
Resource allocation to develop and/or improve facilities for use by girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Changing facilities and toilets and storage for specific use of girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Childcare available on site	<input type="checkbox"/>	<input type="checkbox"/>
Access to appropriate equipment for girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Safe transport to/from facilities	<input type="checkbox"/>	<input type="checkbox"/>
Venue scheduling or bookings that prioritise girls and/or women	<input type="checkbox"/>	<input type="checkbox"/>
Girls and/or women only times in the facility	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Facilities for sport and physical activity

31. What is the MAIN reason why your organisation has not taken any actions to provide or improve sport and physical activity facilities for girls and/or women?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Childcare

32. Since January 2018, has your organisation taken any actions to ensure **childcare is provided** to women in sport and/or physical activity?

- Yes
- No

Childcare

33. Since January 2018, which actions has your organisation taken to **ensure childcare is provided** in sport and/or physical activity. Tick all those that apply.

	2018 - 2021	2014 - 2017
Resource allocation for the provision of childcare at facilities where women participate in sport/physical activity	<input type="checkbox"/>	<input type="checkbox"/>
Provided a safe space for children to play while women train	<input type="checkbox"/>	<input type="checkbox"/>
Hired staff or volunteers to supervise children while women train or play	<input type="checkbox"/>	<input type="checkbox"/>
Provided play equipment for children	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Childcare

34. What is the MAIN reason why your organisation has not taken any actions to **ensure childcare is provided** in sport and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Policy Development

Policy designed to improve the participation of women and girls is an effective tool in making change. Think about what changes or developments in policy and planning at all levels your organisation may have made over this period.

35. Since January 2018, does your organisation have a **policy and/or action plan for equity** between women and men in sport and/or physical activity?

- Yes
- No

Policy Development

36. Does the **policy/action plan** contain the following? Tick all those that apply.

- Targets for gender representation
- Clear roles and responsibilities
- Monitoring, evaluation and follow-up mechanisms
- Other (please specify)

37. Has money been allocated to the implementation of this policy and/or action plan?

- Yes
- No

38. Has the policy and/or action plan been evaluated?

- Yes
- No

Policy Development

39. What is the MAIN reason why your organisation does not have a policy and/or action plan for equity between women and men in sport and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Human Resources

Staff allocated to gender issues is one way that organisations make a difference to women's participation. Consider what your organisation is doing in terms of people whose work is focused in this area.

40. Since January 2018, does your organisation have any of the following ? Tick all that apply.

- Employee(s) with gender as their main working area
- Employee(s) with girls and/or women as their main working area
- Gender Committee
- Women's Committee
- No specific staff allocated
- Other (please specify)

Human resources

41. What is the MAIN reason why your organisation has not taken any actions to allocated specific human resources focused on girls and/or women's sport and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Safety and Health - Eating disorders

Girls and women continue to experience situations which are not safe or are dangerous to their health. These include high levels of eating disorders and gender-based violence (including sexual, psychological and physical harassment and/or abuse). This section focuses on action taken around these two key issues.

42. Since January 2018, has your organisation taken any action to protect female athletes from developing **eating disorders**?

- Yes
- No

Eating Disorders

43. Since January 2018, which actions has your organisation taken to protect female athletes from **developing eating disorders**? Tick all that apply.

	2018 - 2021	2014 - 2017
Developed educational materials on nutrition support for athletes and/or coaches	<input type="checkbox"/>	<input type="checkbox"/>
Organised meetings with athlete's families to discuss nutrition with doctors/nutritionists	<input type="checkbox"/>	<input type="checkbox"/>
Employed nutritionists to advise female athletes	<input type="checkbox"/>	<input type="checkbox"/>
Encouraged discussion about eating disorders/body image with athletes and/or coaches	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Eating Disorders

44. What is the MAIN reason why your organisation has not taken any actions to protect female athletes from developing eating disorders?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Gender-based Violence

45. Since January 2018, has your organisation taken any actions to **prevent gender-based violence** (including sexual, psychological and physical harassment and/or abuse) in sport and/or physical activity?

- Yes
- No

Gender-based Violence

46. Since January 2018, which actions has your organisation taken to **prevent gender-based violence** (including sexual, psychological, and physical harassment and/or abuse)? Tick all that apply.

	2018 - 2021	2014 - 2017
Adopted policy on gender-based violence, including guidelines and a code of conduct	<input type="checkbox"/>	<input type="checkbox"/>
Highlighted as separate theme in educational programmes	<input type="checkbox"/>	<input type="checkbox"/>
Organised workshops or seminars for athletes, and/or coaches and/or leadership personnel	<input type="checkbox"/>	<input type="checkbox"/>
Promoted awareness campaigns in printed and/or social media	<input type="checkbox"/>	<input type="checkbox"/>
Established support mechanisms for victims	<input type="checkbox"/>	<input type="checkbox"/>
Established support mechanisms for perpetrators	<input type="checkbox"/>	<input type="checkbox"/>
Established support service for affiliate organisations	<input type="checkbox"/>	<input type="checkbox"/>
Provided safe transport to/from sport and/or physical activity	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Gender-based Violence

47. What is the MAIN reason why your organisation has not taken any actions to prevent gender-based violence (including sexual, psychological, and physical harassment and/or abuse)?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Education and coaching programmes and materials

Education at all organisational levels on the meaning of gender equity, and how to achieve it, is vital in creating an equitable sporting system.

48. Since January 2018, has your organisation taken any actions to ensure that equity for girls and/or women is addressed in **education and coaching programmes and materials** in sport and/or physical activity?

- Yes
- No

Education and coaching programmes and materials

49. What actions has your organisation taken to ensure that equity is addressed in **education and coaching programmes and materials** in sport and/or physical activity? Tick all that apply

	2018 - 2021	2014 - 2017
Used inclusive language	<input type="checkbox"/>	<input type="checkbox"/>
Included images of girls and/or women as participants, coaches and umpires	<input type="checkbox"/>	<input type="checkbox"/>
Included the differences between girls and/or women and boys and/or men in training programmes	<input type="checkbox"/>	<input type="checkbox"/>
Used women as educators/facilitators	<input type="checkbox"/>	<input type="checkbox"/>
Provide programmes and material on the meaning of equity	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Education and coaching programmes and materials

50. What is the MAIN reason why your organisation has not taken any actions to ensure that equity between women and men is addressed in education and coaching programmes and materials in sport and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Women in the media

Despite the growing interest in women’s physical activity and sport there are still significant differences in the media coverage of women and men’s sport, both with respect to quantity and the way female and male athletes are portrayed.

Think about what your organisation may be doing to change the portrayal of women in the media, in both percentage of coverage, and quality of reporting.

51. Since January 2018, has your organisation taken any actions to **increase the amount of media coverage** of women’s sports and/or physical activity?

- Yes
- No

Women in the media

52. Since January 2018, what actions has your organisation taken to **increase the amount of media coverage** of women’s sports and/or physical activity? Tick all that apply.

	2018 - 2021	2014 - 2017
Improving public knowledge of women athletes and women's sport	<input type="checkbox"/>	<input type="checkbox"/>
Campaigns to promote improved coverage of women's sport	<input type="checkbox"/>	<input type="checkbox"/>
Running educational programmes/seminars for the media on women's sport	<input type="checkbox"/>	<input type="checkbox"/>
Lobbying and activism of the media [such as reminders, enquiries, and protest]	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Women in the media

53. What is the MAIN reason why your organisation has not taken any actions to increase the amount of media coverage of women's sports and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Portrayal in the media

Media coverage of girls and women in sport and/or physical activity is often characterised by gender stereotyping and objectification with, for example, a focus on their bodies and how they look.

54. Since January 2018, has your organisation taken any actions to improve the **media portrayal** of girls and/or women in sports and/or physical activity?

- Yes
- No

Portrayal in the media

55. Since January 2018, what actions has your organisation taken to improve the **media portrayal** of girls and/or women in sports and/or physical activity? Tick all that apply.

	2018 - 2021	2014 - 2017
Provided positive imagery and stories of women athletes and teams to the media	<input type="checkbox"/>	<input type="checkbox"/>
Provided media training sessions on best language practice for journalists	<input type="checkbox"/>	<input type="checkbox"/>
Undertaken research on existing media coverage of women's sport	<input type="checkbox"/>	<input type="checkbox"/>
Lobby for a greater percentage of women sports journalists	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

Portrayal in the media

56. What is the MAIN reason why your organisation has not taken any actions to improve the media portrayal of girls and/or women in sports and/or physical activity?

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Gender Mainstreaming

In order to effect change, gender perspectives need to be mainstreamed into all policies related to sport including budgeting and allocation of resources.

57. Since January 2018, has your organisation developed strategies, policies and/or plans that include a **gender perspective** in ALL aspects of sport and/or physical activity?

- Yes
 No

58. Since January 2018, has your organisation systematically collected, presented and analysed **data relating specifically to gender** in its policies, plans and programmes?

- Yes
 No

Gender information

59. What methods does your organisation use to collect and analyse **data specifically relating to gender**?

	2018 - 2021	2014 - 2017
Evaluation that includes gender-specific questions	<input type="checkbox"/>	<input type="checkbox"/>
Analysis of athlete data based on gender	<input type="checkbox"/>	<input type="checkbox"/>
Analysis of coach and leader data based on gender	<input type="checkbox"/>	<input type="checkbox"/>
Analysis of organisational staff data based on gender	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="text"/>	

Research and data gathering

60. Since January 2018, has your organisation been involved in any **research that focuses on girls and/or women** in sport and/or physical activity?

- Yes
 No

Research and data gathering

61. What research has your organisation undertaken? Where possible, please provide a link to this research.

62. Do you consent to sharing this information available publicly?

- Yes
- No

Research and data gathering

63. What is the MAIN reason why your organisation has not been involved in any research that focuses on girls and/or women in sport and/or physical activity

- This is out of our organisation's scope
- This is not an issue or problem
- Our organisation has not considered this
- Other (please specify)

Impact of COVID19 on progress

* 64. Since January 2018, has your organisation or the work you do been impacted by the COVID19 pandemic?

- Yes
- No

* 65. Describe how COVID19 has had an impact on your work.

66. What are your **three key concerns** going forward regarding the impact of COVID19 on girls and/or women in sport and physical activity.

1

2

3

Last thoughts

Thank you for your participation in this survey. We appreciate your time and the information you have shared.

Remember, that you are able to come back into the survey and amend or add to your responses anytime until the survey closes.

67. Tell us anything else you'd like us to know that you have not had an opportunity to share. Include anything you are keen to share with others.

Thank you for your contribution to enabling girls and women to have equal participation in all aspects of sport and physical activity. The 2022 Progress Report will be available in November 2022.

BRIGHTON PLUS HELSINKI 2014 DECLARATION ON WOMEN AND SPORT

17.1 HISTORY: 1994 TO 2014

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

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

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

During the following two decades (1994 – 2014), the International Working Group on Women and Sport was established to monitor the response to the Brighton Declaration, provide support to those working at the national and regional level, and to establish an international network of activists and advocates working to deliver the aims and principles of the Declaration. International Conferences were held in Windhoek (1998), Montreal (2002), Kumamoto (2006) and Sydney (2010), each focusing on the means of progressing the Declaration. During those 20 years, there has been significant growth of evidence and understanding of the barriers and dynamics

which prevent girls and women from full participation and achievement in sport and physical activity; and growing evidence of the positive effect of participation in sport and physical activity on girls' and women's health, well-being, social capital and educational engagement and achievement.

June 12 – 15, 2014, more than 800 delegates from close to 100 countries attended the 6th IWG World Conference on Women and Sport, in Helsinki "Lead the Change, Be the Change". Reaffirming the Brighton Declaration, the conference also approved an updated version "Brighton+Helsinki 2014 Declaration on Women and Sport", which embraces physical activity as an essential extension of organised sport, especially for girls and women. Hence, the Declaration includes reference to physical activity as well as sport, throughout.

17.2 BACKGROUND

Sport is a cultural activity which, if practiced fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers individuals with whatever background, race, religion, sexual orientation or ability the opportunity of self-knowledge and confidence development, self-expression and fulfilment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport and physical activity promote involvement, integration and responsibility in society and contribute to the development of the community. There is increasing evidence of the positive contributions of participation in sport and physical activity to health, well-being, human capital and educational and social achievement.

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

Despite growing participation of women in sport and physical activity in recent years and increased opportunities for women to participate in domestic and international

arenas, increased representation of women in decision making and leadership roles within sport and physical activity has been slow to follow. Women are significantly under-represented in management, administration, coaching and officiating, particularly at the higher levels. Further women continue to be discriminated in sport and are subjects to gender based violence.

Many factors, external to sport, can affect women's levels of participation and other involvement in sport. These include the situation at home, legal status in society or the role of physical education at school. However, there are many aspects at play within the sport sector itself which can hamper the participation of women.

Without women leaders, decision makers and role models and gender sensitive boards and management with women and men within sport and physical activity, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport and physical activity: the achievement of the United Nations Millennium Development Goals, the Post 2015 Development Goals (and Sustainable Development Goals), and other development strategies all depend on significant progress towards increasing women's and girls' opportunities and involvement in all spheres including sport. Similarly, participation in sport and physical activity can enrich, enhance and develop women's lives.

17.3 SCOPE AND AIMS OF THE BRIGHTON + HELSINKI DECLARATION

1. Scope

This 2014 Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport and physical activity or who are in any way involved in the employment, education, management, training, development or care of women in sport and physical activity.

Since 1994, the international policy landscape has developed significantly. This 2014 Declaration is designed to benefit from and complement all local, national and international charters, laws, codes, rules and regulations relating sport and physical activity, which impact on women's and girls' opportunities and experiences.

2. Aims

The overriding aim is to develop a sporting culture that enables and values the full involvement of women in every aspect of sport and physical activity.

It is in the interests of equality, development and peace that commitment be made by governmental, non-governmental organisations and all those institutions involved in sport, physical education and physical activity to apply the Principles and Recommendations set out in this Declaration by developing appropriate policies, structures and mechanisms which:

mainstream the values and principles of equity and diversity into all international, regional, national and local strategies for sport and physical activity;

ensure that all women and girls have opportunity to participate in sport and physical activity in a safe and supportive environment which preserves the rights, dignity and respect of the individual;

recognise the diversity of women's and girls' needs, especially those with disabilities through delivery of Article 30 of the 2006 UN Convention on the Rights of Persons with Disabilities; and those living and working in cultures and contexts which may be hostile to female participation and performance;

increase and support the involvement of women in sport and physical activity, at all levels and in all functions and roles;

ensure that the knowledge, experiences and values of women contribute to the development of sport and physical activity;

promote the recognition of women's and girls' involvement in sport and physical activity as a contribution to public life, community development and in building healthy nations;

promote the recognition by women of the intrinsic value of sport and physical activity and its contributions to personal development and healthy lifestyles.

increase cooperation between women and men and ensure support of men in order to promote gender equality in sport and physical activity.

17.4 THE PRINCIPLES

1. Equity and equality in society and sport

a. Every effort should be made by state and government to ensure that institutions and organisations responsible for sport and physical activity comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights, the UN Convention on the Rights of Persons with Disabilities, the Declaration of Berlin (UNESCO MINEPS V) and the UN Convention on the Elimination of All Forms of Discrimination against Women.

b. Equal opportunity to participate and be involved in sport and physical activity, whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, whatever her race, colour, language, religion, creed, sexual orientation or identity, age, marital status, ability/disability, political belief or affiliation, national or social origin.

c. Resources, power and responsibility should be allocated fairly and without discrimination on the basis of sex or gender, but such allocation should redress any inequitable balance in the benefits available to women and men.

2. Facilities

Women's and girls' participation in sport and physical activity is influenced by the extent, variety and accessibility of facilities, especially spaces which are safe and secure. The planning, design and management of these should appropriately and equitably meet the particular needs of women and girls in the community, with special attention given to the need for child care provision, safe transport and safety during participation and performance.

3. School and youth sport

a. Research demonstrates that girls and boys approach sport from markedly different perspectives; and that quality physical education (QPE) is particularly important for girls to learn the skills, knowledge and understanding they require for lifelong participation. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical literacy and basic motor skills of young people.

b. In particular, the provision of QPE should be guided by the UNESCO Guidelines on Quality Physical Education and the ICSSPE International Position Statement on Physical Education.

4. Developing participation

a. There is growing evidence of the health benefits of active participation in sport and physical activity and strategies should embrace the recommendations of the World Health Organization (WHO) for adult and young people's activity levels.

b. Women's participation in sport and physical activity is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations during their whole lifespan from childhood to elderly women.

5. High performance sport

a. Governments and sports organisations should provide equal opportunities for women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes, and that these are built into sustainable infrastructures for developing sports performance.

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

6. Leadership in sport

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

7. Education, training and development

Those responsible for the education, training, and development of female and male coaches and other personnel, as well as managers and leaders in the delivering sport and physical activity should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, including a safe and secure environment, equitably reflect women's role in sport and physical activity and take account of women's leadership experiences, values and attitudes.

8. Sport information and research

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men. Research on women and sport be initiated and data and statistics broken down by sex be systematically collected by governments and sport organisations, and efforts be taken to include gender-balanced data gathering on sport and physical activity as an assignment for institutions compiling statistics on social developments at international and regional levels.

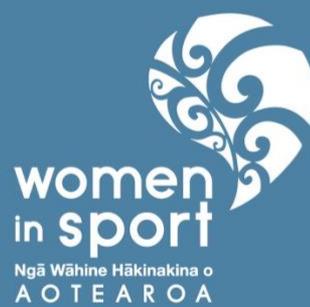
9. Resources

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

10. Domestic and international cooperation

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

The IWG, together with relevant partners, regularly collect and share information on the adopted policies and achievements, and a progress report of the developments (based on the Brighton+Helsinki 2014 Declaration on Women and Sport) be presented at the IWG World Conferences on Women and Sport.



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