

## PROGRESS REPORT

**From the Dead Sea to Los Angeles: The journey towards success goes on...**

### **5<sup>th</sup> IOC Conference on Women and Sport**

**Los Angeles, 16-18 February 2012**

31 January 2012

IOC Department of International Cooperation and Development



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# 1. INTRODUCTION

## 1.1. From the Centennial Olympic Congress in 1994 to the Copenhagen 2009 Olympic Congress

### Background

Sixteen years ago, the IOC formalised its policy on promoting gender equality throughout the Movement by adopting a recommendation to the effect of the 1994 Centennial Olympic Congress.



The Study Commission of the Congress recommended the creation of a Women and Sport Working Group, which would be tasked with advising the IOC President and the Executive Board on how this could be achieved. This group, created in 1995, initially worked on the following three areas:

- Encourage women's participation in the Olympic Games and in sport generally
- Get more women into sports leadership
- Raise awareness and spread information

Nine years ago, the Working Group became a full-blown Women and Sport Commission, a change in name, but with it a wider mandate, which included actual involvement in developing and undertaking action that promoted women, empowered girls and contributed to the general development of women using sport as a tool to achieve the purpose.

With this wider mandate also came greater responsibility on the part of members of the Commission. No longer were they just advisers, as it were, but they also became involved. Their personal contributions, their actions in their own countries and institutions counted towards the success of the Commission. The IOC President and the Executive Board



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took greater interest in the Commission's activities, and made more resources available for action on the ground and encouraging partnerships with external expert organisations, particularly the United Nations, in order to drive this policy.

The success of this policy is particularly evident in the Olympic Movement as a whole. While the numbers may in some cases not be particularly impressive, the fact that National Olympic Committees (NOCs), International Sports Federations (IFs) and Organising Committees for the Olympic Games (OCOGs) have embedded the cause in their own policies is testimony to the wider reach, and acceptability, of the IOC's direction.

Particular success has been recorded in terms of female participation in the Olympic Games and in sport generally. Since the 1996 Olympic Games in Atlanta, the first Olympic Games to be "affected" by the gender equality policy, the level of female participation has more than doubled. By the 2008 Olympic Games in Beijing, women made up just over 42 per cent of the participants.

And for the first time in history, thanks to the inclusion of women's boxing, women will be competing in every sport at the Olympic Games in London. The Women and Sport Commission and the IOC President have also been working on another project that will be no less historic if it is achieved. This to convince each and every participating NOC to include female athletes in their delegations.

The first Youth Olympic Games achieved that goal in Singapore. But then this is a sporting competition with a difference, Sports competition as it is universally known, associated with nationalism and inspired by medals and exceptional performance, shared the stage with cultural and educational programmes. For the first time, NOCs that had never sent women to an Olympic event did so.

Admittedly, some of the important elements of the IOC policy have not yet been achieved. The objective set by the IOC to have at least 20 per cent of positions in decision-making structures held by women is one front that is yet to be conquered. The IOC is aware that such an objective can be achieved only in successive stages, but is not giving up. This issue is now one of the IOC's and the Commission's priorities.

To this end, the XIII Olympic Congress held in Copenhagen in 2009 issued a recommendation aimed at strengthening the women and sport policy:

*"High priority should be given to the advancement of women both in sport and through sport. The Olympic Movement should at all times seek to promote equal opportunities for women, both in their participation in sports competition and in administration and coaching. Wherever necessary, the Olympic Movement should identify and implement changes to achieve gender equality, and should also provide incentives and appropriate educational and training programmes for*



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*athletes, sports leaders and administrators in support of this goal.”*

Work to implement this recommendation started quickly, and is continuing. Measures that have been taken include an increase in the budget for women and sport programmes. In a follow-up action, the 123<sup>rd</sup> IOC Session held in Durban in July 2011 declared that the promotion of women and gender equality within the Olympic Movement were a means of assessing good governance. In this connection, the “Basic Universal Principles of Good Governance” document was modified to emphasise the need for women’s presence on decision-making bodies, and it was decided that this addition to the guiding principles would be distributed widely throughout the Olympic Movement

The IOC has also continued its policy of capacity-building for women in the National Olympic Committee and National Federations by holding seminars and training courses, and has pursued its policy of raising awareness to ensure that efforts are made to include more women in their decision-making levels.

Aware that it cannot achieve these tasks on its own, the IOC has identified, and continues to identify and engage partners to help it to drive and implement the policy. Its new UN Observer status has come at a good time, as this allows it to better collaborate with the UN system to achieve success. This has been reinforced by the creation of a new United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) led by the former President of Chile, Michelle Bachelet. The IOC has already used a number of occasions to make use of this access, attending various meetings organised by the United Nations on gender issues and placing the issue in this important political arena.

It is undeniable that barriers preventing women from reaching positions of responsibility still exist, be it in the Olympic Movement, international organisations, governments or parliaments. The question is how can the barriers may be broken down.

This question is at the heart of the IOC Women and Sport Commission’s rejuvenated efforts, inspired in part by the findings of a credible survey which it commissioned. It acknowledges the achievements of the policy but makes specific suggestions on the way forward. It also made specific recommendations, as requested by the Commission, a set of key performance indicators (KPIs). This survey, conducted by Loughborough University, has been widely distributed within the Olympic Movement by the Commission.

In order to achieve the best possible results, the researchers conducting the survey interviewed a cross section of people, including women who hold key positions in sport, and asked them for their impressions and to tell stories of their experiences, in order to learn the lessons which can help other women to succeed in elections.



## 2. Male-female inequality around the world

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### Where are we?

Equality between men and women around the world is still far from being achieved. The social relations between men and women are marked by greater or lesser inequalities, according to countries and regions, particularly in terms of political representation and access to decision-making positions, salary levels, etc.

There are roughly the same number of men and women on the planet. However, according to the 2010-2011 UN Women report, the number of women in legislative, political and decision-making bodies leaves a lot to be desired. Of the 192 heads of state and government, only 19 women were leading their countries as elected heads of state or government (10 female presidents and nine female prime ministers). At ministerial level, women hold an average of just 16 per cent of cabinet positions - the majority of them being responsible for social issues, children, family and female agendas.

Still in 2011, 11 countries had no women in their governments, and fewer than 10 countries had achieved parity.

With regard to parliaments, in 1995 at the time of the United Nations Fourth World Conference on Women in Beijing, women held 11.3 per cent of seats. Fifteen years later, the average was 19 per cent, an increase of roughly eight per cent.

The IPU data published in 2011 show that just 28 countries had achieved the objective of having at least 30 per cent of seats in their parliaments held by women, with nine having more than 40 per cent. Rwanda holds the record, with 56.3 per cent of female MPs, followed by Andorra with 50 per cent, Sweden (45%), South Africa (44.5%), Seychelles (43.8%), Cuba (43.2%), Iceland (42.9%), Finland (42.5%) and Nicaragua with 40.2 per cent. The same study shows that 52 countries had fewer than 10 per cent of female MPs and 10 countries had none.

This data makes it clear that the problem women face in accessing positions of responsibility is a reality. Despite their level of education, women are still under-represented in decision-making bodies, be it in the public sector, international organisations or in sport.

Appropriately, over the past few years, and especially since 2000 when the UN established the benchmarks for development, the Millennium Development Goals (MDGs), the IOC gender policy has been as much about promoting women in sport as it now is about promoting women through sport.

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### 3. Women at the Olympic Games

#### Beijing 2008

The unequal representation on decision-making bodies contrasts with that on the field of play, where the NOCs and IFs have made great progress in getting more women to take part in competition sport.

The 42.4 per cent achieved in Beijing was a clear increase over the 40.8 per cent seen in Athens. Athletics, fencing and cycling in particular made changes and additions that contributed to the impressive statistics.

#### **GAMES OF THE XXIX OLYMPIAD, BEIJING, 2008**

<p><b>ATHLETES PARTICIPATION</b></p> <p>Men: 6,305 (57.62 %) Women: 4,637 (42.38 %)</p> <p>Total: 10,942</p> <p><b>CHEFS DE MISSION REPRESENTATION</b></p> <p>19 NOCs with female chefs de mission :</p> <p>Africa: 6 (11 %) Americas: 5 (12 %) Asia: 2 (5 %) Europe: 5 (10 %) Oceania: 1 (6 %)</p> <p><b>NOC DELEGATION COMPOSITION</b></p> <p>8 NOCs without women out of 203 NOCs</p>	<p><b>ACCREDITED MEDIA</b></p> <p>Press: 17 % Host Broadcaster: 23 % Rights-holders: 22 %</p> <p>Total: 21 %</p> <p><b>FLAG BEARERS (Opening Ceremony)</b></p> <p>63 NOCs with women as flag bearers:</p> <p>Africa: 23 (43 %) Americas: 13 (31 %) Asia: 10 (23 %) Europe: 11 (22 %) Oceania: 6 (35 %)</p>
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#### Vancouver 2010

The percentage of women who took part in the Olympic Winter Games in Vancouver was higher than for Turin in 2006, increasing from 38.3 per cent to 40.6 per cent. This represents a long evolution since the first Winter Games in 1924 in Chamonix, where women accounted for just four per cent of the total participants.

The seven International Federations of the sports on the Olympic Winter Games programme have created women's events since the 1998 Games in Nagano.

The inclusion of women's ski jumping at the next Games in Sochi will certainly increase these figures still further.

## XXI OLYMPIC WINTER GAMES, VANCOUVER 2010

<p><b>ATHLETE PARTICIPATION</b></p> <p>Male: 1,522 (59.32 %) Female: 1,044 (<b>40.68 %</b>)</p> <p><b>Total: 2,566 athletes</b></p> <p><b>CHEFS DE MISSION REPRESENTATION :</b></p> <p>13 NOCs had female Chefs de Mission:</p> <p>Africa: 0 Americas: 2 Asia: 0 Europe: 11 Oceania: 0</p>	<p><b>NOC DELEGATION COMPOSITION:</b></p> <p>19 NOCs (out of 82) did not include any women in their delegation.</p> <p><b>FLAG BEARERS (OPENING CEREMONY)</b></p> <table border="1"> <thead> <tr> <th>Continent</th> <th># Male Flag Bearers</th> <th># Female Flag Bearers</th> <th>Total</th> <th>Percentage of Female Flag Bearers</th> </tr> </thead> <tbody> <tr> <td>Africa</td> <td>6</td> <td>0</td> <td>6</td> <td>0</td> </tr> <tr> <td>Americas</td> <td>8</td> <td>3</td> <td>11</td> <td>27.3</td> </tr> <tr> <td>Asia</td> <td>11</td> <td>5</td> <td>16</td> <td>31.3</td> </tr> <tr> <td>Europe</td> <td>33</td> <td>15</td> <td>48</td> <td>31.3</td> </tr> <tr> <td>Oceania</td> <td>0</td> <td>2</td> <td>2</td> <td>100</td> </tr> <tr> <td><b>Total</b></td> <td><b>58</b></td> <td><b>25</b></td> <td><b>83</b></td> <td><b>30.1</b></td> </tr> </tbody> </table>	Continent	# Male Flag Bearers	# Female Flag Bearers	Total	Percentage of Female Flag Bearers	Africa	6	0	6	0	Americas	8	3	11	27.3	Asia	11	5	16	31.3	Europe	33	15	48	31.3	Oceania	0	2	2	100	<b>Total</b>	<b>58</b>	<b>25</b>	<b>83</b>	<b>30.1</b>
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### YOG

The IOC made significant efforts to achieve a high level of female participation in the first Youth Olympic Games in Singapore. Of the 3,452 athletes taking part, 46 per cent were women. Women were also highly represented in Innsbruck with 45% of the 1'021 athletes participating in the inaugural Winter Youth Olympic Games being female.

These YOG were also the first to offer mixed events for teams made up of athletes of different nationalities. Rather than competing against one another, the young athletes competed together in a discipline.



The IOC also invited young journalists and young ambassadors, and achieved equal representation of men and women. Such has been the success of the Culture and Education Programme (CEP), the cornerstone of

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the YOG, that the IOC Executive Board has agreed in principle to introduce some of its elements to the Olympic Games, most likely starting with the 2016 Olympic Games in Rio.

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## LONDON 2012

The increased number of women competing at the Olympic Games will be even more noticeable at the Games in London, with the addition of women's boxing to the 2012 Games programme. These will be the first Games at which women will be competing in all the sports on the Olympic programme.

This shows that gender equality is being given increasing attention. Again for London, of the five new events on the programme, three are women's events (boxing and cycling). In cycling, two events initially for men have been replaced by women's events.



The number of women's events in London has therefore increased to 132, compared with 127 in Beijing, meaning that the overall number of women participants will most certainly be above

those achieved in Beijing.

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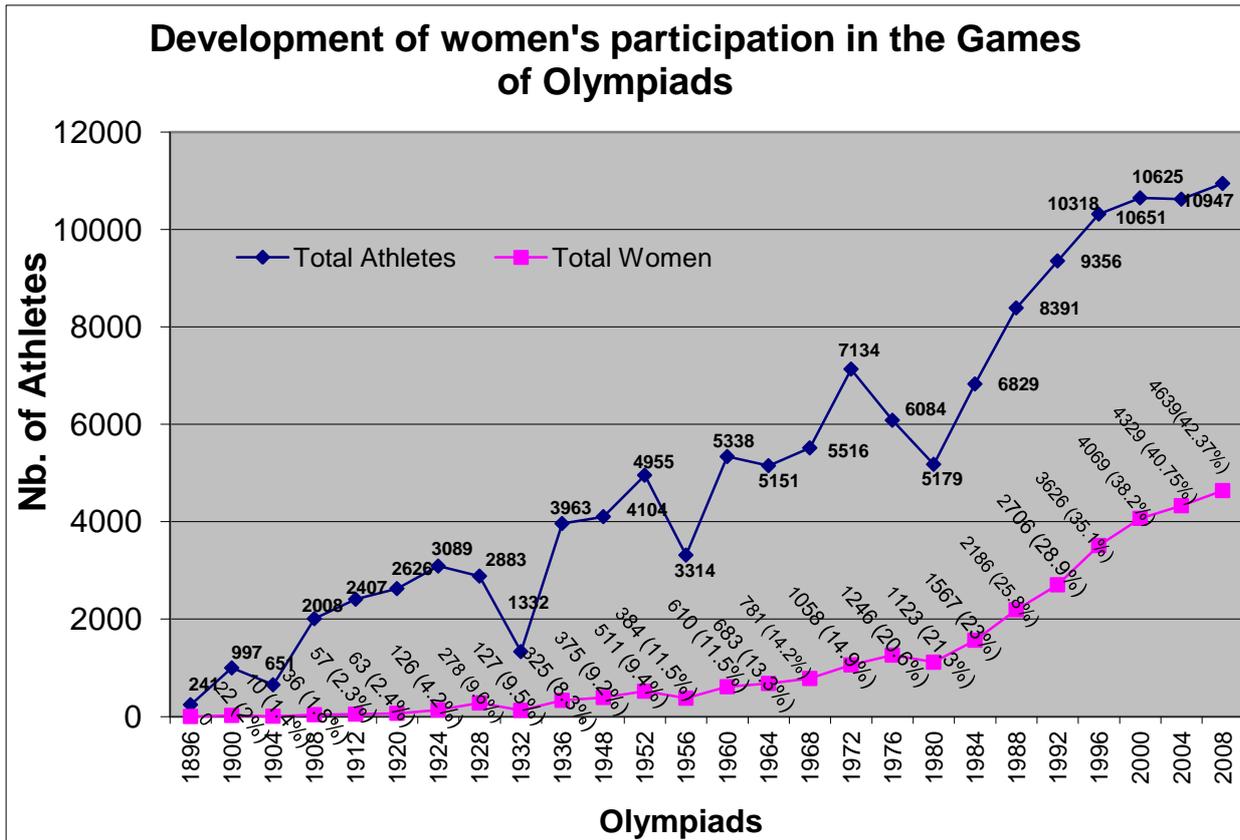
## Evolution of Women in the Olympic Games:

The participation of women in the Olympic Games has dramatically increased over the past few Olympic Games in terms of the numbers of participants and the events on the programme. From just three events in two sports in 1900 to 137 events in all 26 sports on the programme in London, this steady rise in the participation of women in the Olympic Games is a reflection of the great work that the NOCs and IFs in particular are doing to activate the IOC gender equality policy.

This is also true for the Olympic Winter Games which, though small with just seven IFs, have always kept pace with policy developments. In Sochi, the women's ski jump will be added to the events, bringing to finality an issue that was already on the table in the IOC. The graph below clearly shows the steady increase in the numbers and the tantalising convergence of the two figures.

The graphs also demonstrate the lengths to which IFs and the IOC are prepared to go to make it possible for those graphs to merge. The men's participation is being curtailed to make it possible for more women to participate, hence the similar dip in the numbers of male participants in both the Olympic Games and the Olympic Winter Games. The alternative would be to increase the number of participants. But not only would that be to defeat the whole purpose of converging the numbers of participants, it would also put paid to the IOC President's pledge to keep the Games manageable by ensuring that the numbers of participants do not increase beyond control.

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## 4. Presence of women in decision-making positions in the Olympic Movement

### 4.1.1. Getting closer to IOC goals...

#### Women in the IOC

Since the 5<sup>th</sup> IOC World Conference on Women and Sport at the Dead Sea, Jordan, eight women have been elected to the IOC: one in Copenhagen in 2009; four in Vancouver in 2010; and one more in Durban in 2011. The athletes participating in the Olympic Games have continued to balance their election of representatives on the IOC by choosing both genders.

Yang Yang (China), Barbara Kendall (New Zealand), Angela Ruggiero (USA), Claudia Bokel (Germany) and Yumilka Ruiz Luiaces (Cuba) were all elected to the IOC in between the two Conferences. Two things will most likely happen at the next election of IOC members in London: the President and the Executive Board will seriously consider recommending to the Session a deserving woman or women, and in the Athletes' Commission election, participants will give women the same consideration they will give to male candidates.



Claudia Bokel (GER)



Yumilka Ruiz Luiaces (CUB)



Lydia Nsekera (BDI)



Maria de la Soledad Casado Estupiñan (ESP)



Dagmawit Girmay Berhane (ETH)



Yang Yang (CHN)



Angela Ruggiero (USA)



Barbara Kendall (NZL)





Two women now serve on the IOC Executive Board, Mrs Nawal El Moutawakel (Morocco) and Mrs Gunilla Lindberg (Sweden). Both have a pedigree in sport and sports administration at the highest levels in their countries, in international sports organisations and in the Olympic Movement. Ms El Moutawakel's visit to Los Angeles for the Women and Sport Conference will be a pilgrimage of sorts to a city where, 28 years ago, she won gold in the 400 metres. Her exploits on the track in her home country, in the US, Africa and the Mediterranean Games earned her the nickname "la gazelle de l'atlas."



Mrs Lindberg is one of the most experienced sports administrators in the world. A former sportsperson herself, Ms Lindberg is the long-serving Secretary General of her NOC. She has led the Swedish teams to several Olympic and Olympic Winter Games. She became the first female Secretary General of the Association of National Olympic Committees (ANOC) in 2004 - a position she still holds. In the IOC, like her colleague, Mrs El Moutawakel, Mrs Lindberg has successfully chaired both Evaluation and Coordination Commissions.



### Women leaders in NOCs

Women are increasingly taking leading roles within National Olympic Committees, albeit at a slower pace than female athletes are being accommodated on the competition field. Nine NOCs are headed by female Presidents. There are 23 female Secretaries General. There are many more female vice-presidents, deputy secretaries general, treasurers and deputy treasurers in the executive committees of the 205 NOCs.

Africa is still the leader in the president stakes, with four females heading NOCs. The Americas, Asia and Europe have one each. Oceania is the only continent without one. However, Oceania is top of the secretaries general league with five. Europe has seven, Africa and the Americas have four each and Asia trails with two.

### Female NOC Presidents and Secretaries General

<b>AFRICA</b>	
<b>Presidents</b>	<b>Secretaries General</b>
Aicha Garad Pertus – Djibouti	Helene Mpinganjira – Malawi
Agnes Tjongarero – Namibia	Hezel Kennedy – Zambia
Matlohang Moiloa-Ramoqopo – Lesotho	Dagmawit Girmay – Ethiopia
Miriam Moyo – Zambia	Peninnah Kabenge – Uganda
<b>AMERICAS</b>	
<b>Presidents</b>	<b>Secretaries General</b>
Judith Simons, JP – Bermuda	Nicole Hoevertsz – Aruba
	Veda Bruno-Victor - Grenada
	Silvia González – Costa Rica
	Carlena Sampson de Díaz – El Salvador
<b>ASIA</b>	
<b>Presidents</b>	<b>Secretaries General</b>
Rita Subowo – Indonesia	Nour El-Houda Karfoul – Syria
	Lana Al-Jahgbeer - Jordan



<b>EUROPE</b>	
<b>Presidents</b>	<b>Secretaries General</b>
Stefka Kostadinova – Bulgaria	Gunilla Lindberg – Sweden
	Marlse Pauly – Luxembourg
	Yvette Lambin – Monaco
	Nese Gundogan – Turkey
	Liney Gakkdivsdittir – Iceland
	Christine Vasilianov – Moldova
	Rhizelaine Diouri-Joksimovic – Bosnia-Herzegovina
<b>OCEANIA</b>	
<b>Presidents</b>	<b>Secretaries General</b>
None	Bakai Temengil – Palau
	Rosaline Blake B.E.M. – Cook Islands
	Kereyn Smith – New Zealand
	Lorraine Mar – Fiji
	Auvita Rapilla – Papua New Guinea

**Women in IFs**

In the IFs, six women are serving as presidents and secretaries general. HRH Princess Haya Al Hussein and Ms Marisol Casado are respectively heads of the International Equestrian Federation and the International Triathlon Union, while Ms Kate Caithness presides over the World Curling Federation. Five other Olympic-associated international federations are also headed by women or have females as their secretaries general.

<b>Summer Olympic IFs:</b>	
Princess Haya AL HUSSEIN	President, FEI
Ms Marisol CASADO	President, ITU
Mrs Loreen BARNETT	Secretary General, ITU
<b>Winter Olympic IFs:</b>	
Mrs Kate CAITHNESS	President, WCF
Mrs Sarah LEWIS	Secretary General, FIS
Ms Nicole RESCH	Secretary General, IBU
<b>Recognised IFs:</b>	
Mrs Jessie PHUA	President, FIQ
Ms Molly RHONE	President, IFNA
Mrs Régine VANDEKERCKHOVE	Secretary General, UIM
Miss Urvasi NAIDOO	Secretary General/CEO, IFNA
Miss Beng Choo Low	Secretary General, ISF



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### 4.1.2. The Loughborough Report

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#### Rising to challenges

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The Loughborough Report has been distributed widely in the Olympic Movement. This important document emphasises the need for both men and women to wholeheartedly support the IOC's policy. It is important to note that the report also lays part of the blame on women, stating that, in some cases, women simply do not step forward at elections.

However, the report adds, there is also still a tendency to assign women to responsibilities related to women and girls upon getting into sports organisations instead of assigning them duties like all other elected members. The report, which was adopted by the Commission, also proposes a set of key performance indicators which allows sports organisations to set out their own roadmaps for gender equality.

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### 4.1.3. Strengthening partnerships to achieve complete success

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#### The UN and the IOC

Since the historic UN 4<sup>th</sup> World Conference on Women (Beijing 1995), the contribution of sport and physical activities to the health and social development of women has been recognised in the Platform for Action. Alongside other international organisations, the IOC has sought to always convince UN Member States that sport is an important tool for gender development and the empowerment of girls, which should be so acknowledged in discussions and debates on gender equality issues.

The 2010 meeting of the UN Commission on the Status of Women was the first opportunity for the IOC, since it was granted UN Observer status, to contribute directly to the actions and ongoing plans and activities which resulted from decisions of the watershed Beijing conference.

These heightened collaboration between the IOC and the UN since the IOC was granted Permanent Observer status by the world body. The President of the IOC and the Secretary General of the United Nations, Mr Ban Ki-moon have taken this relationship to new heights. No sooner had the two finished their meeting in New York in September than the President was sitting down with the UN Women Executive Director, Mrs Michèle Bachelet discussing collaboration.

They agreed on a range of activities that would be jointly undertaken: education, empowerment and mentoring, and using sport as a tool. The IOC sees UN Women as its partner of choice in its agenda for equality of the genders. The Deputy Executive Director of UN Women, the Executive Director of the UN Office for Partnerships and other representatives of international organisations are expected to represent their institutions at the 5<sup>th</sup> IOC World Conference on Women and Sport.

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## 5. Support programmes

### 5.1. Seminars/training

#### Seminars/ training

The IOC has continued to develop seminar/training projects on leadership, management and empowerment for women in sport, the NOCs and national federations across four continents over the past four years. These are over and above the several regional, sub-regional and national forums and training programmes. In response to requests, the IOC has also designed a special skills training course for full-time women sports administrators.



*Asian women in training, Kuala Lumpur, Malaysia 2008*



*Women from Oceania undergoing training, Guam 2009*



*Training for African women, Luanda, Angola 2010*



*Training for Europe, Minsk, Belarus 2011 (Group photo)*

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### 5.1.1. Olympic Solidarity support

#### Introduction

More than any other entity in the Olympic Movement, Olympic Solidarity has contributed the most to the empowerment of women, setting aside substantial budgets for their training and collaborating with the Commission in ensuring that funding for national initiatives have better chances of being allocated if they are gender-sensitive. All high-level training programmes have also been offered to women. The popular sports administration programmes have seen an upsurge in women's participation.

The examples below present a brief overview of the impact of Olympic Solidarity assistance as well as the participation of women in world programmes from 2009 to 2011:



- 542 female athletes were awarded training scholarships in preparation for the 2010 Olympic Winter Olympic Games in Vancouver and the Olympic Games in London this year;
- 47 NOCs received grants to train their women's team sports;
- 68 female coaches received a scholarship;
- Over 2,290 female managers followed specialised training adapted to their needs;
- 86 initiatives in the women and sport programme were awarded financial grants in 62 countries.

Olympic Solidarity financed the participation of 45 NOCs in the 5<sup>th</sup> World Conference on Women and Sport.

## 6. Awareness-raising programmes

### 6.1. Women and Sport Awards

#### Trophies

The IOC Women and Sport Commission has once again picked a team of six fine examples of role models across the globe who have done their best to promote fellow women and girls over the past one year. The Women and Sport Awards will be presented to the deserving candidates whose biographies show their remarkable contribution. However, it is also a fact that those whose candidatures were submitted by IFs and NOCs but did not win were just as remarkable contributors.

Previous winners have included such iconic sports personalities as Tegla Loroupe, Canadian Leslie McDonald, former President of the International Triathlon Federation who was an ardent advocate for gender equality, the Prime Minister of Jamaica Ms Portia Simpson Miller and the First Lady of Angola, Mrs Ana Paula Dos Santos. Last year, the Ecuadorian Women and Sport Commission teams have also won the award.

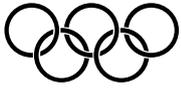
Other outstanding winners have been administrators, coaches and media personalities. The 2012 awards will be presented during the World Conference in Los Angeles by the IOC President and the Chairperson of the Commission.



*A photo op: the President of the IOC and the Chairperson of the Commission with the recipients of the 2011 IOC Women and Sport Awards.*

### List of winners since 2009

2009		2010	
<b>Worldwide</b>	-	<b>Worldwide</b>	Erica Terpstra (NED)
<b>Africa</b>	Lydia Nsekera (BDI)	<b>Africa</b>	Germaine Manguet (GUI)
<b>Americas</b>	María Caridad Colón Ruenes Americas (CUB)	<b>Americas</b>	Leslie McDonald (CAN)
<b>Asia</b>	Arvin Dashjamts (MGL)	<b>Asia</b>	Yuko Arimori (JPN)
<b>Europe</b>	Danira Nakic Bilic (CRO)	<b>Europe</b>	Grete Waitz (NOR)
<b>Oceania</b>	Auvita Rapilla (PNG)	<b>Oceania</b>	Susan Simcock (NZL)
2011		2012	
<b>Worldwide</b>	Tegla Loroupe (KEN)	<b>Worldwide</b>	Ms Manisha Malhotra (IND)
<b>Africa</b>	Nadouvi Lawson Body (TOG)	<b>Africa</b>	Ms Peninnah Aligawesa Kabenge (UGA)
<b>Americas</b>	Women and Sport Commission of the Ecuadorian Olympic Committee (ECU)	<b>Americas</b>	The Bradesco Sports and Education Programme and Centre (BRA)
<b>Asia</b>	Narin Hajtass (JOR)	<b>Asia</b>	Ms Zaiton Othman (MAS)
<b>Europe</b>	Sema Kasapoglu (TUR)	<b>Europe</b>	Ms Aikaterini Nafplioti-Panagopoulos (GRE)
<b>Oceania</b>	Daphne Pirie (AUS)	<b>Oceania</b>	Ms Roseline Obe Blake (COK)



## 7. Conclusion

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The 5<sup>th</sup> IOC World Conference on Women and Sport provides an opportunity to measure the progress made in terms of equality and identify further actions that have to be undertaken over the next four years. For the sporting movement, the very short-term goal, which will also have long-term repercussions, is to ensure that the next elections in the Olympic Movement bring in more women.

The Loughborough Report suggests a set of KPIs that should help the Olympic Movement measure its progress in bringing equality of the genders. The most important KPI that addresses this short-term goal is by simply playing the numbers game, that at the end of the day more women should be in decision-making positions than at present.

Under the slogan “Stronger together: the future of sport”, the 5<sup>th</sup> IOC World Conference on Women and Sport is bringing together more than 700 participants and eminent speakers from the sports community, the UN system, governmental and non-governmental organisations, the business world and the media. On all counts, this is a historic event. Its conclusions will, and should, have a real impact not only in sport, but also in society as a whole.

The theme champions a positive evolution of promoting women and girls in sport, particularly over the last 20 years. The appeal that accompanies the slogan aims to harmonise the discussions and initiatives of all the parties concerned, encouraging men and women to work together to remove real and perceived barriers.

The fact that, for the first time in the 25 years of this forum, young people are being offered an opportunity to speak for themselves, to express their hopes, desires in life, to air their frustrations and say how they would like to contribute to the future, their future, is an acknowledgement of the influence of this Now Generation. They can no longer be taken for granted.

Yet this has nothing to do with democratic dispensation. It is simple common sense that is founded, at least in sport, in the very tenets, of the Youth Olympic Games, an empowerment project in itself that has unleashed the imaginative force of the young people.

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