

# (she's into sports)

## How Sports Promote Gender-equity Worldwide



Mama Cash | May 2007

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(she changes the world)

# (she's into sports)

## How Sports Promote Gender-equity Worldwide

Colophon

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## Executive Summary

Sports are a powerful instrument for girls' and women's empowerment around the world. From women's sumo wrestling in Japan to volleyball for disabled Cambodian women to competitive soccer for Africa's schoolgirls – more and more organisations are engaging girls and women in sports. Not only because sports are women's basis right, but it also helps to build self-esteem, reach their full potential, and promote equity between men and women.

But very little is actually known about the extent and manner in which women's participation in sports actually empowers women and promotes equity between the sexes. The notion of sports as an instrument for women-friendly international development is to a large extent unexplored – and untapped.

Thus was initiated, with support from Nike Inc., Mama Cash's **(she's into sports)** project. The aim was to map and analyze the current state of women-sport-and-development initiatives, and use this information to help Mama Cash refine her own grantmaking to encourage best practices in using sports as a women's empowerment strategy worldwide.

After extensive research – which involved a call for input to a wide range of actors and a document review – a wealth and diversity of women-sport-and-development initiatives emerged. The study also yielded great challenges and the beginnings of a list of "best practices" to overcome these. Based on these findings, Mama Cash has concluded that for donors, grantmakers, practitioners, and policymakers to best use sports as a tool to advance women's rights, they must heed these practices:

- **Professionalise sports projects.** To ensure the sustainability and quality required for women's long-term participation and meet their specific needs, sports must be professionally organised.
- **Employ safety and security measures.** Safety and security measures are critical to reduce harassment, abuse, and other dangers both within and outside the organisation.
- **Map the socio-cultural environment.** The social and cultural norms in which women sporting participants live greatly determine the level and longevity of their involvement in sports.
- **Integrate women's full participation.** Project organisations should mainstream women and their needs at all levels.
- **Match sports activities to women's empowerment aims.** If organisations want to achieve particular women's empowerment aims through sports, they must choose well-suited activities, such as team sports for building cooperation and fitness for self-esteem building.
- **Network.** To learn best practices and expand activities, practitioners must link up with other organisations, including general sports organisations, groups working in related sectors such as health and education, and the women's movement in general. This networking should occur at the local, regional, national, and international levels.
- **Make more data available.** Organisations need to document the projects that promote gender equity through sports, and make their results, lessons learned and best practices, widely available to others.

The **(she's into sports)** study, while yielding important findings, is just the beginning of Mama Cash's exploration and engagement with activities that make sports work for women. With so much more to learn and encourage, Mama Cash hopes others will engage with her as she works to find and fund efforts that will grow this vital source of women's empowerment around the world.

## 1. Mama Cash plays ball!

**After extensive research, Mama Cash has learned that sports have enormous potential to empower women around the world.**

Since 1983, Mama Cash has worked as a philanthropic foundation with the aim of mobilizing, multiplying, and leveraging resources for women's and girl's rights. Mama Cash has supported 6,000 women's projects and initiatives during the past two decades, with more than €30 million in grants. Her philanthropic niche is small-scale, pioneering projects, so she is constantly on the lookout for women who have the vision and courage to do groundbreaking work in their countries. She helps these women build their assets, use their social capital, and diversify resources. And to leverage even more resources for these women's efforts, Mama Cash takes on the role as vanguard, watchdog, and conscience of mainstream funds – continually spurring them to also fund the fight for women's and girl's rights.

### **Mama Cash enters the sports arena**

While Mama Cash has always considered participation in sports a basic right for women, the initiatives of Nike Inc. have led her to understand the enormous potential sports have for promoting gender equity. Thus, with Nike Inc. support, Mama Cash decided to begin her own exploration of and engagement with the world of women, sports and development.

In the course of 2006 Mama Cash started **(she's into sports)**, a project to map and analyze the world of women and sports initiatives, asking the questions: How are sports being used as an empowerment strategy for gender equity? Who is, or could be, doing this work? What are the main issues and lessons to be learned in this field? What kind of partnerships with institutions, corporations, and foundations can be developed to deepen and sustain Mama Cash's work in this arena? What existing initiatives should Mama Cash support?

After extensive research, Mama Cash has developed a greater understanding of the burgeoning, but still largely unexplored, world of sports for women's advancement. Based on what she has learned – the players, the issues, and the potential of sports to empower women – Mama Cash is continuing to research this field of development and restructuring her grantmaking to support projects that can best use sports to advance the rights of women worldwide.

### **(she thanks)**

Mama Cash is very grateful to Maria Bobenrieth and Carolien van Wersch from Nike Inc. They have encouraged Mama Cash to initiate the **(she's into sports)** project and Nike Inc. has provided the financial means to realize the research for this project.

Mariëtte van Beek – member of Mama Cash's grantmaking advisory council – undertook the mapping research and wrote the underlying report. Thanks to her determination and dedication Mama Cash gained a lot of knowledge on the subject and a good insight in the playfield of gender-equity & sports. Four women contributed important recourses and contacts to Mariëtte: Lydia la Rivière-Zijdel (Consultant in Gender, Diversity & Sports, Moniek Loeffen (Programme Coordinator FASD), Tessa Kocken (Policymaker Sport and Development, NCDO), and Leonie Hallers (Coordinator Sport and Development cooperation, NKS).

Furthermore Mama Cash would like to thank all (women's) organisations, sport foundations and other NGO's for their valuable input on sports projects.

## 2. The (she's into sports) project

**The role sports can play in the advancement of women was to a large extent unexplored. This spurred Mama Cash to undertake research that revealed diverse, and challenging women's sport initiatives.**

### **Main objectives**

The study's main objectives were three-fold:

- 1) to identify and assess opportunities for strategic, groundbreaking, and sustainable grantmaking that will allow Mama Cash to advance the rights of women through sports
- 2) to build a cross-sector network of relevant organisations and identify important players for future partnerships in the field of women's rights and sports
- 3) to make grants in the area of sports as an instrument for gender equity.

### **The mapping process**

To meet the project's objectives, it was clear that Mama Cash needed first to gather more information about women and sports as an instrument for promoting gender equity. Thus began a three-phase mapping process: a call to Mama Cash grantees and partners, a call to organisations not affiliated with Mama Cash, and a document review.

#### ***The call to Mama Cash grantees and partners***

The mapping started with a call to all Mama Cash grantees and partners, both women's NGOs and women's funds asking them about their initiatives in the field of gender equity through sports. The information gathering focused on five regions: Africa, Asia and the Pacific, Latin America and the Caribbean, the Middle East, and Europe (including the newly independent states). Initiatives could be in the planning process, completed, or currently operating.

Overall, the response from Mama Cash partner organisations was limited. It became clear that not many use sport as a tool for gender equity, nor are they familiar with other projects that do. This underscored how important it was for Mama Cash to better understand and engage with the women-sports-and-development arena.

Mama Cash's Latin American and African contacts supplied the most examples. For example, the Angela Borba Women's Fund in Brazil had just started to make sports a focus of its funding activities, having already granted many sports-oriented empowering initiatives and preparing to support more. Angela Borba Women's Fund includes dance initiatives – for example those that promote the popular martial arts dance Capoeira – under the sports rubric. African sports initiatives differed from Latin America, with most focused on soccer.

Middle Eastern and Asian partners had just a few, including a not-yet-operative sport camp for Jewish and Palestinian girls in Israel. Initiatives from Europe were very diverse, ranging from biking projects for migrant women to soccer games for lesbian women.

A quick-scan of Mama Cash's own archives showed that she had not supported many sports-specific projects globally, but of those she had, most were Dutch (see Annex 1).

## SPORT PROJECT > EXAMPLE

Country: **Madagascar**  
Organisation: **Coopération MarGas pour le Développement Madagasikara (CMGDM)**  
Project: **Femmes valides**

CMGDM in Toamasina (East-Madagascar) is a Malgasche NGO run by volunteers, both men and women. It has two goals: to improve the living conditions of the rural population and to save nature, by stimulating them to take part in activities that conserve their environment.

To achieve its goals the CMGDM is about to create an activity and information centre in the middle of the city of Toamasina. It will be a visitors' centre for eco-cultural tourism and promote the participation of all the villagers in eco-cultural tourism and improved management of their environment. It will also organise and stimulate participation in sporting, social and cultural activities to improve the leisure possibilities for the local population in the city of Toamasina, especially adolescents, which even might get them involved in the project, too.

The project 'Femmes valides', courses Poekoelan Tjimindie Tulen, or Indonesian self-defence techniques for (mainly) girls and women, will be among the activities of CMGDM. Men still rule the world of martial arts in Madagascar. The courses will give women and girls in Toamasina the opportunity to learn a martial art or to follow a self-defence training. The courses will pay attention to physical, verbal and mental techniques of self-defence. Meditation training sessions will be offered, too.

From April 2007 onwards the courses will start. The courses will first target at middle class girls and women. After the first group has passed the beginners phase, trainings will be offered to groups of girls and women with less means (a.o. girls from orphanages, girls among street children). The courses and additional workshops will reach at least 100 girls and women per year. The more girls and women advance, the more they will take over responsibilities from their teacher. This is one of the principles of Poekoelan. Finally, girls and women will also be able to give Poekolan trainings and start schools themselves.

***Mama Cash granted this project in the third quarter of 2006.***

## ***Widening the mapping scope to organisations not affiliated with Mama Cash***

It became clear that Mama Cash would have to widen the study to produce enough material for research. Mama Cash then sent the call for input to organisations not affiliated with Mama Cash, for example:

- philanthropic foundations, such as Netherlands-based Prince Claus Fund
- general development organisations, such as NOVIB/Oxfam Netherlands and UNICEF
- institutes and organisations with a special or exclusive focus on sports and development issues, such as the sports department of the Dutch National Commission for International Cooperation and Sustainable Development (NCDO), and the Foundation for African Sports Development (FASD)
- university departments and research institutes, such as the Netherlands Vrije Universiteit's Department of Movement Science, the W.J.H. Mulier Instituut, and the University of Copenhagen
- general sports federations with sports and development sections, such as the Royal Dutch Football Club (KNVB)
- international women's sports federations and network organisations, such as the Islamic Federation of Women Sport (IFWS), WomenSport International (WSI), the International Working Group on Women and Sport (IWG), and the women's sections of national Olympic Committees worldwide.

Suddenly, Mama Cash was overwhelmed with responses! The lion's share of communication took place by way of mail. The news spread fast, with many organisations forwarding Mama Cash's call for input within their networks. Groups also provided Mama Cash with contact details of relevant organisations or individual experts in the field. She also found more contacts by searching the internet. For example, the Sport and Development section of NCDO and the Sport and Development site of the Swiss Academy of Development (SAD) were useful starting points. Mama Cash also contacted Dutch organisations directly, conducting a limited number of interviews over the phone or face-to-face.

Conferences provided another source of contacts, such as the Gender Equity in Sports for Development conference, initiated and largely sponsored by the Nike Inc. and supported by NCDO and the Moroccan Organisation for Sports and Development (AMSD) formed by Olympic Champion Nawal El Moutawakel. The conference, held in Casablanca, Morocco in May 2006, gave Mama Cash her entrée into the field of sports and development. Other helpful networking venues were the focus group meeting on Sport and Capacity Building, organised by NCDO and PSO (a Dutch organisation that conducts capacity building in developing countries) and held September 5, 2006; and the workshop "Monitoring and Evaluation in Sports for Development", sponsored by Nike Inc. and NCDO and led by Markus and Van de Velde, held September 11-12, 2006.<sup>1</sup>

Through this extended mapping, Mama Cash discovered a rich and varied mix of initiatives, ranging from a Dutch mother who recommended the self defence courses that helped her timid daughter grow strong and confident, to an enthusiastic response from a Cambodian disabled peoples organisation with a volleyball programme for women in wheelchairs. The list of inspiring examples is long and still growing (see Annex 1). Mama Cash has learned that sports, indeed, are widely used around the world as an effective strategy to enhance gender equity. In fact, the result of the project's call for input was not only a list of sports projects that promote gender equity, but also a list of grant request proposals and a range of expert opinion and reading materials to further guide Mama Cash's exploration (Annex 3).

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<sup>1</sup> Mama Cash made an important contribution to this workshop by presenting her own impact measurement tool, Making the Case, and sharing her extensive experience with monitoring and evaluating development project processes and outcomes.

While inspiring initiatives came to the fore, the mapping process made clear that a deficit of data hampers full understanding of the field of sports for gender equity. For example, an overview of sports initiatives aiming at the empowerment of women was urgently needed. Further, while lists of sports projects for development exist, they include scant mention of women's projects (e.g. Project Database of the Sport and Development section of the NCDO site: [www.sportdevelopment.org](http://www.sportdevelopment.org)). They often also provide largely outdated information (The International Platform on Sport and Development run by the Swiss Academy for Development: [www.sportanddev.org](http://www.sportanddev.org), sections on girls and women, and gender).

One striking example of the dearth of timely web-based information was the International Working Group on Women and Sport's (IWG) inability to post the outcomes of its conference in Kumamoto, Japan, held in May 2006. Mama Cash learned of the conference's proceedings from attendee Karin de Bruin, sport psychologist at the Vrije Universiteit in Amsterdam. She told Mama Cash about the 700 women participants from around the world and their inspiring stories of empowering sports initiatives. For example, a group of Japanese women told how they have become sumo-wrestlers and how others in the region, such as women from the Fiji Islands, wish to engage in similar sports. Yet, so far, the important outcomes of the conference remain in large part unshared.

The same lack of data exists with regard to the more general theme of women and sports not necessarily related to development. Maria Boavida of UNESCO's Unit for Physical Education and Sport located in Paris told Mama Cash in 2006:

*"(...) Women and sport are a fairly new theme within UNESCO and we are still creating our contact database in that field. In fact, UNESCO's Executive Council approved yesterday [9 October 2006, MvB] the establishment of a web-base International Observatory on Women, Sport, and Physical Education, a project funded by the Greek government, which will start its operations soon... On behalf of UNESCO I would like to congratulate you on your project, which seems to be of great interest. Please do not hesitate to contact us in the future, and to send us any information you deem relevant."*

### ***And finally, the document review***

Mama Cash – having received encouragement from many corners – believes that what she is doing in the field of women's sport initiatives for empowerment is groundbreaking, important, and most needed. But she needed to learn more, especially about the bottlenecks, challenges, and successes experienced by sports projects for women and girls. This meant she had to take the mapping process a step further and talk to experts and read conference, management and monitoring reports; midterm and final evaluations; articles; books; and summaries of workshops to uncover who is talking about women and sports as it relates to development, and what these discussions are about.

It proved difficult, indeed, to obtain many needed documents; monitoring and evaluation reports, for example, are rarely available to third parties. Fortunately, the Royal Dutch Football Club's (Koninklijke Nederlandse Voetbal Bond; KNVB) section on International Projects; the Dutch Catholic Sports Federation (Nederlandse Katholieke Sportfederatie; NKS); and the Dutch Foundation for African Sports Development (FASD) provided some valuable research and evaluation reports about projects of their partners.

The first report is "*Letting Girls Play*" by Martha Brady and Arjmand Banu Khan (2002). This is about the girls' section of MYSA, a successful Kenyan youth association that made soccer one of its core activities in Mathare, one of Nairobi's slums.

The second report is "*Gender and Evidence-Based Practice Principles in Sports Development Cooperation Policies*" (*Gender en Evidence Based Practice Principes in sportontwikkelingssamenwerkingsbeleid*) by D. Feringa (2006), which is about what happens when sports policies do *not* take gender into sufficient account. This thesis is a gender impact analysis of a mixed sport project in Surinam that had both positive and negative outcomes for the participating women.

The third report is "*Recommendations for Sports Development in Rwanda*" (*Aanbevelingen voor sportontwikkeling in Rwanda*), a thesis by René Corbijn (2002). This analyzed the realities of women's soccer in Rwanda, and was supplemented by *Report AKWOF 2003-2004 on Female Soccer* (2004) and *Report and Evaluation Project for Women's Soccer in Rwanda (Rapportage en Evaluatie Project Vrouwenvoetbal Rwanda)* by FASD/Moniek Loeffen (2004).

The first two reports pay a great deal of attention to gender-related concerns and risks for women and girls engaged in the projects under study and the measures that were or should have been taken<sup>2</sup>. The remaining reports are more focused on the need for organisational structures, capacity building, networking, lobbying, PR, and fundraising.

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<sup>2</sup> The debate about all these issues is often repeated in more general terms in books and articles and during conferences on the subject.

## SPORT PROJECT > EXAMPLE

Country: **Afghanistan**  
Organisation: **Afghan Women's Network (AWN)**  
Project: **Youth Sport**

The Afghan Women's Network is a network of ninety-seven women's NGOs in Afghanistan and Pakistan working to empower Afghan women. The network envisions an Afghanistan in which all members – women, children, and men – participate equally. The Network seeks to enhance the effectiveness of its members by fostering partnership and collaboration between members, undertaking advocacy and lobbying, and building their individual capacities.

Years of tradition and culture and misinterpretations of religion have forced women and girls inside and have spread the idea that any form of free movement – such as sports or dance or even walking around the streets of their communities – is dangerous and immoral. It has been proven all over the world that such limitations on movement prevent people from learning and valuable physical exercises such as stress reduction, confidence and vitality.

In light of the above, AWN has planned to create opportunities for girls to participate in activities like sports and be more physically and mentally active and stronger. It will not just develop opportunity for athletic programmes in school but it will also build the confidence, energy and spirit in young women. Beside this, AWN through this project wants to raise awareness among the young women about their rights and to have them realize that their contribution will bring a positive change in the nation's fate.

AWN will work in four schools in each of two locations: Jalalabad, Peshawar. Each school will have one team and one coach (to start) which will play volleyball. In each quarter there will be matches between schools with a final match between schools at the end of the project.

Direct beneficiaries would be 48 young girls and indirect more than 100 young girls and boys, all youth committee members and school students.

***Mama Cash granted this project in the last quarter of 2006.***

### 3. Six Challenges Revealed

**(she's into sports) revealed six core challenges central to the full development of sports as a tool for empowering women and girls.**

#### ***Challenge 1 > Women-sports-and-development initiatives remain marginalized***

In general, most discussions about sports for gender equity are the domain of sports-focused women's organisations that aim for greater participation of women in sports. These organisations are still in the process of building up a worldwide network of similar organisations, and come from a wide range of backgrounds. They may be small NGOs in developing countries, women's sections of national Olympic committees, university departments, and international women's sports networks.

Recently, these organisations have recognized the importance of reaching out beyond women's groups concerned solely with sports to the general global women's equality movement, and even further – to related sectors, such as general sports, education, youth, health, human rights, and employment.

This cross networking is quite important because many women's sports programmes also deal with issues such as peace building, HIV/AIDS, leadership, and decision making. Sharing expertise and experience benefits all.

But cross-sector partnerships, at this stage, are still limited – and activities to empower women through sports remain largely the domain of sports-focused women's groups, and at the margins of many general sports or development groups' efforts. For example, a mixed-gender sports group might organise a conference on "sports for all", but will hardly mention gender<sup>3</sup>. Even when a gender component is added to a group's work, it often doesn't have a clear idea of the theoretical or practical implications of such a perspective and how to integrate it into its activities. Rectifying this requires more than a mandate to open sports to women's full participation. It requires fundamental change at all levels of society, and within organisations. Women must be able to realize their rights at home, in their communities, and in all the decision making processes that affect their lives. Only then will the full range of sporting opportunities be afforded to women. This holistic approach is largely the perspective of women's sports organisations, and the women's movement in general. And it is fully compatible with Mama Cash's grantmaking criteria.

#### ***Challenge 2 > Sports require expertise, infrastructure, greater capacity***

The **(she's into sports)** study found that organisations involved in sports have reservations about using them for development aims. Such organisations say that when sports projects are targeted for development goals, particularly for promoting gender equity, sports get reduced to a tool or strategy. For these organisations, sports are a goal in themselves, with a range of physical, psychological, personal, and social benefits automatically spinning off. That is why they mainly concern themselves with so-called "sports-plus" projects: sports for sports' sake, no extra targets attached. This is in contrast to "plus-sports" projects, where a target is, in fact, attached. Further, managing sports projects and trainings requires specific expertise. According to many sportswomen and men, development organisations or NGOs are insufficiently equipped to run a sports project or event in a safe and professional way and may do more harm than good.

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<sup>3</sup> See for example the programme of the World Sport for All Congress, patronised by the International Olympic Committee (IOC), the World Health Organisation (WHO) and the General Association of International Sport Federations (GAISF), which was held October 31- November 3, 2006 in Havana, Cuba: <http://www.sportforallcuba2006.com>.

Some sports experts add that if an organisation goes ahead with efforts to empower women through sports, it must make them a core organisational activity, build a sustainable sporting infrastructure owned by the women themselves, and further develop their capacities for engaging in sports at all levels. If such capacity and consequent infrastructure are not developed and sustained, women's participation will be incidental or for a limited time period.

### ***Challenge 3 > Safety and security concerns hinder girls' participation<sup>4</sup>***

The **(she's into sports)** mapping project also found that girls were hindered by safety and security concerns. Girls can be targets of verbal, physical, or sexual harassment and even abuse when they leave the home to participate in sports. For example, the slums of Nairobi are not safe for girls and women anytime day or night. This made it hard for girl members of the MYSA soccer team, some of whom were required to travel far, sometimes through the slums, to reach the playing fields. Because of the risk, some girls never got permission to become members.

"Internal hazards" were also found to be a problem. Girls can form close relationships with male teachers and coaches, often considered friends or even idols. These relationships can be mutually beneficial, but also increase the risk of emotional dependency where the men have power over the girl. Moreover, the physical nature of sports can create a sexual atmosphere that can lead to exploitation. Poverty often worsens matters. Poor girls in Kenya are more easily seduced than wealthy, as sexual favours are traded for money, goods, or privileges.

The project found that some organisations take measures to mitigate these dangers: physical training conducted at schools (one of the most effective and safest ways to involve girls in sports); training schedules that allow girls and women to return home before dark; small travel allowances for public transport instead of walking home; team members walking home together; and reserving playing fields closest to the homes of girl and women players. When players must travel, a chaperone – usually a woman who everyone trusts and respects – should travel along.

To prevent sexual harassment or other forms of abuse, specific codes of conduct and reporting systems need to be formulated, institutionalised, and of course observed by the organisations concerned. The Dutch Catholic Sports Federation (NKS) has required conduct codes and reporting systems for all sport and development projects in which it is involved. New trainers and coaches must submit certificates of good character and sign additional contracts obliging them to abstain from undesirable interactions with trainees.

### ***Challenge 4 > Societies and cultures present obstacles to women's participation***

The project also found that the participation of girls and women in sports, including in developed countries, can be hindered by societal, religious, and cultural norms that view sports as unfeminine and inappropriate for females. Deviating from these norms can spawn serious consequences. In some societies, women and girls engaged in sports are considered a disgrace to the entire family. Research shows that while fathers and brothers defend traditional patriarchal principles and family honour, mothers can also create obstacles by blocking daughters from sports in an attempt to keep them attractive for marriage. For example, Hindu women participants of the Surinam sport project were beaten upon returning home from their trainings, largely because husbands couldn't accept the women's growing independence. Some of the women were so distressed they wrote suicide notes to their trainers.

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<sup>4</sup> The following two sections rely heavily on Meier (n.d.), p.11, 14-15.

In many societies, girls and women are held back from participating in sports by developments beyond their control. For example, inappropriate male behaviour, such as harassment, is often considered the fault of women, who are thought to lead men on when they shed non-traditional garb for sports clothes. In some socio-cultural settings, physical development, such as the onset of menstruation, is cause for excluding adolescent girls from public life. Some cultures and societies also marginalize unmarried young mothers and exclude them from schools, public life, and locally organised activities – including sports. And quite often, sports are considered incompatible with housekeeping and childcare duties.

Assessing each setting before launching a project is key to estimating socio-cultural risks. Voluntary involvement of family members or community leaders in the project is one way to lessen these risks. Another way is to find benefits for the whole family or community. Organisations where sports are not the only activities cope more easily with this challenge because they enable women to pursue “more beneficial” activities concurrently, such as general education or vocational training in order to become sport managers, sport instructors, and referees. They often get board, sport clothing, and maybe even a salary and travel. This raises the entire family’s standard of living and status. MYSA has employed this strategy with some success. And to ensure that female adolescents can participate, it adjusts schedules to allow for domestic duties and provides free childcare on the premises.

Other risk-reducing actions are highlighting female role models in tournaments, using modest sports clothing, and sporting in non-public places.

### ***Challenge 5 > Traditional roles in sports organisations maintain inequalities***

The sports world is dominated by men. This makes it unlikely that traditional gender roles will be challenged. Men make the decisions and run the organisation; women follow and wash the shirts of the soccer teams. Female leaders, instructors, and referees are rare. Moreover, men often don’t treat women with respect.

Gender mainstreaming is important in organisations on both the structural and behavioural levels, and in the hierarchies and decision making processes, policies, and activities. Gender equality should be addressed at the micro-level (individual/project), meso-level (network), and macro-level (societal and political). To this end, workshops involving all people in the organisation should be conducted with the goal of sensitizing and educating around the issue of gender disparities. Women should be allowed to follow courses to become sports managers, coaches, or referees. And work must be reorganised, with men and women taking turns performing domestic tasks. At the political level, cooperation with other women’s organisations, authorities, and the private sector is necessary to gain wider and more structural support for these changes.

### ***Challenge 6 > Organisational structures for women are weak***

To sustain women’s participation in sports, organisational structures must be strengthened. A large part of this strengthening must involve women, or else attracting and maintaining their participation remains difficult. It is thus important for women to be allowed and encouraged to organise themselves to make their own decisions, and given forums to express ideas, concerns, and make programmatic adjustments. To make this effective, women must be trained on how to thoroughly analyze their status and position within the sport and development domain, take leadership roles, plan their short term and long term sport projects carefully, and set up clear monitoring and evaluation systems. Partner organisations can provide space, finances, training, and build capacities to make this happen.

The history of women's soccer in Rwanda is a good example of how to build an infrastructure for women's sports. Felicité Rwemarika, founder of the Association of Kigali Women Football (AKWOF), had witnessed the positive effects of women's soccer in a refugee camp in Uganda and thought it would be a good strategy within Rwanda. In 1997, she began organising teams in Kigali and surroundings, at first meeting with a great deal of resistance from communities. But after just one year, 20 women were playing soccer, and soon, thanks to demonstration games throughout the country and free media coverage, many more women grew interested in playing. But organisational structures, facilities, materials, transport, and financial resources were sorely lacking. The establishment of the AKWOF in 2001 was the first step toward improving the women's sports infrastructure. AKWOF has been busy organising competitions and leagues, networking, lobbying, and fundraising ever since. Today, every province in Rwanda has its own women's team, provincial committees, and representation at the national level. Female coaches are being trained and have even established their own organisation. Further, it has offered women a platform for education and awareness raising on a number of related issues, such as HIV/AIDS and health, prostitution, reconciliation, among others.

Support comes from international, national, and local organisations. Internationally, FASD, NCDO, SNV Rwanda, and PSO/capacity building in developing countries (Dutch NGO) support AKWOF. At the national level, the Rwandese government considers AKWOF a competent partner and AKWOF takes part in the decision making processes of the Rwandese football federation, FERWAFU.

Women's soccer in Rwanda has shown that not only is the game a healthy physical outlet for women, but through its involvement of women at all levels it can be a vibrant tool for their empowerment.

## **BOX**

### **A Diverse World of Women-and-Sports Initiatives Unveiled**

Mama Cash's mapping exercise resulted in an extensive and diverse list of projects that promote gender equity through sports (see Annex 1). The projects reflect diversity in the type of project organisation from which they arise, the kinds of activities they promote, the kind of sport in which they engage (which relies quite a bit on regional preferences for sports), the groups targeted, and the development aims they try to accomplish.

#### **Type of project organisations**

- organisations in which sport is the only core and structural activity, e.g. sport federations
- organisations in which sport is one of a number of core and structural activities, e.g. women's sports organisations, other women's organisations, and civil society groups where sports play an important role
- organisations in which sports are a temporary activity

#### **Type of activities**

- sport and development activities for women
- organisational capacity building
- skill building and training, and leadership development for women – volunteers or employees – who are involved in the coaching and management of structural sport activities
- public education, organising, and awareness raising
- advocacy, public policy, and legal action
- linking and learning, networking, and coalition building
- research and documentation of women's sports activities for gender-equity, including about five projects that make documentaries.

*(It is interesting that few projects build capacity for the organisation itself in terms of trainings for leaders or managers, sport instructors or coaches, referees, and similar professionals. Another point: Some sports can only be organised at high costs because they need infrastructure, maintenance, and equipment while others are relatively cheap and easy to realize and sustain.)*

#### **Type of Sport**

Soccer (the favourite by far), acrobatics, aerobics, aero fit (fitness skills blended with art), American football, aquatics, badminton, basketball, biking, body building, bowling, Thai and traditional boxing, break-dance, Capoeira, chess, cycling, dance, fitness, free climbing, gymnastics, handball, hockey, juggling, karate, netball, peteca (a Brazilian game), rope skipping, running, self-defence (mixture of several martial arts), skate boarding, snake board, squash, street ball, sumo wrestling, swimming, table tennis, track and field, tug-of-war, beach and traditional volleyball, unicycle-riding, walking, and wheelchair racing and wheelchair volleyball.

**Regional Preference**

Some sports are more favored in one region than another. Soccer is extremely popular among girls and women in Africa, while martial arts and wrestling seem more typical for Asia. Capoeira, the Brazilian martial arts dance, is preferred in Latin America; biking and skate boarding in Western Europe.

**Target groups**

The target groups vary enormously. The projects may aim to reach all women or only girls or women of certain ages, class (the majority were aimed at grassroots women), or social group, such as disabled, lesbian, black, colored, migrants, refugees, victims of armed conflicts or domestic violence, or slum dwellers.

**Development themes**

The initiatives all aim at the empowerment of girls and/or women, but vary in the issues they address and the socio-economic, political, cultural, and religious circumstances in which they arise. Sports projects for women's development are logically related to issues most urgent for women in particular settings. Some of the more common issues addressed are early marriage, early pregnancy, domestic violence, physical and mental health, gender stereotypes (in general or related to sports), beauty, reproductive rights, HIV/AIDS awareness raising, environmental awareness raising, personal development, general education, peace building, reconciliation, solidarity building, fun, and distraction. In Africa projects are often related to awareness raising regarding HIV/AIDS, reconciliation, and domestic violence. In Europe, emancipatory sports projects are often aimed at girls and women from minority groups, such as Muslim migrant or refugee women, disabled women, and lesbians.

Further, sports can be matched to development goals. For example, if an organisation wants to raise awareness of HIV/AIDS among a sex-mixed audience, soccer is a logical choice as it attracts more public and media attention than, say, fitness activities. For peace building and reconciliation, team sports are often the better choice; solitary sports don't bring people together in the same way.

## 4. Her Conclusion

**To use sport as a tool to empower women and girls donors, grantmakers, practitioners, and policymakers must heed some important lessons.**

That sport is a very effective tool for the empowerment of women and girls, is beyond dispute. Sport brings women and girls together. It's healthy and it strengthens them physically and psychologically. It is successfully used to tackle sensitive and taboo issues, and to raise awareness for women's rights and women's issues.

*What conditions make sport an effective tool for the empowerment of women and girls?* That is the main question. The **(she's into sports)** project has provided very valuable information regarding this question, both for Mama Cash and other players in the sport-for-development field. Let's kick off with the lessons learned:

- **Professionalise sports projects.** To ensure the sustainability and quality required for women's long-term participation and meet their specific needs, sports must be professionally organised.
- **Employ safety and security measures.** Safety and security measures are critical to reduce harassment, abuse, and other dangers both within and outside the organisation.
- **Map the socio-cultural environment.** The social and cultural norms in which women sporting participants live greatly determine the level and longevity of their involvement in sports.
- **Integrate women's full participation.** Project organisations should mainstream women and their needs at all levels.
- **Match sports activities to women's empowerment aims.** If organisations want to achieve particular women's empowerment aims through sports, they must choose well-suited activities, such as team sports for building cooperation and fitness for self-esteem building.
- **Network.** To learn best practices and expand activities, practitioners must link up with other organisations, including general sports organisations, groups working in related sectors such as health and education, and the women's movement in general. This networking should occur at the local, regional, national, and international levels.
- **Make more data available.** Organisations need to document the projects that promote gender equity through sports and make their results, lessons learned and best practices, widely available to others.

## **Mama Cash & Sports projects**

How is Mama Cash going to continue with sports? The general grantmaking policy of Mama Cash concentrates on five priority themes within women's rights: *bodily integrity, economic justice, peace and security, agency and participation, and art, culture, and media*. Grantmaking for sports projects that promote gender equity will be integrated into this framework.

Mama Cash's general grantmaking criteria already cover all the recommended criteria for sport projects in **(she's into sport)**. But she is aware that she has to be explicit and put more emphasis and attention on certain criteria when dealing with sports project. Because of the more physical involvement, the focus needs to be on safety and security issues, and furthermore on the role women play in sport programmes.

Since women's sports worldwide are still largely dependent on male and community support in terms of organisation, facilitation, coaching and training, Mama Cash will also consider to give grants to mixed groups, under the condition that they have a very strong gender focus and women are involved in the decision making process.

Because of its nature, sport will also enable Mama Cash to invest in and get in touch with more young women's (youth) initiatives; the future of the women's movement.

## **Potential stakeholders for future partnerships**

The **(she's into sports)** project has opened many opportunities to get in touch with new supporters, networks, partners and grassroots groups in the (sports) field. Many of them are, like Mama Cash, willing to improve and change the status and rights of women all over the world.

In order to stay informed and updated about sports for gender equity, Mama Cash must become part of relevant networks that aim at a higher participation of women in sports. The International Working Group on Women and Sport (IWG) is such a network, and is a member organisation with worldwide outreach. Mama Cash might also network with general sports-and-development organisations, because with her perspective of using sport as a tool for improving women's rights, she can play an important role in promoting gender equity in these groups' structures. The Dutch Platform for Sport and Development Cooperation is such a network. Through these and other networks Mama Cash will certainly gain better knowledge of and contacts within the funds, sponsors, and donors already engaged with sports in general and women's sports in particular.

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## ANNEX 1 > Projects for Gender-equity through Sports

*Some organisations handed in extended information on their sport projects. From others only limited information is available. Project names marked with an \* are provisional since names were non-existent or not available. Sport projects granted by Mama Cash are included.*

### **AFRICA**

#### **Burkina Faso**

- *Sport activities for women\**. Organisations: diverse

Burkina Faso knows many women's groups which organise sport activities. The groups concerned are women's associations which started to develop activities in this field. The objective of all these associations is to ban the traditional ideas about the roles of women in Burkinabé society. These associations made a change happen, since nobody thinks of football as a sport reserved for men only. This change has also led to the participation of women on the level of decision-making in the field of football. Women can be found in sport structures like leagues and federations, have their voice heard during seminars, conferences, and debates concerning the position of women in sports and matters of sensitizing.

More than ten women's sport associations exist in the capital of Burkina Faso, Ouagadougou. Football clubs for women are the "Princesse Football Club de Burkina", Gazelles FC, Dauphine FC, the Amazones and l'Union Sportive de Ouagadougou. Outside the capital one can also find women's football associations football: Ajax in Koudougou, Avenir FC in Koudougou, ASFEC in Banfora, les Lionnes in Accarville, and Dafra Stars, les Tigresses, les Reines in Yatenga.

Women's sport associations which are concerned with cycling, handball and volleyball do also exist. These sport associations also aim to defend women's rights in Burkina Faso. Sport manifestations also give them an opportunity to organise debates about the position of the Burkinabé woman. During special meetings recommendations are formulated and taken to the political and administrative authorities in order to enhance the visibility of women in the activities they intend to undertake.

Next to these associations, one finds the working group CONFEJES, the Association Femme et Sport, and the Association Burkinabé Pour la Promotion du Sport Féminin (ABPSB), which occupy themselves with the promotion of women's sport in general.

#### **Burundi**

- *Women's sports for dignity, equity and development\**. Organisation: La Fontaine Isoko pour un développement durable integre

Burundi in Central Africa went through a long and extremely severe crisis of interethnic killings. Old neighbours, the Hutu and the Tutsi, didn't seem to be able to live together any longer. In first instance mainly internationally organisations like Search for Common Ground intervened in the field of dialogue and reconciliation. Tools used were mostly sessions, round table talks, sports, sketches and theatre, and community projects.

However, the Search for Common Ground football games were played by men only. The women tended to express their satisfaction with the discourse by performing traditional songs and dances afterwards. The organisation 'La Fontaine Isoko pour un développement durable integre' stepped in to fill the gap and set up one women's soccer team, one women's basketball team and one mixed swimming team.

Burundi sport women still have quite a number of obstacles to overcome. In Burundi culture, a girls doesn't play soccer and people often don't come to see the game but have a look at the girls instead (stereotypes and prejudices).

## **Cameroon**

- *2006 - year for the focus on Education of Women and Girls in Sport*. Organisation: [WomenSport Cameroon](#).

In 2006 Women Sport Cameroon organised a campaign of sensitizing people to development through sport. This campaign is concerned with the women and girls of Cameroon. It make it possible to touch and reach the target population, to make known the importance of the practice of sport, and, throughout, to break the myth that says that the practice of sport in new sport centers is a luxury only for the most rich and affluent section of the population. Using sports can also unearth in girls the talents that will carry Cameroon to the future, and why not make future Cameroonesse ambassadors of sport if it is suitable. In light of this, the receipt of this campaign is hoped to be passed strongly by many organisations.

- *Exercising/fitness facilities for girls and women\**. Organisation: [Cornerstone Vision Center](#), Bamenda.  
Sport facilities for girls and women in Bamenda to enhance their health and welfare/self-esteem/social and intellectual impact.
- *Exercising/fitness facilities for girls and women\**. Organisation: [Southwest Women's Development Group](#).  
Sport facilities for girls and women to enhance their health and welfare/self-esteem/social and intellectual impact.
- *Support for women's sport\**. Organisations: [MTN Cameroon](#), [Brasseries du Cameroon](#), [Guiness Cameroon SA](#), [Pari Mutuel Urbain Camerounais](#).

## **Chad**

- *SportWorks in Mile & Iridimi*. Organisation: [Right to Play](#)

RTP aims to achieve participation of females, marginalized and vulnerable groups (e.g. people with disabilities, children affected by conflict) in regular sport and play activities and contribute to the decrease of violence through bringing both the host and the refugee communities together for sport and play activities. The main outcome is to contribute to the normalization process for both children and youth affected by the war in Darfur.

The project is implemented in two refugee camps in Eastern Chad, namely Iridimi and Milé. These camps are located approximately 500 km from the capital, N'djamena. The target group consists of 60,000+ Sudanese refugees, more than half of which are children and youth. Some of the sports used in the project include football & volleyball. The programmes are crafted to uphold the values of development – equity, inclusion & sustainability. In addition to improving health & well being, the programmes also serve as tools to teach important values & life skills & to spread messages of health & peace.

The project commenced in September 2005 and was scheduled to extend until the fall of 2006. As of April 2006 the project is on hold due to safety and security concerns.

## **Ethiopia**

- *Martial arts for reducing Gender Based Violence\**. Organisation: Ethiopia Emerging Generation Development Association

The Ethiopia Emerging Generation Development Association is a women's organisation that is engaging itself in the use of the martial arts for reducing violence against women particularly girls in Addis Abeba. As the problem of Gender Based Violence is quite common in Ethiopia, the organisation is planning to train girls in the martial arts so that they will no longer be vulnerable to violence and hence to the danger of HIV infection, which is highly prevalent in the country. The organisation believes that such activities are vital to enabling girls to protect themselves from the various brutalities being inflicted on them.

## **Kenya**

- *Sport programmes for refugees\**. Organisation: unknown  
The community centre of Sonny Mugisha organises sport for both women and men. The sport programmes for women concern basketball, soccer, aerobics, gym and volleyball. Most of the members are refugees from Somali and Ethiopian origin.
- *High Altitude Training Center (HATC)*. Organisation: HATC  
The HATC provides training for young talented Kenyan female athletes in this way giving these athletes the opportunity to establish a career in running, and working simultaneously on their academic skills.
- *Moving the Goalposts Kilifi (MTGK)*. Organisation: MTGP Kilifi. Football, social support and peer-led health education for rural teenage girls.

The project aims to tackle inequality in Kilifi by giving girls access to education. Kilifi has high drop out rates of girls from school (due to poverty, early pregnancies, early marriage, and child labour). The project is also concerned with health needs: in Kenya girls between 15-19 years of age are seven times more likely to be infected with HIV than boys of the same age-group. Girls' lack of access to accurate information on reproductive health and malaria is the biggest killer of children under 5 years of age in Kilifi. Promoting youth leadership amongst girls is also aimed at: there are very few women leaders; most decision making positions are occupied by men.

Moving the Goalposts Kilifi fosters women and girls' life skills – confidence, leadership, team work and self esteem – through their involvement in playing and organising football activities. There are over 2,300 girls and young women who play football as part of Moving the Goalposts Kilifi. Their ages range from 8 years old to 42 years old. However, most players are teenagers. The football activities are fun, affordable and inclusive and provide an opportunity to address some of the issues of gender inequality in Kilifi.

- *Kick AIDS Out of Kenya – Girls soccer against AIDS*. Organisation: UNICEF Netherlands and Stitching Norwalk Kinderstad.

In Kenya one out of 13 children dies during the first year after birth. There are about 650.000 AIDS orphans and 100.000 children in the age of 0-14 year carry the HIV/AIDS virus. More than two million Kenyans are contaminated with HIV. The average life expectation is 48 years. Especially girls are victims. That is why Stichting Norwalk Kinderstad chose to support the project 'Kick aids out of Kenya' run by UNICEF Netherlands.

In this project girls soccer plays a positive role in the fight against aids. 'Kicks aids out of Kenya' relates girls soccer to an information campaign about aids and hygiene. Moreover, it makes the girls stronger and healthier, gives them confidence and learns them to stand up for themselves. The soccer project takes care to inform the girls' peers and the general public and raised awareness regarding hiv and aids to a considerable and measurable degree. The project proved to be so successful that it will also be implemented in other regions in Kenya.

- *Girls' soccer project*. Organisation: Mathare Youth Sports Association (MYSA)

MYSA runs a successful programme that provides opportunities for boys and girls alike in the poorest neighbourhoods of Nairobi. Five years after its founding in 1987 MYSA introduced organised football leagues for girls. It started to integrate girls into a community based, large-scale youth programme that includes, among others, soccer competitions, environmental awareness raising, and clean-up activities in the slums. Youth was no longer boys only.

The starting of the girls project required considerable thought and effort and an understanding of the physical and social constraints on girls' lives. Parental and community support had to be garnered and accommodations in girls' schedules and in the programme made in order for girls to participate. Prevailing gender roles weighed heavily on the process of integrating girls into MYSA. It was not simply setting up a football league for girls, but embarking on a process of transforming gender norms.

## **Lesotho**

- *Girls on the Move*. Organisation: Olympic Youth Ambassador Programme (OYAP)  
Lesotho also known as the Mountain Kingdom of Southern Africa and its geography causes a large number of youth to live in remote areas, where national HIV/AIDS programmes do not reach them. With the fourth highest HIV infection rate in the world, youth need to have access to accurate HIV/AIDS information delivered with an innovative approach, to ensure they can protect themselves and go on to live a healthy and productive life.

The OYAB's objectives are to encourage youth to volunteer and become leaders in their communities and to provide a forum for youth driven and youth run initiatives to build the spirit of volunteerism in Lesotho through the use of sport as a development tool; to offer development through sport activities for young girls, rural youth and street youth; to provide healthy lifestyle and HIV/AIDS information as part of community sport/physical activity activities; to encourage the building of leadership skills, team work and self esteem.

Sport is used extensively in this programme. Youth are trained to be Olympic Youth Ambassadors (OYAP), and once trained they organise sports activities for other youth, using these activities as a platform for discussion about local social issues such as HIV/AIDS. There are two main programmes that the OYAP leaders implement, using the Kicking AIDS Out games and training to assist them. Mafube is a programme that the ambassadors take to different areas in the community where street youth, orphans, and other youth congregate. The OYAP leaders visit these groups on a regular basis, providing the opportunity to participate in sport and physical activities. OYAP use sport and Kicking AIDS Out games to create a forum for life skills and HIV/AIDS education.

- *Sport activities and gender-equity\**. Organisation: Reseau de femmes sportives affiliees  
The women, all affiliates of the NGO FEMNET, all relate their activities in the field of sports to gender-equity.

## **Mozambique**

- *Project of Women's Cooperatives in Boane\**. Organisation: NOC/ADEL  
The National Olympic Committee of Mozambique realized that without an increase of income and the opportunity to strengthening the local capacity the Boane Sport Centre could never be managed by the population becoming self-sustained.

The International Labour Organisation (ILO) had been called upon to contribute a methodology on socio economic partnerships through Sport to the UN Secretary General Report on Sport for Development and Peace, as well as with concrete activities dealing with, among others, job opportunities, skills development and local development through sport. This was carried out as pilot at the local level with cooperative development for women in Mozambique.

The project aimed at the empowerment of women and the improvement of local capacity through establishing cooperatives in Boane, Mozambique in order to support local production and to generate income for the women. Women, school children, coaches and teachers in need of training were the main target groups. The project ran from January 2004 - June 2005.

## **Rwanda**

- *Association Kigali Women Footballers (AKWOF)*. Organisation: AKWOF  
This older programme was supported by the Dutch Foundation for African Sports Development and the Dutch SNV and has been continued ever since
- *Kicking for Reconciliation!* Organisation: Women Without Borders (WwB) Rwanda  
Self confidence, life skills and healing through sport. 160 girls - Hutus and Tutsis – are playing together to overcome trauma, hate and resentment.

Current research supports that youth who play sports are up to 90% less likely to be part of street gangs, use harmful narcotics, have unsafe sex and have unplanned pregnancies. These factors are extremely relevant for Africa, where HIV/Aids is threatening the continent.

By playing football, the girls gain self confidence, take responsibility, work in teams and develop the physical and emotional balance they need to face everyday challenges in Rwanda. The training of Hutu and Tutsi girls is in line with national efforts for reconciliation and is an investment into the future of the youth. By working out the stress and painful emotions, sports is an important tool for coming to terms with the past and being strong for future roles of responsibility. The 8 teams are playing football in the sports field around their school in Kigali, the capital of Rwanda. The girls started to play in June 2005.

- *Football for girls\**. Organisation: [Children's Voice](#)  
This street children's organisation trains girls in football as a way of removing bad thoughts from their mind and bringing about positive changes in their lives through sports.

### **South-Africa**

- *U-Go-Girl*. Organisation: [Sports Coaches' OutReach](#) (SCORE)  
SCORE aims at developing the support structures around sport for women and girls to encourage female participation at all levels.

One of SCORE's ongoing objectives is to increase equity in sport by increasing participation of girls and women. Programmes focus on introducing girls to historically male-dominated sports, developing girls' and women's sports clubs, ensuring female representation on sports committees and delivering specific sports leadership and assertiveness training workshops. An annual highlight is the SCORE Women In Sport Festival.

- *Chosen Few Soccer Team*. Organisation: [Chosen Few Soccer Team](#)  
The Chosen Few Soccer team was established in June 2004. The initiative was aimed at getting lesbian and transgender women involved and diverted away from the strain of unemployment and lack of access to education to more meaningful engagement through sports. Currently the team comprises of mostly black lesbians from Gauteng townships who mostly are unemployed. Most members of this team are survivors of hate crimes or other form of violence because of their sexuality. Others have experienced homophobia, lesbophobia and exclusion.

Objectives of the team are the following: to provide a safe space for lesbian women to express their sexual orientation free from prejudice and discrimination through sports; to provide an opportunity for economic and social empowerment of lesbian women through sports; to provide an enabling environment for lesbian women to gain access to education opportunities through learnships that are presented by the environment of sports in South Africa; to promote health behaviour lifestyles for lesbian women through sports development and healthy habits.

- *Health, Fitness and Self-Confidence through Sport Activities: Rope Skipping for Girls*. [Deutscher Turnerbund](#) and South African institutes and organisations  
This project which was funded by the German Gymnastic Federation focuses at girls of different ages from the townships in Cape Town. It aims the enhancement of health and self-confidence of girls through sport activities, and to offer them better perspectives and opportunities to build their lives. It should bring joy and fun and enlighten life under difficult circumstances: poverty, violence, sexual offences, high rate of pregnancy among young girls, and AIDS are part of daily life in the townships. Girls usually don't have an outlet or access to sport activities.

Rope skipping is known worldwide, cheap and easy to organise at any location. In the past, rope skipping often disappeared but a revival of this activity has taken place and now it is widely exercised as a sport. Young people, especially girls, find it 'cool' since the skipping can be accompanied by music, and exercised alone or in groups. Public performances or competitions put the girls in the middle of the attention of the community.

The project included a training programme for female teachers and instructors. The enterprise was documented so that other organisations in South Africa or elsewhere can learn from and built upon these experiences. The rope skipping project in the townships of Cape Town was a pilot of one year, was well received and proved to be very successful. After the pilot the project has been repeated once and is now aiming at a third round.

- *Training Women and Leadership in Sport\**. Organisation: [unknown yet](#).  
The project programmes haven't been developed yet but the ideas about them have been sent to the German Sport Federation in order to get funding. The GSF has shown interest. The projects aim at empowering women to take over power. The plans are among others to invite

especially black and colored women to workshops in Johannesburg. Contacts have been established with the University of Johannesburg which could provide the logistics. One researcher has mapped the situation of South African women in sports, so experts are out in the target country.

## **Sudan**

- *Engaging girls in soccer\**. Organisation: Mathare Youth Sports Association (MYSA)  
After successful projects in Kenya, MYSA extends its activities to Sudan. They aim at engaging girls in soccer competition, informative campaigns and the like.

## **Tanzania**

- *Girls on the Go (GOG)*. Organisation: GOG/Kids on the Pitch  
GOG is the women's affairs department of Kids on the Pitch, a community-based group that works with disadvantaged children in two districts in Dar Es Salaam. GOG 's main aim is to use sport as a tool of exposing these disadvantaged children to opportunities such as employment, education and exposure.

The children involved are girls from 10-18 years. These young girls live in the low income areas and have very slim chances of getting good education mainly because: their families are poor; the parents or guardians cannot 'waste' meagre resources on their education when they should be getting married while the ones that do not get suitors are used for economic purposes, as house maids or bar maids to bring income to the family.

GOG implements the following programmes: participation in soccer sports tournaments both local and regional; English learning courses, and life skills seminars. All these activities go hand in hand with regular sports practice with the aim of giving exposure to these young girls for them to realize there is so much more to achieve outside their normal environment.

- *Women Fighters Football Team*. Organisation: Women Fighters Football Team  
Nassra Juma Mohammed founded Women Fighters Football Team in 1988, shortly after a women's football team from Sweden came to Zanzibar as part of their tour in African countries to promote women's football. After many years of experience of dealing with women in sports in Zanzibar, Nassra believes that sports has helped a lot of women in her community to discover their potentials and also develop socially.

There are 30 registered players of Women Fighters Team in Zanzibar Football Association. The age range of the players in Women Fighters is between 18 to 40. They are mostly school leavers, with no proper qualifications. For many different reasons, there was no proper league for women's football team in Zanzibar. But after convincing the Zanzibar Football Association (ZFA) in 2004, Zanzibar now has a women's football league with six teams.

Women Fighters won the title 2004 to 2005 and become the first team to win the women's champion league. Due to lack of support and funding, some of the women's teams are no longer functioning properly; some of the teams cannot even play matches because of lack of basic things like shoes, shirts, and shorts. In 2006, the league session had to be suspended because some teams could not afford to play because lack of basic needs such as shoes.

## **Uganda**

- *Girls Kick It Peace Team*. Organisation: Gulu Women Economic Development & Globalization (GWED&G)  
GWED&G considers sports as a great tool in advocacy and enhancing women rights and peace building. Among the women initiatives, the GWED&G formed a group for orphans who are girls and are idol in the IDP camps without education to participate in advancing women human rights, and advocate against SGBV in the camps. These teams of girls and child mothers have formed a football club within our women groups called 'Girls Kick It Peace Team'. In October 2006 the team is going to play in a main stadium with the logo and posters of Mama Cash. We are looking for additional funding for Urgent Action in support of the ongoing peace talks in Juba southern Sudan to launch an official demonstration by grassroots women in IDP camps.

The women proposed to have a "Peace Marathon" and sport by the team 'Girls Kick It'. This will be the first women team to play with reasons against violence in Northern Uganda.

- *Women and girls in team sports\**. Organisation: Mifumi  
Atuki Turner belongs to the Ashoka Mosaic-network and is reducing gender violence by making it a community, rather than a private, problem and equipping communities to stop it. Her programme, called Mifumi, is a women's rights agency that both drives changes in social attitudes (e.g. challenging long-held traditions such as bride price) as well in the lives of the individual women it supports. Turner's efforts combine partnerships with existing women's groups to set up advice centers to educate women about their options, microfinance programmes to promote economic independence, as well as sports programmes that teach women to play team sports in order to experience community and fun.

## **Zambia**

- *Go Sisters. EduSport Foundation*  
Go Sisters is a girls programme that is designed to address problems and factors that affect the future of the girl child. The programme focuses on sexual reproductive health education with emphasis on HIV/AIDS related issues, as well as leadership training, school education, and sport participation.

The Go Sisters' objectives are to increase active participation of adolescent girls in organised sports as well as the number of sports codes available to them; to increase the number of female sports peer leaders; to provide factual information, knowledge and life skills in reproductive health, economic empowerment, HIV/AIDS and other critical areas; youth peer coaching and leadership is a core component in this programme; girls are involved in various sports disciplines (basketball, netball, aerobics, volleyball, soccer, and track and field) that present a forum for interaction and education. Movement games; role-plays; focus group discussions; seminars and workshops are some of the ways through which knowledge and information is shared; peer coaches and leaders are the driving force in this process and they play an important role in initiating, directing and facilitating their group's activities.

- *Aerobics for pregnant mothers programme*. Organisation: the Commonwealth Sports Development Programme (CDSP).  
The CDSP run this programme in 2001. It enabled pregnant women to participate in a twice a weekly aerobics programme. The programme included educational components after the sessions on issues such as women's health, family planning and HIV/AIDS awareness. Participants reported increased energy, positive attitudes and a 35-50% reduction in labour time. It also provided a unique opportunity for women to come together to share information and concerns. It is unclear whether there has been a follow-up to this programme.
- *Girls soccer teams\**. Organisation: The Kalusha Foundation  
The Kalusha Foundation in Monze district in Southern Province trains both boys and girls soccer teams. It organises a youth soccer league and supports tournaments. While matches take place, HIV/AIDS information is disseminated by Kalusha Foundation peer educators. The Foundation approaches the media to cover the events. Kalusha Foundation is supported by the KNVB Academy International Projects.

## **ASIA AND THE PACIFIC**

### **Afghanistan**

- *Projet Sport et Femmes*. Organisation: Sport sans Frontières  
23 years of war and severe oppression under the Taliban regime has caused serious traumatism and the repercussions have marked the current condition of women: 90% of Aghan women are illiterate, almost all women still wear burkas, issues linked to hygiene, health and more generally the relationship to the body are problematic. In this environment, sport is well positioned as a tool to elevate the social and institutional recognition of women in Afghanistan. By supporting local initiatives, the objectives are to work with women on their awareness of women's rights and to provide information on health, hygiene and body-related issues.

The priority of the Project *Sport et Femme* is to make sports accessible for women by offering them the necessary materials and conditions. It aims at the recruitment and training of 10 female Afghan sports educators and the construction of sports infrastructures (gymnasiums, multi-sports court) allowing sports to be played hidden from public view and provision of light sports equipment (balls, gymnastic mats...).

A pilot project has been in place since autumn 2003 supporting about 10 young Afghan women who do karate in semi-secrecy. About 80 girls take part in karate lessons in the gymnasium of the French-Afghan Lycée, Malalai.

A sports project has been set up inside the Kabul Garden for Women. Therefore, the training of female socio-sport educators, combined with the construction of a gymnasium and multi-sports court will allow the development of a sporting dynamic which Afghan women can run.

## **Cambodia**

- *CNVLD Wheelchair Racing Programme - Women on the Move*. Organisation: Cambodian National Volleyball League (Disabled) Organisation (CNVLD)

The CNVLD recognise the importance of involving women with a disability in sporting activities and that, to date, there has been little opportunity available for Cambodian female PWD's to participate in Disability sporting activities. In recognition of this need to develop disability sports activities for women and in acknowledgment of the cultural barriers and prejudices that women with a disability experience, the CNVLD will implement a targeted promotional Campaign called "Women on the Move" in order to encourage the participation of women in wheelchair clubs and the competition programmes thereof.

Three trial clubs will be established that will work in cooperation with their respective Volleyball League clubs, in order to encourage wheelchair sports club development at the community level and self help exchange between the respective sports clubs. The CNVLD also aims to shortly commence an all women's racing team.

The objective will be to involve 50 athletes in the trial first year of which 30 are to be female. The Wheelchair racing programme will be supervised by Sports technical Advisors from Australia via the Australian Youth Ambassadors Programme and from Germany via the National Olympic Committee of Germany Sports technical Advisors Programme. This includes the training of Cambodian athletes and rehabilitation staff in all aspects related to the racing wheelchair programme.

## **India**

- *Women Swimming into the Future! Promoting and strengthening women in the south Indian Tsunami-hit region*. Organisation: Women without Borders (WwB), India

An unproportional number of women and children died in the Tsunami catastrophe in December 2004. One of the reasons is that in the patriarchal fishing communities women usually don't practise physical movement nor do they learn how to swim. So, a critical reason for their loss of lives was the physical constitution of women. Due to the absence of sporting activities for women in many affected areas, women lack strength and confidence.

Women without Borders, with support of the Sports Section of the Austrian Federal Chancellery and together with the Austrian Swimming Association, the Austrian Life Saving Federation and the Austrian Youth Red Cross offered a 7 day swimming training for girls and women in two swimming pools in the Tamil Nadu region. To learn how to swim is not only a valuable contribution to the future survival of women and girls, but also strengthens self-confidence and enhances their group identity and solidarity as they learn together. Furthermore, it will bring more respect and increase women's status in their rural societies.

- *Self-defence for empowerment of girls\**. Organisation: Tomorrow's Foundation  
Tomorrow's Foundation in Collate is an NGO which aims at education for children, but health and (gender) rights issues are included in the curriculum. It also helps young girls to get exposure in self-defence to empower them.

- *Self-defence for empowerment of girls\**. Organisation: DRIK  
DRIK is an NGO in Kolkata which helps young females to get exposure in self-defence.
- *Wenlido self-defense trainings for women\**. Organisation: Wenlido Trainers Network  
Wenlido Trainers Network is an autonomous non-funded network of women mostly feminists, with a few from leftist and child rights groups. The Network organises trainings and camps for women to learn them about self-defense techniques.

Wenlido ('women's path of strength') is a tool developed for women by women, in the context of women's conditioning and position in society, as a strategy to help women feel more confident about themselves and their bodies and to find safe strategies to deal with everyday harassment and violence in their lives. Many women because of the fear of violence are not able to make many choices in their lives. Wenlido supports women to develop a more empowering image of themselves and take charge of their lives. In this way it works to enhance women's rights and gender equality.

### **Japan**

- *Sumo wrestling for women\**. Organisation: unknown yet.  
Japanese women engage in sumo-wrestling on an official level. This was such a boost for women in the region that initiatives have been taken to enhance similar developments in Oceania and the Fiji Islands.

### **Malaysia**

- *Empowerment of women through sports and fitness\**. Organisation: the Women Sport and Fitness Foundation Malaysia (WSFFM)  
WSFFM is devoted towards the empowerment of women through sports and fitness. The Foundation has pursued this goal from 1995 along with the quest to enlighten women on the significance of sports and fitness as a national agenda.

The Foundation has been conducting a wide spectrum of projects ranging from sports for all to high performance sports. In 2005, the Foundation organised jointly with the Ministry of Youth and Sports (KBS), the National Sports Council (NSC) and the National Sports Associations (NSA) the first National Women's Games (NWG). The Games were participated by nine sports which were aquatics, athletics, badminton, bowling, football, gymnastics, hockey, squash and netball. A total of 15 states participated in the Games encompassing a total of 3,000 athletes and officials.

In addition to these projects the Foundation has organised women's coaching convention with eminent international speakers, 4x4 Woman Challenge, Power Walk Series, Young Woman's Health Seminar, annual Aerobics Convention and the annual National Aerofit Challenge (fitness skills blended with art). In the year 2006, the Foundation has a series of projects which are intended to widen the horizons of sport and fitness in women empowerment.

### **Nepal**

- *Women leading trekkers\**. Organisation: unknown yet  
Lucky Chetry belongs to the Ashoka Mosaic-network and is creating jobs for poor women by preparing them to enter the adventure tourism business as leading trekkers, which was only men's work before.

## EUROPE

### Belgium

- *d'Actief Sjotsters, lesbian soccer for empowerment\**. Organisation: d'Actief Sjotsters  
Aline Demuyser is founder and captain of the soccer team which is based in Antwerp. The idea behind its founding is the empowerment of lesbian girls and women. Along the years a lot of things were achieved through soccer/football. The team went to good and bad experiences.

The team's captain aspires to document all the work done and its impact on individuals and on the sport infrastructure of the LGBT-community. Some time after its establishment d'Actief Sjotsters integrated in Antwerp's gay and lesbian sport organisation 'Active Company' (hence the name d'Actief Sjotsters, 'sjotsers' means 'female soccer players'). In the course of time d'Actief Sjotsters witnessed the increasing participation of women in both soccer and other branches of sport.

### Denmark

- *Workshop on Women, Sport and Leadership\**. Organisation: Institute of Exercise and Sport Sciences, University of Copenhagen  
The workshop will be integrated in Sport in a Global World, Past, Present and Future. 4<sup>th</sup> World Congress of ISSA in conjunction with the 10<sup>th</sup> World Congress of ISHPES, 31 July-5 August 2007. The congress aims at international cooperation and scientific interdisciplinarity, and will focus on the historical development of global sport, as well as on the interrelations between sport, ideologies and politics, and explore its impact on people, cities, cultures and countries.

The congress plans to include a workshop on women, sport and leadership. In the world of sport power is in the hand of men. But there are many women worldwide who have the abilities, competencies and qualifications to take over leadership roles. There are results of research and best practices available which can be shared among women. In addition to information, mentoring and networking is a central issue. Women from Chile, Brazil, Argentina, Columbia, Iran, Egypt, China, South Africa, Bangladesh and other countries will be approached to attend the workshop. The actual realization of the workshop will depend on funding, mainly travel grants for the women concerned.

### Germany

- *MädchenStärken*. Organisation: DKJS. The MädchenStärken-project concerns 16 Girls' Strength Projects. The ones below are related to sport activities.
  - *Girls' Strength through Street Soccer*. Organisation: Brandenburgische Sportjugend  
The project will be implemented for students of grades 5 to 10 (age 10-16 years) in rural areas in Brandenburg. Intention is to form fixed gender-mixed street soccer teams. General aim is to encourage self-organised action, tolerance, self-awareness and -confidence and especially on side of the female participants self-assertion and a positive body-perception. Some of the participants are trained as team leaders. The activities are accompanied by trainings on conflict-management, communication, self-concept and gender.
  - *Free climbing and field trips for disadvantaged girls/young women\**. Organisation: (E-L-E e.V.), North Rhine -Westphalia.  
Target group of the project are socially disadvantaged girls/young women especially from an Islamic migration background. In the project several training sessions in free climbing and field trips are combined with special units to reflect their experiences in terms of self-perception, group dynamics and gender-awareness. Intention of the last part of the project is to transfer the already learnt abilities into the own social context by encouraging the participants to seek and realise an individual request in their personal social setting.

- *Sports and sportive activities for disadvantage girls/young women in rural areas\**. Organisation: Rheinsberg Flecken Zechlin (Brandenburg).  
The Project is directed at socially disadvantaged girls and young women in rural areas. A fixed group of 10 girls/young women is established to try out different kinds of sports and sportive activities like beach volleyball, skating, Tae Bo, self-defence and trainings on self-assertion. Additionally the group is planning and realising public sport events for themselves and others, intending to integrate a wider circle of young people in their environment. The sportive part of the project is accompanied by a range of workshops on self-perception and perception of others, body-work and self-presentation and joint field trips to foster the formation of identity and group formation processes.
- *Girls in Sportive Activities in the Mellow Park*. Organisation: MellowPark - all eins e.V. (Berlin)  
Intention is to improve the participation of girls in sportive activities in the MellowPark, a compound for leisure activities of young people, built up and supervised by themselves. Possible sportive actions in the MellowPark are skateboarding, beach volleyball, table tennis, and street ball. Up to now the participation of girls is limited to a small range of activities, like table tennis and the role as spectators. In the beginning of the project girls and young women are contacted in the nearby youth clubs and schools, trying to encourage them to participate in the project. After the first fixed groups are established, the girls start taking part in selected sportive activities. In a second phase workshops on the whole range of sportive activities are offered to the participants.
- *Mädchen Mit-Wirkung*. Organisation: Gesamtschule Holsterhausen, North Rhine – Westphalia.  
Participants of the project are students of grade 8 (14 yrs.) of a comprehensive school and girls from the neighbouring socially disadvantaged urban district. Aim is to achieve a better feeling of self-value and consciousness of self-efficiency, awareness of gender and the ability to exploit new public spaces. In the first part a wide range of sportive actions like body building, artistry and dancing will be established in and off the school lessons and in cooperative institutions. Additionally the attention is directed on a broad qualification of the participants as peer leaders and coaches and in gender-related topics. The second part is intended to adopt the experienced and transfer into the personal environment.
- *B-Girlzz fight the Power*. Organisation: Kreuzberger Musikalische Aktion, Berlin.  
The project is planned as a directed impulse to fortify the b-girls community. An attending survey is designed to discover conclusions about the specific training strategies of girls/young women. The international participants from Austria, Sweden, Hungary, France, USA, South Korea, Japan and Germany are trained in two stages in Berlin and take part in a workshop led by the legend of break-dance Storm. To draw conclusions about the training strategies of young women, the group is divided in one group solely for girls and a mixed-gender group. Both teams are taught by a male coach first and by female coach later on. Before the participants are attending the world championship in Poland at the end of the project, they participate in smaller competitions in Berlin. In the run-up to the competitions the participants are involved in all fields of the organisation and planning of the events.
- *"Box Girls" in Berlin. "The boxing ring is open for girls!"*. Organisation: Seitenwechsel e.V., Berlin.  
Girls who box are strong girls. They develop a self-confident appearance and learn to deal with aggression. Amateur boxing is a strategic sport – centered on tactical skills, physical fitness, mental strength and technical perfection. The "Box Girls" want to pursue amateur boxing, a male-dominated sport, in girl-friendly surroundings, and to publicly demonstrate their enthusiasm for boxing. In addition, the girls choose mentors from among the members and partners of their boxing association, who then support the young boxers athletically and provide them with personal insight into their occupations.
- *Starke Mädchen (Strong Girls)*. Organisation: 'The Borussen Playgirls', Dortmund  
In Dortmund, the so-called "Ultras" are young, enthusiastic and adventure-oriented soccer fans who work to support their favorite association through creative means and attention-grabbing activities. Although there are a surprisingly large number of girls in the group, girls are barely involved in the active group processes and are regarded as mere "satellites".

However, the girls are now beginning to carve out their own position in the Dortmund fan scene. They play soccer together – thus the name Borussia Dortmund Playgirls - and meet regularly to plan spectacular activities at the stadium in support of their sport association. The Fan Project Dortmund e.V. is utilizing the "Girls' Strength" project to break down obsolete structures and to establish active and creative girls' groups as an integral element of the fan base.

- *M O B I L E = Mädchen Offensive für Bewegung, Initiative, Lust und Eigensinn (Girls' Initiative for Movement, Initiative, Zest and Precociousness)*. Organisation: unknown yet, Mannheim, Baden-Württemberg.  
MOBILE is the name of the Girls' Strength Project for the City of Mannheim. Girls broaden their scope of self-determined recreation activities and can try out sports as varied as martial arts, dance, soccer and climbing. They decide on a sport that they would like to establish on a long-term basis in their neighborhood, gain access to public facilities in their area, and hold tournaments and sport festivals. Experienced participants assume responsibility as coaches and trainers.
- *Unser Platz – geschlechtergerechter Sportplatz in Berlin. (Our Place – Gender-appropriate Sports Arena in Berlin)*. Organisation: unknown yet.  
In the district of Marzahn-Hellersdorf, girls are encouraged in different ways "to take control of their space" at a large sports and recreation area. Training sessions are being planned in unicycle-riding, juggling, peteca (a Brazilian game), street ball, snake board, and in mixed-gender and girls' soccer. The programmes are designed to enable girls to experience themselves as experts and to assume an active role in sports that are usually dominated by boys, to organise festivities and tournaments, and to act as mediators. A girls' group will compile an internet training manual for soccer and snake board. At present, the sports arena is used by boys ninety-percent of the time.
- *Workshop for Girls on the Move*. Organisation: Baufachfrau Berlin e.V. (Berlin and Brandenburg).  
On this project, the girls do the construction. Under the guidance of female artisans, girls will create miniature golf courses, swings, and a variety of ramps and seesaws for skating and biking. They will take the city by storm with their "armada" of exercise gear, transforming empty public areas into "places for girls on the move" and filling these spaces with equipment for engaging in diverse sport activities. Knowledge of sports as well as training in crafts and technical skills will provide the participants with opportunities to "use their minds and bodies" and to gain confidence in their individual abilities and potential.
- *Hey, We're Smart Too!* Organisation: Mädchentreff e.V. (Tübingen/Baden-Württemberg).  
Girls with mental disabilities support one another. Every girl, including those with disabilities, has skills that she can use to defend herself in conflict situations. This project helps girls to discover these skills, develop them, and apply them in situations requiring self-assertion and self-defense. Girls with disabilities learn techniques for expressing themselves verbally and physically, and for defending themselves if necessary. The most dedicated girls will be trained as mentors so that they may demonstrate particularly effective strategies to new participants. Seminars and workshops will be held to teach the girls' counsellors how to guide the girls in applying their acquired skills in their daily lives.
- *Run Leyla Run Festival*. Organisation: Seitenwechsel e.V. (Berlin).  
Until now, the *Leyla Girls' Sports Festival* has been limited to the district of Friedrichshain. In the future, *Run Leyla Run* will become synonymous with sporting events for girls in the entire city. At the *Run Leyla Run Festivals*, girls and women will demonstrate their skills in "traditionally female" sports as well as "non-traditional" sports such as American football, boxing, soccer and break dancing. *Run Leyla Run* visitors can experiment with participation in these sports in an adventure-oriented atmosphere, without the pressure of having to decide on one sport, or of having to sign up for a team. Girls who want to gain work experience or participate in the Voluntary Social Year Programme will be able to play an active role in the project. By planning, organising and learning to present the project in public, the girls will develop skills which will be useful in other situations, such as when applying for vocational training.

- *Teltow Girls Demonstrate Girls' Strength through Capoeira*. Organisation: Jugend- und Sozialwerk/MädchenZukunftsWerkstatt (Teltow, Brandenburg).  
Capoeira, the newest trend in sports, combines elements of martial arts, dance, play and acrobatics with music and spiritual-philosophical aspects. Capoeira originated in Brazil, and promotes a positive image and positive attitude toward life. Girls from Teltow elementary schools will learn Capoeira basics in weekly training sessions and then participate in an intensive summer training camp. After a few months of training, they will be able to publicly demonstrate their accomplishments at city festivals and intercultural events. The girls' parents will be actively involved in the project from the beginning - by participating as supporters and assistants, and, of course, in the audience. Capoeira moves everyone – the girls who are active and those who watch.
- *Promotion of feminist ideas through participation in a running/walking event\**  
Organisation: Filia.die Frauenstiftung  
Two co-workers and one friend of Filia.die Frauenstiftung took part in a running/walking event in Hamburg on August 13<sup>th</sup>, 2006. It was sponsored by Rykä, the company for running shoes for women. It was the 6<sup>th</sup> 'Frauenlauf um die Aussenalster' (women's walk around Lake Aussenalster in Hamburg). Men were only allowed to be present as spectators. Very few feminist initiatives from Hamburg took the chance to promote their ideas by sponsoring a team, but Filia did. Its team wore special T-shirts with the Filia-logo printed on front and back. Since the Filia-team started with the walking group (not with the runners), its members had enough breath during the contest to explain what Filia is and how Filia works. It was a very good experience for the Filia-women to have something more to walk for than just for themselves.

### **The Netherlands**

- *Women soccer team Buitenveldert\**. Organisation: Sportclub Buitenveldert Amsterdam. From 1992-1997. Mama Cash was sponsor of this women soccer team from Amsterdam.
- *Guidebook lesbian walks, boat and bike tour Amsterdam\**. Organisation: Lesbisch Archief Amsterdam. Mama Cash granted this project in 1994.
- *Biking courses for migrant women\**. Organisation: Stichting Welzijn advies en ondersteuning, Vlaardingen. Mama Cash granted this project in 1995.
- *Symposium Improvement of Expertness\**. Organisation: Beroepsvereniging Weerbaarheid en Zelfverdediging, Amsterdam.  
The Foundation aims at social recognition and propagation of feminist self-defence, quality control, and the enhancement of the interest of its members. The symposium meant to improve the expertness regarding several aspects in the practice of the profession. Mama Cash granted this project in 1995.
- *Design of information brochure\**. Organisation: Beroepsvereniging Weerbaarheid en Zelfverdediging, Amsterdam.  
The Foundation aims at social recognition and propagation of feminist self-defence, quality control, and the enhancement of the interest of its members. The Foundation designed a new information brochure about its work. Mama Cash granted this project in 1996.
- *New bike for biking courses for migrant women\**. Organisation: Stereo buurtcentrum, Rotterdam.  
The Buurtcentrum organises biking courses for migrant women. They were in urgent need of a new bike. Mama Cash granted this project in 1998.
- *First lesbian biking club at the Gay Games\**. Organisation: Eerste Lesbische Fietsclub (ELF), Utrecht.  
This lesbian biking club was founded in 1991 and organises monthly tours of 60-80 km. Two teams of four women want to participate in the Gay Games. Mama Cash sponsored their shirts and paid their inscription fees in 1998.

- *Chess tournament for women\**. Organisation: [Fenny Heemskerk Comité, Amsterdam](#)  
After a long time the tournament finally started to be taken serious. The media also came to pay a lot of attention to young female talents. However, these changed circumstances didn't result in more subsidy from the part of the official chess federations. Many girls showed a lot of interest in this tournament. The tournament is important since women's chess still has to make up arrears. Female chess geniuses should become role models for the rest of the girls and women. The chess tournament also needed to become supported to make the chess federations more aware of the many female chess talents in the Netherlands making a grant from Mama Cash no longer necessary. Mama Cash supported this project in 1999-2000.
- *Vrouwen Schaak Toernooi Amsterdam*. Organisation: [Schaakbond Groot Amsterdam](#).  
The organisation of the Fenny Heemskerk tournament had stopped, but there was still need for a women's chess tournament. A commission of the Schaakbond Groot Amsterdam took responsibility to organise this women's chess tournament. Mama Cash supported this project in 2002.
- *A Knock-out*. Organisation: [film makers Tessa Boerman and Samuel Reiziger](#)  
Tessa Boerman and Samuel Reiziger produced the documentary *A Knock-out* on world champion female boxer Michele Aboro. The documentary tells the story of Michele's career, and how it ends: her promoter ends the contract – Michele never lost one game – because she is not 'marketable'. Mama Cash granted this documentary in 2002 within the framework of the Mama Cash documentary festival.
- *Heldinnen*. Organisation: [Mama Cash/artist Margi Geerlinks](#)  
Thai boxer multiple year world champion Ilonka Elmont is a role model not only for girls and women who choose for a fight sport, but also for women and girls choosing unconventional and, by norm, 'unfeminine', careers, life paths or behaviour. Ilonka was one of Mama Cash's 'won't-conform-to-the-norm heroines' celebrated with a photography exhibition by artist Margi Geerlinks. A Dutch film portrait of Ilonka 'Killer Queen' Elmont showing that next to her boxing career she also pays a lot of attention to injustice in the world was equally supported by Mama Cash in 2004.
- *Projects for the enhancement of the participation of women\**. Organisation: [European Gay and Lesbian Sport Federation \(EGLSF\)](#)

The organisation works in the field of sports and is concerned with human rights in Europe. An important part of its tasks is outreach to Eastern European countries. EGLSF aims at connecting individual sports men and women in order to get united and strengthened and give a place to their sexual disposition. The organisation is in the process of thinking about projects for the further enhancement of the participation of women. Especially in Eastern Europe the participation of lesbian women to sport activities is low.

## **LATIN AMERICA AND THE CARRIBEAN**

### **Jamaica**

- *Self-defense for women*. Organisation: [Karibe](#)  
Victims of gender based violence come together for counselling and take part in self-defense training sessions. Mama Cash supported this project in 2002.

### **Colombia**

- *Programmea de Formacion en deportes, danzas, juegos tradicionales y valores sociales con niñas y jovenes de los sectores populares en Colombia*. Organisation: [Centro Popular para America Latina de Comunicacion \(CEPALC\)](#)

The mission of CEPALC is the transformation of society into a more democratic and social society. The organisation is meant for both men and women, but women play a major role in the organisation and its board. CEPALC organises training sessions about a wide range of communication media for mainly women grassroots organisations.

The project aims to perform a number of 19 workshops of (traditional) dance, music, corporal expression, traditional games and sports for 60-90 young girls and women in poor communities of Southeast Bogota, Colombia, from October 2006 till March 2007. Its objectives are the following:

- strengthen the self-esteem of the participants, the confidence in themselves and their creative talents by offering them spaces and resources so that they can freely develop a series of activities that allows them to confront the conditions in their lives more autonomously.
- offer the young women and (female) children options of leisure activities, that facilitates their social interaction in the community and their participation in processes and projects that promote values of solidarity and social responsibility.
- facilitate, at local level, processes of women leaderships and the fight for their social and political rights by increasing the awareness of their values, their dignity as an individual and their absolute equality, with respect to men, in all fields of social life.

## MIDDLE EAST AND NORTH AFRICA

### Egypt

- *Ishraq: The 'Safe Spaces to Learn, Play and Grow' project.* Organisation: [the Population Council and Save the Children/USA](#) in partnership with the Center for Development and Population Activities (CEDPA) and Caritas Egypt in the villages of El-Minya in northern Egypt

The 'Safe Spaces to Learn, Play and Grow' project started in 2001 as an experimental intervention in villages in rural Upper Egypt – traditional settings where girls' mobility is restricted and early marriage is common. In most rural areas, sport clubs are dominated by men. The Council's intervention, a community-based programme known locally as 'Ishraq' challenges traditional concepts of gender-appropriate behavior by incorporating sport and recreation activities along with literacy, life-skills training, and reproductive health awareness.

On two of the four days, girls don training suits and gather in an enclosed playing field to participate in sports. The sports component of Ishraq began with locally familiar games like running, jumping and singing to introduce girls to the benefits of sports. Some traditional popular games require considerable dexterity and speed. This first phase of recreational activities also served as a means for understanding the needs and abilities of the girls. Those observations formed the basis for designing a new, locally developed sports curriculum, launched in February 2002. As the programme progressed, exercises and kicking of soccer balls were added to help girls feel more comfortable with their bodies.

The new curriculum teaches girls the basic rules and skills of four different sports: volleyball, soccer, basketball, and handball. After all four units have been introduced, girls select one sport to practice and compete in during the remainder of the programme. Ishraq also collaborated with the International Table Tennis Federation to include table tennis.

### Morocco

- *Engaging Moroccan women and girls in sports\**. Organisation: [Moroccan Sport and Development Association \(AMSD\)](#)  
AMSD aims to engage Moroccan women and girls in sports.
- *Girls soccer in Lagfaf.* Organisation: [Stichting Vrienden van Marokko](#)  
The Stichting Vrienden van Marokko is a private initiative of Dutch and Moroccan people who are concerned with the village Lagfaf, 18 km east of Khouribga, in Morocco. In order to improve the social and economic conditions of the villagers they send them second hand school furniture, computers and clothes. They also support the local girls soccer team.
- *Basketball for girls in secondary schools.* Organisation: [USAID Morocco](#) and local organisations not known yet  
USAID is currently investigating possibilities to integrate sport activities for girls in its education project. USAID has a wide network of contacts among Moroccan NGOs and in case it wouldn't fund sport activities for girls and women itself, it likes to link organisations with other potential funders or sponsors.

USAID aims at increasing the sport activities of girls in the first grade of secondary schools both inside and outside schools. It prefers to start a pilot basketball project which provides basketball equipment, sport clothes, and coach training to schools and organisations around. Basketball would empower the girls, give them a stronger feeling of self-worth, and increase their team spirit and their appreciation of education in general and their own school in particular.

## **SOUTH AMERICA AND THE CARRIBEAN**

### **Bolivia**

- *Sports for pregnant girls.* Organisation: Terre des Hommes  
No details about this project are available.

### **Brazil**

- *Girls football team for girls street children in Recife.* Organisation: Passage House  
Passage House provides a safe refuge for 'street girls' in Recife, Brazil. One of its programmes focuses on 80 girls between 7 and 17 and aims to restore their self-esteem and give them the skills and confidence to progress to an independent life. Reconciliation with and support for their families is also promoted. The girls take part in a variety of activities including football.

The girls are trained to pass on information about sexual health issues so increasing the number of girls reached by the project. The numbers quoted in question 10 are therefore a minimum number. Also if the young people are better equipped to deal with their difficult lives, it is less likely that their children will end up in the same situation. There are many young girls who have been helped by Passage House to break free from a world of violence and poverty. Some have learnt valuable lessons about AIDS and HIV; some have learnt a skill, like cooking or computing; some have learnt to open up and talk about the troubled lives they live.

- *Sport activities for mothers in distress\*.* Organisation: Group of mothers  
Sport activities project in Jacarepaguá/Rio de Janeiro which aims to combat depression of mothers who have children whom are either murdered or missing.
- *Capoeira, yoga and self-defense for women\*.* Organisation: Collectivity of Women  
The project in Olinda/Pernambuco aims at the practice of capoeira, yoga and self-defense by women to enhance their personal growth and self-esteem. For several years the Collectivity of Women was the only organisation for women to participate in tournaments.
- *Cultural and sport activities for marginalized women\*.* Organisation: Affirmative group of independent women  
The project in Natal/Rio Grande do Norte aims at cultural and sport activities for marginalized women, among others women's football. A tournament for lesbian women was organised in 2006. For Brazilian lesbian women sport is an important strategy to gain self-esteem and integration. Soccer games and other sport competition events are organised during meetings on a regular basis. This tournament fits within their framework.
- *Cosmetics, beauty and citizenship.* Organisation: unknown yet  
The project in São Paulo periphery introduced walks in the mornings and evenings for relaxation and feeling of unity, and singing during the walks.
- *Remaking of ties.* Organisation: unknown yet  
The project in São Paulo periphery organises football for both girls and boys to teach boys about equality.
- *Sports as a multipurpose means for women\*.* Organisation: Network of Women living with AIDS  
The project is active nation wide and considers sports as a means to keep the body fit, come together, speak of prevention, and share knowledge and information.

- *Capoeira and dance for women\**. Organisation: [Women in action for the community](#)  
The project in São Gonçalo/Rio concerns courses of capoeira and dance for women. Talks with potential partners are underway.
- *Sport activities for women\**. Organisation: [Feminine Group](#)  
This project in São João de Meriti/Rio de Janeiro organises daily sports activities for women that have a positive impact on their lives.
- *Capoeira for women\**. Organisation: [Oriashe](#)  
This project in São Paulo periphery organises capoeira to boost the self-esteem of women.
- *Capoeira and feminism\**. Organisation: [Menina Perola](#)  
This project in João Pessoa Paraíba uses capoeira to enhance the condition of body, mind and spirit of girls and women. In 2005 a capoeira event was initiated and organised by Menina Perola, a group of Afro-Brazilian women. The event's aims were the following: enhancement of leadership among women in capoeira; enhancement of participation to capoeira; enhancement of a 'gender' debate among those who exercise capoeira, and the contribution of surplus value to feminism within the sport.
- *Sport for girls\**. Organisation: [Social and Environmental Group Cem Modos](#)  
The Group's project uses sports for girls to boost their self-esteem.
- *Sports for youth and mothers\**. Organisation: [Comunidade de Varzea das Mocas](#)  
The Comunidade's projects uses sports for youth and mothers as a tool to develop their skills.
- *Football match for women*. Organisation: [Feminist Centre 8<sup>th</sup> of March](#)  
The Centre organises a football match for women to discuss equality.
- *Project dance and gender for young girls\**. Organisation: [Afro Cultural Action](#)  
The project uses dance for young girls to raise gender issues.
- *Sports for reproductive rights promotion\**. Organisation: [Centre for Women's Education and Health](#)  
The Centre project aims at reproductive rights promotion through sports.
- *Capoeira for women\**. Organisation: [Woman in Movement Centre](#)  
This project aims at raising the self-esteem of women through capoeira.
- *Personal defense for women and girls\**. Organisation: [Wendo Group Sao Paulo](#)  
This project offers personal defense techniques for women and girls.

## Annex 2 > Potential stakeholders for future partnerships

### **Sport and development organisations**

- *NCDO, programme Sport and Development*  
(contact persons: Tessa Kocken and Helga van Kampen).  
The realisation that sport, play and moving can have positive effects on a fair and sustainable world is the point of departure of the NCDO Sport and Development programme.  
With the Sport and Development programme, NCDO stimulates communication, knowledge transfer and practical collaboration between national, regional and local sport and development organisations. This is effected through the organisation of meetings, workshops and the staking out of research projects.  
In addition, NCDO aims to make the Dutch public more knowledgeable about / involved in development cooperation. The Supporter quarterly magazine, the information on the website, and the attraction of media attention for sport within the framework of development cooperation all contribute to the enhancement of Dutch involvement.
- *The Dutch Platform for Sport and Development*  
(contact person: Helga van Kampen).  
Many Dutch organisations are active in the area of Sport and Development. A large number of these sports and development organisations meet in the Sport and Development Platform to exchange valuable information and experiences and, where possible join forces through collaboration. The Sport and Development Platform was established in 2001 and meets twice a year. The purpose of the meetings is to get Platform members acquainted with each other, to promote the transfer of know-how, and to boost collaboration.
- *The Sport for Development and Peace International Working Group (SDP IWG), Canada*  
(contact SDP IWG Secretariat, Right to Play, Canada).  
The SDP IWG is a four-year initiative engaging national governments, United Nations (UN) agencies, and civil society in the development of practical recommendations for the integration of Sport for Development and Peace into domestic and international development policies and programmes. The work of the SDP IWG will culminate in the presentation of a comprehensive set of policy recommendations for national governments in conjunction with the Beijing Olympics in 2008.

The SDP IWG's objectives are to highlight the international contribution sport and physical education can make in the achievement of the Millennium Development Goals; the completion of Preliminary Report entitled Sport for Development: From Practice to Policy; the completion of Final Report entitled Turning Sport for Development and Peace into Policy: Recommendations; the adoption of Policy Recommendations by National Governments.

### **Women's organisations**

- *Women without Borders, Austria*  
Women without Borders is an international research-based advocacy and PR organisation for women in politics and civil society. Women without Borders supports women all over the world as they strive towards participation in all levels of decision-making. Through global dialogue, targeted information, with model projects and the creation of alliances with international partner organisations, Women without Borders empowers women towards positive change. Women without Borders call on all decision makers to induce women, on women to involve themselves and on communities to invest in women.

Women without Borders has a strong focus on sport as a tool for development and peace. From leisure to life skills, health to healing, sports helps to break down personal and cultural limitations. Women without Borders was founded in December 2001 by Dr. Edit Schlaffer, social scientist, author and activist.

## **Women's sport organisations**

- *DEMUSA (Deporte, Mujer y Salud - Sport, Women and Health)*, Mexico  
DEMUSA claims to be the only nongovernmental organisation to promote gender-equity in sports in all Latin America.
- *International Association of Physical Education and Sports for Girls and Women (IAPESGW)*  
IAPESGW has members on every continent of the world, in over 40 countries. Its primary aim is to support and bring together women around the world working in the fields of physical education and sport. IAPESGW also aims to represent and promote the interests of girls and women at all levels and in all areas of physical education and sport.

As a member organisation of the International Council for Sport Sciences and Physical Education, *IAPESGW* helps to construct international policy and aid work in sport and physical education. *IAPESGW* has a representative on the International Working Group on Women and Sport, whose brief is to monitor and encourage implementation of the 1994 International Declaration on Women and Sport and the 1998 Windhoek Call for Action.

- *The International Working Group on Women and Sport (IWG)*  
The IWG was established on the occasion of the international conference "Women, Sport and the Challenge of Change," held in Brighton, United Kingdom, in May 1994. At the conference, over 280 delegates from 84 countries endorsed the Brighton Declaration on Women and Sport which contains the principles that provide a guide to the action needed to increase the involvement of women in sport, and the International Women and Sport Strategy which aims to coordinate work on women and sport issues in the international arena. Governments and organisations committing to the Strategy will endorse the Brighton Declaration and work with the IWG by keeping them informed of their progress in implementing the Brighton Declaration.

The main aim of the IWG is to accelerate the process of change in order to redress the imbalances that women face in their participation and involvement in sport. WomenSport International's membership in the IWG is as an action-based organisation which seeks to work with the IWG by assisting organisations and sport bodies to adopt the Brighton Declaration but more importantly to work with them directly to assist them in implementing the International Women and Sport Strategy.

The IWG is composed of senior decision-makers from sport from all continents. The IWG has had contact with several key international sporting organisations, including the International Olympic Committee, and the Commonwealth Games Federation. All these organisations have recognised the importance of the issue of women and sport in different ways. One of its targets was to multiply the number of countries and international organisations endorsing the Declaration.

- *Islamic Federation of Women Sport (IFWS)*, Iran (contact person: Soheila Ghasemi)  
While many regards sport as a basic need for all human beings, Muslim women – representing ¼ of the world's female population – have not been able to participate in sport due to various Islamic criteria and strict religious beliefs. These obstacles served as the basis for the establishment of the Islamic Federation of Women Sport in 1991.

With the collaboration of Islamic countries and support coming from many international organisations such as the International Olympic Committee (IOC) and the Olympic Council of Asia (OCA), the IFWS seeks to extend the culture, the accessibility, and the peace-building nature of sport to Muslim women, making them more visible in national and international arenas while simultaneously observing their special Islamic conditions. At present the organisation has more than 50 members from Islamic countries, as well as from societies in non-Islamic countries.

The most important aims of the IFWS include the building of international solidarity and peace through sport, the development of women's abilities in technical, executive, managerial, and practical fields of sport through training courses in member countries, and facilitating the exchange of scientific information through congresses, assorted international gatherings, and the publishing of books and brochures. Additionally, within the framework of the Olympic Charter the organisation coordinates the 'Women Islamic Games' every 4 years, as well as one-off 'Solidarity Cup Competitions'. A Women with Special Needs Committee (Disabled) is active within the Federation.

- *Women in Paralympic Sport (WIPS) Development Initiative*, various countries in Africa (contact person: Amy Farkas/International Paralympic Committee)  
WIPS empowers women and girls with disabilities in Africa through encouraging their involvement in paralympic sports and regional WIPS Summits. Participating organisations are the International Paralympic Committee (IPC) and UK Sport.

The International Paralympic Committee (IPC) estimates that there are approximately 40 million women and girls with disabilities in the African continent. These women face a dual burden of discrimination, based on both their disability and their gender. This can present barriers to independence and opportunities and relegate them to a life of poverty and dependency. The WIPS programme empowers women and girls with a disability and fosters their equal participation in society through sport and to combat the discrimination they face. The project builds organisational and individual capacity to develop a network of leaders. Regional and national WIPS representatives are elected to serve as liaison to the IPC Committee for Women in Sport and are charged with overseeing implementation of the agreed blueprint for gender equity in their respective countries and regions.

- *WomenSport International (WSI)*  
WSI was formed to meet the challenge of ensuring that sport and physical activity receive the attention and priority they deserve in the lives of girls and women and to meet the need for an international umbrella organisation that can bring about positive change for girls and women in these important areas of their lives.

WSI is both an issues and action based organisation. The members represent over 30 countries and a broad range of expertise and interest in the following areas: sports science medicine, health and fitness, nutrition, coaching, administration and education as well as athletes and girls and women who want the opportunity to make sport and physical activity an ongoing part of their lives. WSI's mission is to encourage increased opportunities and positive changes for women and girls at all levels of involvement in sport and physical activity. WomenSport International is a member of the International Working Group on Women and Sport (IWG).

## **Funds**

- *The Angela Borba Women's Fund, Brazil*  
The Angela Borba Women's Fund started to make sport a focus point of its funding activities. They have already granted many sportive empowering initiatives in Brazil and will continue doing so.
- *Prince Claus Fund Foundation, the Netherlands*  
The Prince Claus Fund aims at the enhancement of development through culture. Since it considers sport as cultural expression it made sport one of its specific themes a few years ago. This policy of the Fund didn't include a specific gender bias. Although the MYSA soccer project in Kenya received a Prince Claus Award, the Fund recognizes that the granting of sport projects in general has stayed. The staff of the Prince Claus Fund and its advisors in the field feel that they are not sufficiently qualified to judge these proposals, and some of the few sport proposals which have been submitted during the years were declined for that reason. A sport project which has been granted is the traditional archery project in Nepal, most probably a men's business.

## Annex 3 > Recommended sources in the field of Gender-Equity through Sports

Bailey, R., I. Wellard and H. Dismore, *Girls' Participation in Physical Activities and Sports: benefits, patterns, influences and ways forward*. Centre for Physical

Education and Sport Research Canterbury Christ Church University College, UK.

Brownell, Susan, Sport Ethnography: A Personal Account. In: *The Sage Handbook of Fieldwork*. London/Thousand Oaks/New Delhi: SAGE Publications, 2006, p. 243-254.

Hargreaves, Jennifer, Hidden Identities and Personal Stories: International Research about Women in Sport. In: Dick Hobbs and Richard Wright (eds.), *The Sage Handbook of Fieldwork*. London/Thousand Oaks/New Delhi: SAGE Publications, 2006, p. 255-273.

Ilse Hartmann-Tews and Gertrud Pfister (eds.), *Sport and Women. Social Issues in International Perspective*. London: Routledge, 2003. Reports about women's sport in sixteen countries.

Kampen, Helga van, Annelies Knoppers and Jan Boessenkool, Gender, Sport en Ontwikkelingssamenwerking. Quicksan Onderzoek. Universiteit van Utrecht, 2001.

Kunz, Valeria (co.), *Promoting Gender Equity through Sport*. Output Paper 2<sup>nd</sup> Magglingen Conference Sport and Development, 4-6 December 2005. Swiss Academy for Development, n.d.

NCDO/Sondela, *Handboek Sport & OS; voorbereid het veld in*. Dutch version of the Toolkit Sport and Development. Available via [www.toolkitssportdevelopment.org](http://www.toolkitssportdevelopment.org). The theme Sport and gender will be integrated in the toolkit soonest.

Saavedra, Martha, *Women, Sport and Development*. Working paper. University of California, n.d. ---, Football Feminine – Development of the African game: Senegal, Nigeria and South Africa. In: F. Hong and J.A. Mangan, *Soccer, women, sexual liberation: kicking off a new era*. London, 2004.

UNESCO, Unit for Physical Education and Sport/Greek government, Web-base International Observatory on Women, Sport and Physical Education which will present good practices worldwide. The project will start its operations soon.

United Nations International Year of Sports 2005: [www.un.org/sport2005/](http://www.un.org/sport2005/). Special website with information on how sport may be used as a tool to enhance, among other goals, peace and development.

United Nations, *Women, Gender Equality and Sport*. 2006 (forthcoming).

Women's Sports Foundation (WSF), UK, **Whatworksforwomen?** website: [www.whatworksforwomen.org.uk/](http://www.whatworksforwomen.org.uk/). In September 2005, WSF launched **Whatworksforwomen?**, a new website set up to help sports deliverers and teachers provide effective physical activity programmes to women and girls. The website showcases ongoing initiatives throughout the UK that have proved successful at getting more women and girls taking part in physical activity and sport, by addressing some of the barriers that they face. The aim with this website is to help good practices to become common practices.

Users can search for case studies in a variety of ways:

- By barriers – initiatives that overcome particular barriers that women face, for example, lack of childcare.
- Target audience – for example young women or mothers with children.
- Activity type – for example dancing or football.
- Theme – for example participation or coaching.
- By organiser – for example school, governing body or local authority.