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International  
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Geneva

## Beyond the Scoreboard

Youth employment opportunities and  
skills development in the sports sector



Edited by Giovanni di Cola

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**Mr. Adolf Ogi** is the Special Adviser on Sport for Development and Peace, and the former President of Switzerland. His task is to assist the U.N. Secretary-General in his efforts to reach out to the world of sport in order to promote understanding and support for the work and ideals of the United Nations.

Dr. Ogi was the Director of the Swiss Skiing Federation from 1971-1981, and is presently the Honorary President of the Swiss Olympics and Swiss Olympic Committee. In 1981 he became the Director and Board Member of Intersport Schweiz Holding AG.

In 1979 he began serving as a Member of Parliament and was elected Federal Councillor in 1987. As such, he was the Minister in charge of the Federal Department for Transport, Communications and Energy from 1988-1995. In 1995-2000 he was the Minister of the Federal Department of Defense, Civil Protection and Sports. In 1993 and in 2000 he was President of the Swiss Confederation. He received an honorary doctorate from the University of Bern.

**Mr. Djibril Diallo** is the Director of the United Nations New York Office of the Special Advisor of the Secretary-General on Sport for Development and Peace established in October 2004. In addition, he was appointed by the UN as Spokesperson of the President of the 59th UN General Assembly. Before taking on his functions as Director of the United Nations New York Office of Sport for Development and Peace, Djibril Diallo was Director of the Communications Office, Office of the Administrator (COA). Before joining the UNDP, Mr. Diallo worked for nine years as a senior official of the United Nations Children's Fund (UNICEF), acting as both Special Adviser to the Executive Director and Deputy Director of Public Affairs. Mr. Diallo earned a Ph.D. in Linguistics and Communication from the University of London, United Kingdom. He has taught languages in Nottingham, UK, and in Africa.

## Chapter 1 – Key questions for policy decisions in sport

This chapter proposes a coherent and holistic strategy for sport management that leads to sustainable development on local, national and global levels. It weighs the pros and cons of the use of sport as a means for development, discussing the effects of sport participation at the various levels and for the relevant agents involved. It does acknowledge the multifaceted nature of sports for policy decision makers.

**Dr. Jean-Loup Chappelet** has been a professor of public management at the Swiss Graduate School of Public Administration (IDHEAP – Institut des Hautes Etudes en Administration Publique) of the University of Lausanne, since 1993. He has served as the IDHEAP Director since 2003. He received his PhD from the University of Montpellier in France and a MSc from Cornell University in New York, where he also held teaching and research positions. Dr. Chappelet specializes in sport management and sport policy with a particular emphasis on the organization of Olympic Games and other sporting events as regional and national public policies. He is currently the director of the Master Exécutif en Management des Organisations Sportives program supported by the European Olympic Committees, Olympic Solidarity and the European Union. He chairs the steering committee of the Sports Event Management and Organization Seminar organized at the Swiss Federal Institute of Technology. Dr. Chappelet has authored several books and many scientific articles on sport management and the organization of the Olympic Games. He is a member of the editorial boards of the journal of Sport Management and of the European Sport Management Quarterly.

**Dr. Eleni Theodoraki** graduated in 1990 with a BEd in Physical Education and Sports Science from the Aristotle University of Greece. Her interest in the management of sports organizations developed during her studies in Loughborough where she completed a PhD on an organizational analysis of the National Governing Bodies of Sport in Britain. Her first academic appointment in 1994 was as Lecturer in Sports Management at De Montfort University in Bedford. In October 1996, she returned to Loughborough as Lecturer in Recreation Management. Her research work falls under the following themes being pursued at the Institute of Sport and Leisure Policy: The Management and Governance of Sport and Leisure and Olympism, the Olympic Movement and Policy. Recent research work included organizational analyses of organizing committees for the Olympic Games, public sector sport organizations, national Olympic committees and sport federations.

## Chapter 2 – Physical education and sports sciences: Challenges and opportunities

The merits and challenges confronting physical education are discussed in this chapter. It discusses new approaches and conceptual frameworks in defence of physical education in school institutions from a global perspective. It provides a brief history and background of physical education from 1978-2000 and also explores “physical literacy” and new professional training opportunities available in Europe and the rest of the world.

**Dr. Gudrun Doll-Tepper** is the President of the International Council of Sport Science and Physical Education and a professor at the Freie University of Berlin. She is a member of the German National Olympic Committee. She served as the Chair of the Sport Science Committee of the International Paralympic Committee from 1993 until 2001 and is the scientific director of the Information Agency for Adapted Physical Activity in Berlin. Dr. Doll-Tepper has published over 250 scientific papers that have addressed the diverse fields of sport and sport science. She has been the main force behind numerous international symposiums such as the World Summit on Physical Education in 1999. Among her numerous awards is the heralded Order of the Federal Republic of Germany.

## Chapter 3 – Women, leadership and the Olympic Movement

This chapter provides an executive summary of the results of a joint project undertaken by the Institute of Sport and Leisure Policy at Loughborough University and the International Olympic Committee. The research offers valuable data on the value of targets which have had a clear and positive impact on the proportion of women in National Olympic Committee Executive Committees. This helped address the issue of inequitable representation. The limitations of the target policy are also discussed.

**Dr. Ian Henry** is a Professor of Leisure Policy and Management, and Director of the Institute of Sport and Leisure Policy in the School of Sport and Exercise Science at Loughborough University. He graduated from the University of Stirling in 1975 with a degree in English and Philosophy, and went on to finish his masters and PhD at Loughborough in 1976 and 1987 respectively. From 1976 to 1980 he worked in facility management and sports administration in the local government before he started lecturing at Ilkley College in 1980 and Leeds Polytechnic in 1987. His research is focused on issues relating to leisure policies, politics and governance at the transnational, national, urban and regional levels. His book is entitled “The Politics of Leisure Policy” and he has contributed to a number of journal papers over his career.

**Ms. Anita White** is an independent consultant working in the field of national and international sport policy and sports development, and a Visiting Professor at Loughborough University in the U.K. She is currently President and Chair of the Board of Great Britain Olympic Hockey, Chair of the U.K. Coordinating Group on Women and Sport, and a member of the International Working Group on Women and Sport (IWG). Her experience in sports ranges from being an international hockey player and coach, to a lecturer and researcher in higher education, to Director of Sport England, and lastly as an advocate for equality in sport in national and international circles. She was responsible for staging the first international conference on Women and Sport organized by the Great Britain Sports Council in 1994, which would produce the Brighton Declaration.

## Chapter 4 – The Paralympics: Right to participate, rights to win

This chapter provides details on the history and mission of the Paralympic Games and how they have succeeded in integrating the two international ideals of the right to health and sport for development. It also examines some of the physical and social barriers individuals with disability must overcome to participate in activity and sport. Discrimination and lack of access in several key areas have been shown to discourage those with disability from participating in sport, particularly in developing countries. From a broader perspective, the chapter discusses the economic and social rationale for promoting Paralympic programmes, arguing that sports can give disabled citizens the physical and mental skills they need to seek and maintain employment. In addition, Paralympic sport has the unique ability to quickly and effectively impact the social and environmental framework that surrounds all individuals with a disability.

**Sir Phil Craven** spent a large portion of his career working for the British Coal Corporation. Throughout his career, he never lost sight of his desire to be a Paralympic Athlete. From 1970 to 1993, he served Great Britain on its Paralympic swimming and wheelchair basketball teams. During that time he served multiple terms as Chairman of Great Britain's Wheelchair Basketball Association. He also served as President of the International Wheelchair Basketball Federation, for over a decade. In 2001, Sir Craven was elected President of the International Paralympic Committee and re-elected in 2005. In 2005, Her Majesty Queen Elizabeth bestowed him with the honour of Knighthood; he had also been awarded a Member of the Order of the British Empire in 1991. Sir Craven graduated with honours from Manchester University in 1972.

**Ms. Cheri Blauwet** is a medical student at Stanford University and a Paralympic Gold Medallist. She was the winner of the Women's Wheelchair division in the 2004 and 2005 Boston Marathons and was nominated for the 2005 Laureus World Sport Award for Best Athlete with a Disability. In 2004, she was awarded the Paul Hearne leadership Award by the American Association of People with Disabilities, given to three individuals annually who display outstanding leadership potential in promoting disability rights and equality.

**Ms. Amy Farkas** has been Development Manager for the International Paralympic Committee (IPC) since 2003. Prior to joining the IPC, she worked in the field as a Programme Manager for the Sports For Life programme with the Vietnam Veterans of America Foundation's in Kosovo and previously as an information specialist at the United States National Center on Physical Activity and Disability (NCPAD). She holds a Masters in Disability Studies and has travelled extensively studying and working on sport for persons with a disability.

## Chapter 5 – What does sport have to do with HIV/AIDS?

After providing current statistics and information on the overall state of HIV/AIDS care and prevention in the world today, this chapter considers how the more comprehensive fight against HIV/AIDS is a fight for basic social change. It looks at what is needed in terms of a new strategy to change ideas, self-defeating traditions, and negative role-modelling behaviour. Using the positive environment that is produced around sports as a means to address significant social issues, such as HIV/AIDS, is one such strategy. The role of coach as role model and facilitator of a comprehensive community network is discussed. Often, this is the person in the best position to assess needs of individual and groups of youth – with the ability to move information from the external environment to the internal reality of youth. The important role of women is also explored, and the chapter looks at how collaboration between networks and organizations supporting women's leadership in and through sports can foster youth development and help develop effective responses to HIV/AIDS.

**Dr. Richard Sowell** is a Professor and Dean at Wellstar College of Health and Human Services at the University of Kennesaw (Georgia, USA). Dean Sowell has served as the Editor-in-Chief of the Journal of the Association of Nurses in AIDS Care (JANAC) for the last decade. He has published extensively (over 140 referred articles, editorials, and book chapters) on the psychosocial issues associated with HIV/AIDS focusing specifically on women with HIV/AIDS in the southern United States. He has received over \$4 million in grants and contracts to fund his research. In 2002, he was presented with the Lifetime Achievement Award for his contributions in the care and advocacy for persons living with HIV from the Association of Nurses in AIDS Care.

## Chapter 6 – Employment opportunities in the sports sector: A review of the European situation

In Europe, sport has been identified as a growth area offering much in the way of job creation potential. This section takes stock of the current employment opportunities in the region and introduces a “European model of sport”, which aims for greater balance and interaction between the various operators in the sector such as public authorities, commercial companies, sporting goods industry and sports associations and clubs. It examines the specific characteristics of employment and training in this sector and in particular, looks at the current state employment of youth and women in the European Member States. It concludes by offering a number of policy initiatives to effectively bring together the main operators in the sector, thus boosting employment and training in the sector and beyond.

**Professor Jean Camy** was the first Chairman of the “European Network of Sports Sciences in Higher Education” (1989-1993), and the first Director of the “Master Européen de Management des Organisations Sportives” (1993-1999). He founded the “European College of Sport Science” and the “European Observatoire of Sport Employment,” of which he is the Chairman. Pr. Camy coordinated and co-authored the report on “Sport and Employment in Europe” for the European Commission in 1999 and conducted the research on “Social partners in the sport sector in the E.U. countries” in 2002. He received his PhD in Sociology from Lumière University, Lyon in 1981 and is now teaching Sport Sociology and Management of Human Resources at Claude Bernard University, Lyon.

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## Chapter 7 – The European social dialogue in sports

In recent years, the European Commission has supported the creation of a Social Dialogue Committee in the sports sector in order to identify the relevant social partners at the national level, encourage exchanges between them, and form a committee for sector social dialogue. Professional sport businesses, competitive sport associations, sporting leisure associations and not-for-profit organizations are some of the stakeholders in the sector. This chapter assesses the various social dialogue initiatives that have taken place between these groups in Europe since 2002 and offers suggestions for how the European Union can form an overall strategy to better improve social dialogue in the sector.

**Professor Roger Blanpain** taught Comparative Labour Law and Industrial Relations at the University of Leuven in Belgium (1967-1998). During his tenure there he also served a four-year term as the law school's Dean. He has also taught at the University of Limburg (Netherlands). During his career he has served as the president of the International Federation of Soccer Players (FIFpro), the International Industrial Relations Association and the International Society for Labour Law and Industrial Relations. He still serves as the Editor-in-Chief of the “International Encyclopaedia for Labour Law and Industrial Relations.” Pr. Blanpain received his Masters in Political Science from Columbia University in 1957 and a PhD in Law from the University of Leuven in 1961.

**Dr. Michele Colucci** is an officer of the Legal Service of the European Commission. He serves as a member of the FIFA Dispute Resolution Chamber, and fiduciario of the Italian trade union football organization. Dr. Colucci is a researcher at the University of Salerno (Italy) and has published in the field of European and Comparative Law. His publications include “European Labour Law and Social Security Law, Glossary (Studies in Employment and Social Policy)” co-authored with Pr. Roger Blanpain, and “The Impact of the Internet and New Technologies on the Workplace: A Legal Analysis from a Comparative Point of View”.

## Chapter 8 – Imagining the future: The US sporting goods industry in 2010

This chapter provides background on the recent trends and the state of growth and consolidation among retailers and manufacturers in the sporting goods industry in the US. It examines the perspectives offered by the global market, the sales and marketing efforts currently underway and charts levels of sports participation and key population trends in the country. In particular, the consolidation of sporting goods retailers is highlighted as a major force in the sector today along with the driving role being played by the technology in the sector and the vital role in information sharing played by Internet.

**Mr. Gregg Hartley** is the Vice President of Marketing and Operations at Sporting Goods Manufacturers Association International (SGMA International). He has also served as the Vice President of Marketing and Development at SGMA and before that was the Executive Director at the Athletic Footwear Association. He has been a member or served on the board of a number of organizations, including the United States Olympic Committee, the National Operating Committee for Standards for Athletic Equipment, the Arthur Ashe Athletic Association and Virginia Commonwealth University. He received a B.S. and finished his postgraduate studies at Appalachian State University in Boone, North Carolina.

**Mr. Dan Kellams** is an independent communications consultant with more than 30 years' experience in corporate and agency management. He is a strategic thinker who is accustomed to dealing with complex subjects, and is an accomplished writer and editor. He has dealt with issues and crisis management, corporate communications and marketing support, and has also directed national publicity activities for a series of outdoor adventure and sports marketing programmes. He has received awards which include a Bronze Anvil from the Public Relations Society of America for Reebok's global newsletter and a Big Apple Award from PRSA-NY for an internal communications program for Citicorp. Mr. Kellams holds an MS degree from Columbia University's Graduate School of Journalism.

## Chapter 9 – Promoting sports in Africa: An opportunity for social and economic development in the East African community

In this chapter, the historical development of sports in Africa is explored and the integral part sports can play in national development in this region is highlighted. It assesses the strengths and weaknesses of African efforts to develop sports opportunities and encourage sports participation. Funding is shown to be the biggest stumbling block and special attention is given to the grassroots development that often spurs growth and development of sport in many nations. The important role of higher education in the promotion of research and development is flagged as crucial and this chapter provides specific policy recommendations for the sector in Africa together with an East African initiative to be taken to build capacities to host major sport events while also preparing bids for the Games.

**Dr. Mike Boit** joined Kenyatta University as a Senior Lecturer in 1987. In 1990 he was appointed Kenya's Commissioner for Sport. He would later rejoin Kenyatta to teach Human Anatomy in 1997. In 2002 he was promoted to Chairman of the Department of Exercise and Sport Science, becoming an associate professor. Apart from teaching, he is also currently coordinating the International Association of Athletics Federations (IAAF) Athletic Academy. His sporting accomplishments are impressive: at the 1972 Olympic Games in Munich he won a bronze medal. In 1975, Track and Field News ranked him number one in the world, and his consistent results allowed him to be ranked in the top ten for nine years. Doctor Boit received a BSc from New Mexico University, and two Masters degrees from Stanford University. His Doctorate in Education on Curriculum Instructions and Physical Education Administration, is from the University of Oregon.

## Chapter 10 – Sports and local economic development in Latin America: Case studies of Peru and El Salvador

This chapter presents two cases studies from Latin American demonstrating how partnerships between public authorities and private institutions can help develop local economic initiatives through sports and tourism. This has a double benefit: it encourages sports practice for social inclusion and it links physical education, environmental respect and cultural preservation. It also adds value to the community's technical, cultural and economic capabilities. The bottom-up approach presented for countries such as Peru and El Salvador ensures that the local economy develops to integrate with the global economy to the benefit of the local communities.

**Mr. Giovanni di Cola** holds degrees in Political Science from Rome and Paris (IEP) Universities as well as a Doctorat en Economie Internationale from Université Paris X. He joined the International Labour Organization (ILO) in 1988, having had previous field experiences with the Regional Office of UNESCO for Africa in Senegal and with UNICEF in Niger. He also served in field assignments for the ILO in Africa and at the Regional Office of Lima for Latin America. Dr. di Cola currently works at ILO headquarters in Geneva as Programme Coordinator of the Universitas Programme. Since 2002, he has represented the ILO on the UN Task Force and in the UNCG on Sport and Development. He was active in competitive swimming and water polo, after which he performed as swimming coach. He has organized the Inca Trail Marathon in Peru in 1997-1998. In 2004 he was appointed member of the International Reform Committee of the International Federation of Taekwondo. He is a visiting professor at the University of Teramo (Italy), in its Doctorate programme on Social and Economic Critics of Sport. He is member of the Scientific Committee of the Rivista di Diritto ed Economia dello Sport.

## Chapter 11 – The athletic coach as invitational leader

In most athletic events, the primary objective for coaches is to win; however, the most effective coaches are those who act as change agents in the lives of their players and in their communities. This chapter explores how, through expanded coach education programmes, athletic teachers can become leaders of the sport and development movement, converting animosity to friendship and conflict to harmony. Athletic coaches, especially in developing nations, need to play a significant part in the UN International Year of Sport and Physical Education, to help forge a link between both local and national sport initiatives and the humanitarian efforts at the heart of the UN's Millennium Development Goals. This chapter explores in detail this expanded definition of coaching and calls for organized community-oriented training for coaches to learn their roles need not be limited to their sports, but can indeed impact on the lives of their communities and nations.

**Dr. Betty Siegel** is an internationally known educator, scholar and advocate for women's leadership and diversity. She has served as the President of Kennesaw State University (KSU) for the past 25 years moving the University from a small four-year college to the third largest university in Georgia. She is recognized as a leader in the integration of leadership, ethics and character into the academy. Through her efforts the RTM Institute for Leadership, Ethics and Character was established at KSU, and the Betty L. Siegel Chair of Leadership, Ethic, and Character was endowed within the institute. Dr. Siegel is the co-founder and co-director of the International Alliance for Invitational Education, a not-for-profit organization representing 1200 professional members from 12 different countries. She is a renowned speaker and lecturer having delivered keynote addresses at hundreds of national, regional and state conferences throughout the 50 states, Puerto Rico and ten foreign countries. She has also co-authored a book entitled "Becoming an Invitational Leader".

**Mr. Mike Spino** is the Director of the Office of International Sport Education at Kennesaw State University. He organized the 1984 Pre-Olympic Track and Field camp, through then Atlanta Mayor Andrew Young's office, which helped ensure Africa's participation in the 1984 Olympic Games in Los Angeles. A former Director of the Esalen Sports Center, he is the author of six books on the mental and physical aspects of sport. His cross country and track teams at Georgia Tech and Life Universities broke numerous records including 12 national championships at Life where he was chosen national coach of the year on three occasions.



## Chapter 12 – Safe and healthy sport: A training package for youth

The sporting world is turning more and more to professionalism, reaching unprecedented intensity levels and becoming an economic phenomenon of its own. With these changes come many ethical questions and concerns about adequate medical protection and insurance for those taking part in sporting activities. This chapter examines the discussions and debates surrounding these issues and provides an overall assessment of safety in sports while focusing on the SAFE-SPORT programme, fair-play and sport ethics, medical ethics, corruption, doping and violence. The idea that sports must also respect and support sustainable development objectives is also covered. Sports problems are complex and they need several approaches working in parallel to be solved. This chapter looks at how the SAFE-SPORT programme is set up to teach young sportsmen and women about the principles of safe, healthy and sustainable sport and how it can help create universal coverage in order to complete what is already in place or prepare countries for the future.

**Dr. Laurent Rivier** received his PhD in Chemistry from the University of Lausanne in 1976. He then took a two-year post-doctoral stay in Toxicology at the Karolinska Institute in Stockholm, and in Organic Mass Spectrometry in Bristol, England. Returning to Lausanne in 1980, he was involved in research concerning organic trace analysis in biological matrices. In 1984, he was appointed head of the Laboratory of Analytical Toxicology at the Institute of Legal Medicine of the University of Lausanne, and in 1990, he created the Swiss Laboratory for Doping Analysis. Doctor Rivier is teaching at both the University of Lausanne and the University of Tromsø in Norway. He is a member of many scientific associations and has authored more than 120 scientific papers, reviews, and book chapters. In 1979, he founded the “Journal of Ethnopharmacology” and was one of its chief editors for 20 years.

## Chapter 13 – The impact of sport on the social development of young people and the wider community, a case study: YCSCA

The experience and work of the Youth Charter for Sport, Culture and the Arts (YCSCA) are detailed in this chapter. Today’s young people are facing a range of more complex situations than those experienced by their parents and many are in desperate need of help. Using sports, technology and the arts, the YCSCA aims to help young people (ages 7-25) through programmes in schools, communities, secure units and young offenders institutions and prisons. The case studies included here show how, by partnering with over 500 other NGOs, the YCSCA uses sport as a means to develop citizenship values in young people and to teach them how to make a valuable contribution to their communities.

Five-time world karate champion, **Mr. Geoff Thompson** was appointed to the Great Britain Sports Council in June 1990 following the close of an outstanding career. His numerous titles include 1982 World Heavyweight Champion and 1985 World Games Heavyweight Gold medallist. In 1993, Mr. Thompson founded the Youth Charter for Sport, Culture and the Arts (YCSCA), and is currently developing projects and programmes that contribute to the role that sport can play in addressing social exclusion and regeneration amongst socially disaffected young people. He has also advised and contributed to the Manchester, Nagano, and South Africa summer and winter Olympic Bids, and consulted for the 2002 Commonwealth Games Bid. Mr. Thompson has addressed the impact of sport on education, health, environment and crime in presentations to the commonwealth Heads of Government in 1997, the South African Vision for Sport in 1993, the 1998 UN War Crimes Tribunal in the Hague, the 2000 International HIV/AIDS in Manchester, and the United Nations NGO Conference of 2001.

## Chapter 14 – The dynamic synergy between tourism and sport and its effects on poverty reduction

This chapter provides a good look at the potential ventures between two of the main growing economic sectors: Sport and travel and tourism. Both industries are labour-intensive, offering a wide variety of jobs, from highly skilled positions requiring high levels of education down to low-skilled entry-level jobs. Hosting major Sports-Tourism events such as Olympic Games or the FIFA World Cup are possible if the skills are available as for the case of the Republic of Korea. Other examples are given in areas such as ecotourism initiatives, among others, which helped trigger Nepal's tourism industry in the 1980s, creating thousands of new jobs that in turn helped lift many urban families out of poverty.

**Ambassador Dho Young-shim** served the National Assembly of the Republic of Korea in various internationally oriented roles, including Chief of Staff for the Foreign Affairs Committee. From 1988 to 1992, she served as a Member and Vice-Chairman of the Foreign Affairs Committee of Korea's National Assembly; after that, she was President of the Institute of Korean-American Affairs in Seoul. From 2000-2003 she was Chairperson of the organizing committee for "Visit Korea Years 2001-2002" and in 2003 was appointed Korea's Ambassador of Cultural Cooperation. She now serves on the boards of the Korea National Tourism Organization, the Pacific Asia Travel Association and the Seoul Tourism Association. Ambassador Young-shim is the Chairperson of the Korea Culture and Tourism Policy Institute and represents Korea on the board of Governors of the UN-WTO STEP Foundation.

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## Chapter 15 – The ILO Youth Sport Programme: Identifying jobs, core and soft skills for employability

This chapter demonstrates the rationale behind the the ILO's Youth Sport Programme which aims to include youth within the sport community through various partnerships to aid development. The programme acknowledges sport specific skills and values and shows how they can help young men and women who need to acquire and upgrade skills and competencies for employability. Examples from Mozambique, Albania and Senegal are provided to illustrate how the programme has helped identify new types of jobs and highlighted the need to conduct an inventory of jobs categories in all developing countries. Detailed tables are included listing sport-specific skills and how they fit into the overall employability framework – skills such as interpersonal communication, teamwork, problem solving, leadership, discipline, tolerance and many more. The difference between soft and core skills is explained and the chapter reveals how both are needed as part of a holistic approach to youth development, better enabling them to adapt to the actual labour market's changing situations and opportunities.

**Mr. Giovanni di Cola** (see page 6, chapter 10)

## **Annex I – The General Association of International Sports Federations (GAISF): A mirror of sports**

The General Association of International Sports Federations (GAISF) is an umbrella organization. Almost one hundred International Sport Federations have joined GAISF to coordinate, cooperate and communicate in the general interest and development of sport. Since its inception in 1967, GAISF's membership has steadily grown from about a dozen member Federations to 100 members today. GAISF's membership includes a wide range of sports, such as summer, winter, outdoor, indoor, individual, team, bat, ball, martial arts (some one-hundred varieties), short and long track events, water and mind games. Each International Federation maintains autonomy within the governing body for their particular sport. GAISF provides the International Federations with a forum where they are able to discuss positive and negative aspects of the sport world, and to share common concerns.

**Mr. Don E. Porter** is the President of the International Softball Federation (ISF) and has held posts as Executive Director of the Amateur Softball Association (ASA) and Secretary General of the ISF. Mr. Porter has served as Chairman and member of a number of committees for the United States Olympic Committee (USOC), including their Board of Directors. He has also served four consecutive terms (currently) on the Executive Council of the General Association of International Sports Federation (GAISF) and was re-elected to the post of Secretary General in 2002. He helped found the World Games and served as the Secretary General of the very first one. He was elected to the ISF Hall of Fame in 1983 and to the ASA Hall of Fame in 1988.

## **Annex II – Youth insertion and vulnerability reduction through sport in Mozambique**

This annex describes a national workshop held in Maputo in November 2005 by the Ministry of Labour with the support of the ILO, of UN Country Team led by the Resident Coordinator, as well as of the ILO/Universitas Programme and by UK Sport and Youth Sports Charter UK. The First Lady of the Republic of Mozambique, Mrs. Maria da Luz Guebuza, set the tone of the workshop by emphasizing the potential of sports in the social integration of youth and in fighting extreme poverty. Highlights of the workshop were the increased recognition of sports in contributing to national decent work programmes through skills development and education, including the prevention of HIV/AIDS. This activity is part of a national strategy using sport for development in the country. It provides an opportunity to see how local sport stakeholders can team up with institutional and development actors.

## **Beyond the Scoreboard**

**Youth employment opportunities and skills development  
in the sports sector**

*Edited by Giovanni di Cola*

Offering insightful research from leading experts in the international, governmental and academic communities, this comprehensive collection examines how youth leadership and skills development can be fostered through sports today. In many parts of the world, sport has proven to be a powerful tool to promote education, health, development and peace – this volume focuses on its vital role in the social development and employability of young people.

It considers what sport means for social and economic development and how it can be an innovative method of drawing attention to issues such as HIV/AIDS prevention and the reduction of violence and poverty. The need for ethically grounded sports management and physical education in schools is also highlighted. The many challenges confronting the sector are examined as well, such as women's empowerment in sport, the social insertion of athletes with disability and the ensuring of a safe environment.

The book identifies what opportunities are available for employment at the local, regional and global levels. Case studies and examples from Europe, the United States, East Africa, Latin America and Asia are presented, revealing how the sports sector often acts as a vehicle between local and global markets.

In addition, the ILO's Youth Sport Programme methodology is explained to illustrate how sport can develop soft and core employability skills in a bottom-up approach. This is a very concrete step toward officially recognizing the importance of sports values and skills and how they may benefit youth in a global labour environment.

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