

NATIONAL POLICY ON WOMEN AND GIRLS IN SPORT, RECREATION AND PHYSICAL ACTIVITY 1999–2002

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INTRODUCTION

Australia is responsible for and committed to improving the lives of women and girls in Australia and fostering a gender-inclusive culture. Australia's commitment in this area has been expressed through the implementation or endorsement of a range of national and international covenants, treaties, charters and policies that relate to women's participation in all areas of public life.

International instruments include the:

- *Charter of the United Nations* (1945)
- *Universal Declaration of Human Rights* (United Nations, 1948)
- *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) 1979 (ratified by Australia, 1983)
- *Health Promotion — The Ottawa Charter* (World Health Organisation, 1986) (*Ottawa Charter*)
- *The Beijing Declaration and the Platform for Action Fourth World Conference on Women, Beijing, 1995* (United Nations, 1996) (*Beijing Platform for Action*)
- *Brighton Declaration on Women and Sport* (First World Conference on Women and Sport, 1994) (*Brighton Declaration*)
- *Jakarta Declaration on Leading Health Promotion into the Twenty-first Century* (World Health Organisation, 1997) (*Jakarta Declaration on Health*), and the
- *Windhoek Call for Action* (Second World Conference on Women and Sport, 1998).

National instruments include the:

- *Sex Discrimination Act 1984* (Cwlth)
- *Human Rights and Equal Opportunity Commission Act 1986* (Cwlth)
- *Affirmative Action (Equal Opportunity for Women) Act 1986* (Cwlth)
- *National Women's Health Policy: Advancing Women's Health in Australia* (1989)
- *National Policy for the Education of Girls in Schools* (1987)
- *Fourth United Nations World Conference on Women: Platform for Action — Australia's Implementation Report* (1997), and the
- *Charter of Public Service in a Culturally Diverse Society* (1998).

This document, *Active Women: National Policy for Women and Girls in Sport, Recreation and Physical Activity, 1999–2002*, and its companion document, *How to Include Women and Girls in Sport, Recreation and Physical Activity: Strategies and Good Practice*, have been developed as Australia's response to the *Brighton Declaration* and the *Windhoek Call for Action*. *Active Women* provides information on current participation rates, the benefits of greater participation, identifies barriers and suggests positive and collaborative solutions to overcoming them. *How to Include Women and Girls in Sport, Recreation and Physical Activity* gives practical examples of how a wide range of organisations have helped to increase the participation of women and girls.

The 1994 *Brighton Declaration on Women and Sport* is an international set of principles intended as a guide to increasing the involvement of women in sport at all levels (see appendix A). Australia is a signatory to the declaration.

The *Windhoek Call for Action* is a declaration that arose from the Second World Conference on Women and Sport held in Windhoek, Namibia, in 1998 (see appendix B). It reaffirms the principles established in the *Brighton Declaration*, acknowledges the need for greater cooperation and coordination between agencies and organisations responsible for women's and girls' issues, and seeks further development of equal opportunities for women and girls to participate fully in sport, recreation and physical activity.

BACKGROUND

Women and sport emerged as an issue for the federal government following the tabling of the report *Women, Sport and the Media* (1985), prepared by a working group established by the prime minister of the day. As a result of this report, the Task Force for Women's Sport was established to formulate the *National Policy and Plan for Women in Sport*, which was adopted by the Australian Sports Commission in 1987.

In 1997 the government decided to review and revise the *National Policy and Plan for Women in Sport*. This was done because of the need for greater cooperation and collaboration between the many agencies, both state and federal, responsible for women's issues and those involved in the planning and delivery of sport, recreation and physical activity opportunities. The revised policy also now needed to reflect Australia's commitment to a range of national and international policies and charters.

This document, the new national policy, is a clear indication of the federal government's commitment to addressing the issues that affect the involvement of women and girls in sport, recreation and physical activity. Furthermore this new national policy seeks to reflect the principles of the *Charter of Public Service in a Culturally Diverse Society*, the federal government's refocused access and equity strategy, to ensure that the needs of women and girls from diverse cultural and linguistic backgrounds are met.

The new national policy was conceived and developed with the collaboration of the:

- Australian Sports Commission
- Commonwealth Department of Health and Aged Care
- Commonwealth Department of Family and Community Services
- Commonwealth Department of Immigration and Multicultural Affairs
- Department of the Prime Minister and Cabinet (Office of the Status of Women)
- Commonwealth Department of Industry, Science and Resources (National Office of Sport and Recreation Policy)
- state/territory departments of sport and recreation (through the Standing Committee on Recreation and Sport), and the
- Commonwealth Department of Education, Training and Youth Affairs,

and non-government organisations including:

- Womensport Australia
- the Confederation of Australian Sport, and
- School Sport Australia.

The policy provides guiding principles aimed at increasing the involvement of women and girls in sport, recreation and physical activity. It recognises that women and girls are not homogenous, and that those from many social, cultural, economic and physical backgrounds and circumstances face a variety of barriers to full participation in sport, recreation and physical activity. (When referring to the different 'social, economic, cultural and physical backgrounds and circumstances' of women and girls, the authors of this publication intend this reference to include race, colour, language, religion, creed, sexual orientation, age, marital status, pregnancy, disability, political beliefs and social origin.)

The policy complements and should be used in conjunction with *How to Include Women and Girls in Sport, Recreation and Physical Activity: Strategies and Good Practice*, which gives practical guidance to providers on this subject, and *Active Australia* (a national participation framework), which focuses on encouraging people to be more physically active.

THE POLICY

What we must do

Australia must foster a culture that encourages and supports the full involvement of all women and girls in every aspect of sport, recreation and physical activity in Australia.

The policy provides a foundation for the next century, and many of its benefits will be gained in the new millennium.

Who we must influence

The policy is Australia's call for action from all government and non-government organisations who are responsible for, or who directly or indirectly influence the conduct or promotion of sport, recreation and physical activity.

Why it's necessary

Nearly a third of the Australian adult population does not undertake 30 minutes of even moderate intensity physical activity, such as brisk walking, on most days of the week, which recent scientific evidence shows is the minimum required to maintain health.

Becoming more physically active is a key step towards improving quality of life. The involvement of women and girls in all aspects of the sport and recreation industry provides social and economic benefits to the broader community, including improving community health, establishing more support networks, reducing antisocial behaviour and creating a better community identity.

Historically women and girls have experienced barriers to their participation in sport, recreation and physical activity. This has meant they neither they nor the community has been able to reap these benefits and rewards. Over the last 10 years several strategies have been developed in Australia and overseas to redress this situation and advance opportunities for women and girls. These strategies have partly resulted in more women and girls being involved in sport, recreation and physical activity (see Appendix C) and more competitive opportunities for them, both in Australia and internationally. These opportunities were brought about by strategies ranging from the creation of national leagues in netball, softball, basketball, cricket, soccer and hockey, to an increased number of disciplines and sports at Commonwealth and Olympic Games.

However, despite these initiatives and improvements, research indicates that women and girls continue to be under-represented in all aspects of sport, recreation and physical activity (see Appendix D). Indicators highlighting their inequitable status and low rate of involvement (see Appendix C), particularly in sport, include:

- lower participation rates than men and boys
- under-representation in all areas of leadership, management and decision making
- under-representation in all areas of coaching, especially at the elite level
- inadequate and inappropriate media coverage
- greater 'drop-out' rates than men and boys, and
- less sponsorship and funding than men and boys.

Factors that are directly responsible for the low participation rate of women and girls in sport, recreation and physical activity include:

- lack of time or perceived lack of time

- social stereotyping
- lack of childcare and lack of awareness of childcare options
- fewer opportunities available for participation
- reduced leisure time owing to family responsibilities
- concern for personal safety
- lack of access to financial resources
- harassment
- lack of information about what is available
- lack of skills
- lack of culturally appropriate facilities/programs
- lack of confidence in approaching activities alone
- lack of access to appropriate, accessible, affordable and acceptable facilities and services, and
- cultural and social pressures.

These factors clearly indicate that formidable challenges must be overcome before gender equity in sport, recreation and physical activity can be achieved. They also indicate that to understand and address the complex influences on female involvement in sport, recreation and physical activity, two major issues must be considered:

- the broader social, economic, cultural and physical context of the lives of women and girls, and
- the impact of the current infrastructure of sport and recreation.

What will happen

This policy must foster a culture that encourages and supports the full involvement of all women and girls in every aspect of sport, recreation and physical activity in Australia by:

- improving access to sport, recreation and physical activity for women and girls
- enhancing satisfaction and broadening choices for women and girls in sport, recreation and physical activity
- increasing the number of women and girls in key decision-making and leadership positions in sport, recreation and physical activity
- increasing the number of women and girls being physically active on a regular basis
- improving sport, recreation and physical activity providers' awareness of the needs of, and issues concerning, women and girls in sport, recreation and physical activity
- improving the cooperation and collaboration between various government and non-government agencies and organisations to address the needs of, and issues concerning, women and girls in sport, recreation and physical activity
- establishing, recognising and enhancing good practices in involving women and girls in sport, recreation and physical activity, and
- improving the status and greater public recognition of women and girls in sport, recreation and physical activity.

Who will benefit and what they will gain

If decision makers in government and non-government agencies, particularly sport and recreation organisations, adopt the principles outlined in this policy and implement appropriate strategies, among those to benefit will be:

- individual women and girls
- the Australian community, and
- the sport, recreation and physical activity industry.

The benefits to Australian women and girls will be:

- more opportunities to participate in a wider range of sport and physical activities
- better access to safe, well-maintained and culturally appropriate sport and physical activity facilities
- better opportunities to fulfil potential in sport and physical activity
- better access to decision-making roles in clubs, sporting organisations and government agencies
- enhanced self-esteem and self-image
- enhanced well-being and quality of life
- enhanced feelings of enjoyment, excitement and personal challenge
- more social contacts
- better concentration, memory, learning and creativity
- better health awareness (leading to a greater likelihood of eating a healthy diet, becoming a non-smoker and coping better with stress)
- a lower risk of heart disease, stroke, high blood pressure and high blood cholesterol.
- a lower blood lipid concentration
- better glucose tolerance
- a lower risk of developing diabetes
- possibly a strengthened immune system
- possibly a lower risk of breast cancer
- possibly a lower risk of reproductive cancers
- better respiratory function, muscle flexibility, strength and endurance
- better weight control
- for older women, extended physical independence through maintenance of bone density and a lower risk of injury from falls
- a greater ability to attract sponsorship and media coverage, and
- greater status and recognition within the sport community.

The benefits to the Australian community will be:

- better physical and mental health and well-being for Australian women and girls
- a more just and equitable system
- more opportunities for families to participate in sport, recreation and physical activities together
- lower health costs
- better employment figures
- an enhanced national economic outlook
- more tourism
- enhanced non-family support networks
- a higher national sporting profile through the success and recognition of elite female athletes, and
- the recognition of Australia as a world leader in gender equity in sport, recreation and physical activity.

The benefits to sport, recreation and physical activity providers will be:

- an expansion of the market
- a lower drop-out rate for girls and young women
- a greater ability to meet the needs of an increasingly diverse community
- more membership and participation revenue
- a larger talent pool of volunteers (including coaches, officials and referees)
- a larger talent pool of participants (which can result in a higher profile for the organisation), and
- better management through broadening the diversity of backgrounds, perspectives, skills, talents and abilities of those in decision-making roles.

Guiding principles

The signatories to this policy recognise that it is the right of every woman and girl, regardless of social, economic, cultural or physical backgrounds and circumstances, to participate in every aspect of sport, recreation and physical activity. The following three principles call on organisations and individuals to ensure that this fundamental right is upheld. Each principle is supported by other policies and charters, as indicated in the introduction, and those most relevant to each principle are listed here.

1. Equity and Equality

Australian women and girls, regardless of social, economic, cultural or physical backgrounds and circumstances, should have opportunities equal to those of men and boys to participate in every aspect of sport, recreation and physical activity and, when they do so, should be treated equitably.

Those organisations and individuals who provide sport, recreation and physical activity should address gender equity in all areas, including in the design and distribution of resources, and in the distribution of power and responsibility. They should particularly redress any inequities in the opportunities and outcomes available to women and girls.

Areas requiring special attention include:

- planning, designing and managing sport, recreation and physical activity facilities to ensure that they are safe, affordable, accessible, and culturally appropriate environments in which to participate
- ensuring an equitable range and choice of participation opportunities
- eliminating all forms of harassment, abuse, violence, exploitation and discrimination
- ensuring that all high-performance sports programs and support services (including competition, sports science, promotion, sponsorship, media liaison and financial assistance) take account of the specific needs and requirements of female athletes and deliver such programs and support services equitably, and
- promoting gender equity through intersectoral and international cooperation and the sharing of examples of good practice.

Major links: *Active Australia*, *Brighton Declaration*, *Charter of Public Service in a Culturally Diverse Society*, *Disability Discrimination Act*, *National Women's Health Policy*, *Sex Discrimination Act*, *Windhoek Call for Action*.

2. Participation and Well-being

Participation in sport, recreation and physical activity at all levels should contribute to the complete physical, mental and social well-being of women and girls.

Effective collaboration between sectors should ensure that organisations and individuals in the sport, recreation and health sectors should collaborate closely to ensure that the importance of physical activity to health and well-being is communicated in ways that reach and stimulate all Australian women and girls, including those from diverse social, economic, cultural and physical backgrounds and circumstances. They should ensure that both the health benefits and any potential dangers of sport, recreation and physical activity as they affect women and girls are clearly understood.

Those providing sport, recreation and physical activity opportunities should develop policies, programs and strategies that increase the participation, general health and well-being of women and girls by:

- encouraging them to participate regularly in sport, recreation and physical activity

- ensuring that the values, needs and aspirations of women and girls from all backgrounds and circumstances are taken into account
- increasing the number of female coaches, instructors, decision makers, officials and administrators at all levels, and
- giving special attention to the recruitment, development and retention of women and girls in decision making and leadership roles.

Major links: *Active Australia, Brighton Declaration, Charter of Public Service in a Culturally Diverse Society, Disability Discrimination Act, Jakarta Declaration on Health, National Women's Health Policy, Ottawa Charter.*

3. Education and Information

So that they will be encouraged to take part, women and girls, and the community as a whole, must be fully informed and educated about the opportunities, advantages and risks associated with female participation in sport, recreation and physical activity.

Organisations responsible for funding, developing and delivering childcare services, education, training, development and research programs in schools and other education institutions, and for the sport and recreation industry, should ensure that they:

- provide children in long day care with care that ensures unbiased treatment, fosters the development of both their fine and gross motor skills, and ensures that food and drink provided meets the children's daily nutritional needs
- create positive school environments through physical education programming that reflects gender inclusiveness and equity, fosters school–community links and incorporates a higher awareness of the physical, psychological and social benefits of sport and physical activity
- accurately reflect women's roles in sport, recreation and physical activity; take account of women's values, attitudes, experiences (including cultural values) and levels of ability; and address issues relating to gender equity and cultural diversity
- develop policies and programs to increase knowledge and understanding about women, ensuring that such information and research is gender inclusive and based on valid parameters
- encourage more women to carry out research on sport, recreation and physical activity and encourage all researchers to examine critical issues relating to women in sport, recreation and physical activity, and
- take into account the needs of women and girls with different backgrounds and circumstances, such as literacy levels, when delivering relevant information and resources in formats other than written English.

Those responsible for the recognition and portrayal of women in sport, recreation and physical activity should ensure that they:

- portray women and girls in positive and active roles, and
- encourage the media to positively portray and significantly cover the breadth, depth, quality and benefits of female involvement in sport.

Major links: *Brighton Declaration, Charter of Public Service in a Culturally Diverse Society, Disability Discrimination Act, National Policy for the Education of Girls in Schools, National Junior Sport Policy, Windhoek Call for Action.*

Those involved already

The following statements indicate the commitment and endorsement of the national agencies involved in the development of the policy. Each agency has also identified the strategies that they will undertake in order to assist in the implementation of the policy.

The Sport and Recreation Ministers' Council (SRMC) and the Standing Committee on Recreation and Sport (SCORS)

The SRMC and the SCORS endorse this national policy and will contribute to its implementation by encouraging the Australian Sports Commission and state/territory departments of sport and recreation to:

- actively promote and advocate the policy to key government and non-government agencies
- provide advice to agencies on implementing the policy
- cooperate with other agencies to promote the participation of all Australian women and girls in sport, recreation and physical activity
- develop, facilitate and promote models of good practice on achieving gender equity, and
- conduct and collect research and evaluation on women and sport issues and initiatives.

Commonwealth Department of Health and Aged Care

The Department of Health and Aged Care endorses this national policy and will collaborate with the health and other sectors to support inclusion of women and girls in sport and physical activity. The health benefits to women and girls from regular participation in active living are substantial. Through collaborative work such as Active Australia, the department will continue to:

- promote the health, social and economic benefits of physical activity
- support research into best practice models, and
- encourage consideration of how government can influence supportive environments for physical activity.

The Commonwealth Department of Family and Community Services

The Commonwealth Department of Family and Community Services endorses this policy, and will support its implementation through the policies of the Commonwealth Childcare Program, which provides:

- improved access to childcare for families for a range of purposes, including support for workforce and community participation
- financial assistance to low and middle income families to assist with the costs of childcare, and
- an accreditation scheme that aims to ensure that long day care programs for children stimulate children's emotional and intellectual growth, with positive experiences and interactions.

Commonwealth Department of Immigration and Multicultural Affairs

The Department of Immigration and Multicultural Affairs endorses this national policy and is committed to supporting its implementation by:

- providing advice to agencies on the needs and circumstances of women of diverse cultural and linguistic backgrounds as these relate to women's participation in sport, recreation and physical activity
- providing advice on the implementation of the *Charter of Public Service in a Culturally Diverse Society*, especially about the importance of this policy for women of diverse backgrounds, and
- developing joint initiatives to promote the participation of women of diverse backgrounds in sport, recreation and physical activity.

Office of the Status of Women, Department of the Prime Minister and Cabinet

The Office of the Status of women (OSW) endorses this national policy and will continue to work with key national agencies to implement it. The office is committed to monitoring women in sport issues and to providing effective policies to meet the needs of women generally. The policy is consistent with the office's work, which aims to increase the number of women in leadership positions.

School Sport Australia (on behalf of the Department of Education, Training and Youth Affairs)

School Sport Australia endorses this national policy and is committed to supporting its implementation by:

- providing equitable school sport programs that accommodate the needs, values, attitudes and aspirations of girls
- increasing girls' opportunities to be involved in the delivery of School Sport Australia programs through alternative pathways (for example, as student officials or referees, administrators, assistant coaches, media support or hospitality staff)
- actively promoting female role models — coaches, managers, players and administrators — at School Sport Australia programs, and
- continuing School Sport Australia's commitment to liaison and cooperation with other national sporting organisations in seeking the successful implementation of this policy.

Confederation of Australian Sport

The Confederation of Australian Sport endorses this policy as part of its commitment to promote and facilitate sport for all Australians. It will:

- promote the policy to its members
- continue to work with other government and non-government agencies to promote sport for all Australians
- provide opportunities for women to be recognised annually for their outstanding contribution to sport and
- encourage participation of women in the governance and management of the Confederation of Australian Sport.

How we'll know if it's working

It is expected that this policy will produce many results, and that different industry sectors, organisations and levels of government will show results in different ways.

Taking this into account and allowing for probable budgetary constraints, the evaluation of this policy will focus on selected key issues for which benchmark data are currently available. More qualitative and quantitative data will be collected through structured consultation with stakeholders in 2002.

Existing data

We expect to see positive trends in future data in comparison with the following currently available data:

- the profile of employees in selected sport and recreation occupations by sex, as collected during the 1996 Census of Population and Housing
- the profile by sex and income of employees in selected sport and recreation occupations (numbers receiving higher incomes might be used as an indicator of employment at senior levels), as collected during the 1996 Census of Population and Housing
- participation data for organised sport and physical activity, by sex, from the past three years, as collected by the Australian Bureau of Statistics Population Survey Monitor for people aged 18 years and over
- participation data for 'non-organised' sport and physical activity, by sex, for people aged 18 years and over during 1997–98
- the profile of Australians involved in selected major competitions by sex (Olympic Games, Commonwealth Games and Masters Games)
- the profile of employees in selected sport organisations by sex, 1988–1998
- the profile of those accredited in selected national sport accreditation schemes by sex, and
- research data on the rate of media coverage of women's sport, 1988–1996.

Additional data

As indicated above, further qualitative and quantitative data will be gathered through structured interviews with key stakeholders around Australia in 2002. Those stakeholders who have provided a statement of their commitment, and indicated ways in which they plan to implement the policy, will be asked to assess their organisations against these criteria in 2002 to determine the changes that have occurred and the results of those changes.

APPENDIX A

BRIGHTON DECLARATION ON WOMEN AND SPORT

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

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

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

Background

Sport is a cultural activity which, practised fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers the individual the opportunity of self-knowledge, self-expression and fulfilment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport promotes involvement, integration and responsibility in society and contributes to the development of the community.

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

Despite growing participation of women in sport in recent years and increased opportunities for women to participate in domestic and international arenas, increased representation of women in decision making and leadership roles within sport has not followed.

Women are significantly under-represented in management, coaching and officiating, particularly at the higher levels. Without women leaders, decision makers and role models within sport, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport. Similarly, participation in sport can enrich, enhance and develop women's lives.

The Declaration

A. Scope and Aims of the Declaration

1. Scope

This Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport or who are in any way involved in the employment, education, management, training, development or care of women in sport. This Declaration is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations relating to women or sport.

2. Aims

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

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

- ensure that all women and girls have the opportunity to participate in sport in a safe and supportive environment which preserves the rights, dignity and respect of the individual
- increase the involvement of women in sport at all levels and in all functions and roles
- ensure that the knowledge, experiences and values of women contribute to the development of sport
- promote the recognition of women's involvement in sport as a contribution to public life, community development and in building a healthy nation, and
- promote the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.

B. The principles

1. Equity and Equality in Society and Sport

a. Every effort should be made by state and government machineries to ensure that institutions and organisations responsible for sport comply with the equality provisions of the *Charter of the United Nations*, the *Universal Declaration of Human Rights* and the *UN Convention on the Elimination of All Forms of Discrimination against Women*.

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

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

2. Facilities

Women's participation in sport is influenced by the extent, variety and accessibility of facilities. The planning, design and management of these should appropriately and equitably meet the particular needs of women in the community, with special attention given to the need for childcare provision and safety.

3. School and Junior Sport

Research demonstrates that girls and boys approach sport from markedly different perspectives. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical fitness and basic sport skills of young people.

4. Developing Participation

Women's participation in sport is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations.

5. High Performance Sport

a. Governments and sports organisations should provide equal opportunities to women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes.

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

6. Leadership in Sport

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

7. Education, Training and Development

Those responsible for the education, training and development of coaches and other sports personnel should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, equitably reflect women's role in sport and take account of women's leadership experiences, values and attitudes.

8. Sports Information and Research

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men.

9. Resources

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

10. Domestic and International Cooperation

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

APPENDIX B

WINDHOEK CALL FOR ACTION

The 400 delegates from 74 countries present at the Second World Conference on Women and Sport held in Windhoek, Namibia, 19–22 May 1998, called for action throughout the world to further the development of equal opportunities for girls and women to participate fully in sport in its broadest sense. This call reflected an overwhelming desire on the part of all delegates to seek greater cooperation and coordination between the many agencies and organisations responsible for women's issues, and recognised and stressed the importance of the role that sport can and should play in the advancement of girls and women.

The Conference recognised the need for linkages into existing international instruments, in particular the *Beijing Platform for Action* and the UN *Convention on the Elimination of All Forms of Discrimination against Women*, that impact directly and indirectly on the advancement of girls and women.

The Conference celebrated the successes achieved by and for girls and women since the endorsement of the *Brighton Declaration* in 1994. These success stories demonstrate clearly the potential of sport to impact positively on the lives of girls and women.

This Call for Action is addressed to all men and women in those national and international sport organisations, governments, public authorities, development agencies, schools, businesses, educational and research institutions, women's organisations, who are responsible for, or who directly influence the conduct, development or promotion of sport, or who are in any way involved in the employment, education, management, training, development or care of girls and women in sport.

In addition to re-affirming the principles of the *Brighton Declaration*, the Conference delegates called for action in the following areas:

1. Develop action plans with objectives and targets to implement the principles of the *Brighton Declaration*, and monitor and report upon their implementation.
2. Reach out beyond the current boundaries of the sport sector to the global women's equality movement and develop closer partnerships between sport and women's organisations on the one side, and representatives from sectors such as education, youth, health, human rights and employment on the other. Develop strategies that help other sectors obtain their objectives through the medium of sport and at the same time further sport objectives.
3. Promote and share information about the positive contribution that girls' and women's involvement in sport makes, *inter alia*, to social, health and economic issues.
4. Build the capacity of women as leaders and decision makers and ensure that women play meaningful and visible roles in sport at all levels. Create mechanisms that ensure that young women have a voice in the development of policies and programmes that affect them.
5. Avert the 'world crisis in physical education' by establishing and strengthening quality physical education programmes as key means for positive introduction to young girls of the skills and other benefits they can acquire through sport. Further, create policies and mechanisms that ensure progression from school to community-based activity.
6. Encourage the media to positively portray and significantly cover the breadth, depth, quality and benefits of girls' and women's involvement in sport.

7. Ensure a safe and supportive environment for girls and women participating in sport at all levels by taking steps to eliminate all forms of harassment and abuse, violence and exploitation, and gender testing.
8. Ensure that policies and programmes provide opportunities for all girls and women in full recognition of the differences and diversity among them — including such factors as race, ability, age, religion, sexual orientation, ethnicity, language, culture or their status as an indigenous person.
9. Recognise the importance of governments to sport development and urge them to develop appropriate legislation, public policy and funding monitored through gender impact analysis to ensure gender equality in all aspects of sport.
10. Ensure that Official Development Assistance programmes provide equal opportunities for girls' and women's development and recognise the potential of sport to achieve development objectives.
11. Encourage more women to become researchers in sport, and more research to be undertaken on critical issues relating to women in sport.

Windhoek, Namibia
22 May 1998

APPENDIX C BENCHMARK DATA

Note: Details of the parameters used in the analysis of the Australian 1996 Census of Population and Housing data are available from the Australian Sports Commission.

Participation rates in sport and recreation among women and girls are lower than for men and boys.

Table 1: Participation in organised sport and physical activities by sex and per cent for people aged 18 years and over, Australia

	18-24	25-34	35-44	45-54	55-64	65 and over	All
1995-96							
Males	47.4	41.1	30.3	25.2	22.4	20.7	32.0
Females	38.7	33.5	25.0	21.2	20.0	15.3	25.9
1996-97							
Males	40.4	35.0	32.2	26.0	21.1	19.8	29.8
Females	35.7	31.1	24.0	16.6	18.5	14.0	23.5
1997-98							
Males	52.7	41.2	30.4	24.2	16.4	16.7	31.1
Females	40.3	33.1	22.8	20.9	18.0	15.2	25.1

(Source: Tables produced by the National Centre for Culture and Recreation Statistics, Australian Bureau of Statistics, using data from the Population Survey Monitors for selected years.)

Table 2: Participation in non-organised sport and physical activities by sex and per cent for people aged 18 years and over, Australia

1997-98	18-24	25-34	35-44	45 and over	All
Males	55.5	53.4	41.3	22.9	37.8
Females	46.8	38.9	33.7	17.9	29.4

Note: Non-organised participation plus organised participation exceeds total participation as some people participated in both organised and non-organised activities.

(Source: Data extracted from Table 7 in Participation in Sport and Physical Activities 1997-98 Australia, 1997-98)

Table 3: Australian team composition by sex at Olympic Games, 1988-1996

Australian team composition	1988		1992		1996	
	M	F	M	F	M	F
Administration	8	0 (0%)	9	7 (44%)	11	8 (42%)
Medical staff	13	1 (7%)	24	4 (14%)	42	15 (26%)
Athletes	198	74 (27%)	196	94 (32%)	254	169 (40%)
Coaches/ managers	58	5 (8%)	79	10 (11%)	109	15 (12%)
Media	N/A	N/A	N/A	N/A	9	3 (25%)
TOTAL	277	80 (22%)	308	115 (25%)	425	210 (33%)

(Source: Australian Olympic Committee)

Table 4: Number of events at the Olympic Games by sex, 1948–1996

Number of events at the Olympic Games	M	F
1948	166	20 (11%)
1952	127	25 (16%)
1956	127	25 (16%)
1960	127	25 (16%)
1964	132	34 (20%)
1968	132	34 (20%)
1972	151	44 (23%)
1976	151	44 (23%)
1980	151	44 (23%)
1984	165	73 (31%)
1988	169	76 (31%)
1992	159	86 (35%)
1996	163	97 (37%)

(Source: National Sports Information Centre, Australian Sports Commission)

Table 5: Australian Olympic participation and gold medals by sex, 1948–1996

Australians at the Olympic Games 1948–1996	M	F	Mixed	Total
Total participants	2344	822 (26%)		3166
Total number of events	2033	730 (26%)	13	2776
Total gold medals	49	32 (39.5%)	2	83

(Source: Australian Olympic Committee)

Table 6: Australian Commonwealth Games participation and gold medals by sex, 1990–1998

Australians at the Commonwealth Games	1990 M	1990 F	1994 M	1994 F	1998 M	1998 F
Athletes	154	94 (38%)	159	91 (37%)	187	138 (42%)
Number of events	109	86 (44%)	141	71 (33%)	201	140 (41%)
Gold medals	32	20 (38%)	52	35 (40%)	40	40 (50%)
Officials	41	11 (21%)	64	18 (22%)	87	32 (27%)

(Source: Australian Commonwealth Games Association)

Table 7: Number of events available at Australian Masters Games (AMG) by sex, 1987–1997

Number of events available	M	F
1st AMG 1987, Tasmania	33	33 (50%)
2nd AMG 1989, Adelaide	41	42 (51%)
3rd AMG 1991, Brisbane	36	36 (50%)
4th AMG 1993, Perth	40	40 (50%)
5th AMG 1995, Melbourne	52	52 (50%)
6th AMG 1997, Canberra	43	43 (50%)

(Source: Ron Burns, Confederation of Australian Sport)

During the 12 months ending March 1997, 64% of all paid participants in sport were male. There were over 70% more males than females in sport and recreation occupations as the time of the 1996 Census of Population and Housing.

(Source: Sport and Recreation: A Statistical Overview, Australian Bureau of Statistics.)

Table 8: Selected occupations in selected sport and recreation industries by sex

OCCUPATION	INDUSTRY													
	Clubs (hospitality)		Recreational parks and gardens		Sport and recreation, undefined		Sports grounds, facilities, nec		Sports, services to sports, nec		Other recreation services		TOTAL	
	No of females	% who are female	No of females	% who are female	No of females	% who are female	No of females	% who are female	No of females	% who are female	No of females	% who are female	No of females	% who are female
Sports administrator	24	28%	0		17	45%	107	52%	224	37%	12	80%	384	41%
Recreation officer	14	37%	8	50%	23	45%	75	47%	23	46%	37	46%	180	46%
Club manager (lic premises)	885	23%			0		55	43%	41	24%	16	36%	997	24%
Fitness centre manager	11	44%	0		0		302	45%	24	42%	18	51%	355	45%
Other sports centre manager	49	20%	4	27%	21	35%	620	38%	150	45%	40	33%	884	37%
Sport and rec managers, nec	0		0		0		3	13%	5	31%	0		8	17%
Golfer	6	3%	0		0		7	4%	8	2%	0		21	3%
Footballer	0		0		0		3	8%	0		0		3	0.30%
Other sportsperson	4	9%	0		11	38%	219	33%	48	12%	28	35%	310	26%
Gymnastics coach	30	83%	0		9	100%	222	82%	464	79%	67	85%	792	81%
Tennis coach	0		0		0		41	23%	238	22%	3	100%	282	22%
Swimming coach	7	70%	6	66%	0		146	59%	267	56%	3	33%	429	57%
Horseriding coach	0		0		3	100%	0		297	83%	3	100%	303	83%
Other sports coach	19	16%	0		11	42%	96	40%	294	25%	19	40%	439	27%
Sports development officer	5	10%	0		23	56%	75	56%	73	25%	10	67%	186	35%
Sports umpire	30	32%	0		19	28%	263	39%	160	18%	9	27%	481	28%
Other sports official	3	38%	0		0		4	19%	5	31%	0		12	25%
Fitness instructor	124	68%	10	100%	36	76%	2836	69%	1254	79%	231	74%	4491	71%
Outdoor adventure leader	0		0		0		0		0		0		0	

Nec includes those not elsewhere classified.

(Source: Australian Bureau of Statistics, 1996 Census of Population and Housing)

Table 9: Selected occupations by individual gross weekly income in selected industries by sex

INDUSTRY	INCOME															
	No of females	% who are female	No of emales	% who are female	No of emales	% who are female	No of emales	% who are female	No of females	% who are female	No of females	% who are female	No of females	% who are female	No of females	% who are female
	<\$120		\$120-\$199		\$200-\$299		\$300-\$499		\$500-\$699		\$700-\$999		\$1000 and >		Total (a)	
Clubs (hospitality)	93	41%	85	26%	85	11%	372	15%	386	15%	179	11%	28	4%	1247	14%
Recreational parks and gardens	3	21%	9	47%	9	39%	22	29%	16	22%	14	22%	9	24%	85	27%
Sport and recreation, undefined	40	45%	23	45%	24	52%	38	54%	35	44%	12	21%	0	0%	176	42%
Sports grounds, facilities, nec	1353	65%	892	58%	845	48%	1256	40%	498	30%	139	22%	43	19%	5107	46%
Sports, services to sports, nec	1130	53%	661	54%	565	45%	723	37%	305	26%	94	14%	52	8%	3583	39%
Other recreation services	139	74%	103	64%	87	53%	103	42%	54	38%	9	17%	3	17%	507	51%
Total	2758	58%	1773	54%	1615	40%	2514	32%	1294	23%	447	14%	135	8%	10705	35%

Nec includes those not elsewhere classified.

Cells in this table have been randomly adjusted to avoid the release of confidential data.

Total (a) includes persons who did not state their income.

(Source: Australian Bureau of Statistics, 1996 Census of Population and Housing)

Table 10: Selected industries by sex and by individual gross weekly income for people in selected occupations

	No of female staff	% who are female	No of female staff	% who are female	No of female staff	% who are female	No of female staff	% who are female	No of female staff	% who are female	No of female staff	% who are female	No of female staff	% who are female	No of female staff	% who are female
	<\$120		\$120-\$199		\$200-\$299		\$300-\$499		\$500-\$699		\$700-\$999		\$1000 and >		Total (a)	
Env't, parks and land care manager	0	0%	4	44%	5	39%	14	39%	15	25%	14	21%	8	17%	63	26%
Sports administrator	22	63%	30	58%	60	57%	108	53%	113	47%	28	15%	18	16%	384	41%
Recreation officer	22	47%	23	49%	22	52%	57	51%	44	43%	8	23%	0	0%	179	45%
Club manager (lic premises)	14	56%	26	57%	52	49%	315	46%	367	25%	180	14%	27	6%	997	24%
Fitness centre manager	23	48%	18	41%	43	49%	122	50%	105	44%	25	38%	10	28%	357	45%
Other sports centre manager	96	55%	76	49%	125	45%	292	41%	178	30%	75	23%	21	18%	884	37%
Sport and recreation managers, nec	4	100%	0	0%	3	43%	3	30%	0	0%	0	0%	0	0%	10	22%
Golfer	0	0%	0	0%	8	5%	7	4%	3	2%	0	0%	0	0%	18	3%
Footballer	3	5%	0	0%	0	0%	0	0%	0	0%	0	0%	3	0.10%	6	0.10%
Other sportsperson	71	41%	71	35%	58	30%	86	29%	15	10%	3	4%	6	6%	310	26%
Gymnastics coach	429	87%	152	86%	75	73%	94	71%	22	42%	4	44%	3	50%	794	81%
Tennis coach	82	41%	42	27%	62	29%	63	16%	21	12%	5	6%	3	9%	281	22%
Swimming coach	120	69%	94	70%	82	60%	93	49%	29	37%	3	14%	3	25%	431	57%
Horseriding coach	74	89%	63	82%	62	84%	67	81%	22	79%	10	71%	5	100%	306	84%
Other sports coach	129	47%	74	33%	67	27%	103	29%	37	17%	23	15%	3	3%	440	28%
Sports development officer	14	56%	18	47%	18	36%	54	38%	64	35%	17	25%	0	0%	185	35%
Sports umpire	317	25%	88	33%	34	33%	32	64%	0	0%	3	27%	0	0%	481	28%
Other sports official	4	40%	0	0%	3	27%	3	43%	0	0%	0	0%	0	0%	10	22%
Greenkeeper	6	8%	8	5%	12	3%	34	2%	3	0.20%	0	0%	0	0%	63	1%

Nec includes those not elsewhere classified.

Total (a) includes persons who did not state their income.

Cells in this table have been randomly adjusted to avoid the release of confidential data.

(Source: Australian Bureau of Statistics, 1996 Census of Population and Housing)

Table 11: Key decision makers in national sporting organisations by sex

National positions	1990		1992		1994		1996		1998	
	M	F	M	F	M	F	M	F	M	F
Executive director/ general manager	65	12 16%	72	16 18%	88	30 25%	85	25 23%	58	19 25%
Coaching director	58	14 19%	61	17 22%	60	19 24%	53	18 25%	48	15 24%
Development director	60	18 23%	32	12 27%	23	14 38%	26	15 37%	25	12 32%
President	120	15 11%	138	15 10%	103	14 12%	115	21 15%	111	17 13%
Secretary	-	-	-	-	-	-	27	14 34%	31	31 50%
High-performance manager	-	-	-	-	-	-	18	2 10%	31	3 9%
Official coordinator	-	-	-	-	-	-	22	7 24%	20	10 33%
Disability officer	-	-	-	-	-	-	3 50%	3 50%	13	8 38%

(Source: Australian Sports Commission Sports database and annual Australian Sports Directory)

Table 12: Australian Olympic Committee (AOC) executive board by sex

AOC	1988		1992		1996		1998	
	M	F	M	F	M	F	M	F
Executive board	10	0 (0%)	12	1 (8%)	16	2 (11%)	13	2 (13%)

(Source: Australian Olympic Committee)

Table 13: Australian Commonwealth Games Association (ACGA) key decision makers by sex

ACGA	1990		1992		1996	
	M	F	M	F	M	F
Office bearers	3 (100%)	0 (0%)	3 (100%)	0 (0%)	4 (100%)	0 (0%)
Executive sport delegates	10 (100%)	0 (0%)	9 (90%)	1 (10%)	12 (92%)	1 (8%)

(Source: Australian Commonwealth Games Association)

Table 14: Confederation of Australian Sport (CAS) board of directors by sex

CAS	1988		1990		1992		1996		1998	
	M	F	M	F	M	F	M	F	M	F
Board of directors	10	2 (17%)	7	1 (13%)	5	3 (38%)	7	2 (22%)	7	3 (30%)

(Source: Confederation of Australian Sport)

Table 15: Profile of the Australian Sports Commission (ASC) by income and sex, 1988–1996

ASC	1988		1990		1992		1994		1996*	
	M	F	M	F	M	F	M	F	M	F
ASC board	10	2 17%	9	3 25%	8	4 33%	7	5 42%	7	4 36%
Executive level (\$88 810+)	3	0 0%	6	0 0	6	0 0	7	0 0	10	4 29%
Senior management and professionals (\$45 197–\$88 809)	19	2 10%	37	6 14%	35	7 17%	33	18 35%	67	30 31%
Middle management (\$32 363–\$43 890)	18	8 31%	39	28 42%	30	25 45%	37	30 45%	68	50 42%
Support (\$10 749–\$32 362)	38	25 40%	55	36 40%	59	49 45%	58	91 61%	52	75 59%

* Comparisons with previous years are difficult because of changes to salary structure and restructure within the Commission — only sports officers, coaches and executive-level staff counted.

(Source: Human Resource Management, Australian Sports Commission)

Table 16: Profile of Australian Sports Commission (ASC) sports officers by sex, 1997

ASC sports officer grades	1997* M	1997 F
S01	6	4 (40%)
S02	14	18 (56%)
S03	11	29 (73%)
S04	20	23 (53%)
S05	25	19 (43%)
S06	28	14 (33%)
S07	14	6 (30%)
S08	52	17 (25%)
S09	22	9 (29%)
S010	6	0 (0%)
S012	4	3 (43%)
TOTAL	202	142 (41%)

* Full-time sports officer employees (covered by the Enterprise Agreement) at the ASC as at early December 1997. They exclude childcare workers, consultants and public office holders.

(Source: Human Resource Management, Australian Sports Commission)

Tables 17–23: Profile of the National Accreditation Scheme of Sports Administrators by state or territory, level and sex

New South Wales				
	1993–94		1996–97	
	M	F	M	F
Level 1	6451	107 (2%)	351	295 (45%)
Level 2	478	0 (0%)	23	15 (39%)
Total	6929	107 (2%)	374	310 (45%)

Queensland				
	1993–94		1996–97	
	M	F	M	F
Level 1	238	200 (46%)	1007	644 (39%)
Level 2	30	17 (36%)	193	111 (37%)
Total	268	217 (45%)	1200	755 (39%)

Australian Capital Territory				
	1993-94		1996-97	
	M	F	M	F
Level 1	N/A	N/A	60	49 (45%)
Level 2	N/A	N/A	7	5 (42%)
Total	N/A	N/A	67	54 (45%)

Victoria				
	1993-94		1996-97	
	M	F	M	F
Level 1	N/A	N/A	153	140 (48%)
Level 2	N/A	N/A	82	75 (48%)
Total	N/A	N/A	235	215 (48%)

Western Australia				
	1993-94		1996-97	
	M	F	M	F
Level 1	N/A	N/A	115	110 (49%)
Level 2	N/A	N/A	15	24 (62%)
Total	126	115 (48%)	130	134 (51%)

South Australia				
	1993-94		1996-97	
	M	F	M	F
Level 1	135	135 (50%)	50	27 (35%)
Level 2	37	27 (42%)	15	14 (48%)
Total	172	162 (49%)	65	41 (39%)

Tasmania				
	1993-94		1996-97	
	M	F	M	F
Level 1	96 (51%)	92 (49%)	N/A	N/A
Level 2	8 (44%)	9 (53%)	N/A	N/A
Total	104	101 (49%)	120	113 (48%)

N/A means data not available
 (Source: Australian Association of Sports Administrators)

Table 24: Profile of the National Coaching Accreditation Scheme by year, coaching level and sex

% of females accredited by year to date	1988	1990	1992	1994	1996	1998
Level 1	28%	31%	32%	30%	29%	29.5%
Level 2	18%	18%	18%	17%	17%	18%
Level 3	9%	9%	10%	9%	11%	11%
HPC	N/A	N/A	N/A	0%	21%	20%

HPC means high-performance coach

N/A means data not available

(Source: Australian Coaching Council)

Table 25: Comparative television coverage of sport by sex, 1988–1996

Television	1988	1992	1996
Women	1.3%	1.2%	2%
Mixed	41.9%	26%	41.8%
Men	56.8%	72.8%	56.2%

(Source: Phillips, 1997)

Table 26: Comparative radio coverage of sport by sex, 1996

Radio	Commercial	Non-commercial	Combined
Women	0.4%	3.4%	1.4%
Mixed	1.2%	7.4%	3.5%
Men	98.4%	89.2%	95.1%

(Source: Phillips, 1997)

Table 27: Comparative newspaper coverage of sport by sex, 1980–1996

Newspapers	1980	1984	1988	1992	1996
Women	2%	1.3%	2.5%	4.2%	10.7%
Mixed	1.8%	2.8%	1.4%	12.1%	10.2%
Men	96.2%	95.9%	96.1%	83.7%	79.1%

(Source: Phillips, 1997)

Table 28: Comparative magazine coverage of sport by sex, 1996

Magazines	<i>Inside Sport</i>	<i>Sports Weekly</i>	Combined
Women's sport	7.9%	5.7%	6.8%
Mixed sport	4.3%	12.1%	8.3%
Men's sport	72.5%	74%	73.2%
Women/sportswomen as models	15.3%	8.2%	11.7%

(Source: Phillips, 1997)

APPENDIX D

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