



WOMEN AND SPORT STRATEGY

MARCH 2015

1. Preamble

The South African Sports Confederation and Olympic Committee (SASCOC) established a Women's Commission that aims to ensure women have full and equal status across all facets of sport in South Africa in compliance to the IOC Charter, NSRP and NDP. This Commission's main role is to advocate and take action for girls and women's inclusion, exposure and empowerment within sport.

Since democracy in 1994 we still have a sporting environment where there is a skewed picture of sporting facilities and opportunities. The sports sector has to correct this and ensure that our national teams are representative of the total South African population. To have a real and lasting impact on our nation we cannot compete with the exclusion of certain parts of our population. The following groups should receive priority when programmes are designed and funded to promote inclusivity: women, persons with a disability, youth, aged and rural communities.

The Beijing Platform for Action is an unfulfilled promise to women and girls" Phumzile Mlambo – Ngcuka, Executive Director of UN Women " Our goal is straightforward: renewed commitment, strengthened action and increased resources to realized gender equality, women's empowerment and human rights of women and girls.



Members of the Commission are Chairperson, Ms Hajera Kajee, Mrs Merrill King, Mr Chris Nenzani, Mrs Marietjie Fryer, Mr Bongani Zondi and SRSA representative, with Terms of Reference being:

- Advise and provide recommendation on the formulation of policy in relation to gender equity
- Responsible for the overall strategic direction
- Coordinate implementation of an audit
- Liaise direct with other Commission having direct bearing on their mandate
- Advise stakeholders on the agenda for gender equity
- Motivate for funding of gender equity projects or programmes
- Initiate applicable research on gender equity
- Monitor the development of gender equity

2. Vision

Be a leading organisation that acts for the implementation of the principle of equality between men and women.

3. Mission

To motivate and support the efforts of women to empower and strengthen their full potential through partnership with key and relevant stakeholders initiating projects for change and growth.



4. Objectives and Outcomes

The Transformation Charter highlights that the Transformation Strategy must adopt a holistic approach to change. It has to be multi-dimensional and focused on changing demographic profiles on and off the field of play, ensuring equitable access and resource availability, skill and capacity development in all areas.

The objective of The Women and Sport Strategy is to engage SA society on the broadest possible basis in such a way that it impacts on the quality of life within communities through fun, entertainment and competitive characteristic of sport.

Through extensive community involvement, access will be available for participation opportunities, health and wellness, as well as potential talent identification, thereby ensuring equal opportunities for growth and empowerment.

This therefore means that the Women and Sport Strategy should be able to produce the following outcomes:

- Have an accelerated percentage used across the board on females growth within all aspect of sport
- Provide number of females in leadership positions
- Provide improved numbers and percentages of females participating in sport.
- Increased number of trained and accredited officials i.e. administrators, coaches, technical officials.



The Strategic Areas

KPA	Objectives	Activity	Performance Indicator
Access	Establish new empowered sport structures and infrastructure and create better structured and organised participation opportunities on and off field of play	Women and girls camps Add women sports to most of the NFs tournaments Develop a database system that will assist in monitoring involvement of females	Number of programmes initiated in the communities for females List of females exposed to various sports programmes Number of affiliated clubs to organised structures Number of females assisted with annual affiliation fees
Skill and Capability development	Ensure that the skill, capacity and expertise base of sports human resource base is optimally developed in all areas and all levels on and off fields of play	NFs to ensure 50 % of females in any training courses Mentorship programmes	Number of accredited training courses conducted with emphasis on females Number of females trained and accredited
Demographic Profile	Ensure the establishment of a	Do an audit	Improved Percentage of women in



	sustainable pipeline of sport participants and supporters by changing sports demographics profile on and off field of play that it reflects regional and local population demographics	Analyse and provide strategic direction	management structures at national, provincial and district levels % of participants who are females at national, provincial and districts % of accredited females per race
Performance	To contribute to nation building through the winning performance of SA sports people	Monitor and improve women's % on delivery of multi-coded Games Liaise with the High Performance Department on OPEX about women Athletes benefiting and have improved numbers and % on an agreed timeframe.	Increased number of women at elite level Number of female supported and exposed to international competitions Number of twinning initiatives signed
Good Governance	Ensure that sound governance practices are adhered to in the day to day activities of all role-players in the sport sector	Support females studying specialising on governance in sport Award females leading and	Number of females who championed for best practices Number of females skilled about good governance



		ensuring GG prevails	
Contribution to Government Priorities	To make a valuable contribution to government priorities as captured in the Gov. 5 year medium strategic framework and programme of action and priorities as annually outlined by the President in the State of the Nation Address	Collaborate with Government departments and NGO in areas that have direct bearing to us as a sports sector. e.g. HIV/AIDS Women etc.	Number of females provided with jobs as part of job creation Females support affected or effected by HIV/AIDS Number of programme support run by females addressing the government priorities

Proposed Programme of Action

Project	Outcomes	Target Group	Proposed Budget
2015			
Host a workshop end of March 2015	Deliberated on the strategy and have a collective buy-in from all stakeholders on the strategy.	Working Group consisting of: National Federations (4 delegates 2 Olympic Sports and 2 Non-	NFs commit to pay for travelling cost and SASCOC pays for



<p>The Workshop to consist of 20- 25 delegates inclusive of Women's Commission Members. Invite International Guest Speaker</p>	<p>Recommended Calendar of events to be approved for 2015-2016 aligned to NSRP and SASCOC's Strategy. NFs and PSCs commit to creating partnership Agreed on realistic percentages for women's involvement within NFs</p>	<p>Olympic Sports) Provincial Sports Confederation (9 Delegates Chairperson of Women's Commissions) SRSA- (Senior Managers and one of the HODs) Other National Departments</p> <ul style="list-style-type: none">• Basic Education• High Education & Training• Arts and Culture• Women, Youth, Children & People with Disabilities• Social Development	<p>workshop and accommodation</p>
<p>Host a Provincial Camp for Women and Girls</p>	<p>Young Girls trained on leadership and life skills. Young Girls exposed to positive environment and on the importance of sport</p>	<p>Young girls from the Districts of the province affiliated to clubs</p>	



	Experiences shared amongst each other and role models imparted positive thinking Federations/role models adopted a child for mentoring		
Host Women's Day celebration	Hosted a sport festival in two districts with an inclusion of IOC projects e.g. sports for all, sport and environment	Community clubs, PSCs, NFs	
Attend women in sport conferences (There is a need to prioritise conferences to be attended.)	Benchmarked on best practices and shared information and experiences.	NFs, PSCs	
2016			
Provincial Youth Camps culminating to National Youth Camp In June	Young Girls trained on leadership and life skills. Young Girls exposed to positive environment and on the importance of sport	PFs, PSCs, clubs	



NB. Best to be held during the week of Team assemble for 2016 Rio SA Team	Experiences shared amongst each other and with Role Models imparted positive thinking Federations/role models adopted a child for mentoring		
Attend women in sport conferences There is a need to prioritise conferences to be attended.)	Benchmarked on best practices and shared information and experiences.	NFs, PSCs	
Host women's day	Celebrated achievements and women's contribution	NFs, PSCs	
Encourage stakeholders to nominate deserving women for both local and global awards	Encouraged women to profile their achievements and contest	NFs, PSCs	
Monitor & Evaluate progress on % & involvement of women in sport	Statistics and progress reports received from NFs and PSC Interventions developed	NFs, PSCs	

