

WOMEN IN SPORTS - TRUTH OR CONTRADICTIO SYMPTOMA

Abstract

The political activism of women from the late nineteenth and 60 years of the twentieth century, that sought to ensure gender equality and end discrimination, was transferred to the sports organizations and the entire system of international sport, that more or less successfully dealt with this problem throughout the last, as well as in the first decade of this century. Recent past time belongs to the “Third period of changes” which was expected to reach a greater inclusion of women in sport. This period is filled with activities, agendas, declarations, but also results of research affirming the importance and role of sport and provides direction for the integration of women at all levels of sports pyramid. Coloured with “academic colours,” this is the period which sums up what was achieved and sets a framework for a new strategy. This is the time frame that registers a lot of contradictory signs (contradictio symptoma) between intention - activity - result to increase direct participation of women in sport and physical activity, and to involve them in governing and decision making bodies in sport. The results have been achieved, the participation has reached the threshold of numerical equality, both in physical activity and at the Olympics, but on the other hand it is noted that the number of female coaches has decreased, that the woman - coach who trains men is rarity, and that the implementation of leadership position of women in sport is full of contradictions, filled with documents, poor in performance, and far from simple numerical participation.

Keywords: WOMAN / SPORT / EQUALITY / INTERNATIONAL INITIATIVES / CONTRADICTIONS / OLYMPIC MOVEMENT

GENESIS OF PROBLEMS, SELECTION OF OBJECTIVES AND ACTIVITIES FOR CHANGE

The participation of women in sport, especially in competitions as its manifest area, is carried out along with the process of building an international system of sports. If we take the establishment of the International Olympic Committee (IOC) as the start date of this process, the history records many contradictory situations in the further development, notably the Olympic Games in Stockholm (1912), as the moment of upheaval, when for the first time women competed in swimming, and when 11 nations sent a total of 53 female athletes. Before these Games they

participated without the prior consent of the IOC, numerically symbolically and only in tennis and golf. As part of the mixed crew in sailing, a woman won the first medal at the Games in Paris (1900). The participation of women in Stockholm is unique considering swimming, as a very popular sport at the time, but also considering the IOC Assembly decision (1911), which voted on this participation, as was noted in the minutes of the meeting (Mitchell, 1977). This, along with women's participation in the upcoming games, was preceded by conflicts between women's

groups and IOC bodies and leaders and their attitudes that the progress of mankind can only be sustained through the polarity of the sexes and by respecting the attitudes of Coubertin that treats women as the decor of the Games or only as guests in the men's club (Jeu, 1994). Medical opinions of that time about the harmful impact of sports on women's health, and also cultural stereotypes, religious norms, low budgets for sport, the lack of facilities and conditions for the training of women did not go in favour of the participation of women in the Games. The inability to overcome the views of the IOC, women's groups see in the acceptance of any such limited participation in the Olympics, but also in the establishment of parallel women's sports organizations (*Federation Sportive Feminine Internationale* - FSFI), keeping the world competitions (1921, 1922, 1923) and the Women's Olympic Games (1922, 1926, 1930, 1934) and putting continuous pressure on the IOC, and also on the ISF¹⁾ and the NSF²⁾, society and politics. Woman in sports becomes a constant theme which starts debates, conflicts, spite of both sides, but also the first strategy by which this issue is transferred to the jurisdiction of the ISF. From today's perspective and the organizational structure of the International Olympic sport, this can be considered a decision that was apparently bringing the stability and compromise with the Coubertin's request to exclude women from sports (Pfister, 1996), but at the same time, this may be considered the decision in the direction of expand-

ing the base, building a balanced attitude towards the issues of the development of sports through gender equality that is left to the autonomy of the ISF.

The end of World War II and the Olympic Games in London represent the beginning of a new fifty-year period which can be described as the struggle for supremacy in the sport, block division and intense political interference in sport at national and international level. The number of sports fields and disciplines in which women compete has increased (Table 1), the result of competition progresses, the base of participants expands, successful female athletes build a Role model, the medical doubts about the benefits of sports on the body of women and girls have been eliminated, science gets priority in deciding about benefits of sport and the road for building results. The development of media promotes competitions, and the development of transport ensures high mobility of athletes. The International Competition programme has become richer. World Championships start to be organized in addition to the Continental Championships and the Olympics as a global and mega sporting event. Under the influence of lobby groups a large number of public documents is adopted, while social pluralism, liberalism, feminism and many other movements, ideologies and philosophies change the value framework and encourage the other side of the sport that leads to globalism and in which the issue of women in sport is resolved through a new context.

Table 1. Women's participation in the Summer Olympic Games (SOG)

Year	Number of sports	Number of events	Number of NOC	Number of women	Participation %	Year	Number of sports	Number of events	Number of NOC	Number of women	Participation %
1986.						1960.	6	29	45	610	11.4
1900.	2	3	5	22	1.6	1964.	7	33	53	683	13.3
1904.	1	2	1	6	0.9	1968.	7	39	54	781	14.2
1908.	2	3	4	36	1.8	1972.	8	43	65	1058	14.8
1912.	2	6	11	57	2.2	1976.	11	49	66	1247	20.7
1920.	2	6	13	77	2.9	1980.	12	50	54	1125	21.5
1924.	3	11	20	136	4.4	1984.	14	62	94	1567	23.0
1928.	4	14	25	290	9.6	1988.	17	86	117	2186	25.8
1932.	3	14	18	127	9.0	1992.	19	98	136	2708	28.8
1936.	4	15	26	328	8.1	1996.	21	108	169	3626	34.2
1948.	5	19	33	385	9.4	2000.	25	132	199	4069	38.2
1952.	6	25	41	518	10.5	2004.	26	135	201	4306	40.7
1956.	6	26	39	384	16.1	2008.	26	137	203	4639	42.37

¹⁾ ISF – International sports federations

²⁾ NSF – National sports federations

Table 2. The percentage relationship between women and men in the total number of athletes - participants in SOG

Games year	Men	Women
1924.	96%	4%
1952.	89%	11%
1972.	85%	15%
1988.	76%	24%
2008.	58%	42%

Sports organizations at all levels of sports pyramid are changing. If this half-century of the development of sports organizations was observed in relation to the issue of participation of women, three periods may be distinguished, where the first is characterized by raising voice for gender equality („female voice”). The second period is characterized by the reflection that, as the transfer of experience, supports the organizational change in order to maintain or further develop the results. The third period is the evolution of sports organizations that, besides developing the results, begins to operate in a postmodern vacuum of the society, and within which the ancient values of sport and physical activity which promote harmony of body and soul, are intensified (kalos kagathos) (Girginov & Parry, 2005). Sport is seen as a source of changes and a lever of growth of an individual and the society. Among the many questions of the organization change, one thing is still unresolved, and that are different approaches of men and women to the same value frameworks within the organization. A woman is brought to a leading position in a sports organization by her expert knowledge. How long she will remain in that position depends on the organizational structure, business culture and state of consciousness of the stakeholders in understanding gender equality. Men and women have different interests and value framework, which is why there is more and more people who think that a sports organization, which has been changing for a long time, needs a woman more than the woman needs the sports organization (Pfister, 1996).

The results of this struggle that lasts for a century could be divided into periods throughout which the participation of women in top sport by participating in the Olympics was encouraged, or throughout which it was worked on standards that are aimed at positioning women in bodies of decision-making sports organizations. However, it is evident that the

coaching staff recruitment and profession status were left without serious debates and valid solutions. The result of the first period is **numerical equality of genders** in top sport, both in individual competitions and multi-sports competitions like the Olympics. Numerical equality is the result of open games, of the Charter and the philosophy, but also of the IOC decision (1994) to put itself at the head of the international movement, with the ambition to realize the issue of the context of modern life of women and the needs for gender equality in sport and through sport. On the other hand, a number of organizations and women’s networks sought the starting point for development in building and developing the network of gender integration. The results of these changes are expected, but as Table 4 indicates, despite intense international activity, it is obvious that there is a delay in the realization of this goal. However, it must be stressed that the common goal of both IOC and women’s organizations is the recognition of the importance of social values of sport and the attitude that they can and must be upgraded. The amount of success in it can be vividly expressed by the fact that only two women were presidents and that in 2003 only 9 women were at the places of Secretaries General of National Olympic Committees (NOC). Promotion of women on leadership functions is the question of an undefined priority, while performing the leading position in a dynamic sports organization is not adapted to the family responsibilities of women (Vandlandewijck & Thompson, 2011).

There are few data concerning the participation of women in the vocation of coaching. In the content analysis of the latest editions in the field of sports coach profession (Blouce & Smith, 2010; Jones, 2007; Jones, Hughes & Kingston, 2008; Girginov & Parry, 2005; Navin, 2011; Bergsgard, Houlihan, Mangset, Nodland, & Rommetvedt, 2007), the authors did not differentiate this problem, so that there are no terms in the Index that mention the area of women in sport. It is obvious that sport is a good environment for homologous reproduction or the phenomenon where the dominant group is systematically replicated. Woman as a coach in professional sport and woman as men’s coach is still a coincidence. Even harder it is to meet a female mentor coach, or, as in the U.S. and Canada and the UK, the results indicate that despite a significant increase of girls who play sports, there are fewer and fewer female coaches (Blom et al, 2011). The lack of role models of female coaches, the lack

of support for the girls learning for this profession, the search for better paid jobs, structural barriers in the sports organization itself, but also in employment agencies, are just some of the obvious reasons for the low number of female coaches. The exclusion of women from the profession is the result of closing this space and the lack of support from athletes, their parents and fans (Kanter, 1977).

WOMEN IN SPORTS - LAST TWO DECADES OF IOC STRATEGY IMPLEMENTATION

A significant increase of women in the Olympic Games competition program, recorded until (and including) the games in Beijing (2008), opened the question of implementation of other IOC decisions, primarily those related to the participation of women in leadership positions in the sports movement. At the Olympic Congress in Paris (1994) it was noted that there are not enough women in the Movement, after which in 1995 a working group named "Women and Sport" was made, which later became the Women and Sport Commission of the IOC. The first IOC World Conference on Women in Sport was held in Lausanne, in 1996. This and all the following years were filled with the efforts of the IOC to develop a strategy to implement the policy outlined at the Congress, which provides that until 2001 at least 10% of women participate in the sports organization at the decision-making level, that is, to increase this participation to 20% until 2005. Building a context for the action of the IOC took place through: (1) program and financial support of ISF and NOC (2) the establishment of the Centre for Olympic Studies and its research activities towards the role of women in sports (3) annual seminars on the participation of women in the administration of sports organizations, women as

managers, coaches, journalists... (4) the Conference "Women and Sport" (www.ioc.org).

At the first conference with the theme "Women and Sport" (1996), a list of recommendations was adopted, and it contained a recognition that the Olympic ideals³⁾ cannot be fully met without the equality of women in sport. ISF, NOC, NSF were again invited to respect the issue of gender equality in all programs and procedures, to create equal opportunities for female athletes, female coaches, leaders and administrators. It can be concluded that this first agreement does not nearly cover all the questions of participation of women in sport, but it is a sufficient framework for the operation of the IOC and a quality platform that recorded its first victory, and that is the numerical equality in the Olympics. This form of gender equality takes its origin from the additions of competitive programs, but primarily from the respect for the IOC Charter and the principles of universality of the Games and the Olympic Movement (OM). This principle applies to the participation in the SOG and it is the starting point for the implementation of numerical equality. IOC Charter guarantees that sport is a fundamental right and that everyone has the right to participate in sport in a manner and in accordance with the conditions within which he/she would be treated equally (www.ioc.org).

The principle of universality does not apply for participation in the Winter Olympic Games (WOG). However, as shown in Table 3, participation in the Winter Olympics is moving in the direction of numerical equality, primarily based on the spreading of top score sports base, fixing participation quotas with respect to gender, equal treatment of men and women in a given sport, relocation of quotas from one to the next NOC, relatively small number of participating NOC (86 in Vancouver). Numerical equality is supported by the success-failure analysis of individuals and teams, as well as by the analysis of the results and their prospects in relation to discipline and gender, which is why many sport systems adapt, improve and modify (Jevtic, 2011a).

³⁾ Harmonious development of an individual, excellence and achievement, readiness for efforts through competitive sport activity, respect for others, fair play, justice and equality, friendship, peace, tolerance, understanding and cultural connections.

Table 3. Women's participation in the Winter Olympics (WOG)

Year	Number of sports	Number of events	Number of NOC	Number of women	Participation %	Year	Number of sports	Number of events	Number of NOC	Number of women	Participation %
1924.	1	2	7	13	5.0	1972.	3	13	27	206	20.5
1928.	1	2	10	26	5.6	1976.	3	14	30	231	20.6
1932.	1	2	7	21	8.3	1980.	3	14	31	233	21.7
1936.	2	3	15	80	12.0	1984.	3	15	35	274	21.5
1948.	2	5	12	77	11.5	1988.	3	18	39	313	22.0
1952.	2	6	17	109	15.7	1992.	4	25	44	488	27.1
1956.	2	7	18	132	17.0	1994.	4	27	44	523	30.0
1960.	2	11	22	143	21.5	1998.	6	31	54	788	36.2
1964.	3	13	28	200	18.3	2002.	7	37	77	886	36.9
1968.	3	13	29	211	18.2	2006.	7	40	80	960	38.2

Inclusion of women in competitions at the Olympic Games is one of the first and primary goals of the IOC, and a unique example of realization of the integration principles. However, it was not like that in the beginning, when women participated in tennis and golf in the second Olympics in Paris (1900), and when the IOC, wilfully or under pressure, resigned from Coubertin's belief that the games were „eulogy to men” and that women in the games had a „decorative and ceremonial role in the victory ceremony.” The third Games in St. Louis (1904) will be remembered by the first political intervention (Hardman & Carwyn, 2008), when under the pressure of President Roosevelt and the U.S. government the games were relocated from Chicago. Today the starting point of the strategy for participation of women in sport is based on declarations that guarantee human rights, acceptance of differences, values and virtues of each individual. No one is perfect, weakness and lack of perfection are characteristics of man, but everyone has the right to develop their individual abilities, to participate in social life, as well as to decide what to do in their personal lives.

The Olympic Games are an event that affirms individual values and integrates them through joint activities (competition, training, social contacts, cultural and educational programmes...) (Jevtic, 2011b). It is obvious that the axiology in its study of subjective (belonging to an individual, the Olympics are important to every athlete) and objective values (the Olympic Games as the process and a high demand for achievement) had its place in sports as well (Hard-

man & Carwyn, 2008). Although it is said that values are beliefs that result in a model of behaviour, that a person belonging to a cultural area shows similar personal values and why it is often spoken about the value system, it is obvious that millions of athletes around the world, of both sexes, according to their beliefs, attitudes and behaviour in the function of participation in the Olympic Games, belong to the same value system.

The analysis points to the increase of women's participation in the Olympic Games (Tables 2 and 3) and increase in the number of sports and disciplines. At the same time, a steady decline of women in administrative and managerial structure of sport organizations is noted. In order to reduce or stop this trend, in 1996 the IOC adopted a proposal by which NOC, ISF, national sports federations, as well as all sports organizations belonging to the international Olympic movement, should increase participation of women in decision-making bodies (normative and executive) by 20% by December 2005. It was concluded that the amendments on the equality of men and women should be added to the Olympic Charter. This plan caused the organization, programme and adjustment of the IOC staff, including the activities towards the Olympic and internationally recognized sports federations. Today, when this process is analyzed through what was done in a given time, it provides the data by which until 2001 even 114 National Olympic Committees, or 60.9% of all at that time, had 10% of women at the decision-making organi-

zational level in sport. It was noted that 169 of them has one woman, and that 48 or 25.7% of all NOCs have more than 20% of women in executive bodies. Equally important is also the fact about the success at the level of the World Association of NOC (National Association of Olympic Committee, ANOC) and continental Olympic organizations, within which at least one woman in decision-making bodies is recorded. International Sports Federation, both Olympic, and those that are in the group of "recognized" partially responded to this goal, thus 57% of ISF in Olympic sports has reached 10% share, 32 of which with one woman and 8 ISF with more than 20% of women in executive bodies. In the recognized ISF, 13 Federations have reached the participation of up to 10%, 21 have at least one woman, and 6 has more than 20% of women in executive bodies (Fasting, 2000). Africa chooses more women to hierarchically higher positions in the organization in relation to other continents. Athletes show respect towards equality in the elections of their representatives in the Movement, and there are numerous international sports federations that encourage women's participation in competitions (new disciplines in swimming, athletics, cycling, fencing...). National committees are not inactive as well. They have more and more women in their delegations (competition, administration, coaches, leaders).

Games in Athens were a milestone in the number of women in crucial positions. Thus three very influential women in social and political life of Greece were found in the Games' Organizing Committee, and after these Games the number of women in management positions, particularly in Vancouver and London, went beyond the set standards of the IOC. Of course, this case regards women with exceptional professional background in the international Olympic movement and management experts for mega sporting events, such as the Olympics. At the Games in Athens, women won more medals than ever before, the number of events in which they competed increased from 132 in Sydney to 135, there were more women at the position of Heads of mission of the NOC, the number of women who carried the flag at the ceremonies was greater and wrestling was added to the competition program for women. Changes in participation are recorded in the sector of printed media as well, with the women participation of 16.6% in the group of registered reporters. It is ob-

vious that the IOC rule from 1991 to include women to the Olympic programme on the side of mixed gender sports gave effect, so the 2008 Beijing records women's performance in 26 out of the 28 sports of the summer Games programme. It is also obvious that a proposal by Juan Antonio Samaranch in 1981 is still active, by which two women were elected vice-presidents of the IOC and the number of women in the bodies of IOC increased to 23 members. The inconsistency of policy or problems with the elections determined that in 2009 this number decreased to 16 women out of 107 active members. Great controversy rages over the elections in IOC bodies, so the Copenhagen congress documents bring a proposal to amend this election.

As one of the measures and activities of the IOC in the area of affirmation of women in sport is the organization of international conferences "Women and Sport" (since 1996). From these conferences calls for action are sent to sports organizations, governments, public authorities, development agencies, schools, educational and research institutes, women organizations.

The effect of the IOC through the level of the NOC is provided through the programmes of regional seminars for women administrators, coaches, officials, journalists. With the same aim, Olympic Solidarity has started co-financing the programmes that deal with gender equality issues, campaigns, researches, development of national structures in the form of databases, networks and so on.

Results in scientific research have become a support for the IOC efforts to promote and implement the planned agenda. Thus, the studies of the University of Loughborough include facts about history, the influence of culture and religion to the participation of women in sport. An integral part of the study is care about women and their place in the Olympic movement, marketing, business, gender equality, media, partnership, leadership, role model. The group of recognized physicians and researchers publishes a monograph "Women in Sport" (Drinkwater, 2000) with the support of the IOC, which aims to respond to the growing sports and medical problems of women in sport, but also be a guide of good practice for a large number of women involved in sports medicine, physiology and physiotherapy. Through

⁴⁾ XIII Olympic Congress, IOC Eds.

the eight chapters, 57 authors deal with the history of women's participation in the movement, physiology of women in sports, sports training specificity, "athlete triad," psychological aspects, prevention and treatment of sports injuries. The answers to many questions in relation to Paralympic athletes can be found in the monograph edited by *Vandlandewijck & Thompson (2011)*. There are many issues that burden the Paralympic movement, and they are not just in the area of women's involvement at the level of trainees and competitors, but also refer to the struggle of each individual participant, as well as of the whole organization with the stereotype within which sport is still considered irrelevant for all those problems that women with disabilities have in today's world and the present values (Tweedy & Howe, 2011).

Its attitude regarding the participation of women in sport, the IOC expresses by the annual trophy that is awarded to individuals for meritorious participation in support programs for girls and women in sports (www.ioc.org)

ACTIVITIES SUPPORTED BY THE IOC

The First International Conference dedicated to women in sport was held in May 1994. The Conference in Brighton gave a declaration (*Brighton Declaration*) which was supported by numerous organizations and individuals who are in the chain of decisions of importance for international sports and the overall international relations. The declaration is supported by the IOC, which is not the case

for its members, especially those in Europe. Thus, Denmark did not signed this declaration before 2011 and became one of 261 signatories, and one of 23 signatories of a total of 49 member states of the European Olympic Committee (EOC). Olympic Committee of Serbia is one of 26 national committees of the EOC who did not sign this declaration. The declaration from Brighton includes issues that require: (i) gender equality in sport and society, (i) safe and equipped facilities for training, (i) the development of female athletes within the organizational pyramid of sport system (school and junior sport), (i) support for participation in sport, i.e., professional sport, (i) the strategy of participation in sports management, (i) education and career orientation for women in sports, (i) the information and questions of further development, (i) national and international cooperation. Conferences are a form of work where participants issue declarations and make calls for action to sports organizations, governments, public authorities, development agencies, schools, educational and research institutes, organizations that bring women together. Parties to the declaration and numerous organizations implemented a number of programs for the purpose of the implementation of these principles (Table 4). The conference in Montreal (2002) provided a manual that like a "tool" provides examples of the action plan and progress of activities aimed at developing the capacities of sports organizations (international and national). The manual contains a suggestion of instruments for monitoring the progress. It is rich in examples of the development of social and democratic skills, of the participation of women in economic regeneration and reduction of negative effects of poverty.

Table 4. Examples of projects in different areas of sports for girls and women

Country	Programme-area	Target group	Programme Contents	Objective
USA	Guide for Parents	Ages 7-19	The values of sport for girls, the needs in relation to age, positive experience, parent-child-coach relationship, volunteers in the program, children rights	Parents supporting programme for higher involvement
GER	Management in sport	Members of NSF governing bodies	Programme structure for women, current situation analysis, objectives, programme monitoring and evaluation	Changes within the national system of sports
AUS	Pregnancy and sport	Female athletes, sports organizations	Restriction from pregnant women's participation in sport, instructions, the national forum, new documents	Information, science results and participation statistics, answers to questions, information on the impact on health, medicine, law, insurance, ethics
CAN	Funds in programme promotion	Third World Conference Delegates	Changes of organization, system and structure, instructions for individual development, funds for action	International working group
AUS	Women in the Olympic team	Women - possible leaders	Documents for the participation of women in management, workshops	Personal skills and knowledge, the implementation at the workplace, employments in managerial positions
UK	Management in sport	Women with the ambition in sport management	Women with experience as tutors in building skills and confidence to the women with the ambition in sport management	Communication skills, confidence building, understanding the specificity of sport, the network
USA	Mentor Programme	Girls and women	Girls at the beginning of careers and women with experience in the system of sports	Dialogue and assistance in career
UK	Religion and Sport	Girls and women of Islamic faith	Examples of good practice, encouraging leadership, information spreading, Manuals	Affirmation of the Olympic Charter in the part of gender equality
AUS	Increasing the number of female participants	Secondary school	Participation, positive experience, abilities, dynamic and interesting activities	Local organizations, clubs within the project Active AUS
USA	Girls scouting	Ages 5-8	The development of motor skills and preparation for participation in physical education programmes and in sports.	Skills for participation in organized sports, <i>Fun and Fit</i> project.
GER	Youth culture	Ages 8-15	Girls of urban space and participation in sports in the street (running, basketball, football, dancing, skating, dancing on rollerblades)	Girls day, workshops and lectures
AUS	Talented girls with disabilities	Ages 11-18	Creating opportunities, special activities, identification and talent development	Promotion through sports, development camps
AUS	Swimming program for women	Girls and women of Muslim faith	Indoor swimming programs	Inclusion of women who do not participate in sports due to cultural differences
CAN	Training of coaches	Female coaches	Coaching expertise, creating mentor coaches	Program of Swimming Federation in terms of strengthening the coaching structure at the level 4 of coaching license
CAN	Magazine for coaches	Female coaches of all levels of competence	The specificity of women coaches, role model of a female coach in a club	The importance of motherhood, solving problems of female coaches, expertise, training technology, specificity
USA	Training	Coaches for girls	Instructions for working with clients, developing skills, networks, reflection, professional opportunities	The framework for coaches
FIN	Top sport	Superior female athletes	The quality of training, young athletes, Olympic contenders, women coaches	Support for sporting and professional career, training, results development studies
AUS	Top sport	Young female athletes	Help for young and talented girls, the role of the local community, awards, coaching clinics	Support, encouragement of local community
CAN	Top sport	Superior female athletes	Career after sports, health care, financial support, equipment and props	Administration of program that coordinates various stages and construction areas for achieving superior results
NOR	Top sport	Superior female athletes in Winter and Summer programmes of the OG	Increase in the number of women coaches leading Norwegian sport, the quality of women's sport for the purpose of winning medals	20% of women in the Olympic delegations, victories and medals, research, projects, conferences

The Conference in Sydney (2010), in addition to issues identified at conferences Windhoek (Namibia, 1998) and Kumamoto (Japan, 2006), dealt

with the problem of success in realizing women's participation in the board of directors of sports organizations (Table 5).

Table 5. Women's participation in the Board of Directors (www.sydney scoreboard.com)

Country	Number of NSF	Number of female directors in the Board	Total number of directors in the Board	Women in the Board of Directors (%)
Australia	55	89	400	22.25%
Canada	58	148	607	24.38%
Denmark	1	1	7	14.29%
Finland	10	33	98	33.67%
India	1	2	12	16.67%
Ireland	22	49	237	20.68%
Malta	14	18	97	18.56%
New Zealand	51	97	355	27.32%
South Africa	1	1	15	6.67%
Tanzania	15	27	173	15.61%
Great Britain	79	160	805	19.88%
USA	36	121	498	24.30%
Zambia	20	43	169	25.44%

Common to all conferences is the call to promote the principles of the Brighton Declaration, to monitor and report on its implementation, as well as to implement the conclusions of the Windhoek Conference that aim to:

- Equality of women in the sports movement, closer cooperation between sports and women organizations, representatives of education, youth, health, human rights, dealing with the issue of employment.
- Promotion and exchange of information about the positive approach to the inclusion of girls and women in sport, as well as about other health, social and economic issues important to women.
- Building capacity for participation of women in decision making structures, its visible role at all levels of sport organization. It is necessary to provide the mechanisms through which girls will be able to participate in the politics of choice of programs that are important to their development.

- Overcoming the crisis of physical education, strengthening the quality program as a key asset in making girls familiar with upbringing, educational, social and other benefits that can be acquired through education and the environment.
- Encouraging the media to describe the importance of positive involvement of girls and women in sports.
- Professional policy that ensures the participation of girls and women with respect to diversity, including factors of race, ability, age, religion, sexual orientation, ethnicity, language, culture, or disability status.
- Encourage governments to develop and adopt legislation, public policies, funding programs to ensure gender equality in all forms of sport.
- Increase the number of women researchers in sport, and that more researchers address the issues of importance to women's participation in sport.

CONCLUSION

Time behind us describes the struggle for equality of women in sport and the change that came from orthodox attitude to the principles and ideology that belong to globalism. The course of changes flowed on the principle of *top-down*, from the top and representative organizations to executors striving for grouping, building support network and a network for innovation strategy. At the given moment, the IOC placed itself at the head of changes toward gender equality in sports. Many contradictory signs (*contradictio symptoma*) are registered in the top, and also on the level of national sports organization. Thus, the measures prescribed by the IOC, and for the IOC, especially those related to women's leadership positions, as practice shows are not realized, there has been a delay, and the current process of changes is moving from "woman to woman" or from one organization or agency dealing with this issue to another. In Serbia, this process goes from one to another young leader that without a strategy, experience, skills and professional orientation, fill this process with activities from one meeting to the other.

The direction in which changes of women participation have taken place belongs to the realization of different objectives, including:

- The numerical equality in the movement and in physical activity itself;
- Addition of competition programme, especially in the area of going to the Olympics,
- Promotion of women - sports leaders;
- Campaigns towards equality and equity and
- Activities to help national authorities, which are usually National Olympic Committees, aimed at increasing participation of women.

In the part of numerical equality in the participation in the Olympics results are not small. Women's share from the Games in Atlanta grown to nearly 43% in Beijing, thus the number of sports and dis-

ciplines in which women compete is increased. The number of NOCs that competed in the women's competition also increased, in Beijing only two out of 205 NOCs did not have women in the sports part of the delegation. The same trend is registered in the winter Olympics program as well.

Contradictio Symptoma about women in sport is evident. Thus:

- Analysis of documents from IOC Congress in Copenhagen indicates that in this gathering the issue of women in sport was not debated, concluded or argued about. Several statements are not nearly enough for the conclusion to fulfilling the early 21st century Movement Agenda or, it was like this topic 'fell out' from the Agenda movement. It is difficult to accept that everything slowed down the moment **numerical equality** of genders happened in the competition part of the Games, after which they made the decisions that, for the sustainability of the Games, the number of male – female athletes is controlled to the current 10,500. One might say that the deviation of the Movement from the agenda in the part of women leadership in sport happens as a frustration in front of many barriers that originate in cultural and religious diversity within the national level, and also as an inability to set a new value framework within which they would search for new relationships and trends.
- All problems with the participation of women in the modern sport are best observed within the Paralympic movement. This movement is at its very beginning, in the period when top result is used to change the stereotypes about disabled women, when there are efforts to turn a woman, through sport, from weak, inactive and a victim into an incredible, dynamic and successful. Paralympic sport is part of the cultural politics of difference and it must be recognized as a place of development, but also a place of resistance and restraints that come from cultural ideology.

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