



WOMEN IN SPORT **2024** POLICY FRAMEWORK

Inspiring A Nation Of Winners



sport, arts & culture

Department:
Sport, Arts and Culture
REPUBLIC OF SOUTH AFRICA

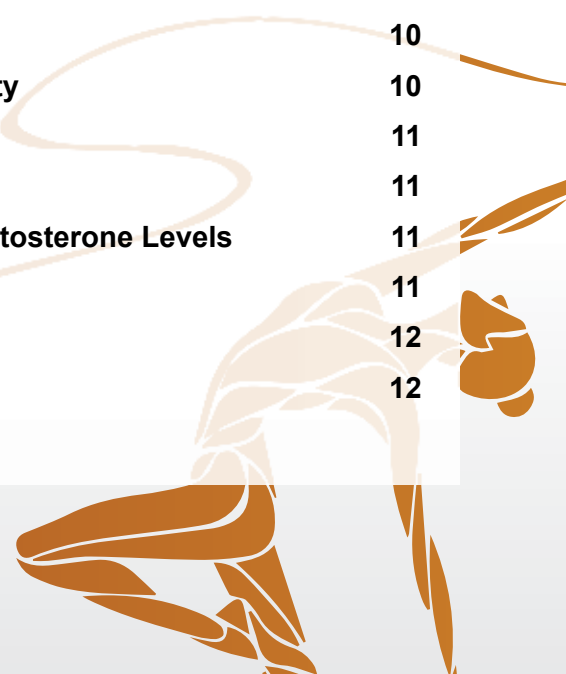


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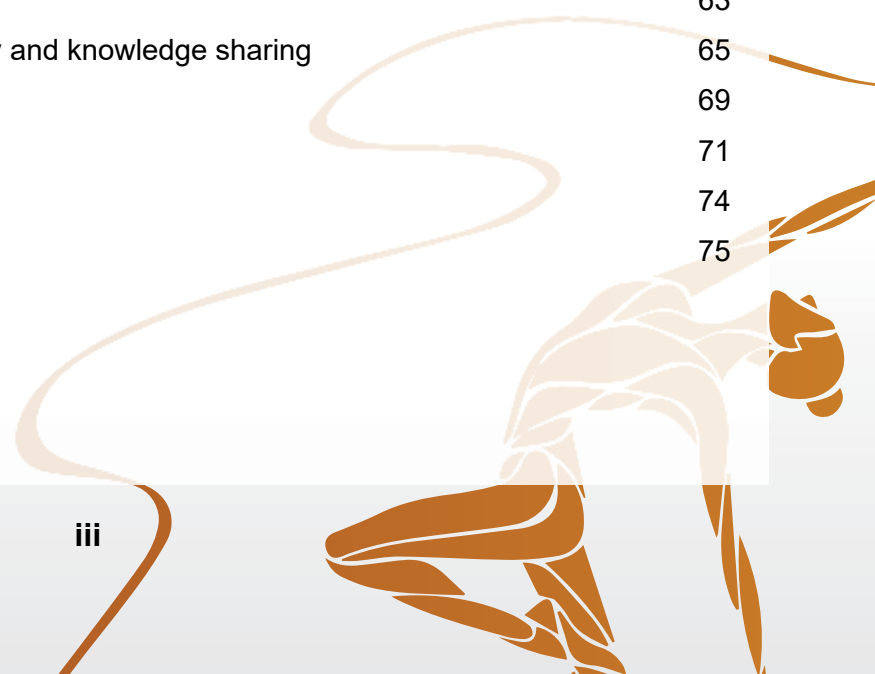
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FOREWORD BY MINISTER OF SPORT, ARTS AND CULTURE

Sport is a cultural activity, which, if practised fairly and equitably, enriches friendship between societies and nations. Sport is an activity that offers individuals from whatever background, race, religion or sexual orientation the opportunity of multiple benefits for themselves, their communities and country. Although women and girls account for more than half of the world's population and despite the growing participation of women in sport and physical activity at all levels, there is still an uneven landscape for women in decision-making and leadership roles. Women are significantly under-represented in management, administration, coaching and officiating, particularly at the higher levels. Women face multiple issues concerning safeguarding, including gender-based violence (GBV). Many factors, external to sport, affect women's levels of participation and other types of involvement in sport. In this regard, the situation at home, the role of physical education, their legal status in society and the media are key influences.

The National Development Plan (NDP) indicates that the transformation for sports by 2030 and beyond is that participation in each sporting code begins to approximate the demographics of the country and that South Africa's sporting results are as expected of a middle-income country with historical excellence in several sporting codes.

The Department of Sport, Arts and Culture (DSAC) will continue to support the transformation and delivery of sport and recreation by ensuring equitable access, development and excellence at all levels of participation, thereby improving social cohesion, nation building and the quality of life of all South Africans. Such a role of sport is enshrined in the Declaration of the 2030 Agenda for Sustainable Development Goals (SDGs). SDG 5, which focuses on achieving gender equality and empowerment of all women, cuts across all 17 SDGs, particularly where sport is used as a vehicle for development. It states:

“Sport is also an important enabler of sustainable development. We recognize the growing contribution of sport to the realization of development and peace in its promotion of tolerance and respect and the contribution it makes to the empowerment of women and of young people, individuals and communities, as well as to health, education and social inclusion objectives.”

South Africa is also guided by other policy directives to which the country has been a signatory to ensure: (i) fair and equitable representation of men and women in all events and activities; (ii) capacity building of women in leadership (coaching, administration and officiating); (iii) collaborative training, advocacy and awareness programmes to educate the media on gender sensitive reporting and

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(iv) development and implementation of rewards and recognition initiatives that promote women’s empowerment and visibility, including women and girls with disabilities.

DSAC has ensured that its programmes are largely mainstreamed, and reports are indicative of these efforts. Our efforts to mainstream our activities across many programmes, such as School Sport, Youth Camps, Indigenous Games, Big Walk and National Recreation Day, indicate that women and girls are given the opportunity to participate in sport and in some cases their representation exceeds those of boys and men. We took cognisance of the “case for sport” that serves as a source of information as well as of international declarations guiding this policy framework.



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MINISTER OF SPORT, ARTS AND CULTURE

Date: 23 | 01 | 2025

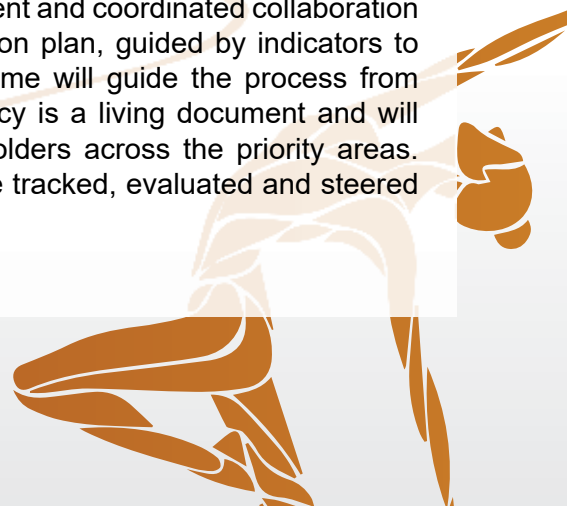


EXECUTIVE SUMMARY

South African women and girls account for more than 51% of the country's population and have made significant contributions to a transformed and democratic South Africa. The full participation of women and girls in all aspects of life forms the cornerstone of development and prosperity. However, there is still an uneven landscape for women in sports regarding decision-making, leadership roles, participation, access to opportunities, professional leagues, funding, media exposure, recognition and multiple other benefits compared to what is available to men. Gender inclusion that fosters gender equality and fair resource distribution will make inroads into closing the gender gap. Gender justice is a core value of human justice in any society, and it is important to recognise that marginalisation in many aspects of women's lives and in all sport-related sectors undermines the realisation of taking up their rightful place in society and in sport. Therefore, this policy framework is developed to redress existing inequalities for girls and women in the South African sport ecosystem across eight strategic priorities: (i) participation and excellence; (ii) coaching, officiating and support; (iii) leadership and governance; (iv) visibility, framing and advocacy; (v) safeguarding and integrity; (vi) sport for development; (vii) Team SA delivery and (viii) hosting sporting events. It is a comprehensive policy framework covering complex and interrelated issues and realities compared to other countries used for benchmarking, such as Sweden, Ireland, Canada and Namibia.

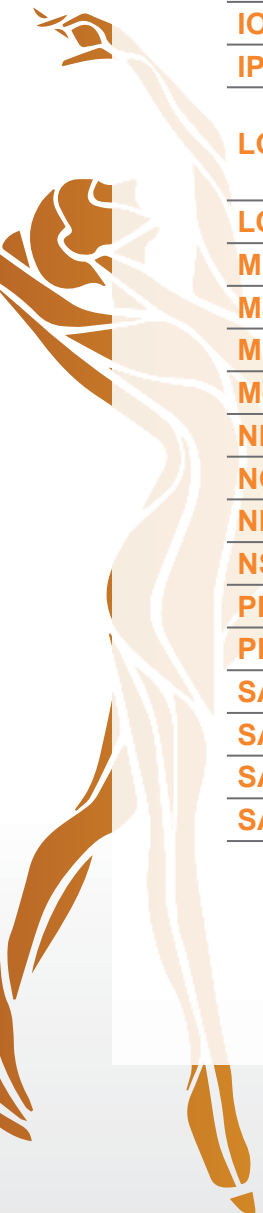
This policy framework aims to promote gender equality and equitable access to resources and opportunities associated with gender parity and gender mainstreaming in alignment with global trends and expression of the South African Government's commitment to signed declarations and national priorities. It also features issues of safeguarding to protect girls and women from all forms of abuse and discrimination in sport settings. The Women in Sport Policy Framework identifies and addresses multiple challenges facing women and girls in different ways as many faces multiple barriers and present different layers of vulnerability and marginalisation associated with gender, race, disability, age, religion, culture, geographical location and sexual orientation, inclusive of those belonging to the LGBTQI+ population, transgender women and women with differences of sex development (DSD).

Barriers extend to include sociocultural values stemming from the entrenched patriarchal ideology, including gender role expectations, bias, lack of media coverage and advertising, GBV, the lack of role models and gender stereotyping. At all levels, the lack of access to resources hinders optimal participation and pathway development of athletes, coaches, officials and other role players. The policy framework speaks to eradicating the unequal access to funding, differential remuneration and socio-economic empowerment. While addressing the inequalities, the policy framework speaks to structural and practice alignment from the local (school and community) to national and international levels. At all levels, inadequate facilities, access to quality coaching, limited access to league structures, talent development and the inclusion of women in leadership positions reflect their realities in South African sport. The COVID-19 pandemic affected all sport but widened the gender gap and exposed women to increased levels of GBV. With DSAC as policy owner, the roles, responsibilities and key areas of collaboration to achieve meaningful gender transformation outcomes are captured to guide a robust agenda for collective action. The structural alignment and coordinated collaboration of key policy actors and stakeholders feature in the implementation plan, guided by indicators to direct monitoring and evaluation. A theory of change and log frame will guide the process from implementation to feedback, for continuous adaptations. The policy is a living document and will guide strategic decision-making, action and learnings for stakeholders across the priority areas. Policy framework implementation, compliancy and progress will be tracked, evaluated and steered to ensure a transformed South African sport dispensation.



ACRONYMS

ANOCA	Association of National Olympic Committees of Africa
APP	Annual Performance Plan
AUSC	African Union Sport Council Region 5
CATHSSETA	Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority
CoGTA	Cooperative Governance and Traditional Affairs
CONTRALESA	Congress of Traditional Leaders of South Africa
CSI	Corporate Social Investment
DBE	Department of Basic Education
DOH	Department of Health
DPWI	Department of Public Works and Infrastructure
DSAC	Department of Sport, Arts and Culture
EPG	Eminent Persons' Group
GBV	Gender-based violence
HPC	High Performance Centre
IOC	International Olympic Committee
IPC	International Paralympic Committee
LGBTQI+	Lesbian, gay, bisexual, transgender, queer and intersex; the + refers to the potential for expanding and developing a new understanding of diverse gender and sexual identities.
LOC	Local Organising Committee
MEC	Member of the Executive Council
M&E	Monitoring and Evaluation
MIG	Municipal Infrastructure Grant
MoU	Memorandum of Understanding
NDP	National Development Plan
NGO	Non-Governmental Organisation
NF	National Federation
NSRP	National Sport and Recreation Plan
PPP	Public-Private Partnership
PRASA	Passenger Rail Agency of South Africa
SAIDS	South African Institute for Drug-free Sport
SALGA	South African Local Government Association
SANTACO	South African National Taxi Council
SAPS	South African Police Service



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SASCOC	South African Sports Confederation and Olympic Committee
SDG	Sustainable Development Goal
SETA	Sector Education and Training Authority
SRSA	Sport and Recreation South Africa
SSCNA	Sport for Social Change Network Africa
TVET	Technical, Vocational Education and Training
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
USSA	University Sports South Africa
WASSA	Women and Sport South Africa

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DEFINITIONS

Children refers to individuals below the age of 18.

Equality refers to the equal and fair provision and distribution of resources and opportunities (input level) where all people (men, women, inclusive of transgender, gender diverse or intersex women) have the same rights, privileges and status.

Equity refers to the recognition that not all people start from the same place and although men and women may have access to the same resources, rights, privileges and status, many women face barriers and may not achieve the same results (output) as they cannot take full advantage of them and thus remain disadvantaged.

Gender is the socially constructed ideas about the behaviour, actions and roles a particular sex is expected to embody and perform.

Gender-based violence (GBV) refers to violence directed against a person because of that person's gender and may affect a particular gender disproportionately. Different forms of violence resulting in physical, psychological, economic or sexual harm are considered as a violation of their human rights and a form of discrimination against women.

Justice is the ethical, philosophical idea that people are to be treated impartially, fairly and reasonably by the law to ensure that where harm is alleged, a remedial action is taken – both the accuser and the accused receive a morally right consequence merited by their actions.

Sport is a generic term comprising sport for all, physical play, recreation, dance and organised, casual, competitive, traditional and indigenous sports and games in their diverse forms. In this policy, "sport" refers to active leisure and recreation as well. It entails reference to physical activities or experiences that involves various levels of physical exertion, prowess and/or skill in which people voluntarily engage for the purpose of mental and/or physical satisfaction.

Transformation is a complex process of redesigning the public sport architecture along four dimensions of reframing, restructuring, revitalisation and renewal that requires a high level of strategic thinking, planning and action, which may include the redress of access to power and resourcing of women and persons with disabilities regardless of race or ethnicity.

Women refers to individuals who are considered female by biological determinants of sex and gender **association** to include girls and individuals of diverse sexual and gender identities (binary and non-binary), inclusive of women and girls with disabilities.

Youth refer to individuals between the ages of 18 and 35.

1. INTRODUCTION AND BACKGROUND

1.1 Policy Issue Identification

Gender equality implies that men and women enjoy the same access to opportunities and resources and have the same rights, obligations and outcomes in all spheres of society. A just and democratic society protects and promotes the empowerment of women as a human right. The latter is enshrined in the Universal Declaration of Human Rights (1948) as stipulated in Article 27, stating that women have the right to fully participate in the cultural life of a community and share equally in societal benefits. It is also captured in Article 17(2) of the African Charter on Human and People's Rights, adopted in 1981, and is a fundamental principle of the Commonwealth. DSAC's integrated approach to setting national agendas and transformative actions is in alignment with the United Nations' 2030 SDGs (particularly SDG 5) and with the African Union Agenda of 2063.

As a new democracy established in 1994, the South African government outlawed gender inequality and put multiple measures in place to address all forms of discrimination against women. At the same time, guided by the Beijing Declaration and Platform for Action and the International Working Group on Women and Sport, South Africa, as a signatory, implemented various initiatives and reports on social transformation, including on gender inequalities and mainstreaming.

In 2014, a baseline study related to competitive or elite sport with reference to gender, participation and leadership in Southern Africa (including South Africa) found a relatively high level of female sport participation (46%) – a situation that has worsened by 2021 to measure 30,3% across five sports with netball as an outlier featuring 98,1% female participation. South Africa is yet to follow the global trend set at the Tokyo 2020 Olympic Games of having 49% of women competing across different sports. Team South Africa had 34% female athletes who competed at the Tokyo Olympic Games and 43,1% female representation in the team that completed at the Tokyo Paralympic Games. Able-bodied men and men with a physical disability dominated leadership positions inclusive of the disability sport sector (e.g. sport for people with physical, visual, hearing and intellectual impairments) where 77,8% of the proportion of leaders with a disability (39%) are men with a physical disability. Women have equal representation leadership positions in Special Olympics and other disability sectors.

Although gender transformation in South Africa has accelerated across multiple sports and management structures since 2004 (10 years into democracy captured by a review), the playing field is still unequal in areas such as participation, leadership, pathway development and earnings or financial rewards. For instance, at the International Olympic Committee (IOC) level (globally), female board membership is about one third at the executive level. In South Africa, in 2021, about one out of four executive members in formal sport organisations were female. The South African Sports Confederation and Olympic Committee (SASCOC) is an outlier by taking the lead in having a gender-balanced executive board with 58,3% female members and 53,9% female subcommittee members.

At participation level, boys have more opportunities than girls to participate in a variety of sports at schools and at community sport clubs. In the lower quintile (resource-poor) public schools in South Africa, physical education is poorly implemented and 43,8% of these schools offer one sport or, at best, three sports, such as football for boys, netball for girls and athletics for a short period at the beginning of the year. Unless children join community clubs, they may only engage for short periods in preparation for a competition or event while safety remains an issue for girls.



Involvement in sport is global and extends to various roles in sport. The European Institute for Gender Equality found that men are still dominating in sport, which is particularly the case in the coaching environment. In Southern Africa, only 22% of women coach competitive sport and only 18% act as head coach. Reporting on South African sport, the Eminent Persons' Report of 2019/2020 states that women are under-represented as presidents of sport federations, CEOs, full-time appointees, coaches, technical officials and in junior and senior high performance teams.

The current situation reflects a lack of participation and development pathways for female coaches and referees in many sports. This extends to the lack of suitable equipment; lack of facilities (including facility management that prioritises male participation); lack of professional leagues for women-only teams; disparity between men's and women's remuneration and rewards; cultural influences and perceptions that contribute to negative gender stereotyping and lack of support in creating an enabling and safe environment for women.

These circumstances contribute to the under-representation of women as leaders and women taking up different roles at all levels of South African sport. Hegemonic or male dominated structures and patriarchal ideology exist that exclude women from entering traditionally male sports like rugby, boxing, football and cricket.

1.2 Background

The women in sport movement, globally and in Africa, has been growing over the last two decades, spearheaded by the formation of the African Women in Sport Association and the International Working Group on Women and Sport. However, the lack of functional sport structures limits collaboration and perpetuates discriminatory processes that impact negatively on women and sport in Africa.

In the history of South Africa, sportswomen played a major role in the resistance movement to liberate the country from apartheid. During the 1980s and early 1990s, South African sportswomen used sport as a site of struggle against racism and sexism, but following the emergence of the new democratic political dispensation, racial transformation took preference to that of driving gender equality.

Since the birth of democracy in 1994, guided by the South African Constitution, 1996, gender inequality in sport and recreation in South Africa has been legislated against by several constitutionally binding Acts followed by structural reform. Women and Sport South Africa (WASSA) and the National Advisory Council for Women were established in 1996 and the government committed itself to support women's equality in sport and recreation. In 1997, following the launch of WASSA's Steering Council, workshops were held in all South African provinces. In 1999, a new administration established the South African Sports Commission, leading to the phasing out of WASSA, its structures and responsibilities. To continue the work of WASSA, the South African Sports Commission instituted a delivery mechanism to ensure the participation of women, persons with disabilities and people from rural areas, identifying them as the most excluded populations. This gave birth to a programme called South African Women, Sport and Recreation in 2003. The programme was a subcomponent of equity within the provincial desks, under the auspices of the then provincial departments of sport and culture.

Despite the government driving a reformist agenda, South African society remains largely patriarchal, where the domestic role of a woman (as mother and wife) represents deep-seated cultural and, in some cases, religious beliefs, which limits women's inclusion, engagement and participation. The sport environment bears evidence of a similar male ethos, and a world view enshrined in masculinity, as valued body culture, that perpetuates female gender stereotyping and unequal access for women to multiple resources and opportunities.

1.3 Policy Framework Context and Environment, links to Other Policies

1.3.1 Legislative context

- (a) Commission on Gender Equality Act, 1996 (Act No. 39 of 1996);
- (b) Constitution of the Republic of South Africa, 1996;
- (c) Employment Equity Act, 1998 (Act No. 55 of 1998);
- (d) Gender mainstreaming framework;
- (e) Integrated National Disability Strategy, White Paper, November 1997;
- (f) Labour Relations Act, 1995 (Act No. 66 of 1995);
- (g) National Health Act, 2003 (Act No. 61 of 2003);
- (h) National Policy Framework for Women's Empowerment and Gender Equality, 2000;
- (i) National Sport and Recreation Act, 1998 (Act No. 110 of 1998);
- (j) National Sport and Recreation Plan, 2012, and the Transformation Charter;
- (k) National Sport and Recreation Financial and Non-Financial Support Policy, revised approval, 2017;
- (l) Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000);
- (m) Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No 4 of 2000) (PEPUDA);
- (n) Skills Development Act, 1998 (Act No. 97 of 1998);
- (o) White Paper on Sport and Recreation, 2012.

1.3.2 International and African context

Globally and in Africa, the policy will endorse the:

- (a) African Charter on Human and People's Rights (1987);
- (b) Beijing Declaration and Platform for Action (1995) and outcome documents associated with follow-up meetings: Beijing +5 (2000), Beijing +10 (2005), Beijing +15 (2010), Beijing +25 (2020);
- (c) Brighton Declaration (International Working Group on Women and Sport);
- (d) Convention on the Elimination of All Forms of Discrimination Against Women;
- (e) International Covenant on Civil and Political Rights (1966);
- (f) International Covenant on Economic, Social and Cultural rights (1966);
- (g) International Olympic Committee Olympic Agenda 2020 and Olympic Agenda +5;
- (h) Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa;
- (i) Solemn Declaration on Gender Equality in Africa adopted by AU Assembly in 2004;
- (j) United Nations Convention on the Rights of Persons with Disabilities (2006);
- (k) United Nations Convention on the Rights of the Child (1989);

- (l) United Nations Security Council Resolutions 1325 (2000) and 1820 (2008) on Women, Peace and Security (2000);
- (m) United Nations Sustainable Development Goals (UN SDGs);
- (n) Universal declaration of Human Rights (1948), United Nations General Assembly resolution 217 A.

1.4 Brief Overview of the Policy Framework Process

The process of policy framework development commenced in 2018 when the then Minister of Sport and Recreation South Africa (SRSA), Ms Xasa, hosted a women's breakfast. She then led the provincial consultative roadshows in 2019, but the process was interrupted due to COVID-19 restrictions and the merger of SRSA and the Department of Arts and Culture to form the current Department of Sport, Arts and Culture. After the merger, the former DSAC Deputy Minister, Ms Mafu, continued with the consultative workshops in the remaining provinces and in some instances resorted to virtual consultations. The stakeholder representatives who attended the consultation sessions were the Members of the Executive Councils (MECs), Heads of Departments and provincial sport federations, sport academies, media and non-governmental organisations (NGOs). The last group consulted represented National Federations (NFs) and non-national sport federations., including SASCOG.

Wider consultations included discussions with relevant national departments, such as the departments of Social Development; Women, Youth and Persons with Disabilities; Planning, Monitoring and Evaluation; the Presidency; Transport; Cooperative Governance and Traditional Affairs (CoGTA) and Basic Education. Consultations were also done with the Commission for Gender Equality and the Eminent Persons' Group (EPG) on transformation in sport.

A draft policy framework was presented to the government's technical working group, Social Protection, Community and Human Development clusters and Cabinet. The purpose of the presentation was to request approval from Cabinet for the draft policy framework to be gazetted for public comments. Cabinet approved the request and the draft policy framework was gazetted in June 2023 for public comments. The South African Women and Sport Foundation was one of the relevant stakeholders that made comments. The comments and recommendations were then incorporated and discussed with DSAC leadership. Towards the second half of 2023, another consultation round took place in all provinces and representatives from all relevant stakeholders attended a workshop. The purpose of the workshop was to develop an implementation and costing plan in addition to disseminating, training and engaging in knowledge exchange, strategic planning and obtaining final feedback. Feedback presentations were captured for the final draft, which was discussed with DSAC executive members in February 2024.

2. PROBLEM STATEMENT

2.1 Underlying Policy Statement

Gender inequality manifests at all levels in the field of sport, i.e. participation, coaching, technical officiating, administration and leadership. There is a ripple effect of exclusion and disadvantage stemming from lack of access to different resources and opportunities; talent development and transitioning into different sport-related roles as an enabling environment and pathways do not exist or are limited by multiple factors. These factors impact on competitive and community sport, including active recreation and leisure.

This policy framework aims to guide and ensure meaningful social transformation in and through sport at all levels, firstly by directing sport-specific roles and systems in competitive and community sport, including school and other formal (club) and informal participation in sport or physical activity for health enhancement or other purposes. Women face different layers of disadvantage (e.g. low socio-economic status, time, poverty and disability) and many face prejudices, gender biases and must battle against patriarchal world views and discriminatory practices. Women in sport and recreation also face GBV in sport settings. The policy framework speaks to the complexity and inter-relatedness of these issues in providing direction and formulating outcomes for action. It is a policy framework to encourage and provide guidance to all relevant stakeholders to develop their own policies, strategies and guidelines to address the challenges women and girls in sport are faced with.

2.2 Nature, History and Scope of the Problem

South African women and girls account for more than 51% of the country's population. However, there is still an uneven landscape for women in sports regarding decision-making, leadership roles, participation, opportunities, funding, broadcasting, recognition and benefits compared to men. Women in South Africa have been discriminated against in sport and often do not receive the same opportunities and resources as men in most spheres of sport. Consequently, South Africa has relatively few women across a wide range of sports, creating a shortage of female role models in and beyond sport. This, in turn, limits young girls' aspirations and opportunities for women to participate in sports and reach their full potential. Girls from low socio-economic environments, rural areas, specific racial/ethnic groups and with a disability are relatively more disadvantaged and do not have access to sport careers or optimally reaping the benefits throughout the lifespan.

This policy framework is timely and necessary to improve the conditions for women in sports and society through sport. This, in turn, promotes gender equality and overall adherence to the Bill of Rights, particularly the rights to equality, dignity, privacy, freedom of occupation and trade, freedom and safety of the person (which incorporates the right to be free from all forms of violence from either public or private sources) and the right to fair labour practices.



3. POLICY VISION, AIM AND OBJECTIVES

3.1 Vision

The vision of the policy framework is to promote gender equality, equity and mainstreaming in and through South African sport to transform the ecosystem and ensure equitable access to resources, opportunities, rewards and fair treatment. The policy framework seeks coherence in multiple alignments to meaningfully address the barriers and strengthen systems, structures and practices for all women in the field of sport in a sustainable way. It is fully aligned to the National Sport and Recreation Plan (NSRP), key legislation and national priorities linked to the sociopolitical transformation of South African society. This policy further aims to inform and guide current national programmes and initiatives, focusing on addressing gender equality as an outcome in and through sport where multiple stakeholders collaborate in transforming the gender landscape in and through sport.

DSAC recognises the meaningful work by people, institutions and communities in the promotion of gender equality. Through the implementation of this policy framework, policy actors and institutions will be able to identify and ensure opportunities for key agencies to place gender on the agenda for sociopolitical and economic transformation.

DSAC's vision for women in sport is to ensure equal opportunities for optimal development and equal opportunities for all women to achieve their full participation, benefit their health and well-being and serve as a national human resource for the country. It strives to chart the way for gender justice and ensure that women are protected, safe and enabled to live an active life and create an inclusive society for peaceful coexistence.

3.2 Rationale for a Policy Framework Intervention and Policy Options

DSAC is the policy owner with responsibilities regarding the consultation, revision and national level implementation residing with the Department. The policy framework articulates with the national development plans, strategies, stakeholder arrangements, policies, laws and the fair distribution of power, resources and influence. This policy framework speaks to human rights, gender (non) discrimination, equitable inclusion of women and appropriate mainstreaming of gender across all structural arrangements and programmes linked to DSAC. DSAC in collaboration with SASCOC are key strategic drivers to provide leadership and direct gender equality, equity and mainstreaming as an integral part of human justice in sport.

The focus is on bringing about positive change for women in South African sport and addressing the systemic barriers to advancing women in all spheres of competition, recreation, media portrayals and visibility, safeguarding, compensation and to promote health and well-being, among others. The availability of resources and creating an enabling environment are at the core of the enactment of this policy.

3.3 Strategic Linkages

The proposed policy framework will contribute to the following strategic priorities as outlined in Government's Medium-Term Development Plan (2024–2029):

Inclusive growth and job creation - The promotion of gender equality and equity will increase economic growth and unearth currently untapped human resources in the formal and informal economy. As such, it will contribute to economic transformation (including the expansion of industries), job creation and an expanded female labour force with equal access to resources, such as salary/wage, sponsorships/funding that will stimulate income-generation, independence and employment within the sport sector.

Reduce poverty and tackle the high cost of living - The policy framework seeks to reduce poverty to ensure that women in sport are allocated equitable funding as their male counterparts. The policy framework also promotes the equal pay between males and females. Providing resources to women (including the child support grant, foster child grant and disability grants amongst others) will generate income at the community level. It may also provide capacity for public work projects, public service provision and increase employability, especially for youth, by acquiring a skill set in sport, transferable to other sectors. Engaging women in sport increases service provision to social institutions, like schools, improves self-reliance and prevents deviant and antisocial behaviours.

Playing sport at community level (at schools and clubs) promotes social integration, solidarity and inclusion that contribute to the reduction of inequality and exclusion for women. It bridges the disparities and stratification of women further disadvantaged by social determinants of ethnicity, class, nationality, age and disability, among others. Sport participation can intentionally be used to counter destructive behaviours, such as taking drugs and violence, by teaching life skills and pro-social values of compassion and peaceful coexistence. In this way, it contributes to community safety and crime prevention.

Building a capable, ethical and developmental state – Gender equality will promote women empowerment which in turn will contribute to the implementation of human rights as they will be educated about addressing Gender based violence (GBV), financial management, leadership, active living, and role modelling. Sport organisations should adhere to good governance, diversity of management by including women at all levels to ensure optimal service delivery and inclusion of women in decision-making and service provision. Human resource development targeting women will contribute to increased capacity and capability to address societal needs. Good governance in sport (at school, club, federation and in government institutions) will increase transparency, positive ethical decision-making, (gender) inclusive structures and (gender) sensitive practices. For a developing state, all human and institutions should serve as valuable resources for socio-economic advancement, resilience in the face of adversities and prosperity.

3.4 Theory of Change, Policy Aim, Objectives and Expected Outcomes

3.4.1 Theory of change

The theory of change (see Annexure A) developed for this policy framework indicated multiple resources, including the policy, as key inputs linked to clearly defined outputs (activities and types of participants) as well as short-, medium- and longer-term outcomes. The implementation plan speaks to the framework and content of the theory of change by identifying target areas for action, namely (i) active participation and excellence;

(ii) coaching, officiating and support; (iii) leadership and governance; (iv) visibility, framing and advocacy; (v) safeguarding and integrity; (vi) sport for development; (vii) Team SA team delivery and (viii) hosting of sport events.

3.4.2 **Policy Framework aim, objectives and expected outcomes**

The Women in Sport Policy Framework aims to advance a fair, just and inclusive sport ecosystem and agenda for gender justice that will ensure equitable access to resources, opportunities for optimal participation, role fulfilment and leadership, advance broader social outcomes, such as health benefits and peaceful coexistence, and address various social ills, such as criminality, while addressing gender inequalities and discrimination in South African sport. Many women face many barriers that may be multiplied through being unemployed, a single parent and disabled (triple burden). This policy framework speaks to national and local realities while showing an alignment with global and national policies. In this way, the policy framework guides meaningful social transformation in and through sport while informing strategic decision-making and an equitable dispensation for women, including the most vulnerable where race, class and disability add layers contributing to their level of disadvantage.

This aim translates into the following objectives:

- to promote active participation and reducing the gender gap by increasing the number of women actively participating in sport and physical activity at all levels – formally and informally;
- to create pathways for women for sporting talent development and provide opportunities and resources for career development and achieving excellence in sport;
- to increase the number and build capacity for female coaches, technical officials, support staff and administrators at all levels and human resources to facilitate optimal sport participation, quality physical education and active living;
- to provide capacity building, leadership development and ensure progress for constituting gender-balanced management structures with clear strategies of succession, support and mentorship for women in decision-making roles;
- to develop strong organisations and adhere to good governance that ensures diversity, inclusion and advancement that will benefit women and men equally;
- to ensure gender equality through the fair allocation of resources, incentives and rewards across sports and to closing the gender gap at all levels;
- to increase visibility, positive framing and advocacy for women in sport in terms of optimal exposure, gender-sensitive representation, equal recognition, rewards and role modelling;
- to implement safeguarding policies, safe spaces and mechanisms to address GBV and protect women in sport in all roles and at all levels;
- to implement sport as a catalyst for development (health, education and socio-economic) inclusive of strategies and mechanisms to ensure pro-social behaviours and values in sport (e.g. anti-doping and violence prevention);
- to address systemic discriminatory structures and practices within sport in a meaningful and sustainable way;

2024 WOMEN IN SPORT POLICY FRAMEWORK

- to guide and respond to policy implementation through monitoring, evaluation, target setting and consequence management according to punitive actions in place and case-by-case evaluations; and
- to ensure optimal stakeholder alignment, commitment and collaboration (within and across sport sectors) for the different areas of policy implementation.

Expected outcomes are as follows:

- achievement of gender transformation aspirations and targets to constitute diversity, inclusion and gender parity in sport participation and achievement across different sports, physical education, physical recreation and active leisure at all levels;
- equitable access for women in leadership at all levels (e.g. community, club and national levels) and the retention and advancement of qualified coaches, technical officials, administrators and practitioners;
- closing the gender gap for equitable resource provision (including budget allocation and sponsorship), earnings, access to career opportunities and professional leagues in sports;
- equitable access for all women to safe, female-friendly and well-managed facilities to ensure equal opportunities for women at all levels – from grass roots to the highest levels in formal and informal settings;
- advocate gender responsive actions, equality and positive media portrayals of women in sport through gender-sensitive communication and marketing;
- women in sport system strengthened by resource provision through strategic alignment, service integration and stakeholder collaboration to achieve sport and non-sporting outcomes; and
- adequate and aligned policies, strategies and structures in place to ensure equitable gender practices and delivery for women in sport and related sectors.

Inspiring A Nation Of Winners



4. BARRIERS TO PARTICIPATION

Issues contributing to gender inequality include sociocultural and biological factors; the lack of access or differential access to multiple resources; limited access to leadership positions; issues concerning gender-verification measures; GBV (especially during COVID-19 lockdowns); the lack of role models and gender stereotyping. Cultural influences, patriarchal ideology and institutional male-dominated environments remain undermining influences as they play out in sport and society in different ways. It extends to the lack of and biased media representation (including social media) and advertisement; poorly developed sport structures at school and at community club level; limited access to high performance sport; clothing restrictions and choices deemed provocative; safety aspects; public transport challenges; lack of childcare facilities and affordable services as well as the lack of capacity. The next section will expand on the different factors and influences.

4.1 Gender Inequality and Discrimination

In South Africa, patriarchal ideology informs the dominance of men over women at household, institutional and community levels. Girls from a young age are socialised in a subservient gender role that influences their choice to take part in sport, types of sport chosen, aspirations to take up different roles, perpetuating gender stereotyping and limits their access to traditional male sports. Opportunities for participation, awareness and education concerning women with disabilities, particularly intellectually, as a vulnerable population are needed. Accommodating diversity across gender, race and class ensures inclusive sport and recreation practices that may effectively contribute to the building of social cohesion, community integration, active citizenships and nation building.

4.2 Biological Factors, Sociocultural Factors and Poverty

A major sociocultural and economic barrier is that sport is socially constructed to celebrate masculinity, being exclusive and elitist. It is a widely shared perception transmitted by men and women through traditions, beliefs and social practices. This entails that women should be feminine in appearance (hairstyle, clothing and demeanour) and their bodies should not be too muscular. This societal expectation is seen as the main sociocultural barrier that extends to discrimination based on the real or perceived sexual orientation and gender identity of women in sport. Girls in sports may experience bullying, social isolation and stigma that contribute to early dropout and stress.

Women are not a homogeneous population and ethnic minorities, girls from poor environments and in rural areas have different experiences and barriers to overcome. For example, racial stereotyping exists and is perpetuated through religious or cultural practices, such as among some sectors of Asian women who are not allowed to wear revealing swimsuits. Media framing of the perfect (lean and sexy) female body contribute to girls and women not being confident to participate in sport due to the expected dress code.

Many high performing athletes (including females) struggle with mental health issues associated on the one hand with a sedentary lifestyle and on the other with the stress of high performance. The COVID-19 pandemic brought additional strain on the mental health and well-being of elite athletes. Women from impoverished circumstances face multiple obstacles and seldom have access to resources, including food security or free time to take part in sport. From a young age, girls are obligated to do domestic work and cannot take part in after-school sport.

4.3 Lack of Funding, Sponsorship and Remuneration

A recent study about the accessibility to funds for women in South African sport highlighted that sponsorships mostly flow to dominant male team sports, such as rugby, cricket and football, as they have highly established professional leagues. The under-representation of women in the public media (broadcasting, televised and print media) is argued from the point of view that traditionally male sports have a large fan base.

Globally and nationally about 99% of sponsorship and endorsements go to male athletes and sports while women earn relatively less than men for work of equal value. Men benefit from professional sport leagues and being able to follow a sporting career, compared to many women who struggle to find similar opportunities. Recent remuneration disputes of Banyana Banyana brought this issue into the public domain.

4.4 Lack of Women in Leadership Positions

Sociocultural influences contribute to the ideology that defines women as inferior to men, leading women to be assigned minor positions in both public and private spheres of life. Globally and locally, remaining barriers relate to cultural influences, lack of appropriate resources, hegemonic male structures and practices. Despite inroads made in selecting more women to executive positions in the government sector, in 2021, only 27,7% of women lead NFs across six sports in five Southern African countries. There is an emerging trend in sports that are female dominant in participation but male dominant in leadership, such as in gymnastics, while male umpires in netball increasingly feature in international competitions.

4.5 Transgender, DSD Athletes, Sex-verification and Testosterone Levels

Some female athletes face many obstacles to compete internationally because of being transgender and differences in sex development (DSD) issues. DSD individuals are people born with a combination of conditions (about 60) whereby their biological sex, i.e. male or female, is not clear. Athletes with DSD are banned from competing internationally due to their naturally high production of testosterone. To compete in women's events, they are forced to take medication to lower their testosterone levels in the name of fair competition. Transgender women are individuals whose gender identity is different from the sex (male) they were assigned to at birth. Some may transition to the female gender through hormone replacement therapy and sometimes sex reassignment surgery.

Present-day international decisions guide the current inclusion of male-to-female transgender athletes while LGBTQI+ rights groups actively contest exclusionary measures and deem them discriminatory, harmful and unscientific. It remains a contentious issue as it is widely argued that transgender women still have physical advantages despite some having had hormone replacement therapy or gender confirmation surgery. Therefore, sport federations deal with these instances on a case-by-case basis in alignment with directives from international bodies.

4.6 Gender-based Violence (GBV) in Sport

GBV is defined as violence that is directed at a person based on his/her biological sex or gender identity. It includes physical, sexual, verbal, emotional and psychological abuse, threats, coercion and economic or educational deprivation, whether occurring in public or private. Women are disproportionately harmed by GBV. In the sport sector, it may occur in different forms, although

relational issues such as sexual harassment remain a crucial aspect in safeguarding. Gender-based discrimination includes victimisation that stems from unequal power relations, cultural beliefs and weak social controls within organisations. Breaking the code of silence, an obligation to report transgressions, protection and sensitive treatment of victims are priorities.

4.7 Gender Stereotypes and Lack of Role Models

History and sociocultural associations between sport and masculinity contribute to the persisting male-bias for athletes, coaches and decision-makers in many parts of the world. Patriarchal ideology perpetuates the culture of males being preferred leaders and role models as framed in the sport fraternity and public media.

The domination of men in journalism and the sport media space relates to mediating masculine behaviour and characteristics of athletes and leaders to be admired and emulated. Ongoing awareness and advocacy of alternative ways of doing gender and female role models are important strategies.

4.8 Lack of Media Representation and Exposure

South African media are biased towards publishing and broadcasting international and national male dominated and highly commercialised sports while international female winners may share the spotlight for some time. Women's sporting achievements are downplayed in favour of feminising and heterosexualising women in sport. For example, the media representation of gender for women during the 2016 Olympic Games portrayed a heterosexual discourse of brides-to-be and supermoms. Elite athletes with disabilities receive less media visibility than their non-disabled counterparts and female athletes receive less than male athletes while the media also favour different types of disabilities (e.g. male blade runners) and often pitch a medicalised narrative of a disability rather than on the performance. This gender-bias is also present in social media portrayals and communication that necessitates action on media content composition coverage.

4.9 Lack of Access to Grass-roots Level Sport

The report from the Eminent Persons' Group (2020) refers to a dysfunctional school sport system in South Africa and an over-reliance on former Model C (or higher quintile) schools to produce sporting talent at the junior levels. The lack of school and community-based sporting infrastructure, qualified coaches at the grass-roots level and regular competitions and leagues undermine long-term athlete development pathways in most sports.

4.10 Lack of Access to High performance Sport

Women's participation in sport has increased significantly as evidenced by the high level of competitions for females at the 2020 Tokyo Olympic Games, whereas in Team South Africa only 62 (34,4%) women formed part of the team. More women made the SA team for the 2024 Paris Olympic Games comprising 63 female athletes (45%) of 140. However, women do not have the same access as men to professional leagues and earnings in South Africa's main commercial sports like cricket, rugby and football. In this respect, South Africa trails countries such as England and Australia where there are professional leagues for women's cricket, rugby and football. Women from resource-poor environments are in dire need of accessible and well-maintained facilities in safe zones. The announcement of a women's netball league as a legacy of the 2023 Netball World Cup, hosted in South Africa, has yet to take root and flourish.

4.11 Inadequate Infrastructure as a Means of Access and Lack of Childcare Facilities

The lack of infrastructure in impoverished communities and schools is a main stumbling block for women and girls to participate at community level. Inadequate safe spaces and safety at sport facilities at the community level are disadvantageous to the number of women and girls participating in sport and structured physical activity and reflect in the relatively low levels of retention. Current management practices prioritise a more favourable scheduling of male sports and leagues at the community level, where they are allocated the best fields for their games and the most favourable time schedules.

For women with disabilities, current challenges relate to accessible and user-friendly infrastructure, such as entrances, reception areas, changing rooms, sports facilities, accessible transport and parking and other limiting factors. Unsupervised children and female participants having to travel home at late hours pose a risk to their safety.

4.12 Lack of Equipment and Appropriate Attire

Clothing for women and girls in sport and recreation are expensive and beyond the means of impoverished households, particularly in view of widely advertised and prestigious brands. Some sports clothing is deemed to be revealing and athletes are increasingly taking a stand against sexist uniforms (bikinis or bikini bottoms), including a push back from women being part of cultural and religious populations that subscribe to a conservative dress code.

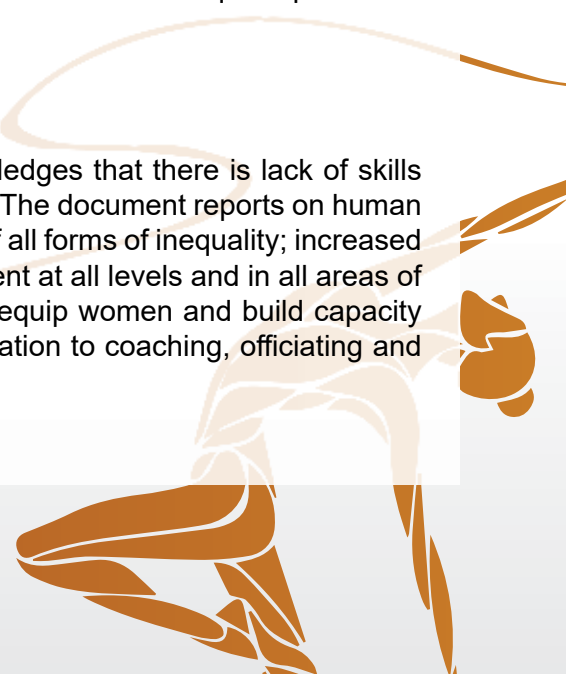
In impoverished settings, women are compelled to wear ill-fitting clothing and use the wrong size equipment (e.g. rugby balls) while female athletes with disabilities do not have access to advanced technology or wheelchairs suited for competitive sport.

4.13 Safety Issues

The scheduling of matches during late afternoons or over weekends, unsafe facilities and lack of public transport are acknowledged as barriers for women's participation in sport in most communities. Although the conditional grant makes provision for transport, the budget allocated is too limited to cover the need for such a service. The vetting of coaches and non-adherence to a professional code of conduct puts female participants at risk. Female staff are required for younger children and other vulnerable populations for certain tasks like anti-doping controls. Safeguarding policies, controls and measures must still be put in place for volunteers in different sport spaces. Women, girls and persons with disabilities make up the most vulnerable populations in need of adequate protection and safeguarding mechanisms to be in place.

4.14 Lack of Skills and Capacity Development

The Sport and Recreation Transformation Charter (2012) acknowledges that there is lack of skills and capacity development, which hampers transformation in sport. The document reports on human resource development; equitable resource allocation; eradication of all forms of inequality; increased access to participation opportunities; skills and capacity development at all levels and in all areas of activity and the empowerment of people. Education is needed to equip women and build capacity to take advantage of existing opportunities in sport – from participation to coaching, officiating and leadership.



4.15 Lack of Parental Support

In some environments, parents have unrealistic expectations of their children's sporting abilities as they want to bask in the glory and feed off the status that sporting success can bring. In environments of poverty, parents may not have the means to support their children, do not see the benefits of sport and require girls to share the heavy burden of domestic work, leaving little free time for sport participation.



5. ACTIONS / INTERVENTIONS

5.1 Gender Equality and Non-discrimination against Women and Girls in Sport

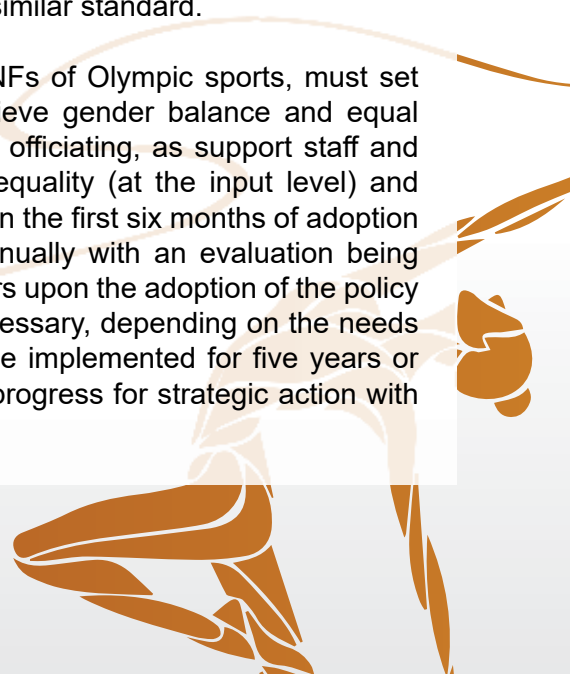
Sport is a basic human right. Gender equality should not be negotiable in all aspects of involvement, including the field of play, remuneration, media exposure and recognition.

All government funded agencies and partners, such as NFs, Sport Confederations and provincial departments of sport, arts and culture, must have safeguarding and gender equality policies and/or frameworks and strategies in place and proof of implementation being monitored and evaluated. All policies must speak to both men and women, address the needs and aspirations of women and be aligned to this Women in Sport Policy Framework, other relevant national policies and SASCOC policies that are adopted from the IOC and International Paralympic Committee (IPC). All possible deviations caused by policy alignment with international bodies must be consulted with SASCOC. All stakeholders linked to DSAC and SASCOC must have a safeguarding policy that indicates alignment with a national policy and are implemented, monitored, evaluated and reported.

Organisations must allocate resources equitably and provide women with an equal range of activity and programme choices that meet needs, interests and aspirations. Women in sport must have equal access to national programmes and provincial sport academies. Men and women must be equally empowered through the conscious and committed provision of equal opportunities for sustaining full participation, recognition and development, irrespective of disability, race, class, sexual orientation and identity, religious beliefs and culture. All relevant stakeholders must ensure that they have a gender-enabling organisational culture and increase or maintain (where gender-parity exists) the participation of women at all levels of sport. They must set clear transformation targets and report on them as a matter of compliance to DSAC and SASCOC for continued receipt of full or proportional funding. All NFs must demonstrate clear pathways for women through capacity building, education, advocacy and other measures to achieve gender equity in leadership, participation and other roles at all levels.

Providing equal opportunities for men and women must be followed by strategic action, programmes and activities to ensure that there is a throughput of women reaching the targets set for gender representation, parity and mainstreaming at the organisational level. The latter may differ between sports, depending on the current and/or progression of having women in participant, leadership and other roles. All women regardless of skills or experience must get equal opportunities to participate or compete at appropriate levels against teams or individuals of a similar standard.

All members of the Olympic Movement, such as SASCOC and NFs of Olympic sports, must set progressive gender transformation targets and indicators to achieve gender balance and equal gender representation across all levels of participation, coaching, officiating, as support staff and for leadership. Monitoring of policy implementation and gender equality (at the input level) and equity measures (outputs and outcomes) must be reported on within the first six months of adoption of this policy framework. Thereafter, monitoring should occur annually with an evaluation being conducted after two years and an impact assessment after five years upon the adoption of the policy framework. A policy review should be conducted as and when necessary, depending on the needs and circumstances at that time. However, the policy should not be implemented for five years or more without being reviewed. The above requirements will show progress for strategic action with respect to the policy.



5.2 Sociocultural Factors, Biological Factors and Poverty

All stakeholders collaborating with DSAC and affiliated to SASCOG must demonstrate that they have implemented strategies linked to accommodating women from different sociocultural, biological and socio-economic backgrounds and dispositions. Depending on the mission and strategic focus of the stakeholder, the latter must deliver on any of the strategic areas linked to cross-cutting interventions focused on women's capacitation, education and empowerment, good governance and adequate budget linked to clear input-output deliverables. The unequal playing field of different female populations must be considered for recruiting, training, supporting and retaining women in different sporting roles (including participation, volunteering and leadership). Funding and resource allocation must address socio-economic inequalities at all levels. Government entities must attend to legislation that will ensure adequate budget provision at municipal, local, provincial and national level for supporting, funding and/or subsidising socio-economically vulnerable women in sport.

All government-funded stakeholders and partners must ensure that media releases use gender-sensitive terms and frame female athletes positively while ensuring that their constituents follow clear guidelines for positive social media portrayals of women in sport. Disciplinary actions must follow for transgressions. Educational workshops and creating awareness for the media should be a priority for all agencies to break down stereotypes, advocate diversity in role modelling and addressing harmful practices against women across the sport ecosystem.

Alternative dress codes must be considered to accommodate religious and/or cultural sensitivities and preferences. Appeals in this regard must receive a fair hearing and gender-sensitive ruling.

5.3 Funding and Sponsorship

All stakeholders linked to government entities and SASCOG must demonstrate that they allocate equitable funding to women in sport across all strategic areas and engage in sponsorship negotiations to obtain optimal funding for women's participation, empowerment and inclusion in different roles in sport. NFs must develop and follow guidelines that encourage equal funding and sponsorship to both men and women. Public-private partnerships (PPPs) must be given priority to mobilise resources for women's leagues, teams and female athletes. Sport federations must adhere to the amendments of the Employment Equity Act that guides legal redress for equal pay for work of equal value to counter unfair discrimination in respect of remuneration. All NFs must address equality in remuneration packages (day fees, match fees and prize money) for women's teams and athletes. Disciplinary and/or punitive actions must follow for transgressions in this regard.

There should be a concerted effort by stakeholders to lobby for equality in media exposure and actions must be taken by relevant stakeholders to professionalise women's leagues within the existing professional structures of cricket, rugby and football. All NFs and government affiliates must implement and report to DSAC and/or SASCOG on pragmatic mechanisms in place to address equality in fund allocation, remuneration and salary scales within a reasonable time frame.

5.4 Leadership Positions

All government funded, affiliated and partnering institutions must address the gender gap in leadership by setting a minimum target and putting actions in place to have proportional representation of women in decision-making structures. Strategies must be in place to ensure gender-balanced executive boards (elected or co-opted) and females must head at least 50% of subcommittees within a sport governance structure. This will entail that such organisations must make changes or amendments to their constitutions to include actionable reforms. They must also set clear targets and timelines,

monitor and evaluate the progress and report on it to be eligible for funding and comply with principles of good governance. DSAC and SASCOC must ensure that NFs make these changes in line with their international bodies.

All elections for leadership positions must be fair and transparent. Appeals of election irregularities of NFs must be reported to SASCOC for follow-up action.

Each NF must ensure pathway development plans and strategies by actively recruiting, empowering and retaining women in decision-making positions at all levels. Men should be co-opted to engage in gender reforms as it must not be considered women's issues to be addressed by women alone. All gender-focused structures and commissions must be empowered and resourced to ensure inclusion, diversity and adequate resourcing of women athletes/teams and leagues.

5.5 Testosterone, DSD, Gender Verification and Sex Testing

SASCOC and DSAC, including other relevant structures, must develop guidelines in alignment with international and national legislation and policies to address the issue of gender identification/verification and participation in women's sport. They should consider a human rights' agenda and fair and equitable participation at all levels in recognition of scientific evidence regarding transgender athletes and women with DSD.

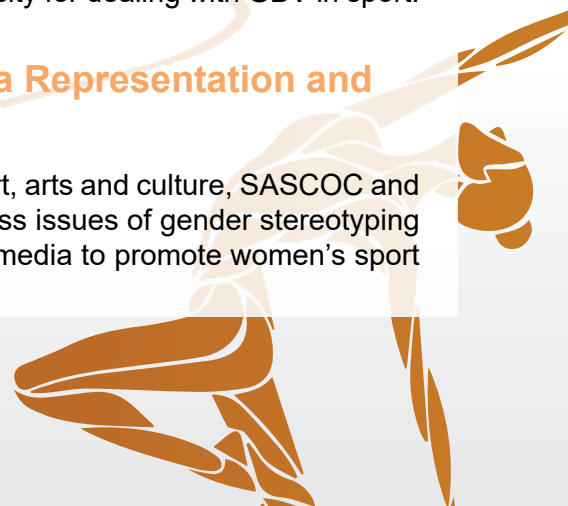
5.6 Gender-Based Violence in Sport

All stakeholders affiliated to SASCOC and those collaborating with DSAC must have a safeguarding policy, procedural processes and mechanisms in place to detect, report and act against GBV in sport. A safeguarding policy must protect every person in their designated roles and in terms of transgressions, disciplinary action and/or legal action taken as dictated by law. All stakeholders hiring staff or providing access to volunteers must screen and ensure investigating before appointment or entering into a contractual agreement with them. They must train safeguarding officers, implement a code of conduct (ethical behaviour) and always protect the health and welfare of all athletes and staff.

SASCOC must have a system in place to monitor all legal procedures while fostering open discussion about issues of sexual harassment and abuse so that athletes, coaches, volunteers and administrators feel confident enough to speak out if they experience this. SASCOC must prescribe clear guidelines to NFs on safeguarding issues to ensure consistency. In alignment with SASCOC, NFs must implement these guidelines and relevant procedures for reporting (such as a hotline), follow-up on cases and ensure punitive action in cases of sexual harassment while protecting the identity of victims and whistle-blowers. Such policies, guidelines and procedures must also be in place and monitored by local organising committees (LOCs) for the hosting of sport events at all levels. Organisations should launch campaigns, engage in advocacy, spread awareness and offer education to prevent and address GBV in their sporting code. Such advocacy and education should engage the South African Police Service (SAPS) to build their capacity for dealing with GBV in sport.

5.7 Role Models, Gender Stereotypes and Media Representation and Advertisement

DSAC and key stakeholders such as provincial departments of sport, arts and culture, SASCOC and NFs must facilitate or offer education for men and women to address issues of gender stereotyping and discriminatory practices. All agencies should engage with the media to promote women's sport



and female athletes, which could contribute to an increase in exposure and fair treatment of women in sport. NFs must ensure that all press releases and media interviews are gender sensitive and promote the cause of women's sport and women in sport. This is also relevant to dominant female sports like netball and synchronised swimming.

Role models

According to the Women's Sport Foundation Report of 2019, girls easily identify with and view a female coach as a mentor and role model, which, in turn, can help counter stereotypes and boost girls' confidence, self-efficacy and sense of belonging. Female role models must be promoted, with the emphasis on civic-mindedness and moral worth as much as on athletic achievements. In this way, athletes who are successful should act as ambassadors and promote fair play and gender-mindedness. For social institutions, like schools and clubs, role modelling should extend to include female staff, coaches, organisers, administrators and managers.

Media coverage

DSAC should always highlight the positive changes, successes and efforts in the media as a way of creating momentum around gender transformation and women in sport. DSAC, SASCOC and NFs should champion the growth of women sports journalists by inviting and interviewing women sports journalists.

SASCOC and NFs should use press releases and good relations with the media (including editors, journalists and commentators) to promote women's sports and female athletes' achievements. All stakeholders should engage with media houses to increase their coverage of women's sport and female athletes in a gender-neutral way to celebrate the athlete and his/her achievements. All stakeholders in sport should find ways to address media content and promote gender identification, promote gender education and use the opportunities afforded by high profile (and commercialised) sport and athletes to drive a gender agenda.

Broadcasting regulations must make provision for dedicated broadcasting of women's sport during prime time. NFs together with broadcasters should proactively engage with the media to frame female athletes and teams appropriately. They must train and monitor athletes and staff to promote women in sport through a gender lens on social media.

5.8 School and Community Sport

DSAC and provincial departments of sport, arts and culture must develop Memoranda of Understanding (MoUs) (or contractual agreements) with key government and relevant stakeholders to ensure sport participation and talent development at schools and in local community-based clubs. NFs, DSAC and the Department of Basic Education (DBE) must develop age-appropriate programmes for girls, familiarising them with sporting codes. They must invest in mass participation programmes and draw friendly, fun and exciting formats that interlink with community sport. The DBE and DSAC should have a standardisation of all priority codes, ensuring that they are available to schools while emulating schoolboys' sport weeks and similar programmes for girls. Every school should have access to a safe and well-maintained sport facility, prioritising girls' participation from the lower quintile and rural schools. Linking up with civil society agencies (NGOs and volunteers) are strategies for providing key human resources in aid of sport at schools and in communities.

The DBE must clearly indicate how young girls will be catered for in the integrated physical education and school sport approach for public schools in South Africa and regularly report on the implementation. CoGTA and municipalities must offer sport participation opportunities in communities, which are

user-friendly, and include women and girls, ensuring optimal access by schools. Free participation and access must be negotiated at public facilities for no-fee schools and non-profitable community sport clubs. Sport club development and good governance at community level must be promoted and supported to ensure sustainability and optimal community consultation and engagement.

Physical Education and School Sport (PESS): Education and sensitisation of the entire teaching staff about the importance of physical education and school sport is key to maximise girls' participation in sports activities. This can be achieved by–

- establishing a clear sport policy for optimal (above 80%) learner participation;
- seeking girls' opinions to develop tailored programmes and enlarging girls' choice of sports activities – including same and gender-mixed activities;
- creating a code of conduct for teachers and coaches to safeguard all against violence and discrimination in sport; and
- informing parents about the benefit of sport participation for the girl child and encourage their involvement and support for school and community-based sports.

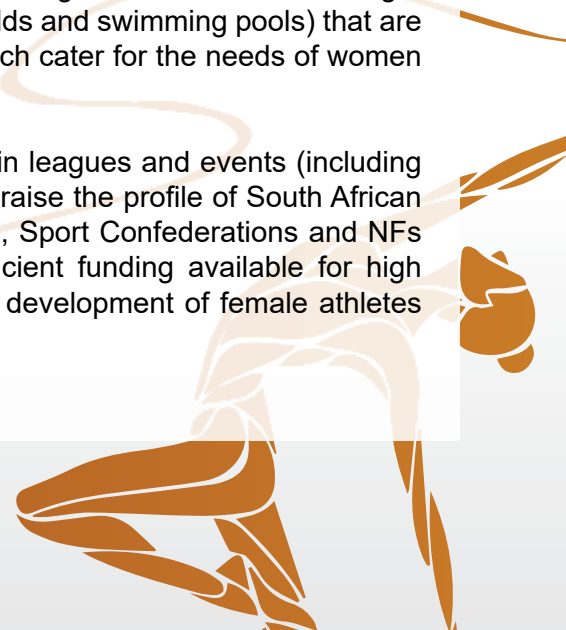
Physical education in school curricula should be strengthened as a key means for the positive introduction of young girls to the skills and other benefits they can acquire through taking part in sport. Teacher training programmes should include courses aimed at improving the inclusiveness of physical education with attention to the full participation of all girls. Teachers of physical education in the Life Skills and Life Orientation programmes should be adequately qualified to implement quality physical education classes and ensure a flow of participants (particularly girls) from the classroom to school and/or club sport participation. NFs should recruit junior female participants, engage parents and offer training on attrition, talent development and age-appropriate coaching to ensure throughput to senior levels.

DSAC, the DBE and other national stakeholders should collaborate to ensure a functional school sport system and special attention should be given to offer a variety of sports for boys and girls across different age categories, especially in disadvantaged schools and communities, inclusive of learners with different (dis)abilities. Municipalities must ensure that all public facilities are well maintained and managed to ensure inclusive participation and fair scheduling of activities for men and women.

NFs must set targets for recruiting female coaches, technical officials and support staff from established sport institutions/schools and ensure pathway development by offering accredited training and mentorship. Accountability must extend to reporting on meeting set targets with implications for non-compliance where norms and standards have been agreed upon by government entities.

DSAC and other national government stakeholders must enact legislation to ensure budget allocations for the development of functional sport facilities (e.g. fields and swimming pools) that are safe, accessible to both schools and the wider community and which cater for the needs of women and athletes with disabilities.

High performance sport: NFs must ensure equitable participation in leagues and events (including international competitions) for female athletes and take actions to raise the profile of South African women in competitive (high performance) sport. DSAC, SASCOC, Sport Confederations and NFs in partnership with other entities must ensure that there is sufficient funding available for high performance training, specialised coaching, support services and development of female athletes and female-only teams in an equitable way.



All provinces should be the custodians of high performance sport to ensure that elite women athletes have access to High Performance Centres (HPCs) with proper training facilities. These HPCs should ensure that elite athletes remain in a province and that a system is in place to provide pipeline access to emerging athletes. High performance policies in sport should align with the SASCO High Performance commission's standards and policy.

Such specialised institutions should also liaise with local municipalities and other relevant stakeholders to offer women-focused talent identification and development programmes, prioritising rural and impoverished communities. Consultations and education must be offered to parents of young high performance athletes to enlist their support and collaboration.

5.9 Sport Facilities, Equipment and Transport

All schools must have access to adequate sport and recreation facilities that are well-managed, safe and appropriate for women. CoGTA and municipalities must develop sport and recreation facilities that are safe and appropriate for women. These facilities must include ablution facilities with showers to a basic standard and meet all the sport and recreation norms and standards technical specification. The Urban Settlement Development Grant, Municipal Infrastructure Grant (MIG) and collaboration with the Department of Public Works and Infrastructure (DPWI) should be used for facility development and to ensure universal access to accommodate women of all ages and persons with disabilities.

The scheduling of sport trainings and events must be fair and equitable across sports and genders. Adequate equipment, including equipment for women with disabilities to suit their challenges, should be provided. Adequate and safe storage of equipment should also be made available.

NFs must develop guidelines to allow women and girls to wear suitable sport attire and allow for cultural norms and religious prescriptions to adapt attire. Sport teams must have their own kit and the practice of women dressing in male attire should not be standard practice.

DSAC, SASCO and other government sport entities (including schools and clubs) must explore partnerships with public transport providers and ensure safety measures (including informed consent) when teams travel to sport events. Such agreements should extend to all levels for application and must be monitored and evaluated for learning. All stakeholders should formulate strategies to navigate travelling through unsafe communities for trainings and sport events, like engaging security guards and/or the SAPS, safety training, a buddy system, scheduling daylight activities or organising share-a-ride transportation.

5.10 Human Resources

Human resource development and capacity building for women must be a priority to ensure that athletes receive quality coaching, officiating, scientific services and support. SASCO, Sport Confederations and NFs must set targets for women to qualify through appropriate levels of accredited training to work as coaches, technical officials and managers. In this way they can contribute to talent identification, development of athletes and sport development. All organisations must implement programmes for female leadership development and provide adequate opportunities for their career advancement within the sport sector.

5.11 Skills, Capacity and Economic Development

SASCOC must take leadership and collaborate with NFs, universities and other accredited service providers to develop and offer capacity-building programmes and educational courses for men and women in developing their technical and career-related skills. Content must also address gender-related issues (including ideology, GBV and stereotypes). Those responsible for the education, scientific training and development of coaches and other sport personnel must ensure that they offer training programmes to women and speak to their needs and aspirations. Skills training must also focus on life skills development for women in sport in a manner that fosters confidence, integrity, professionalism, maturity and compassion to enable them to effectively contribute to achieving strategic targets beneficial to all women in sport and in the wider society. Men must receive awareness training and education concerning issues of gender while being included in the dialogue to encourage women to participate in sport and recreation, facilitate transformative leadership linked to diversity, inclusion and gender equality.

All stakeholders must create safe spaces, provide forums for ongoing consultation and allow women to speak and contribute to the development of policies and programmes that affect them.

DSAC and SASCOC must monitor the accreditation of women to fulfil different roles in sport and report annually on it. Key stakeholders should facilitate courses on entrepreneurship and create opportunities for the economic empowerment of women. DSAC and SASCOC must set specific targets for female-owned businesses to be preferred service providers at sport events or for opportunities to generate income.

NFs, provincial departments of sport, arts and culture and other key stakeholders must consult with community leadership and institutions (e.g. clubs or schools) to determine the needs and aspirations for women in sport. DSAC; SASCOC; NFs; the Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority (CATHSSETA); universities; NGOs and other key stakeholders should collaborate and engage in delivering impactful educational programmes and interventions for women in sport.

5.12 Committee on Gender Equity in Sport and Government Structures

DSAC and SASCOC must ensure that their provincial structures have a committee on gender equity in sport or similar structure aligned to theirs and provide support to federations on women's issues. A clear mandate with roles and responsibilities linked to decision-making must be in place for such a structure. This entity will oversee strategic planning, policy implementation, gender responsive programming and equitable budget allocations. As most federations function on volunteerism and are often skeleton staffed, it becomes imperative that DSAC in partnership with SASCOC must take the lead in providing this function and develop guidelines for NFs to ensure structural alignment. In turn, SASCOC aligns with the IOC and IPC gender commissions while NFs must also align with their international bodies.

Sport organisation must consider adopting a voluntary ombuds scheme based on terms of reference adopted by parties for women and girls to lodge grievances and disputes.

5.13 Inter-Governmental and Stakeholder Collaboration

There must be a clear chain of responsibility and coordinated action from DSAC and SASCOC through each of the provincial departments of sport, arts and culture and municipalities to align the Women in Sport Policy Framework and deliver on its strategic objectives. DSAC must liaise with other

relevant government departments and organisations to ensure policy adoption and implementation. NFs must engage with their stakeholders, including local government, schools, sport clubs and other community-based organisations, for the delivery of sport programmes and to contribute collectively to gender transformation and to achieve strategic outcomes.

5.14 Research and Development

DSAC, SASCO, universities and other national and provincial sport organisations should ensure that they participate, facilitate and/or conduct research on key strategic issues, including determining trends in women's participation, leadership and gender-related issues in their sports. To generate knowledge, apply informed strategic decision-making and build on existing good practices.

Baseline data must be captured and generated from existing and new sources of information to allow for comparative measurements conducted by indicators that will guide and identify change (if any) over time. DSAC must engage with Statistics South Africa and other research entities to extract and disseminate relevant information across sport and related sectors.

5.15 Family, Community and Other Support

All relevant government structures, including DSAC and the DBE, must spread awareness and engage with various public forums to provide information to broader society on the value of sport participation and the importance of parental support in facilitating active sport participation of girls and women. Various stakeholders and activists should engage in advocacy and targeted educational programmes to promote female participation and engagement in sport and active recreation. Marketing strategies should focus on gender-related matters in sport to ensure that audiences are convinced and mobilised for gender work.

5.16 Sport Psychology and Mental Health Support

SASCO and NFs must ensure that women in their operation excellence and high performance programmes have access to sport psychology, medical and/or socio-psychological support services. Other stakeholders involved in athlete development should ensure that they follow a holistic approach and that they care for the health and mental well-being of athletes, staff, people in different designated roles and volunteers.

5.17 Language

All documents must be user-friendly and use simple and clear communication. DSAC must oversee that all relevant documents and communications, suitable for the different target groups, are made available as per the departmental language policy. During events or public speeches, sign language interpreters must be available.

5.18 Racism in Sport

Racism in sport adds another layer of discrimination to gender for women in sport. SASCO in collaboration with NFs must develop guidelines for uniformity in implementation to curb racism in sport and equip sport participants with the skills to resist and cope when experiencing racism. Incidents of racism must be reported and suitable disciplinary and/or legal action taken by the relevant stakeholder under whose auspices an event, league or programme took place. The interplay of racism and sexism must be reported and appropriately addressed by different stakeholders.

6. IMPLEMENTATION

The policy framework will be implemented in collaboration with relevant stakeholders, such as SASCO; NFs; provincial departments of sport, arts and culture; provincial sport confederations; local government structures and other key stakeholders. The Women in Sport Policy Framework must be integrated within the governance structure and operations of all relevant government entities and SASCO. The latter organisation must ensure that the policy is implemented and reported on by member NFs. The implementation process will be part of DSAC's Annual Performance Plan (APP) and the APPs of the above-mentioned stakeholders. The agreed upon indicators will be used to measure progress during the implementation phase. The Transformation Charter, the Transformation Scorecard and the Barometer have specific requirements for Gender Transformation that must be adapted to report on gender-specific outcomes.

DSAC will be responsible for the six-monthly monitoring and reporting on key indicators, followed by an evaluation after two years of implementation and a comprehensive assessment after five years of implementation. DSAC in collaboration with SASCO will ensure that the roles and responsibilities of all role players are clearly defined and that the policy will remain relevant to guide decision-making and action in the South African sport sector.

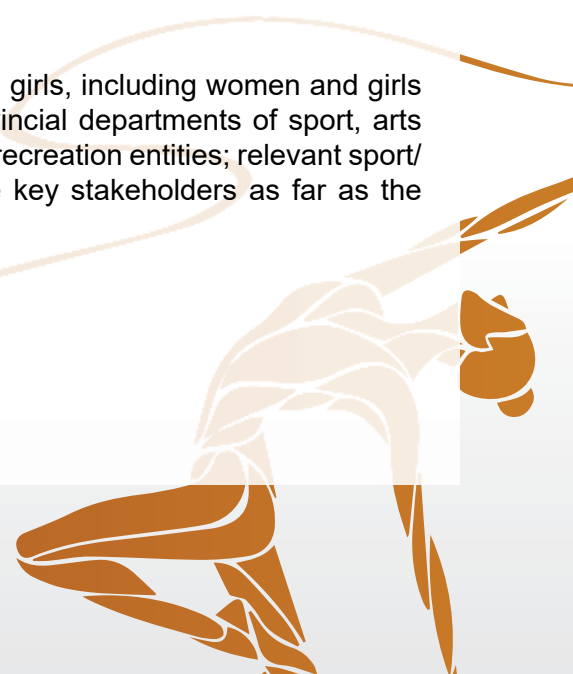
6.1 Policy Focus Areas

This policy is focused on redressing existing inequalities for women (inclusive of women and girls of all ages from different ethnic populations, socio-economic backgrounds and abilities) as an integral part of the South African sport ecosystem. It focuses on the competition, coaching, officiating, leadership, media portrayals, compensation, resourcing, visibility, safety, health and well-being of all women. Eight overarching and interrelated target areas include: (i) active participation and excellence; (ii) coaching, officiating and support; (iii) leadership and governance; (iv) safeguarding and integrity; (v) visibility, framing and advocacy; (vi) sport for development; (vii) Team SA delivery and (viii) hosting sport events.

In addressing the target areas, DSAC in collaboration with SASCO and NFs must take actions in alignment with their principles, strategies and envisaged outcomes for addressing gender in sport. DSAC, SASCO and all key government agencies must take ongoing action to ensure policy implementation, planning, budgeting, gender auditing, robust monitoring and evaluation, targeted research and reporting.

6.2 Target Beneficiaries and Stakeholders

The Policy Framework on Women in Sport will benefit women and girls, including women and girls with disabilities, participating in sport and recreation. DSAC; provincial departments of sport, arts and culture; SASCO; NFs; provincial sport federations; sport and recreation entities; relevant sport/sport-for-development NGOs and other relevant departments are key stakeholders as far as the development and implementation of the policy is concerned.



6.3 Resource Allocation: Human, Financial, Equipment and System

A realistic costing plan must be adapted over time as resource allocation is essential for policy implementation and guides monitoring and evaluation to ensure a targeted approach and tracking of the most significant changes, good practices and challenges for achieving gender equality across the sport and recreation ecosystem in South Africa.

6.4 Roles and Responsibilities

During the final consultation phase, the roles and responsibilities of key stakeholders for policy implementation were discussed and captured. Table 1 below provides an overview of the roles and responsibilities of the main stakeholders, to deliver outputs through key activities, according to a specific time frame.

6.5 Communication

The policy framework has already been communicated to the various structures, such as government's Executive Management Team; relevant clusters, including Cabinet; key stakeholders such as SASCO, NFs, Sport for Social Change Network Africa (SSCNA), provincial departments of sport, arts and culture and other relevant government departments. However, it will continue to be communicated to other relevant structures as and when necessary. Awareness will be raised about the existence and implementation of the policy. It will be made available to the public via the DSAC website and hard copies will be available in the DSAC library.

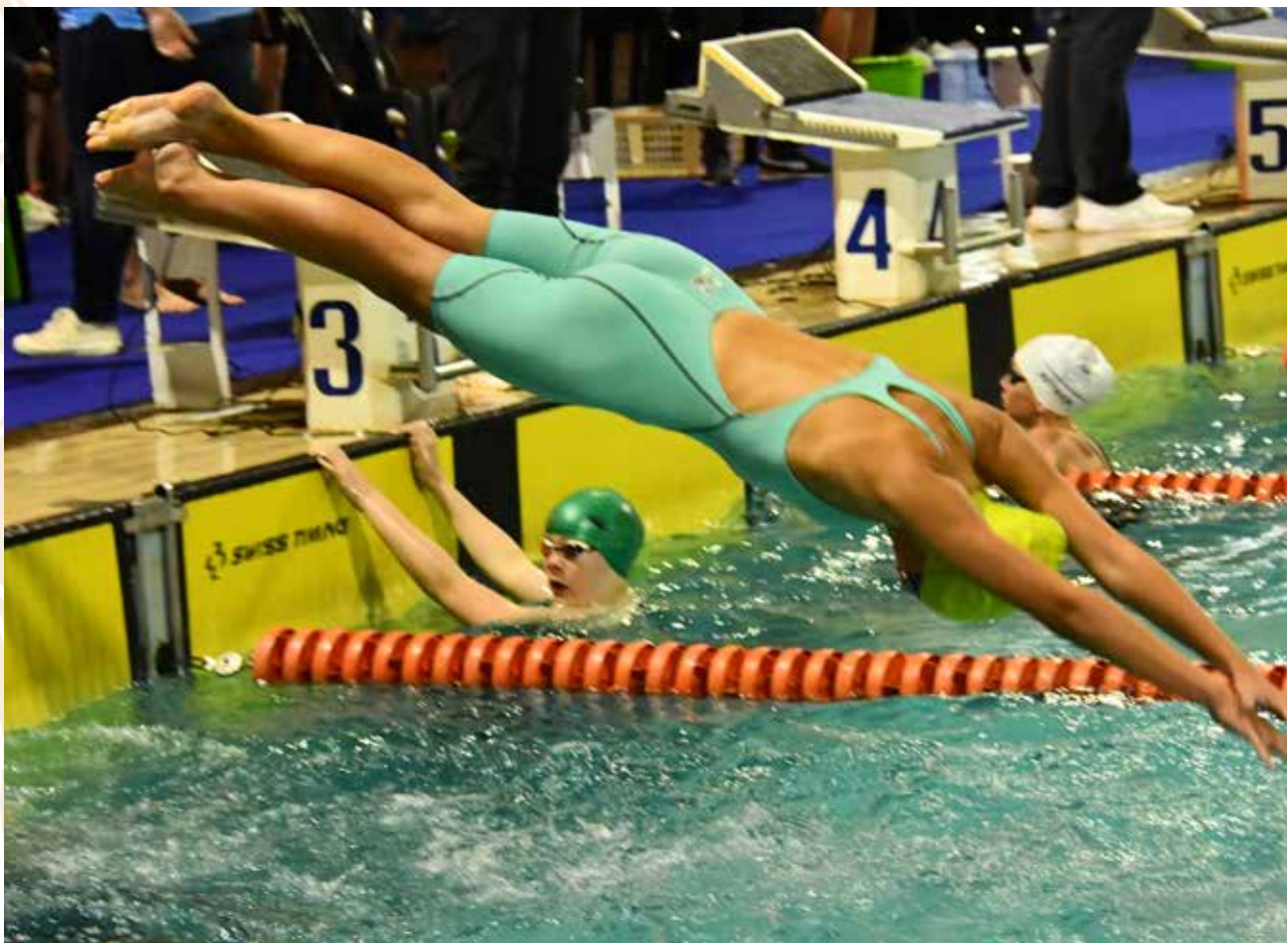


Table 1: Roles and responsibilities of stakeholders to deliver outputs through key activities according to a time frame

Output	Key activities	Responsible entity	Delivery partners	Time frame
Equitable access to sport participation and excellence	Implement an equal number of leagues, teams and athletes/players and opportunities for boys/men and girls/women at clubs, schools, universities and other settings to the same variety of sports, physical recreation and physical activity.	DSAC	DSAC (provincial), local government, community-based organisations, SASCOC, NFs and DBE (schools)	Ongoing
	Implement programmes and dedicate resources to fast-track women for sport participation, active living and career development.	DSAC	DSAC (provincial), SASCOC, NFs and associate members, DBE, National Lottery, Technical, Vocational Education and Training colleges (TVEs), South African Local Government Association (SALGA), Sport Confederations and community-based organisations	July 2026
	Review legislation, ensure gender responsive budgets and access to resources (funding, qualified human resources, information and infrastructure) that are gender accommodating to ensure access and safety at community, regional, provincial and national level.	DSAC Department of Women, Youth and Persons with Disabilities DPWI	DSAC (provincial), Confederations, Sport Academies, NFs, local sport councils, clubs, civil society entities (NGOs) and the private sector	Ongoing
	Recruit, retain develop and employ women and men on an equal basis through providing equal opportunities and pathway development in sport and related domains inclusive of volunteers.	DSAC DBE SASCOC	SASCOC, NFs and private sector/sponsors	July 2026
Plan, implement, partner and monitor to establish compliance and accountability regarding equal pay for equal work in sport according to similar roles and responsibilities at all levels in sports and related fields.	DSAC SASCOC			

Output	Key activities	Responsible entity	Delivery partners	Time frame
Equitable access to sport participation and excellence	Plan, implement, partner and monitor the facilitation/ provision of safe childcare infrastructure and services at sport facilities, where appropriate, to enable mothers to continue with sport participation.	DSAC	DSAC (provincial), SASCOC, DSD, SAPS, NGOs, Tribal authorities, municipalities, sport clubs and civil society entities (NGOs)	Ongoing
	Plan, implement, partner and monitor subsidised/free transport to sport activities and events.	NFs	DSAC (provincial), Sport Confederations, Department of Transport, Passenger Rail Agency of South Africa (PRASA) (provincial), South African National Taxi Council (SANTACO), NTA (provincial), private sector, DBE (school leagues/events) and sport councils	Ongoing
Coaching, officiating and support	Develop, partner, implement and monitor relevant education, accredited training and capacity-building programmes for different organisations (e.g. sport federations, clubs, schools, civil society agencies) to ensure quality coaching, officiating and administration in different sports as an essential human resource component.	SASCOC	DSAC (provincial), NFs and associate members, DBE (school level), CATHSSETA, NGOs, universities, University Sports South Africa (USSA), TVEs, Sport Confederations, sport councils, public sector and accredited service providers	Ongoing
	Plan, partner, implement and monitor career advancement opportunities and progress for women as coaches, technical staff, volunteers and in other roles equal to that of men.	DSAC SASCOC	NFs, DSAC (national and provincial), universities, Sport Confederations, schools and clubs	Ongoing
	Recruit, train, equip and ensure equitable roles and remuneration for women volunteering in sport and other relevant programmes as well as at sport and related events.	DSAC LOCs	DSAC (provincial), ISFs/NFs and associate members, Sport Confederations, and civil society (NGOs) and sport media	Ongoing

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Output	Key activities	Responsible entity	Delivery partners	Time frame
Leadership and governance	Set targets and guidelines for gender inclusion/parity to be implemented for recruiting, capacitating and placement/selection of women in leadership positions (executive board level and subcommittee chairs) while ensuring good governance practices.	DSAC	SASCOC, Sport Confederations, NFs and associate members, USSA, TVETs, sport councils, community structures and sport clubs	Ongoing
	Create awareness (e.g. campaigns), align programmes and resources and develop/implement mechanisms, provide education and training on safeguarding, enact a risk plan and partner for the prevention, monitoring and response to gender-based violence to address inadequate systems, victims and perpetrators.	DSAC SASCOC	NFs, DBE (schools), SAPS, Department of Justice, Department of Social Development, South African Institute for Drug-free Sport (SAIDS), Department of Women, Youth and Persons with Disabilities, Sport Confederations and civil society (community leaders, faith-based organisations, social workers, parents/households)	Ongoing
Safeguarding and integrity	Streamline and provide easy access for all stakeholders to a vetting system for individuals working with children and youth in sport and related sectors.	DSAC	SASCOC, NFs, DBE (schools), Sport Confederations, LOCs of sport events and civil society agencies (NGOs)	November 2026
	Development/adapt/refine safeguarding policy with guidelines to address GBV, sexual harassment and all forms of potential harm to women and set requirements for implementation and monitoring for all organisations delivering sport-related activities.	DSAC	SASCOC, DSAC (provincial), NFs and associate members, USSA, TVETs, DBE (schools), Sport Confederations, LOCs of sport events and civil society agencies (NGOs)	November 2026



Output	Key activities	Responsible entity	Delivery partners	Time frame
Visibility, framing, advocacy and knowledge sharing	Determine a baseline and engage in partnerships creating awareness and negotiate for equal representation of men and women fulfilling different roles in the media (different platforms) – to be monitored guided by indicators and set targets.	DSAC	SASCOC, DSAC (provincial), NFs, DBE, national media houses/sport media, Women's forums, Sport Confederations, sport councils and sport clubs	Ongoing
	Obtain validated data, develop guidelines and implement interventions to track, report and achieve equitable gender representation in the coverage of women (sports teams and athletes) across different types of media and public forums.	DSAC	SASCOC, DSAC (provincial), House of Traditional leaders, Sport Confederations, LOCs and media houses	Ongoing
	Identify good practices and form partnerships with media houses to implement effective strategies (e.g. awareness creation, public debates, education and training) to address the root causes and current practices of stereotyping of women's sports, female teams and athletes through gender-sensitive press releases and training regarding gender issues.	DSAC	SASCOC, DSAC (provincial), NFs, Sport Confederations, LOCs and media houses	Ongoing
	Encourage and promote equitable access, training and opportunities for male and female journalists at all levels.	DSAC	SASCOC, media houses, tertiary institutions and CATHSSETA	Ongoing
	Showcase women from different populations (including vulnerable or most unrepresented) as role models.	DSAC	SASCOC, DSAC (provincial), NFs universities, DBE (school sport) Sport Confederations, LOCs and media houses	Ongoing

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Output	Key activities	Responsible entity	Delivery partners	Time frame
Visibility, framing, advocacy and knowledge sharing	Engage actively in advocacy, spread awareness and debate gender equality and related issues to be profiled at specific events, on different platforms, at all levels.	DSAC	SASCOC, DSAC (provincial), NFs and associate members, USSA, universities, DBE (school sport) Sport Confederations, LOCs and media houses	Ongoing
	Facilitate and engage in public debates about the LGBTQI+ population and eligibility of transgender athletes and athletes with DSD.	DSAC	DSAC (provincial), SASCOC, NFs, DBE, universities, sport councils, Sport Confederations, media houses, Women's forums and other government departments	Ongoing
Sport for development	Implement programmes and initiatives for the socio-economic development of women (employability training, entrepreneurship and internships).	DSAC	DSAC (provincial), NFs, universities, TVETs, Sector Education and Training Authorities (SETAs), DSD, DBE, Department of Employment and Labour, Presidential Youth Employment Initiative, Sport Confederations, corporate sector (PPP and Corporate Social Investment (CSI) funding), SMEs, local municipalities and civil society (NGOs)	Ongoing
	Form partnerships and networks with relevant agencies to implement programmes for life skills and the promotion/implementation of programmes for gender-sensitive training and full inclusion of women as decision-makers, implementers and beneficiaries.	DSAC	DSAC (provincial), NFs, DBE, USSA/universities, TVETs, SETAs, DSD, Sport Confederations, NGOs and sport clubs	Ongoing
	Form partnerships, facilitate, fund and implement programmes and community-based initiatives to foster community cohesion, peaceful coexistence and the optimal inclusion of women in sport and recreation.	DSAC DOH DBE	SASCOC, DSD, Congress of Traditional Leaders of South Africa (CONTRALESA), NFs, DSAC (provincial), Department of Health (DOH) (provincial), DBE (provincial and schools), SALGA and municipalities, Sport Confederations, private sector (CSI), faith-based organisations, and NGOs	Ongoing

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Output	Key activities	Responsible entity	Delivery partners	Time frame
Sport for development	Form partnerships, co-create and deliver programmes to address health, education, volunteering (active citizenship) and the empowerment of women to the benefit of households, communities and broader society.	DSAC	SASCOC, DSD, CONTRALESA, NFs and associate members, Special Olympics SA, DSAC (provincial), DOH (provincial), DBE (provincial and schools), SALGA and municipalities, Sport Confederations, private sector (CSI), faith-based organisations and NGOs	Ongoing
Team SA delivery*	Recruit, develop and deliver teams with an equal number of men and women to participate/compete in single and multi-sport events with attention to people with different disabilities that may need additional resources (e.g. equipment, guides and translators/interpreters).	SASCOC	NFs, universities, DBE (schools), Academies of Sport, Sport Confederations, HPCs (public and private) and PPPs	Ongoing to peak around international events
	Implement compliance and accountability measures for a gender equitable dispensation and the effective management and control of organised sport across the able and disabled sectors to ensure optimal participation and access to resources (including qualified human resources).	SASCOC DSAC	ISFs and NFs	Ongoing
	Determining affiliation criteria, ensure compliance (monitoring and evaluation) and accountability for affiliate membership to implement gender equitable policies and practices.	SASCOC DSAC	NFs and Sport Confederations	Ongoing
	Develop, partner and implement measures, including programmes and specialised services, to ensure the welfare and optimal performance of the athletes (including female athletes).	SASCOC DSAC	DSAC (provincial) NFs, USSA, Special Olympics and Sport Confederations	Ongoing

Output	Key activities	Responsible entity	Delivery partners	Time frame
Team SA delivery*	Develop sport at the sub-elite level as a developmental pathway for athletes to ensure equal gender representation for all roles at all levels.	SASCOC DSAC	DSAC (provincial), NFs and Sport Confederations, USSA, DBE (schools) and sport clubs	Ongoing
Hosting of sport events*	Develop capacity, engage sponsors and other stakeholders to successfully host international, continental, regional, provincial and community level events to broaden the participation for athletes and sport development as well as for economic benefits (e.g. tourism) while implementing a robust monitoring, evaluation, research and learning framework to guide future practices.	DSAC	Commonwealth Sport Federation, Association of National Olympic Committees of Africa (ANOCA), AU, African Union Sport Council (AUSC) Region 5, SASCOC, ISFs, NFs, WADA, SAIDS, DSAC (provincial), Sport Confederations, LOCs, South African tourism, media and key government departments	Ongoing

*Team delivery is a cross-cutting area and links with other strategic areas such as governance, access to pathway development and excellence.

*Hosting of sport events is also a cross-cutting area and links to other strategic areas, including sport for development benefiting broader society.



7. THE EVIDENCE

As presented in Table 2 below, there are different levels of evidence available that serve as a benchmark for the different target areas. During nationwide consultations, representatives of key stakeholders across the nine South African provinces provided feedback during focus group discussions. This feedback is captured in brief as narratives below.



Table 2: Current Evidence Linked to Target Areas and Indicators

Target areas	Indicators	Baseline figures (Male: Female)	Source of information and year
Active participation and excellence	Reported mean of male: female junior athletes in male/female-only teams.	62:1	DSAC, Baseline survey (2022)
	Reported mean of junior male: female athletes in mixed-gender teams.	3:1	
	Reported mean of male: female senior athletes in male/female-only teams.	19:1	
	Reported mean of male: female senior athletes in mixed-gender teams.	2:1	
Coaching, officiating and support	Ratio of male to female coaches in sport (all levels – club, provincial and national).	6:1	DSAC, Baseline survey (2022)
	Ratio of male to female head coaches in sport (all levels).	5:1	
	Ratio of male to female coaches qualified in sport (level 1 to level 4).	5:1	
	Ratio of male to female technical officials in sport (all levels).	2:1	
Leadership and governance (including resourcing)	Ratio of male to female technical officials trained over three years in sport at all levels (2018–2020).	2:1	Vice-President of SASCOG's at Arise Africa Women – Conference in Pretoria 31 August 2022
	Proportion of female CEOs/Presidents in National Governing Bodies (Sport Federations).	16,3%	
	Proportion of females serving as presidents at provincial confederations.	0	
	Ratio of male to female leaders (executive level) in sport.	2:1	
	Ratio of male to female subcommittees' members.	2:1	

Target areas	Indicators	Baseline figures (Male: Female)	Source of information and year
Visibility, framing and advocacy	Proportion of printed media coverage of female athletes and women's sport.	4,3%	Goslin (2008)xii
	% of safeguarding/gender policies existing in national sport organisations.	50%	DSAC, Baseline survey (2022)
Safeguarding and integrity	Number of non-governmental sport for development agencies in South Africa delivering programmes inclusive of gender-related content.	Increase of 10% over three years from baseline	SSCNA, SASCOC, NFs and Associate Members, Special Olympics SA
	Number of programmes delivering sport-for-development benefits to impact on wider society and address societal/community issues.	Increase of 10% over three years from baseline	SSCNA, SASCOC, NFs and associate members (sport for people with disabilities), Special Olympics SA
Sport for development	Ration of male to female athletes competing in international events – to be updated annually:		
	Olympic Games (Tokyo 2020)	118:62 (65,6%:34,4%)	
	Paralympic Games (Tokyo 2020)	19:15 (55,9%:44,1%)	
	The Commonwealth Games (Birmingham 2022)	102:111 (47,9%:52,1%)	
	The Africa Games (Rabat, 2019)	59:51 (53,6%:46,4%)	
	Ratio of male to female management competing in international events – to be updated annually:		
	Olympic Games (Tokyo 2020)	62:31 (66,7%:33,3%)	
Team SA delivery			

Target areas	Indicators	Baseline figures (Male: Female)	Source of information and year
Team SA delivery	Paralympic Games (Tokyo 2020)	11:11 (50%:50%)	
	The Commonwealth Games (Birmingham 2022)	56:33 (62,9%:37,1%)	
	The Africa Games (Rabat, 2019)	24:16 (60%:40%)	
Sport events hosted	Number of international sport events hosted in South Africa for women/girls only:	2	
	ICC Women's T20 World Cup & Netball World Cup	50:50	
	Gender equal sports in terms of athlete numbers at national events	50:50	
	Sport with equal number of medal events at national events	50:50	
	Mixed events to have equal number of men and women athletes at national events		



8. GOVERNANCE

8.1 Good Governance

Clear timelines for policy implementation are presented in the implementation plan. All stakeholders must integrate the Women in Sport Policy Framework by January 2026 throughout their governance and delivery systems. Monitoring of the policy should be done six-monthly to report on progress made. The first implementation/process evaluation study should take place in March 2028.

Governance also relates to diversity in leadership and participation of women in various roles of governance. It includes succession planning, recruitment, development and retention of women in governance (at the executive and other leadership levels), coaching (including head coaching positions and acquiring high qualification levels) and other technical roles in sport and associated sectors, such as the media. This also entails formalising gender and transformation commitments that are implemented and monitored for compliance.

8.2 Performance, Reporting and Accountability

Indicators will be developed in consultation with the relevant stakeholders. Monitoring systems and reporting guidelines will be developed and used to measure the performance of the indicators.

8.3 Transparency and Information Dissemination

Awareness will be raised about the approved policy among all key stakeholders. Policy education will be done through workshops, hosting individual webinars and other means, including having it available on a permanent electronic resource.

8.4 Risk Assessment and Mitigation Strategy

Risks will be assessed, identified and mitigation strategies will be developed, implemented and monitored.

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Table 3: Risk and Mitigation Measures

Risk identified	Mitigation measures/strategies
<p>The perception (mindsets) and culture (status quo)</p>	<p>DSAC will raise awareness about the policy; educational programmes will target women and men to educate them to change their perceptions and allow more women to participate in sport. There should be indicators to measure change in perceptions and cultural attitudes towards women in sport. For example, conducting period surveys and focus groups to assess the effectiveness of awareness and educational programmes.</p>
<p>Media exposure and perpetuation of gender stereotypes</p>	<p>Media groups should provide media coverage that will expose women in sport; more of women’s sports should be broadcasted more frequently, similar to that of their male counterparts. Communication will be gender-sensitive and female role models profiled. DSAC and SASCOC must have consultations with media and ensure that all press releases use gender-sensitive language in portrayals of women in sport. Progress on gender representation in sport media should be reported.</p>
<p>Competing priorities for government agencies in different organisations, particularly in the COVID recovery period</p>	<p>SASCOC and sport federations must ensure that women are given opportunities to participate and compete locally and internationally. They must engage in regular advocacy and communication with different stakeholders. DSAC and SASCOC will re-prioritise the budget to fund a catch-up strategy for the advancement of women in sport, gender equality as well as equity.</p>
<p>Lack of collaboration and integrated service delivery by government departments and other key stakeholders</p>	<p>All key stakeholders, e.g. DSAC, DBE, DOH, Department of Social Development (at national and provincial levels), SASCOC, sport federations and their associate members (disability sector), relevant government departments and other NGOs, should work together and integrate services. Review of existing MoUs should be conducted, along with collaboration on key projects and sharing of resources.</p>
<p>Lack of resources to deliver competitive sport in South Africa within the current male-biased system – adding more women and more sports to the current system would tax existing resources.</p>	<p>Integration of plans and services should take place. Re-prioritisation of sport policy to be finalised. There are already benchmarks with the Commonwealth Games where more codes were added that gave more women in sport an opportunity to participate. Hence, there were more female athletes and more women than men who won medals.</p>



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Risk identified	Mitigation measures/strategies
The latter mainly includes public infrastructure and suitable quality equipment, information about gender equity and the implementation thereof, specialised human resources in leadership, coaching, officiating and management/administration as well as financial resources available for the implementation at all levels.	DSAC to subsidise team sports, especially sports for people with disabilities to enable participation at international events. DSAC to develop a funding model for optimal policy implementation. DSAC to formalize PPPs.
Competing priorities and costs may limit policy revision and attention to gender at organisational and membership levels	DSAC should work in collaboration with the Department of Women, Youth and Persons with Disabilities, especially when it comes to issues of women, girls and people with disabilities.
Overcoming current cultural and gender discriminatory practices	Addressing women's safety and needs (including women with children) by revamping or renovating existing facilities.
Competing priorities and lack of sport-related resources (including physical resources and qualified teacher-coaches) to implement the MoU of 2018	MIG funding should be used to build and maintain sport facilities. DBE should introduce physical education in schools. DBE should collaborate with other stakeholders to share resources and costs.
Possible resistance to gender-focused policy implementation and competition for the allocation of resources between traditional male and female sport across age divisions	There should be indicator(s) that measure progress towards gender equality.
Lack of evidence and robust monitoring, evaluation and reporting	Implement a scorecard approach and include gender-focused transformation indicators in the Eminent Persons Report. DSAC to engage with Statistics South Africa to capture and disseminate relevant statistical data.



9. POLICY MONITORING, EVALUATION AND REVIEW

9.1 Programme Performance Measurement Indicators

Indicators will be used to measure the performance of the policy framework.

9.2 Monitoring Progress

The monitoring of the Women in Sport Policy Framework should adhere to the departmental policy and procedure on the predetermined objectives to ensure consistency in the reporting time frames. Strategic objectives or interventions should follow the SMART (Specific, Measurable, Achievable, Realistic and Time Frame) principle to enable easy crafting of the key performance indicators and targets for the evaluation of policy implementation.

Monitoring of plans will be done quarterly to feed into annual reports that will report on progress related to gender transformation, equitable access to resources, human resource development and other dimensions included in the scorecard for evaluation. The monitoring will thus include measures on progress regarding gender mainstreaming in and across sectors.

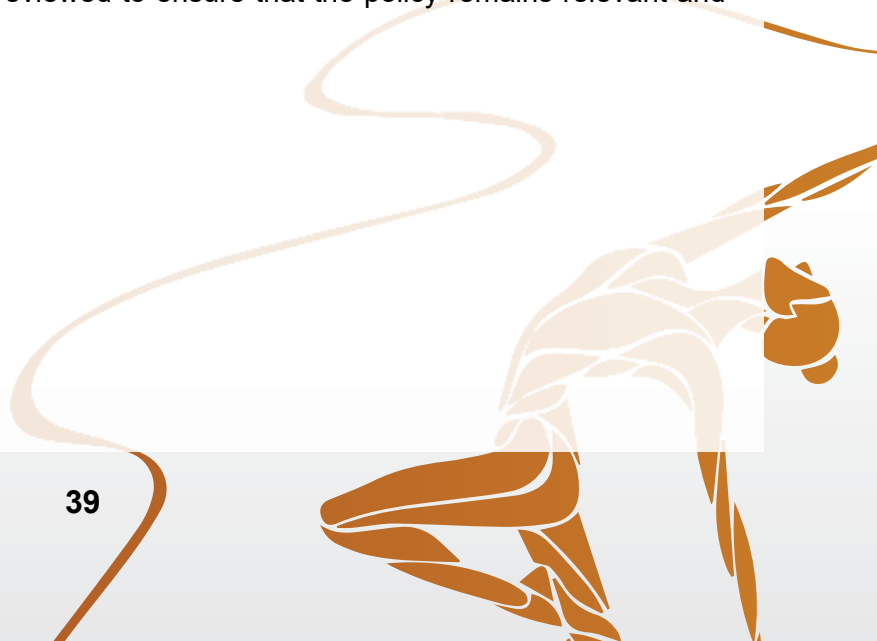
DSAC is responsible for monitoring of the policy framework. Therefore, DSAC should develop a mature M&E system.

9.3 Evaluation of the Policy Framework

Evaluation of the policy framework follows the evaluation guidelines produced by DPME and meets the requirements of commencing after two years of implementation, followed by impact evaluation to be conducted five years down the line.

9.4 Policy Review Schedule

A policy review is informed by research and/or evaluation findings as well as other information sources emanating from the scanned environment. It is against this background that the policy may be reviewed when deemed necessary. However, a policy should not be implemented for more than five years without being reviewed to ensure that the policy remains relevant and responsive to the environment.



10. CONCLUSION

Issues adversely affecting women in sport in South Africa still need to be addressed before full gender equality is achieved with women having access to similar resources as men, capitalising on empowerment and capacity-building initiatives and taking their rightful place in South African sport. The Policy on Women in Sport is, therefore, a much-needed document as it highlights multiple barriers, identifies stakeholders and strategic options to address gender issues and drive gender transformation to benefit the sport ecosystem and broader society. DSAC as policy owner will actively engage with all relevant stakeholders on an ongoing basis to ensure compliancy, the timely delivery of outcomes and mitigation where appropriate.

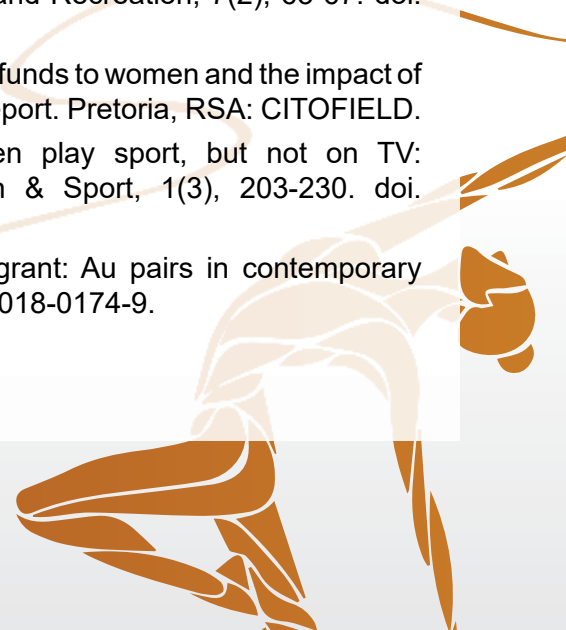
This policy framework promotes gender equality and transformation in sport. Gender equality will never be complete and sustainable without changes in how people think and act about masculinity and femininity and how people 'do' gender. Both men and women should be treated equally. DSAC alone cannot win this battle of fighting inequality and GBVs in the field of sport. It is for this reason that DSAC is working in collaboration with other key stakeholders. The Government in collaboration with key stakeholders would like to address the issue of gender inequality to support the NDP Vision 2030 and beyond.

The policy framework provides direction and guides policy alignments, stakeholder collaboration, structural reform and inclusive practices to unearth all the talent in South Africa for a vibrant and transformed sport ecosystem. It is through this policy framework that DSAC will continue to transform the delivery of sport and recreation by ensuring equitable access, development and excellence at all levels of participation, thereby improving social cohesion, nation building and the quality of life of all South Africans. It is through this policy framework that barriers to women in sport participation will be addressed.



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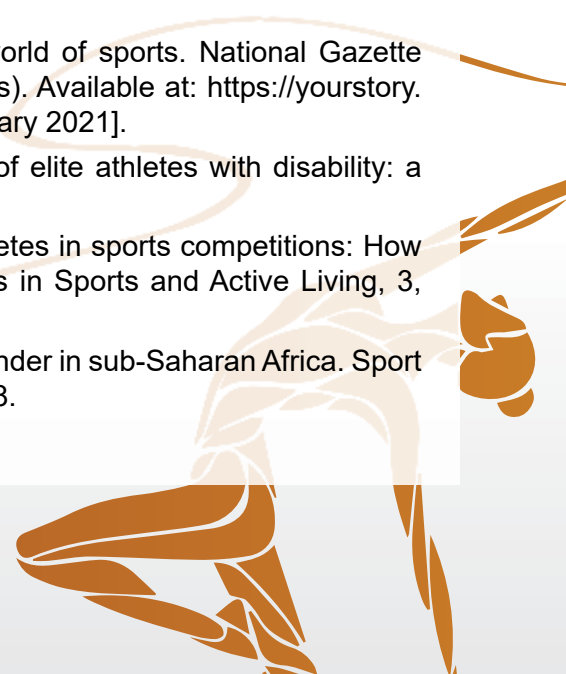
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ANNEXURE A:

THEORY OF CHANGE

INPUTS		OUTPUTS		OUTCOMES		
Resources and Policy	Activities	Participants	Short-Term Outcome	Medium-Term Outcome	Long-Term Outcome	
Human Resources	Recruit, educate/train and capacitate women, guided by policy and strategy	SASCOC, NSFs, sport clubs and public sport and recreation organisations; leaders, coaches, technical officials, administrators and athletes	Gender diversity in leadership, different roles, participation and making progress towards success	Achieve gender balance in leadership, participation, different roles and increasing achievements	Gender parity and mainstreaming in leadership, participation at all levels. Having HR capacity to host (international) sport events	
Financial Resources	Guidelines, resource mobilisation and fund allocation to address gender equity	NSFs, sport and recreation clubs/organisations and events in public domain, coaches, administrators, technical officials and athletes	Ensure equitable financial resources, sponsorships and redress for women	Close gender gap for equitable financial resource provision and allocation through increased access to career opportunities	Equitable financial allocations across sports and for all role players at all levels, linked to career opportunities and professional leagues and sport events	
Physical Resources	Facilitate and develop equitable access to equipment, facilities and opportunities for all	Public facility and event managers at all levels; DSAC and stakeholders (DSAC); schools and sport and recreation clubs and athletes	Increase the number of accessible facilities, equipment and opportunities for women in all sports	Close gender gap for women participants, by ensuring safe and well-managed facilities to optimise female participation across all sports	Equitable access for women to safe, female-friendly, well-managed physical resources and opportunities at all levels for mass participation, excellence in competitive sport and infrastructure to host events	
Information Resources	Relevant information, positive gender portrayals, advocacy and marketing of women in sport	DSAC and relevant government departments, NSFs, schools, universities, the media and athletes	Advocate positive gender portrayals and ensure gender-sensitive communication, marketing, and information sharing	Ensure positive gender framing in the media and in sport for women through advocacy and effective marketing strategies	Continued advocacy, positive media portrayals and gender sensitive systems for communication and marketing of women in sport	
Resource Sharing	Stakeholder collaboration	Formalised agreements and partnerships between stakeholders within and across sectors	Coalitions and collective actions for integrated service delivery for women in sport to address their needs and aspirations	Multi-stakeholder collaboration for integrated service delivery for women in sport to address their needs and aspirations	Women in sport system strengthened and transformed, evidenced by multi-stakeholder collaboration to achieve sport and non-sporting outcomes	
Policies	Develop guidelines and align policies (e.g. safeguarding)	Policy implementation, monitoring, evaluation and learning by DSAC, SASCOC and NSFs	Organisations and partners aligned through policy coherence and strategic alignments	Women educated about their rights; policy directives and monitoring, evaluation and learning system in place to assess policy implementation	Adequate and aligned policies, strategies and structures (including monitoring and evaluation) in place to ensure equitable gender practices in sport and related sectors	

Inspiring A Nation Of Winners

ANNEXURE B:

TABLE 4: LOG FRAME FOR WOMEN IN SPORT POLICY FRAMEWORK

GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
1.	Fair and equitable access to quality resources for all	1.1 50/50 gender split in access to the number and quality of physical, financial, human and information resources	Equitable access to quality resources for both men and women in sport	(1) Lack of data
2.	Fair and equitable access to education, training and capacity building for all		Equal access to opportunities for participation, development, leadership and decision-making	(2) Lack of reporting
3.	Ensure safeguarding for women in sport, pertaining to human rights and gender-related issues	1.2 50/50 gender split in access to opportunities for participation, development, leadership and decision-making in sport	Women gain equal access to education and capacity building as their male counterparts	(3) Evaluation: no human resources/expertise (4) Budget and time (5) Congested with events
4.	Stakeholder collaboration for an integrated approach to policy implementation, monitoring and evaluation	2.1 50/50 gender split in access to education, training and capacity building for all	Developed policy, guidelines on safeguarding	(6) Status of sport: lack of professionalism (7) Opposition, resistance and reluctance to gender policy
		3.1 Policy, guidelines, and mechanisms for safeguarding women in sport for all sport organisations funded by DSAC	Relevant strategies	(8) Scarcity of resources and resource allocation (9) To transform status quo
		3.2 Relevant strategies, guidelines to be implemented, monitored and evaluated	MoAs	(10) Other priority: race, gender is less prioritised (11) Dynamics: organisational structure, culture of the sport
		4.1 DSAC to have MoAs with key government stakeholders (DBE, Health, Transport, Social Development) with regard to the implementation of the policy in an integrated and collaborative manner		(12) Lack of implementation of policy and assigned accountability – no consequences (13) Out of jurisdiction – media does not fall within government domains (14) Secrecy: sensitivity of topics

2024 WOMEN IN SPORT POLICY FRAMEWORK

GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
		<p>Other governments: bilateral and multilateral agreements with other governments</p> <p>Development sector: Policy actors, e.g. the World Health Organisation, UNICEF, UNESCO</p> <p>Corporate sector: PPPs</p> <p>Sport sector: federations, SAIDS, sport academies, sport-focused schools, university sport entities</p> <p>Civic society: e.g. SSCNA</p> <p>Media and other relevant stakeholders</p>	<p>Bilateral and multilateral agreements</p> <p>Policy available</p> <p>PPPs / Sport sector</p> <p>Civic society</p> <p>Media and other relevant stakeholders</p>	
OBJECTIVES 1.1 Resources: Physical resources				
	Equal access to all sport facilities	Constitution documents and/or code of conduct to show alignment with this policy (regarding facilities)	Submit documentation to show alignment (regarding facilities)	Lack of alignment regarding facilities
	Access to the same quality of sport facilities to meet the needs of all	Practice is captured in quarterly reports and then collated into an annual performance report for DSAC as per prescribed template (regarding facilities)	Submit annual performance report and evaluation as per DSAC discretion (regarding facilities)	Non-submission of annual performance report on facilities
	Management of sport facilities and events in a fair and equitable manner for all	Constitution documents and/or code of conduct to show alignment with this policy (regarding equipment)	Submit documentation to show alignment and evaluation as per DSAC discretion (regarding equipment).	Lack of alignment regarding facilities
	Access to equal number of sport equipment, suitable to the needs of all	Practice is captured in quarterly reports and then collated into an annual performance report for DSAC as per prescribed template (regarding equipment)	Submit annual performance report and evaluation as per DSAC discretion (regarding equipment)	Non-submission of annual performance report on facilities.



GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
	Access to the same quality of sport equipment to meet the needs of all	Practice is captured in quarterly reports and then collated into an annual performance report for DSAC as per prescribed template (regarding equipment)		
OBJECTIVES 1.2 Resources: Financial resources				
	Provide equitable financial resources to all	There must be evidence that funding from DSAC, provided to all stakeholders, addresses issues of gender equality		
	Provide equitable financial benefits and rewards to all athletes, coaches, technical officials, administrators, promoters and support staff regardless of gender		Evidence indicates equitable financial benefits and rewards for all role players	
OBJECTIVES 1.3 Resources: Human resources				
	Provide equitable access to qualified coaches, technical officials, administrators and support staff	There must be evidence in performance reports to indicate gender split, level of qualifications for all HR and service providers	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding gender split and level of qualifications)	Non-submission of annual performance report and the absence of evaluation on the policy
	Provide 50/50 gender balance in leadership and decision-making positions with consideration of the demographics of each sport organisation	There must be evidence in performance reports to indicate 50/50 leadership and decision-making positions as per election and/or appointment	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding leadership and decision-making positions, recruitment, retention and empowerment as a development pathway).	Non-submission of the annual performance report by SASCO
	Accountability of governance to address the needs of all women	SASCO to report on issues of governance of diversity, inclusion and gender equality	SASCO to submit annual performance report by 1 October and evaluation as per DSAC discretion (with reference to that of SASCO and all affiliated federations)	Lack of communication on policy

2024 WOMEN IN SPORT POLICY FRAMEWORK

GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
OBJECTIVES 1.4 Resources: Information resources				
	Equitable access to adequate, relevant and reliable information	DSAC to disseminate the policy for women in sport.	Report on the modes of dissemination of the policy of women in sport in the APP.	Non-submission of the annual performance report
	Equitable and fair marketing across all genders	SASCOC and all relevant stakeholders, e.g. federations, SAIDS, should take responsibility to develop, disseminate, deliver, monitor and evaluate information for members and relevant stakeholders	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding information resources)	
	Accessible data resources to report on issues of gender equality in sport.	SASCOC and all other stakeholders should engage in a minimum of three campaigns or advocacy of gender-related issues of prominence (e.g. trans-gender, gender-based violence, LGBTQI+ community)	Submit annual performance report by 1 October and evaluation as per DSAC discretion (Engage in a minimum of three campaigns per year)	Lack of intra- and inter-school sport leagues
OBJECTIVES 1.5 Resources: Opportunities resources				
	Equitable opportunities to participate in structured sport (leagues, events, tournaments, tours)	Should be equitable access for all to participate in different sports at all levels (schools, clubs in the community, district, provincial, national and international level)	As per MoU between DSAC and DBE, DBE to report on intra- and inter-school sport competitions and leagues. DSAC and provincial structures to report on district, provincial and national sport competitions and leagues.	Lack of district and provincial participation Non reporting on international participation by SASCOC Non-submission of the annual performance report



GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
	Equitable opportunities for talent identification and development in structured sport (leagues, events, tournaments, tours)	All federations and relevant stakeholders to implement talent identification and development at all levels across multiple sports	SASCOC to report on international participation in sport competitions and leagues (e.g. Africa Games/Youth Games, World Championships, World Cups, single sport world champs, Olympics and Paralympics)	Non-submission of the annual performance report
	Equitable opportunities to leadership and decision-making in sport (leagues, events, tournaments, tours)	50/50 gender split for access to equitable opportunities to leadership and decision-making in sport in consideration of gender geographics of the specific sports	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding long-term athlete development)	Non-submission of the annual performance report
	Equitable opportunities for high performance athletes and teams for all women (disabled and trans athletes)	50/50 gender split in high performance and elite levels of sport (e.g. medal count)	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding leadership and decision-making positions within all relevant categories, e.g. executive board, subcommittees, coaches)	Non-submission of the annual performance report
OBJECTIVES 2.1 Education, training and capacity building				
	Equitable access to education, training and capacity-building opportunities	A minimum of three education, training and capacity-building opportunities for all that are also evaluated	SASCOC and relevant stakeholders to submit annual performance report by 1 October and evaluation as per DSAC discretion.	Non-submission of the annual performance report.

GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
	Equitable access to development and improvement of status (qualifications)	A minimum of one skills training opportunity to enhance the development of different role players within a sport or organisation	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding skill training and benefits)	
	Improved knowledge and efficacy regarding human rights and social issues (organisational culture, stereotyping, discrimination, portrayal) pertaining to women in sport	A minimum of one training opportunity on human rights and social issues (SASCOC and/or federations to facilitate training)	Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding training opportunity and continuous reporting on cases).	
OBJECTIVES 3.1 Safeguarding for women in sport				
	Ensure that all sport organisations have safeguarding policy/guidelines, mechanisms in place regarding gender-based violence and related issues (deviance, abuse, misconduct)	Constitution/documents and guidelines to shown alignment with this policy (regarding safeguarding issues)	Submit documentation to show alignment (regarding safeguarding issues)	Lack of alignment on safeguarding issues
OBJECTIVES 4.1 Stakeholders				
	Formal agreements in place between strategic partners (DSAC, SASCOC, sport federations, DBE, universities and other government entities) to be implemented, monitored and evaluated	To develop formal agreements with key strategic stakeholders (formal contracts, MoUs/MoAs)	Report on contractual agreements and strategic partnerships in annual performance report	Lack of stakeholder collaboration
	Stakeholder collaboration on different thematic areas	To collaborate with different stakeholders for shared benefits.	Report on stakeholder collaboration and engagement at all levels by relevant	Non-submission of the annual performance report



GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
	<p>Collaboration for integrated service delivery for women in sport</p> <p>Address media-related issues in terms of exposure in different types of media</p> <p>Address gender-related issues in media portrayals, promotion and development of female journalists, broadcasters, producers and promoters</p> <p>Media to promote women in sport as role models</p>	<p>At organisational level there should be a structure to integrate service delivery for women in sport (e.g. a women's commission/committee on gender equity in sport)</p> <p>All stakeholders to release regular and newsworthy occurrences: media release, press conferences and engagements on female achievements, participation and profiling to relevant media houses and platforms</p> <p>Internal communication systems within an organisation to address media-related issues in terms of exposure in different types of media</p> <p>Advocacy by all relevant stakeholders to address gender-related issues in media portrayals, promotion and development of female journalists, broadcasters, producers and promoters.</p> <p>SASCOC and all relevant stakeholders should promote and feature role models (athletes' commission, anti-racism, anti-doping).</p>	<p>Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding women's representative organisational structure for women's issues and gender mainstreaming)</p> <p>Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding media release and engagement)</p> <p>Submit annual performance report by 1 October and evaluation as per DSAC discretion (regarding female exposure)</p> <p>Submit annual performance report by 1 October and evaluation as per DSAC discretion (featuring athletes' commission, female role models in sport and advocacy)</p>	

2024 WOMEN IN SPORT POLICY FRAMEWORK

GOALS	SUMMARY	INDICATORS	MEANS OF VERIFICATION	RISKS/ASSUMPTIONS
ACTIVITIES	Sport events under the jurisdiction of government should address women empowerment through the choice of service providers (female-owned enterprises)	To promote and contract service providers that feature gender equality in ownership	Submit annual performance report by 1 October and evaluation as per DSAC discretion (as it relates to gender equitable service provision)	
	Awareness campaigns about the policy	Number of awareness campaigns conducted	Awareness campaigns	No awareness campaigns conducted
	Dissemination of Women in Sport Policy			
	Education and training			
	Capacity building			
OUTPUTS	MoUs – strategic partnerships between government departments (horizontal alignment) at all levels (vertical alignment)			Absence of approved MoUs between government departments
	Input of resource			
	Empowerment programmes conducted	Number of capacity-building workshops	Capacity-building workshops	Lack of capacity-building workshops

Inspiring A Nation Of Winners



ANNEXURE C:

IMPLEMENTATION AND COSTING PLAN

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 1: Equitable access for women to sport participation and excellence					
Provide equitable access for women/ girls and men/boys across sports at different levels: community, district, provincial and national	<ul style="list-style-type: none"> • DSAC (national) • DSAC (provincial) • COGTA • Traditional leaders (rural areas) 	<ul style="list-style-type: none"> • DBE (school sport) • DSD • Other relevant government departments • Federations (national, provincial to local) • Confederations • SALGA/local municipalities (ward counsellors) • NGOs • SASCOG • Private sector • Clubs • Local sport councils • Sports media • Community-based organisations/ structures • Sports academies 	<ul style="list-style-type: none"> • Constitutions (federations) aligned with relevant policy • Creation of a dedicated women in sports officer at provincial and national level (oversight role) • Establishing a committee on gender equity in sport in the provinces (including municipal youth offices) that follows the EPG process for policy implementation, inclusivity and M&E from existing departmental structures • Create a scorecard system (reporting to and by EPG) and database on gender transformation; organisations to collate information and report on gender transformation targets in sport codes (especially ongoing barriers) • Discussions between national and provincial DSACs on dissemination of policy through awareness campaigns. Examples: marketing media (local radio station, posters, local newspaper, social media, sponsor awareness workshops); community-based organisations assisting with awareness campaigns, development and recruitment of athletes; focusing on awareness campaigns in deep, deep rural areas – grass roots development (where the talent is). 	Ongoing	<ul style="list-style-type: none"> • Each stakeholder must make their budget calculations and increase annually until 50% finally reached for the next five years • The Mass Participation and Sport Development Conditional Grant allocated to provinces must include a condition that 50% of the conditional grant should be used for women and girls participation opportunities in sport

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 1: Equitable access for women to sport participation and excellence					
Provide equitable opportunities for women/girls and men/boys to participate and develop their talent (pathway development) in a sport of their choice within the priority codes and in line with other policies and resource availability	<ul style="list-style-type: none"> • DSAC (national) • DSAC (provincial) 	<ul style="list-style-type: none"> • DBE (school sport) • Local clubs • Federations • Confederations • SASCOC • Local sport councils • NGOs (sport focused) • Civil society 	<ul style="list-style-type: none"> • Target setting (in terms of level codes, age groups and categories) included in the 30% to 50% scaling of participation with an awareness that it may differ between sporting codes. • DSAC in collaboration with DBE (school sport): assess the number of trained female teacher-coaches and negotiate an increase in number as per MoU • Confederations: to monitor and evaluate that federations are following good governance procedures for access and participation • SALGA: ensure provision of facilities for free as per MoUs/agreements already in place • Education and training: provide capacity-building workshops and accreditation opportunities to ensure equality and that equal numbers of men and women qualify as coaches, technical staff and team managers, etc. in different sport codes • Festivals: create a women in sports festival starting from the local level and growing to the national level; create community and school leagues (intra-, inter and physical education in schools and between schools); consider also integrating community and school sport leagues and adding organised sport – such as intergovernmental leagues; programmes/tournaments organised should focus on women and girls in all sporting codes 	Ongoing	<ul style="list-style-type: none"> • Each stakeholder must make their budget calculations and increase annually until 50% finally reached for the next five years

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 1: Equitable access for women to sport participation and excellence					
Review legislation and provide access to adequate facilities (quantity, quality and accessibility) or safe access to community, district, provincial and national level	<ul style="list-style-type: none"> • DSAC (national) • DSAC (provincial) • Municipalities • COGTA • Confederations • SASCOG 	<ul style="list-style-type: none"> • Three spheres of government (district, provincial, national). • Federations • Local municipalities • Traditional/tribal authorities • DBE • Schools • NGOs 	<ul style="list-style-type: none"> • Technical/coaching clinics • Community sport tournaments • Intergovernmental games • Review the Physical Education Curriculum to accommodate both girls and boys in sports participation • M&E reporting: collect baseline data on funding pathways (equal access) from federations to drive gender empowerment and set indicators for federations, to ensure equitable and appropriate funding 	<p>Ongoing (Meanwhile requesting the municipalities to assist with upgrading sports grounds to be in good condition)</p>	<ul style="list-style-type: none"> • The Mass Participation and Sport Development Conditional Grant allocated to provinces must include a condition that 50% of the conditional grant should be used for women and girls participation opportunities in sport
			<ul style="list-style-type: none"> • Different stakeholders to be involved in all processes – i.e. community involvement and education on the upgrading of facilities • Punitive actions for non-compliance. • Municipalities: must ensure that there is equal and safe access to facilities; should lease facilities to confederations with conditions, e.g. minimum of five year period and be legislated and be in by-laws; when given a construction tender must make future facilities multi-purpose • Norms and standards guidelines (norms and standards for sport and recreation infrastructure provision and management) are under revision and need to be consulted 	<p>Ongoing (Meanwhile requesting the municipalities to assist with upgrading sports grounds to be in good condition)</p>	<ul style="list-style-type: none"> • Each stakeholder must make their budget calculations and increase annually until 50% finally reached for the next five years

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 1: Equitable access for women to sport participation and excellence					
			<ul style="list-style-type: none"> Reviewing and realigning the use of the MIG funding and using it. Sharing facilities among different quintile schools – where appropriate: a memorandum of agreement should be implemented by DBE that quintile 5 schools should adopt at least five quintiles 1–3 schools to use their sports facilities and transport Build new facilities closer to where the majority reside to encourage and ensure community sport development for after-school community-based participation for boys and girls 		<ul style="list-style-type: none"> The Mass Participation and Sport Development Conditional Grant allocated to provinces must include a condition that 50% of the conditional grant should be used for women and girls participation opportunities in sport The Mass Participation and Sport Development Conditional Grant allocated to provinces must include a condition that 50% of the conditional grant should be used for women and girls participation opportunities in sport



Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 1: Equitable access for women to sport participation and excellence					
Provision of child-care at sport facilities, where appropriate, to enable mothers to continue with sport participation	<ul style="list-style-type: none"> Municipalities Federations and their affiliates 	<ul style="list-style-type: none"> DSAC (national) DSAC (provincial) DSD Local municipalities NGOs Universities Clubs Provincial confederations Tribal authorities Communities (targeting young mothers) SETAs 	<ul style="list-style-type: none"> <i>Study market research:</i> conduct feasibility study of facilities of areas in terms of safety – i.e. modification of sport and childcare facilities <i>Stakeholder engagement:</i> DSAC should engage with stakeholders to assess Long Term (LT) implementation of childcare at sport facilities <i>Stakeholder collaboration and consultation:</i> engaging both the Department and municipality through a meeting on how best they can assist with children’s play stations next to the grounds and, if possible, also provide security services – i.e. demarcate a suitable/safe space <i>Capacity building and training:</i> create in-service training/learnships for graduates, student teachers, au pairs and childminders <i>Human resources:</i> training and vetting of childminders; Early Childhood Development (ECD) provision at sports centres to include volunteers who can also be subsidised Ensuring <i>safeguarding structures</i> and measures are in place at various facilities; to be implemented by clubs and federations. 	Ongoing	<ul style="list-style-type: none"> Each stakeholder must make their budget calculations and increase annually until 50% finally reached for the next five years Each stakeholder must ring-fence a portion from conditional/available funds for the next five years

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 1: Equitable access for women to sport participation and excellence					
Negotiate free/subsidised sport activities and events	<ul style="list-style-type: none"> Federations Department of Transport National: private sector and other funding agencies 	<ul style="list-style-type: none"> Federations NGOs Clubs PRASA Local municipality SANTACO (provincial bus services as well) DBE (schools sport) Community transport Sports councils Taxi associations Provincial: private sector transport services DSAC (national) DSAC (provincial) 	<ul style="list-style-type: none"> DSAC, DBE (school sport) and confederations should negotiate to provide adequate access to government vehicles for sports programmes or invest in purchasing departmental transportation Stakeholder collaboration: Engage with the private sector (CSI) and secure public-private sponsorships/transport partnerships from businesses; collaborate with local municipalities and get sponsors for school sport transport and/or subsidised public transport Develop a relationship with SANTACO for better rates Stakeholder engagement/partnerships: signing of MoUs to ensure commitment to subsidised transport and/or vehicle hires/purchases 	Ongoing	<ul style="list-style-type: none"> Each stakeholder must make their budget calculations and increase annually until 50% finally reached for the next five years Each stakeholder must ring-fence a portion from conditional/available funds for the next five years



Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 2: Equitable access for women to coaching, officiating, administration, event volunteers and support					
Offer education, accredited training and capacity-building programmes for pathway development and to ensure quality coaching, officiating and administration in different sports	<ul style="list-style-type: none"> National federations 	<ul style="list-style-type: none"> CATHSSETA SASCOC (Education and Culture Commission) DSAC (provincial) Sport councils Universities TVETs Accredited service providers specialising in that field of training Provincial federations Provincial confederations Private sector (bursaries) 	<ul style="list-style-type: none"> <i>Education and training:</i> offer training to only those registered with federations as coaches (will encourage those who are not registered to do so to also be developed and will also increase membership); deliver workshops; accredited training through accredited institutions; train the trainers; identify, assess, develop and formalise capacity-building sport programmes; organise seminars to capacitate women in coaching, officiating and administration; conduct ongoing training for coaches – to be aligned with academy of sports (NSRP); provide bursaries for formal (international) coaching accreditation <i>M&E:</i> provincial federations to collect baseline data on coaches (grass-roots to elite levels) to drive gender empowerment and set indicators for federations and fund accordingly; whatever training is offered by federations must compromise 50% of women; set targets to be developed per sport code for the number of women to be trained and identify participants accordingly; ensure training is developed and started at the district level (grass roots up) 	Ongoing	<ul style="list-style-type: none"> CATHSSETA and government (both provincial and local) must prioritise the available budget against the needs
Women to progress to head coaching levels	<ul style="list-style-type: none"> Federations 	<ul style="list-style-type: none"> DSAC (national and provincial – M&E) SASCOC Universities Academies Confederations 	<ul style="list-style-type: none"> <i>Mentorship:</i> consider experts to be mentors for female coaches <i>Data capturing:</i> identify participants, capture and update data of qualified/accredited coaches and set indicators for federations and fund accordingly Create pathway development with provincial and national federations 		

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Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 2: Equitable access for women to coaching, officiating, administration, event volunteers and support					
		<ul style="list-style-type: none"> Provincial federations. Private sector 	<ul style="list-style-type: none"> Remuneration: work towards paying female coaches in accordance with the males Education, training and capacity building: provide capacity-building workshops; federations working in collaboration with the Department to identify coaches with accredited certificates to progress to head coaching levels; provide and ensure accessibility to training courses Selection criteria: send those with passion and commitment for training to be upskilled M&E: assess how those trained are implementing what has been taught (provide a portfolio of evidence); monitor performance of those who have been trained by collecting portfolios of evidence to check if they are active in their clubs and assist them with clinics so that they can advance to another stage (head coaches) 		
Women volunteering at sport events	<ul style="list-style-type: none"> DSAC (national and provincial) Federations (national) 	<ul style="list-style-type: none"> NGOs Federations (provincial) Civil society SASCOC Provincial confederation 	<ul style="list-style-type: none"> Education and training: CATHSSETA to provide volunteer programmes aligned to SAQA Recruitment: communication and marketing of volunteer programmes to be provided by CATHSSETA Employability/experience: ensure volunteers receive sufficient support, e.g. accommodation, meals, transport and written letters of recommendation for future employment, and provide stipends, if possible M&E and research: organisers to collate information and report on number of volunteers on record – create a database 		<ul style="list-style-type: none"> Private sector and organisations to fund their strategic activities

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 3: Leadership and governance					
<p>Including women in leadership/decision-making positions at all levels:</p> <ul style="list-style-type: none"> • executive board level, • subcommittees, and team management 	<ul style="list-style-type: none"> • Federations (national) • SASCOC 	<ul style="list-style-type: none"> • DSAC (provincial) • Federations (provincial and districts) • Confederations • USSA • DBE (school sport) • Clubs • Community structures • Sport bodies/councils • Social transformation clusters • DSAC (national) • EPG 	<ul style="list-style-type: none"> • <i>Guidelines</i>: develop provincial guidelines – mandate % of females on governing bodies to be aligned to that of SASCOC; update policies/constitutions of the federations to have a minimum number of females in leadership (incremental increase over time) • <i>Education, training and capacity building</i>: encourage and provide leadership, mentorship, development, education and training for up-and-coming females to take up leadership roles • <i>Targets and strategies</i>: President and secretarial offices must be shared among both males and females – i.e. if president is male, VP must be female. • <i>Good governance</i>: federations and clubs must ensure that an individual cannot lead an organisation for more than two terms – male or female • <i>M&E and reporting</i>: ensure oversight role and provide M&E for gender inclusivity; federations (district to national) to collate information on gender transformation and complete an EPG report; the process of nomination and elections in federations must be monitored by SASCOC and/or DSAC from district to provincial level; SASCOC/DSAC to audit all federations that are aligned and act against non-compliance. 	Ongoing (starting immediately)	<ul style="list-style-type: none"> • Accredited capacity-building for females must be budgeted for.

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 4: Safeguarding and integrity					
To have a safeguarding policy in place with guidelines to address GBV, sexual harassment and transgressions against women	<ul style="list-style-type: none"> SASCOC Federations (national) DSAC DSD SAIDS DBE (school sport) 	<ul style="list-style-type: none"> Confederations Federations (provincial) NGOs SAPS Community-based organisations Communities (safety and security organisations) Schools Department of Women, Youth and Persons with Disabilities Department of Justice Universities TVETs LGBTQI+ organisations Parents/family members and athletes Team managers and coaches Social workers Religious institutions 	<ul style="list-style-type: none"> Policy: federations, clubs and schools should use SASCOC's policy as a template to develop their own safeguarding policy (each code develops its own specific areas); compulsory vetting after safeguarding policy adoption; safeguarding policy must have reference to disability stakeholders Training workshops: anti-doping education; implementation and actioning of the safeguarding policy and its procedures Awareness campaigns: develop public campaigns of the policy and its procedures (especially in the rural areas) Involve parents and communities M&E: provide oversight role regarding policy alignment and mechanisms of dealing with GBV in sport 	Immediately (completed by all stakeholders before December 2024)	<ul style="list-style-type: none"> DSAC, SASCOC and other organisations to self-fund

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 4: Safeguarding and integrity					
Prevention and elimination of all forms of violence against women in sport (safeguarding)	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> <i>Education and training:</i> introduce measures on compulsory safeguarding training; provide self-defence classes; awareness campaigns. <i>Mechanisms and procedures:</i> create whistle-blowing hotlines to report confidentially at all levels (local to national); federations need to have a complaints procedure in place and a commission that can address issues (Safeguarding Ombudsman in the province) <i>Stakeholder engagement:</i> community involvement (i.e. walking bus and patrollers) <i>M&E:</i> provide oversight role and relevant M&E; ensure development of clear punitive actions against transgressors 	Immediately and ongoing	<ul style="list-style-type: none"> Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years Each stakeholder should ring-fence a portion from conditional/available funds for the next five years
Having mechanisms and procedures in place to address safeguarding issues (e.g. safeguarding officers, whistle-blowing hotline).	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above. <i>Vetting:</i> put in procedures to do background checks and clearances (follow ups) – do not just rely on SAPS Punitive action against those who are exposing whistle-blowers. <i>Human resources:</i> consider ±20 safeguarding officers for every 100 women <i>Stakeholder engagement partnerships:</i> develop MoA/MoU with the Department of Community Safety 	Immediately and ongoing	<ul style="list-style-type: none"> Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years. Each stakeholder should ring-fence a portion from conditional/available funds for the next five years.

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Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 4: Safeguarding and integrity					
Development of a position statement and guidelines to address issues concerning women with DSD and transgender women in line with government's position on such matters and applicable legislation	<ul style="list-style-type: none"> SASCOC DSAC (national) Federations (national) DBE (school sport) Confederations 	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Policy and structure: add addendums to existing policies; create awareness campaigns on policy guidelines Resources: consider provision of unisex facilities M&E and reporting: provide oversight role and provide relevant M&E structures and reporting mechanisms; create provincial hotlines to report confidentially 	Immediately (completed by all stakeholders before December 2024)	<ul style="list-style-type: none"> DSAC and SASCOC to take the lead – no additional funding required.
Output 5: Visibility, framing, advocacy and knowledge sharing					
Support women's empowerment to promote equal access for women to different roles in the media	<ul style="list-style-type: none"> DSAC (national and provincial) Federations (national) 	<ul style="list-style-type: none"> SASCOC National media houses Federations (provincial and district) DBE (school sport) NGOs Council Women's forums Clubs Confederations 	<ul style="list-style-type: none"> Encourage more women into sports journalism Profiling women in the sport industry: negotiate with public (DSAC and SASCOC) and private media for female empowerment and employment in the media; collect baseline data on women's roles in national and provincial media; use well-known sport personalities to campaign in communities as part of CSI – community outreach Training development programmes: provide workshops on jobs in the media relating to sport for unemployed women, young girls at schools and higher education institutions 	Ongoing	<ul style="list-style-type: none"> No additional funding required and stakeholders to use existing funding sources or mobilise resources for targeted implementation



Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 5: Visibility, framing, advocacy and knowledge sharing					
Promote full participation and exposure of women (sports teams and athletes) in different types of media and public forums	<ul style="list-style-type: none"> SASCOC Federations 	<ul style="list-style-type: none"> Same as above Public relations and/or marketing officers/teams Radio stations (community, local and provincial) Podcasts Newspapers (community, local and provincial) Social media. Broadcasters Television 	<ul style="list-style-type: none"> Communication and marketing: greater use of social media platforms to increase exposure to the youth; develop strategies/policies to increase women in sport's exposure and coverage across all mainstream and social media platforms. Exposure: encouraging success stories and support of women in sport across different organisations and platforms; posting and/or coverage of more female games, events and performances across different organisations and platforms Clubs and federations create their own media pages that can then feed into other bodies (spider network) M&E and research: collect baseline data on coverage of women's sport in national and provincial media (all platforms) 	Ongoing	<ul style="list-style-type: none"> Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years Each stakeholder should ring-fence a portion from conditional/available funds for the next five years Public-private partnership on fund allocations
Address stereotyping of women's sports, female teams and athletes through gender-neutral press releases and training regarding gender issues and sensitivity	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above House of Traditional Leaders Religious community 	<ul style="list-style-type: none"> Advocacy and awareness programmes: deliver workshops and social engagement/community consultations through dialogues, and public debates Female representation in strategic spaces to ensure compliance (leadership? Commentators – male and female sports?) Marketing: provide special campaigns and exposure in rural areas (i.e. sports Fridays); pamphlets at community workshops for awareness; using well-known sport personalities to campaign in communities as part of CSI; advocate and encourage all forms of media to integrate gender (abled and disabled) perspectives. 	Ongoing	<ul style="list-style-type: none"> Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years Each stakeholder should ring-fence a portion from conditional/available funds for the next five years Public-private partnership on fund allocations

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 5: Visibility, framing, advocacy and knowledge sharing					
Recognise and showcase women from diverse populations (including vulnerable or most unrepresented) as role models	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> M&E: ensure processes are in place; monitor language used in media and online content and provide training (all stakeholders) on gender-neutral language and language sensitivity Role models: provide public recognition and profiling of role models; all personnel working in sport should be encouraged to identify and provide information of identified role models; encourage and ensure women brand ambassadors in sport Database: create a database to easily recognise women in respective spaces in sport Stakeholder engagement: social engagement through dialogues and public debate; organising roadshows to schools and communities 	Ongoing	<ul style="list-style-type: none"> Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years Each stakeholder should ring-fence a portion from conditional/available funds for the next five years Public-private partnership on fund allocations
Continue to advocate, spread awareness (campaign) and debate issues concerning women in sport on different platforms and at all levels	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Awareness: organise podcasts, radio interview debates and encourage debates at schools; include the conversation at local imbizos and sport meetings; annual advocacy and awareness programmes/campaigns in communities and across all forms of media; use media platforms to raise awareness and appoint ambassadors – i.e. use local heroes for motivational talks and coaching; make available webinars and face-to-face interventions to various people/organisations on various platforms; pamphlets at community workshops for awareness 	Ongoing	<ul style="list-style-type: none"> Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 5: Visibility, framing, advocacy and knowledge sharing					
The debate around the LGBTQI+ population and eligibility of transgender athletes and athletes with DSD	<ul style="list-style-type: none"> • DSAC (national and provincial) • Federations (national) • SASCOC 	<ul style="list-style-type: none"> • Federations (provincial and district) • DBE (school sport) • NGOs • Council • Women's forums • Clubs • Confederations • All forms of media 	<ul style="list-style-type: none"> • Issues: encourage federations and clubs to use the women in sport policy to help address gender mainstreaming issues that may occur • Training and capacity building: ensure training, awareness and commitment are obtained at high levels to ensure a level of success for any implementation • M&E and research: capture data from different platforms; DSAC to provide oversight role of platforms and audiences reached • Address stereotyping of women in sport, female teams and athletes across different types of media • Stakeholder engagement: engage with communities and various bodies (consultations) to gain a good understanding of the matter and to develop resolutions; encourage participation of queer and DSD communities in initiatives • Awareness: create awareness by convening community debates to gain public interest and comments • Education and training: provide support, education, awareness seminars/workshops and interventions to sporting communities • M&E: create oversight role (DSAC and SASCOC) of platforms and audiences reached 	<ul style="list-style-type: none"> • Each stakeholder should ring-fence a portion from conditional/available funds for the next five years • Public-private partnership on fund allocations 	<ul style="list-style-type: none"> • Each stakeholder should make their budget calculations and increase annually until 50% finally reached for the next five years • Each stakeholder should ring-fence a portion from conditional/available funds for the next five years.

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 6: Sport for development					
Implement programmes and initiatives for the socio-economic empowerment of women (employability training, entrepreneurship and internships)	<ul style="list-style-type: none"> DSAC (national and provincial) 	<ul style="list-style-type: none"> Federations (national and provincial) TVETs NGOs SETAs DBE (school sport) Clubs Confederations Corporate sector (PPP) TISH programme Private sector CSI SMMIEs Local municipalities Department of Employment and Labour Other relevant government departments 	<ul style="list-style-type: none"> Education, training and capacity building: organise capacity-building training, workshops and learnership opportunities for females; negotiate PPPs and access to employability training and placement of women with relevant sport organisations Employability: encourage the employment of more female coaches and officials Empowerment: supporting female-owned businesses – especially in communities (procurement – refer to other related policies); ensure that female-owned companies and service providers obtain 40%–50% of contracts for national events under jurisdiction of DSAC and SASCOC; opportunities to practise socio-economic empowerment should be created/presented. Oversight role and provide M&E for reporting. 	Ongoing	<ul style="list-style-type: none"> Calculated per province based on the implementation and included in annual budget
Provision of life skills and sport skills to women at community level	<ul style="list-style-type: none"> DSAC (national and provincial) 	<ul style="list-style-type: none"> Federations (national and provincial) USSA/universities TVETs NGOs SETAs DSD Clubs Confederations 	<ul style="list-style-type: none"> Training, advocacy and awareness: convening life skills workshops and practical training; organising women empowerment sessions and imbizos; DSD to assist all women in sports with life skills (e.g. sewing skills, baking) to provide other sources of income M&E: do a skills and knowledge audit and provide necessary training courses; monitor the impact these training interventions have on the person and community; have oversight role and provide M&E for reporting 	Ongoing	<ul style="list-style-type: none"> Calculated per province based on the implementation and included in annual budget

Output 6: Sport for development

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
<p>Implement programmes and community-based initiatives to foster community cohesion, peaceful co-existence and the optimal inclusion of women in sport and recreation</p>	<ul style="list-style-type: none"> DSAC (national and provincial) 	<ul style="list-style-type: none"> Corporate sector (PPP) Skills programmes forum DBE (school sport) SASCOC (Education and Culture Commission) NGOs Municipalities Clubs Private sector CSI TVETs Universities Confederations Faith-based organisations DSD CONTRALESA DBE (school sport) SALGA Premier's outreach PRO REC (youth camps) Federations 	<ul style="list-style-type: none"> Strategies: advocacy and awareness initiatives – i.e. clubs to motivate girls and women to participate in sport, physical activity as well as in administration; host friendly community tournaments; convening community dialogues and workshops – i.e. government and other bodies in leadership positions to promote the participation and visibility of women in sport; hub programmes/recreation hub centres; club development/active recreation programmes Stakeholder engagement: traditional leaders to be forefront runners to organise sports events that are focused on women in all multi-sporting code Oversight role: providing M&E for reporting 	Ongoing	<ul style="list-style-type: none"> Calculated per province based on the implementation and included in annual budget

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 6: Sport for development					
Deliver programmes to address health, education, volunteering (active citizenship) and the empowerment of women to the benefit of broader society	<ul style="list-style-type: none"> • DSAC (national) • DOH (national) • DBE (national) 	<ul style="list-style-type: none"> • SASCOC • NGOs • DSD • DSAC (provincial) • DOH (provincial) • DBE (provincial) • Confederations • Life Orientation Programmes (Career Guidance) 	<ul style="list-style-type: none"> • Strategies: convene workshops; sport for development programmes/community recreational activities; capacity building; club development programmes; create awareness and promote training programmes within relevant sectors • Stakeholder engagement: forming partnerships with all stakeholders • Oversight role 	Ongoing	<ul style="list-style-type: none"> • Calculated per province based on the implementation and included in annual budget
Output 7: Team SA delivery*					
Prepare and deliver teams with an equal number of men and women to participate/compete in single and multi-sport events	<ul style="list-style-type: none"> • SASCOC • DSAC 	<ul style="list-style-type: none"> • Federations (national and provincial) • Clubs • Confederations • DBE (school sport) • Private sector • PPP • Academies of sport 	<ul style="list-style-type: none"> • <i>Federations</i>: provide interventions and support to school sport structures • <i>Database</i>: create database of teams and team selections to be presented to the federations • <i>Policy implementation</i>: player/athlete pathway policy should be developed and/or implemented by the federations so that all identified players/athletes will be on the programme; DSAC and SASCOC to provide oversight role and punitive actions for non-compliance • <i>Funding and resources</i>: access funding for equal participation on all levels, from grass roots to high performance; provide resources to sustain processes – i.e. engage with and create partnerships with entities in the private sector in the form of sponsorships • <i>Education and training</i>: provide and ensure administrative skills development • <i>Structural alignment</i>: create HPCs in every province 	Ongoing	<ul style="list-style-type: none"> • Budget allocation to the academies to be doubled for women in sports, especially for the players pathway programme • Calculated per province and included in annual budget

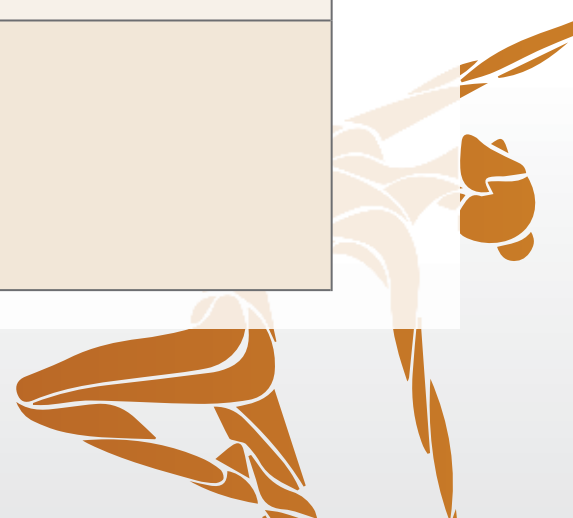
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Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 7: Team SA delivery*					
Managing and controlling affiliation of organised sport at international level	<ul style="list-style-type: none"> SASCOC DSAC (national) Federations (national) USSA 	<ul style="list-style-type: none"> Federations (provincial) Clubs Confederations Universities DBE (schools sport) Sport councils 	<ul style="list-style-type: none"> Clear and inclusive selection criteria to be developed for all major competitions (provincial to national selection) and implementation to be monitored by confederations and SASCOC M&E: federations work towards delivery of 50% participation of women; club personnel should submit statistical data to federations (ensure fair and just selection of teams) and be included in final selection of teams; federations to prioritise equality in the selection and finalisation of teams; oversight role – provide M&E for reporting Stakeholder engagement: engage with the private sector to assist in affiliation costs Good governance and due diligence: clubs and federations should submit reports and data; government to implement and enforce time frames for affiliation; federations to control process of affiliation per constitutions and guidelines provided; oversight role and providing M&E for reporting 	Ongoing	<ul style="list-style-type: none"> Calculated per sport code and included in annual budget
Determining affiliation criteria and managing membership to be gender inclusive	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Good governance and administration: federations should list and submit their affiliation and selection criteria to SASCOC at least 18–12 months before international competitions (depending on sporting code and its calendar); encourage the registration of athletes and clubs to district and provincial federations 	Ongoing	<ul style="list-style-type: none"> N/A

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 7: Team SA delivery*					
Ensure the welfare and optimal performance of athletes (including female athletes)	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Same as above Academies of sport SAIDS 	<ul style="list-style-type: none"> Stakeholder alignment and engagement: federations to implement and ensure equal participation; Confederation/SASCOC to monitor the process and progress; federations to develop a database to maintain affiliations Athlete welfare: access to relevant institutions/facilities for training and rehabilitation; SASCOC to organise quarterly health and welfare checks for elite athletes; SASCOC to monitor established welfare and optimal performance programmes to share and implement good practices with provincial confederations – guidelines should entail women-specific issues Well-structured talent ID programmes in every province 	Ongoing	<ul style="list-style-type: none"> Calculated per province and sport code and included in annual budget
Develop sport at the sub-elite level as a developmental pathway to athlete development	<ul style="list-style-type: none"> Same as above 	<ul style="list-style-type: none"> Federations (provincial) Clubs Confederations Universities DBE (schools sport) Sport councils Academies of sport Gyms 	<ul style="list-style-type: none"> Programmes: ensure clubs and school sport structures have programmes in place for talent ID and athlete development Stakeholder engagement: SASCOC and DSAC to establish partnerships with delivery partners for optimal athlete development; SASCOC and DSAC to engage with gyms to provide subsidised access and training programmes for athletes on development pathways Sustainability: DSAC and SASCOC to establish a national (grass roots to national) sustainability plan that will ensure ongoing development 	Ongoing	<ul style="list-style-type: none"> Calculated per province and sport code and included in annual budget



Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 7: Team SA delivery*					
			<ul style="list-style-type: none"> M&E: monitor the process and progress thereof to ensure gender parity and empowerment is enforced in any activities linked to development pathway/athlete development 		
Output 8: Hosting of sport events*					
Host international, continental, regional, provincial and community level events to broaden the participation for athlete and sport development as well as for economic benefits (e.g. tourism)	<ul style="list-style-type: none"> SASCOC DSAC (national) Federations (national) SALGA COGTA Department of Tourism (national) 	<ul style="list-style-type: none"> Confederations DSAC (provincial) NGOs Federations (provincial and district) Private sector PPP Municipalities Department of Economic Development Department of Tourism (provincial) GCIS DBE (school sport) Tribal councils/community leaders Media Possible funding bodies (i.e. Lotto) USSA 	<ul style="list-style-type: none"> Partnerships: SASCOC and DSAC to identify stakeholders and form partnerships for bidding and delivery of events; DSAC and SASCOC to lobby international federations or organisations (IOC, IPC, CGF, ANOCA) and support the hosting of international and continental sport events Provide oversight role and M&E for reporting 	Ongoing	<ul style="list-style-type: none"> Negotiated access to funding and opportunities from different stakeholders – public and private To be included in annual budget

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 8: Hosting of sport events*					
		<ul style="list-style-type: none"> Universities SAPS Department of Transport (national to local) Sport councils DPWI 			
Output 9: Policy implementation					
Enact and enforce legislation to guarantee the rights of women and men to get equal pay for equal work	<ul style="list-style-type: none"> Office of the Presidency DSAC (national) SASCOC Federations (national) 	<ul style="list-style-type: none"> USSA Universities TVETs DBE (school sport) Federations (provincial) Confederations Department of Labour Employment and Labour NGOs Clubs Relevant professional bodies Private sector (sponsorships) 	<ul style="list-style-type: none"> Policy: ensure gender parity for legislation concerning salaries/pay/remuneration in the sport sector; federations to implement guidelines provided by the national policy Pay: government together with stakeholders (federations and clubs) to determine the basic pay for both genders for work done, through convening engagement meetings with stakeholders (Department of Labour, federations, etc.); clubs to adopt guidelines provided by federations in encouraging pay parity – equal pay for equal work M&E: ensure oversight role and reporting 	Ongoing	<ul style="list-style-type: none"> Calculate and include in annual budgets (per club, university, federation, organisation, etc.)



Output 9: Policy implementation

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
<p>Make funds available (re-allocation of existing funds) to NFs, sport and recreation provincial departments, sport federations and other relevant stakeholders to implement the policy</p>	<ul style="list-style-type: none"> National Treasury DSAC (national) Lotto 	<ul style="list-style-type: none"> Provincial Treasury DSAC (provincial) Federations (national and provincial) Local clubs Municipalities (facilities) NGOs DBE (school sport) Universities USSA TVETs 	<ul style="list-style-type: none"> Submission of budget requests – have to include gender parity actions Ring-fence % of allocated funds for policy implementation M&E: Ensure oversight role and monitor use of allocated funds and report 	Annually	<ul style="list-style-type: none"> Ring-fence portion of funds received for policy implementation until 50% allocation to women and girls reached in the long term
<p>Advocacy and dissemination of information on the policy on women in sport</p>	<ul style="list-style-type: none"> DSAC (national) 	<ul style="list-style-type: none"> SASCOC Confederations NGOs Federations (district to national) DBE (school sport) USSA Civil society Media (all types) houses and platforms Community structures 	<ul style="list-style-type: none"> Policy dissemination: establish multiple platforms for the dissemination of information on the policy – e.g. social media platforms, radio, print and TV Advocacy: run programmes and training sessions – e.g. workshops and roadshows Convening community engagement meetings and workshops to educate the community about the information of the policy DSAC to provide oversight role and M&E for reporting – provide federations with reporting framework 	Ongoing	<ul style="list-style-type: none"> Calculated per province and sport code and included in annual budget

2024 WOMEN IN SPORT POLICY FRAMEWORK

Key activities (WHAT)	Responsible entity (WHO)	Delivery partners (WHO else)	Implementation (HOW)	Time frame (WHEN)	Total cost (DSAC and partners)
Output 9: Policy implementation					
Education and training on the policy on women in sport	<ul style="list-style-type: none"> DSAC (national) CATHSETA (national) Universities 	<ul style="list-style-type: none"> Tribal authorities/traditional leaders Private sector Municipalities (facilities) Clubs DSAC (provincial) CATHSETA (provincial) Universities SASCOC DBE (school sport) NGOs Confederations 	<ul style="list-style-type: none"> Education, training and capacity building: identify service providers for the delivery of training and capacity-building workshops and webinars; identify established platforms for training roll out M&E: DSAC to develop accountability criteria against set targets 	Ongoing	<ul style="list-style-type: none"> Calculated per province and sport code and included in annual budget
Evaluate implementation of policy on women in sport	<ul style="list-style-type: none"> DSAC (national) 	<ul style="list-style-type: none"> DSAC (provincial) SASCOC Federations (local to national) Confederations 	<ul style="list-style-type: none"> Establish uniform M&E framework for reporting and impact assessment – 5–6 years after policy has been adopted Interpret and adapt existing evaluation tools to provide a uniform tool for implementation across South African sport to ensure streamlined and uniform process in reporting on gender statistics and the implementation of the policy 	Annually	<ul style="list-style-type: none"> DSAC to use existing budget for monitoring and evaluation Budget additionally for a nationwide impact assessment

*Team delivery is a cross-cutting area and links with other strategic areas such as governance, access to pathway development and excellence.

*Hosting of sport events is also a cross-cutting and links to other strategic areas, including sport for development benefiting broader society.

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END NOTE

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Date: 23|01|2025



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