



Brighton plus Helsinki 2014 Declaration on Women and Sport

Adopted during the 6th IWG World Conference on Women and Sport
in Helsinki, Finland from June 12–15, 2014

History: 1994 to 2014

The first international conference on women and sport brought together policy and decision makers in sport at both national and international level, in Brighton, UK from 5 – 8 May 1994.

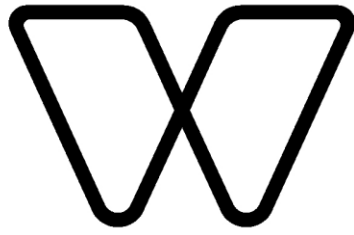
It was organised by the British Sports Council and supported by the International Olympic Committee. The conference specifically addressed the issue of how to accelerate the process of change that would redress the imbalances women faced in their participation and involvement in sport.

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

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

During the following two decades (1994 – 2014), the International Working Group on Women and Sport was established to monitor the response to the Brighton Declaration, provide support to those working at the national and regional level, and to establish an international network of activists and advocates working to deliver the aims and principles of the Declaration. International Conferences were held in Windhoek (1998), Montreal (2002), Kumamoto (2006) and Sydney (2010), each focusing on the means of progressing the Declaration. During those 20 years, there has been significant growth of evidence and understanding of the barriers and dynamics which prevent girls and women from full participation and achievement in sport and physical activity; and growing evidence of the positive effect of participation in sport and physical activity on girls' and women's health, well-being, social capital and educational engagement and achievement.

June 12 – 15, 2014, more than 800 delegates from close to 100 countries attended the 6th IWG World Conference on Women and Sport, in Helsinki "Lead the Change, Be the Change". Reaffirming the Brighton Declaration, the Conference also approved an updated version "Brighton Plus Helsinki 2014 Declaration on Women and Sport", which embraces physical activity as an essential extension of organised sport, especially for girls and women. Hence, the Declaration includes reference to physical activity as well as sport, throughout.



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Background

Sport is a cultural activity which, if practiced fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers individuals with whatever background, race, religion, sexual orientation or ability the opportunity of self-knowledge and confidence development, self-expression and fulfillment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport and physical activity promote involvement, integration and responsibility in society and contribute to the development of the community. There is increasing evidence of the positive contributions of participation in sport and physical activity to health, well-being, human capital and educational and social achievement.

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

Despite growing participation of women in sport and physical activity in recent years and increased opportunities for women to participate in domestic and international arenas, increased representation of women in decision making and leadership roles within sport and physical activity has been slow to follow. Women are significantly under-represented in management, administration, coaching and officiating, particularly at the higher levels. Further women continue to be discriminated in sport and are subjects to gender based violence.

Many factors, external to sport, can affect women's levels of participation and other involvement in sport. These include the situation at home, legal status in society or the role of physical education at school. However, there are many aspects at play within the sport sector itself which can hamper the participation of women.

Without women leaders, decision makers and role models and gender sensitive boards and management with women and men within sport and physical activity, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport and physical activity: the achievement of the United Nations Millennium Development Goals, the Post 2015 Development Goals (and Sustainable Development Goals), and other development strategies all depend on significant progress towards increasing women's and girls' opportunities and involvement in all spheres including sport. Similarly, participation in sport and physical activity can enrich, enhance and develop women's lives.

A. Scope and aims of the Brighton Plus Helsinki Declaration

1. Scope

This 2014 Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport and physical activity or who are in any way involved in the employment, education, management,



training, development or care of women in sport and physical activity. Since 1994, the international policy landscape has developed significantly. This 2014 Declaration is designed to benefit from and complement all local, national and international charters, laws, codes, rules and regulations relating sport and physical activity, which impact on women's and girls' opportunities and experiences.

2. Aims

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

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

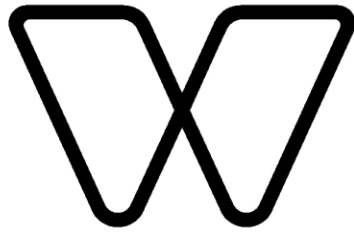
- mainstream the values and principles of equity and diversity into all international, regional, national and local strategies for sport and physical activity;
- ensure that all women and girls have opportunity to participate in sport and physical activity in a safe and supportive environment which preserves the rights, dignity and respect of the individual;
- recognise the diversity of women's and girls' needs, especially those with disabilities through delivery of Article 30 of the 2006 UN Convention on the Rights of Persons with Disabilities; and those living and working in cultures and contexts which may be hostile to female participation and performance;
- increase and support the involvement of women in sport and physical activity, at all levels and in all functions and roles;
- ensure that the knowledge, experiences and values of women contribute to the development of sport and physical activity;
- promote the recognition of women's and girls' involvement in sport and physical activity as a contribution to public life, community development and in building healthy nations;
- promote the recognition by women of the intrinsic value of sport and physical activity and its contributions to personal development and healthy lifestyles.
- increase cooperation between women and men and ensure support of men in order to promote gender equality in sport and physical activity.

B. The Principles

1. Equity and equality in society and sport

a. Every effort should be made by state and government to ensure that institutions and organisations responsible for sport and physical activity comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights, the UN Convention on the Rights of Persons with Disabilities, the Declaration of Berlin (UNESCO MINEPS V) and the UN Convention on the Elimination of All Forms of Discrimination against Women.

b. Equal opportunity to participate and be involved in sport and physical activity, whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, whatever



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her race, colour, language, religion, creed, sexual orientation or identity, age, marital status, ability/disability, political belief or affiliation, national or social origin.

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

2. Facilities

Women's and girls' participation in sport and physical activity is influenced by the extent, variety and accessibility of facilities, especially spaces which are safe and secure. The planning, design and management of these should appropriately and equitably meet the particular needs of women and girls in the community, with special attention given to the need for child care provision, safe transport and safety during participation and performance.

3. School and youth sport

a. Research demonstrates that girls and boys approach sport from markedly different perspectives; and that quality physical education (QPE) is particularly important for girls to learn the skills, knowledge and understanding they require for lifelong participation. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical literacy and basic motor skills of young people.

b. In particular, the provision of QPE should be guided by the UNESCO Guidelines on Quality Physical Education and the ICSSPE International Position Statement on Physical Education.

4. Developing participation

a. There is growing evidence of the health benefits of active participation in sport and physical activity and strategies should embrace the recommendations of the World Health Organization (WHO) for adult and young people's activity levels.

b. Women's participation in sport and physical activity is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations during their whole lifespan from childhood to elderly women.

5. High performance sport

a. Governments and sports organisations should provide equal opportunities for women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes, and that these are built into sustainable infrastructures for developing sports performance.

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



6. Leadership in sport

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

7. Education, training and development

Those responsible for the education, training, and development of female and male coaches and other personnel, as well as managers and leaders in the delivering sport and physical activity should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, including a safe and secure environment, equitably reflect women's role in sport and physical activity and take account of women's leadership experiences, values and attitudes.

8. Sport information and research

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men. Research on women and sport be initiated and data and statistics broken down by sex be systematically collected by governments and sport organisations, and efforts be taken to include gender-balanced data gathering on sport and physical activity as an assignment for institutions compiling statistics on social developments at international and regional levels.

9. Resources

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

10. Domestic and international cooperation

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

The IWG, together with relevant partners, regularly collect and share information on the adopted policies and achievements, and a progress report of the developments (based on the Brighton Plus Helsinki 2014 Declaration on Women and Sport) be presented at the IWG World Conferences on women and sport.

[ENDS]



2014 年布萊頓暨赫爾辛基女性與運動宣言

在 2014 年 6 月 12 日至 15 日於芬蘭赫爾辛基舉辦之
第六屆 IWG 國際女性與運動全球會議期間通過

歷史沿革：從 1994 年至 2014 年

第一季女性與運動國際會議於 1994 年 5 月 5 日至 8 日在英國布萊頓舉辦，集結了眾多國家級與國際級的體育政策制定者及決策者。

該場會議由英國體育協會 (British Sports Council) 主辦，並由國際奧林匹克委員會 (International Olympic Committee) 協辦，著重探討如何加速推動變革，解決女性在參加和參與體育活動上面臨的失衡情況。

來自 82 個國家/地區，且分屬各個政府與非政府組織、國家奧林匹克委員會、國際與國家體育協會，以及教育和研究機構的 280 名與會代表，皆對《布萊頓宣言》表達認同，該宣言提供多項行動指導原則，旨在提升女性於各個運動層級、職能與角色上的參與度。

此外，布萊頓會議的與會者也同意制定與發展國際性女性與運動策略，並推行至世界各地。該策略的宗旨，在於取得負責發展體育活動的政府與非政府組織之認可與支援。此一國際性策略的目的，是讓各國家/地區與各體育協會分享模範計畫與成功發展案例，繼而在世界各地加速實現更平等的運動文化。

在隨後的 20 年 (1994 年至 2014 年) 內，「國際女性與運動工作小組」應運而生，負責主導《布萊頓宣言》的後續回應、為國家與區域層級的相關工作者提供支援，並建立由倡議者與代言人組成的全球網路，以廣《布萊頓宣言》的目標與原則。之後的全球會議陸續於溫荷克 (1998 年)、蒙特婁 (2002 年)、熊本 (2006 年) 與雪梨 (2010 年) 登場，每屆會議均著重探討如何推展《布萊頓宣言》。在這 20 年間，社會大眾不僅更加理解，導致女性無法盡情參與運動與體育活動並取得成就的阻礙與阻力；也益發了解參與運動與體育活動能為女性健康、福祉、社會資本，以及教育熱忱與成就帶來哪些正面影響。

在 2014 年 6 月 12 日至 15 日，來自近 100 個國家/地區超過 800 名的代表，於赫爾辛基的第 6 屆 IWG 全球女性與運動會議齊聚一堂，宣導「領導變革、力行變革」(Lead the Change, Be the Change) 的決心。該屆會議不僅重申《布萊頓宣言》的理念，更通過了新版的《2014 年布萊頓暨赫爾辛基女性與運動宣言》，將體育活動視為正規運動 (特別是對女性而言) 的重要延伸。此後，該宣言一舉將體育活動與運動同時納入旗下。



背景

運動是一項文化活動，若以平等與公平的方式舉辦，將可豐富社會人心，並強化國際友誼。運動可讓具備任何背景、種族、宗教、性向或能力的個人有機會發展自覺與自信、表達與滿足自我、實現個人成就、學習技巧並展現能力、與社會互動、陶冶性情、保持健康，以及獲得幸福。運動與體育活動有助於提高社會參與度、互動性、認同感與責任心，並促進社群發展。有越來越多證據顯示：參與運動與體育活動，可對健康、福祉、人力資本、教育熱忱與成就帶來正面影響。

在各國文化中，運動與體育活動皆屬不可或缺的一部分。然而，儘管全球過半數人口皆為女性，而女性在運動與體育活動的參與度也會因國家/地區有所不同，在絕大多數情況下，女性的參與度始終遠落於男性之後。

雖然近年來，參與運動與體育活動的女性人數正扶搖直上，女性參加國家與國際賽事的情況也日益普遍，然而女性仍鮮少擔任運動與體育活動的決策和領導角色。女性在管理、行政、教練與裁判方面的參與比例始終過低，此一情況在高階職位上尤其明顯。此外，女性持續在運動場上遭受歧視，並淪為性別暴力的犧牲者。

運動領域之外的諸多因素，都可能影響女性在體育活動中的參加和其他參與度，這些因素包含家庭情況、社會合法性，或是校園內的體育教學角色。然而，即便是體育界內的諸多層面，也有可能嚴重打擊女性的參與意願。

如果運動與體育活動中缺乏女性領導者、決策者與角色典範，而且擔任體育委員與管理階層的男女成員不具性別意識，女性的平等機會勢必難以伸張。

女性的體驗、價值觀與態度有助於豐富、強化與促進運動與體育活動發展，繼而實現「聯合國千禧年發展目標」與「2015 年後發展議程」(以及「永續發展目標」)，而且，其他眾多發展策略，皆須仰賴大幅提升女性在各領域 (包括運動) 的機會與參與度以實現。同樣地，參加運動與體育活動，也可協助女性豐富、強化與發展人生。

A. 布萊頓暨赫爾辛基的範圍與目標

1. 範圍

本 2014 年宣言的適用對象，涵蓋管理運動與體育活動之舉辦、發展或宣傳一事、對前述情事產生直接或間接影響，或以任何方式參與運動與體育活動中之女性相關聘僱、教育、管理、訓練、發展或照護



情事的所有政府、公家機關、組織、企業、教育與研究機構、女性組織，以及個人。自 1994 年起，國際政策情勢已歷經顯著發展。本 2014 年宣言旨在利用與輔助攸關運動與體育活動的所有區域、國內與國際憲章、法律、規章、規則及法規，繼而提升女性的機會與體驗。

2. 目標

本宣言的整體目標，在於發展運動文化，以提倡並重視女性在所有運動與體育活動層面的完整參與權。

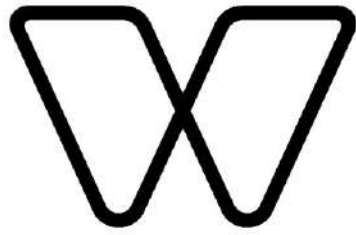
為維護平等、發展與和平，政府、非政府機構與負責運動、體育與體育活動的所有機構，都應依照本宣言所規範的原則與建議來制定適當的政策、結構與機制，以便：

- 在所有國際、地區、國內和區域性運動與體育活動策略中，將平等與多元化的價值觀和原則納入主流；
- 確保所有女性都有機會在安全、受到支援，以及保有個人權利、尊嚴與尊重的環境下參加運動與體育活動；
- 履行 2006 年《聯合國身心障礙者權利公約》(UN Convention on the Rights of Persons with Disabilities) 第 30 條，以正視女性的多元化需求，特別是身心障礙者，以及所屬居住與工作文化及環境排斥女性參與或尋求表現的情況；
- 提升與支援女性於各個運動與體育活動層級、職能和角色上的參與度；
- 確保女性能將自身的知識、經驗與價值觀貢獻在運動與體育活動發展上；
- 宣導女性對運動與體育活動的參與有助於促進社會活動、社群發展，並建立健全的國家；
- 宣揚女性在運動與體育活動上發揮的實質價值，及其如何促進個人發展並確保健康的生活方式；
- 促進男性與女性之間的合作，並取得男性的支持，以推廣運動與體育活動領域的性別平等。

B. 原則

1. 社會與體育活動中的公平與平等

a. 國家與政府應盡一切努力，確保專責運動與體育活動的機構及組織皆遵守《聯合國憲章》(Charter of the United Nations)、《世界人權宣言》(Universal Declaration of Human Rights)、《聯合國身心障礙者權利公約》(UN Convention on the Rights of Persons with Disabilities)、《柏林宣言》(Declaration of Berlin · UNESCO MINEPS V) 與《聯合國消除對婦女一切形式歧視公約》(UN Convention on the Elimination of All Forms of Discrimination against Women) 的平等條款之規定。



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b. 無論種族、膚色、語言、宗教、信仰、性向或性別認同、年齡、婚姻狀態、是否具備身心障礙、政治信仰或黨派、祖籍或族裔為何，每位女性都有權利基於休閒和娛樂、促進健康或競技等目的，平等參加及參與運動與體育活動。

c. 資源、權力與責任應公平分配，且不帶任何性別歧視，惟此一分配應避免對女性與男性產生任何不當利益。

2. 設施

女性在運動與體育活動上的參與度會受設施的健全度、多樣性與便利程度影響，特別是空間的安全與否。這些設施應進行適當的規劃、設計與管理，以平等對待社群女性的特殊需求，並特別重視參加和競賽期間的孩童照護及交通安全需求。

3. 學校與青少年體育活動

a. 研究結果顯示：男童與女童對運動的看待方式有極大的差異；在協助女童學習相關技巧、知識和了解終身運動參與方面，高品質體育 (QPE) 扮演著一大要角。專責青少年運動、教育、娛樂和體育層面的人士，應在課程中考量女童的價值觀、態度與意願，納入同等的機會與學習體驗，進而協助青少年發展體育素養和基本動作技能。

b. 尤其，高品質體育的實施應遵守《聯合國教科文組織高品質體育指引》(UNESCO Guidelines on Quality Physical Education) 與《ICSSPE 國際體育立場聲明》(ICSSPE International Position Statement on Physical Education)。

4. 提倡參與

a. 越來越多證據顯示，積極參與運動與體育活動有益健康，相關策略應遵守世界衛生組織 (WHO) 對成人和青少年所頒布的活動程度建議。

b. 女性在運動與體育活動上的參與度，會受到所提供的活動類型影響。專責提供運動機會與課程的人士，應提供與倡導可滿足女性終身 (從幼童到老年階段) 運動需求與意願的活動。

5. 競技運動

a. 政府與體育機關應確保提升運動表現的所有相關活動與計畫，均已考量到女性運動員的專屬需求，而且這些活動與計畫皆已納入運動效能發展的永續基礎架構中，以便提供平等的機會，協助女性發展自身的運動表現潛能。



b. 負責支援職業/或專業運動員的人士，應確保競賽機會、獎項、獎勵、認可、贊助、推廣與其他形式的支援，均會透過平等與公平的方式提供給女性與男性。

6. 體育活動的領導階層

在各種運動與體育相關組織的領導和決策角色上，女性的參與比例依舊不高。負責相關領域的人士應擬定政策與計畫，並設計各種結構，提升各層級的女性教練、顧問、決策者、官員、行政人員與體育人才人數，並著重招募、指導、獎勵與留任女性領導階層。

7. 教育、培訓與發展

專責女性與男性教練或其他體育人才之教育、培訓與發展人士，以及提供運動與體育活動的經理和領導階層，都應確保教育程序與體驗均有助解決性別平等問題，並滿足女性運動員的需求，包括安全的環境、在運動與體育活動中平等反映女性角色，以及考量女性的領導經驗、價值觀和態度。

8. 體育活動的資訊與研究

專責研究體育活動與提供資訊的人士，應制定相關政策與計畫，提升女性與運動領域的相關知識與理解，並確保研究規範與標準皆以女性與男性的相關研究為依據。政府與運動組織應進行女性與運動領域的研究，並透過系統化方式，依據性別來收集資料與統計數據，同時納入在運動與體育活動領域收集到的性別平衡資料考量，以指派機構編匯全球與區域性的社會發展統計數據。

9. 資源

專責配置資源者，應確保女性運動員、女性專屬計畫與特殊措施可享有適當支援，以利推行本宣言的各項原則。

10. 國內與國際合作

政府與非政府組織應統整在推行性別平等上所面臨的問題，並與國內外的其他組織分享在女性運動與體育活動政策及計畫方面的良好實務範例。

IWG 與相關合作夥伴將定期收集與分享推行政策及成果的相關資訊，並於 IWG 女性與運動全球會議發表各項發展 (根據《2014 年布萊頓暨赫爾辛基女性與運動宣言》) 的進度報告。

[結束]