



# PRESS RELEASE

ASSOCIATION OF NATIONAL OLYMPIC COMMITTEES OF AFRICA



INTERNATIONAL  
OLYMPIC  
COMMITTEE

AUGUST 2020

## GENDER EQUALITY

# ANOCA ADVOCATES GOOD PRACTICES







**T**he ANOCA Commission on Gender Equality met on 8 July 2020, after the maiden session of 8 May 2020, to validate its mandate under the coordination of ANOCA Vice President and Commission Chair, Matlohang Moiloa-Ramoquopo.

The Commission recognised the constitution of the Association of National Olympic Committees of Africa, ANOCA, with respect to women's representation, approved the mandate and recognised that it should

be ratified by the ANOCA Executive Committee.

However, the Commission noted that there is no equitable representation of women in the other ANOCA commissions. It therefore decided to propose to the ANOCA President that women be included in the other Commissions and agreed that the women who will henceforth be appointed by ANOCA zones to serve in the various Commissions should have the requisite expertise to sit in the relevant



Commissions.

Recommending names of women to the Executive Committee for consideration by the Commissions is in line with the objectives of strengthening the gender issue, and its main items will feature as activities in the ANOCA Gender Equality Plan for 2020/2024. Priority will be given to activities to be implemented in 2020 and 2021, which will be tabled to the International Olympic Committee.

The Commission will present the updated plan to the ANOCA Executive Committee, with a view to increasing the Gender Equality Plan Implementation Budget. Programmes of other organisations shall be reviewed in a bid to share best practices.

Furthermore, the Commission recognised the IOC Gender Equality Survey, promised to discuss the survey report to determine the impact on Africa, and will create a network





of women in all National Olympic Committees, zones and other key stakeholders.

Suffice it to note that the Commission was renamed



the «**ANOCA Gender Equality Commission**» in February 2019; it was formerly called the «**ANOCA Women in Sport Commission.**»



Its main function is to advise the ANOCA Executive Committee on all matters relating to the development and advancement of women in all fields of sport, encourage and support women's empowerment in sport at all levels and in all structures, with the goal of implementing the principle of equality between men and women.

The Commission shall comprise a maximum of 9 (nine) members from the respective

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**Encourage and support women's empowerment in sport**

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zones designated for a four-year term. The President of ANOCA, Mustapha BERRAF,

extended his best wishes of health and success to all members of the Commission.





## RESOLUTIONS OF THE ANOCA GENDER EQUALITY COMMISSION MEETING 8 MAY 2020

1. *The ANOCA Gender Equality Commission acknowledges the ANOCA Statutes in so far as the representation of women is concerned.*
2. *The ANOCA Gender Equality Commission approves the Terms of Reference.*
3. *The ANOCA Gender Equality Commission acknowledges the Terms of Reference will be forwarded to the ANOCA Executive Committee for ratification.*
4. *The ANOCA Gender Equality Commission observes that there is no fair representation of women in the other ANOCA Commissions, therefore, resolve to propose to the ANOCA President to include women in other ANOCA Commissions. The ANOCA Gender Equality Commission agrees that women who will be nominated by the ANOCA Zones to serve in the various ANOCA Commissions should have the expertise for the Commission nominated to serve in.*
5. *The ANOCA Gender Equality Commission will recommend names of women to the Executive Committee for consideration for ANOCA Commissions.*
6. *The ANOCA Gender Equality Commission will review the ANOCA Gender Equality Plan 2020 – 2024 and prioritise activities to be implemented in 2020 and 2021.*
7. *The ANOCA Gender Equality Commission will present the ANOCA Gender Equality Plan to the IOC and will ascertain possible funding available for the plan.*
8. *The ANOCA Gender Equality Commission will present the updated plan to the ANOCA Executive Commission with a view of ANOCA increasing the budget for the implementation of the Gender Equality Plan.*
9. *The ANOCA Gender Equality Commission will look at programmes of other organisations to share best practices.*
10. *The ANOCA Gender Equality Commission acknowledges the IOC Gender Equality Survey and will discuss the survey report to determine impact on Africa.*
11. *The ANOCA Gender Equality Commission will create a network of women throughout all NOCs, Zones and other key stakeholders.*







# GENDER EQUALITY COMMISSION TERMS OF REFERENCE

## Name

The name of the Commission shall be known as the ANOCA Gender Equality Commission, having being changed from ANOCA Women in Sport Commission at the Executive Committee Meeting in February 2019.

## Main Function

- To advise the ANOCA Executive Committee on all matters related to the development and advancement of women in all spheres of sport
- To encourage and support the promotion of women in sport at all levels and in all structures, with the aim of implementing the principle of equality between men and women.

## Responsibilities

*The responsibilities of the Commission shall be, among others :*

- Provide policy guidelines and implementation plan to ANOCA on the development of women in all sectors of sport
- Implement the IOC guidelines on Gender Equality within ANOCA and guide the NOCs in the implementation process
- Develop and strengthen the entrenchment of gender equality in the NOCs constitutions and policies within the respective ANOCA Zones
- Ensure representation of women in all ANOCA structures through targeted actions and implementation strategies
- Address key objectives of development and advancement of women in sport focusing on
  - o Governance structures and systems
  - o Sport (athletes, entourage, support teams, medical teams, staff, etc)
  - o Funding (ensuring opportunities are also given to female athletes, NOCs administrators, ANOCA, etc).







## Structure

- The Gender Equality Commission shall be made up of not more than nine (9) members
- The members will be representatives from the seven (7) ANOCA Zones, 1 from the Athletes Commission, and chair of the Commission who is the ANOCA Executive Committee member
- The chair of the Commission shall be the Vice President assigned the responsibility of Gender Equality within the ANOCA Executive Committee
- Members of the ANOCA Gender Equality Commission shall serve in the Zone's Executive Committee to oversee gender equality plan implementation at Zonal level, in line with the ANOCA plan and to ensure representation of women in the Zones structures.

## Nomination of Commission Members

- The members of the Commission shall be nominated by their respective Zones to serve on the Commission
- The Zones will select nominations to propose to ANOCA from the nominations received from the NOCs. Each Zone shall forward two (2) names to ANOCA for consideration
- The ANOCA Executive Committee shall make the selection from the nominations received taking into consideration all the Zones, contribution to the advancement of women in the respective NOCs and Zones
- The Athletes Commission shall be represented by a member who already serves on the ANOCA Athletes Commission and shall be recommended by the Athletes Commission.

## Term of office

- Members of the Commission shall serve for 4 years
- The term of office shall be linked to the ANOCA Executive Committee term of office. That is, the Commission shall be reviewed every four years after the election of the new ANOCA Executive Committee
- Members will be removed from the Commission should they miss two meetings during the calendar year OR they are not contributing to the advancement of the Commission activities both at Continental







and Zone level

- Any vacancy caused by the removal of a member from the commission shall be filled from the already existing list of nominations from the Zones.

### Meetings of the Commission

- The meetings of the Commission shall be chaired by the Chairperson. In the absence of the chairperson, the designed deputy Chairperson shall chair the meeting
- The quorum for the meeting shall be 50% +1. In the absence of the quorum, the resolutions of the quorum shall be circulated to all members for input and agreement
- The notice of the meeting shall be forwarded to all members at least one month before the meeting. Members need to confirm availability within 7 days of receiving the Notice
- The minutes of the Commission shall be forwarded at least 14 days after the meeting.

### Decisions

- The Commission shall make recommendations which will be presented to the ANOCA Executive Committee by the Chairperson
- The ANOCA Executive Committee shall ratify the recommendations as decisions for implementation.

