



SMART LADIES YOUTH INITIATIVE (SLYI)

Empowering Girls and Young Women through Sports, Art and Culture

FINAL CONSULTANCY SURVEY REPORT



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Abbreviations and Acronyms:

AIDS	Acquired Immuno-Deficiency Syndrome
CBO	Community Based Organization
FGD	Focus Group Discussion
HIV	Human Immunodeficiency Virus
IDI	In-depth Interview
IOC	International Olympic Committee
KII	Key Informant Interview
M&E	Monitoring and Evaluation
RA	Research Assistant
SGBV	Sexual and Gender Based Violence
SLYI	Smart Ladies Youth Initiative
SRHR	Sexual and Reproductive Health and Rights
SW	Sex Worker

Executive Summary:

The Agnes Tirop Conference 2022 marked a pivotal moment in the efforts to enhance gender equality and combat various forms of abuse in sports, particularly focusing on youth and female athletes. Following the conference, SLYI commissioned a survey to assess the effectiveness and implementation of the resolutions aimed at creating safer environments for female athletes. The goal of the assessment was to track and evaluate the progress of the resolutions passed during the Agnes Tirop Conference 2022 with specific objectives to measure the awareness levels of key stakeholders regarding the resolutions, analyse the actions taken by organizations at national, county, and grassroots levels to implement these resolutions, Identify challenges and gaps in the implementation process and assess the measurable impact of the resolutions on reducing abuse, focusing on effectiveness and outcomes since the conference.

During the assessment a robust qualitative methodology was employed to gather in-depth insights. Data collection methods included Key Informant Interviews (KIIs), engaged national-level stakeholders from organizations such as the Ministry of Youth Affairs and the National Olympic Committee. In-depth Interviews (IDIs) which focused on grassroots-level participants, including local sports officials and community leaders and Focus Group Discussions (FGDs) conducted with grassroots stakeholders to capture collective experiences. The study concentrated on Kisumu, Migori, and Nairobi counties, with data collection occurring between October 2024 and January 2025.

The findings identified a significant awareness gap with approximately 50% of national-level key informants unaware of the resolutions passed at the conference. Grassroots stakeholders demonstrated limited knowledge about the specifics of the resolutions but

recognized the urgent need to address SGBV in sports. Some government agencies and NGOs initiated programs focused on gender equality and creating safe spaces in sports, but there was a lack of clarity regarding roles and responsibilities. At the grassroots level, there was minimal active engagement in implementing the resolutions, with recognition of issues but limited concrete actions.

Majority of the stakeholders reported insufficient information about the resolutions, affecting their ability to act. Limited funding and human resources were also identified as major barriers to effective implementation. The absence of structured monitoring and evaluation mechanisms hindered the sustainability of initiatives. Interviews revealed no substantial actions at the grassroots level regarding training on preventing abuse and promoting gender equality. The direct impact of the resolutions on reducing abuse in sports remained unclear, compounded by the absence of comprehensive data and monitoring systems.

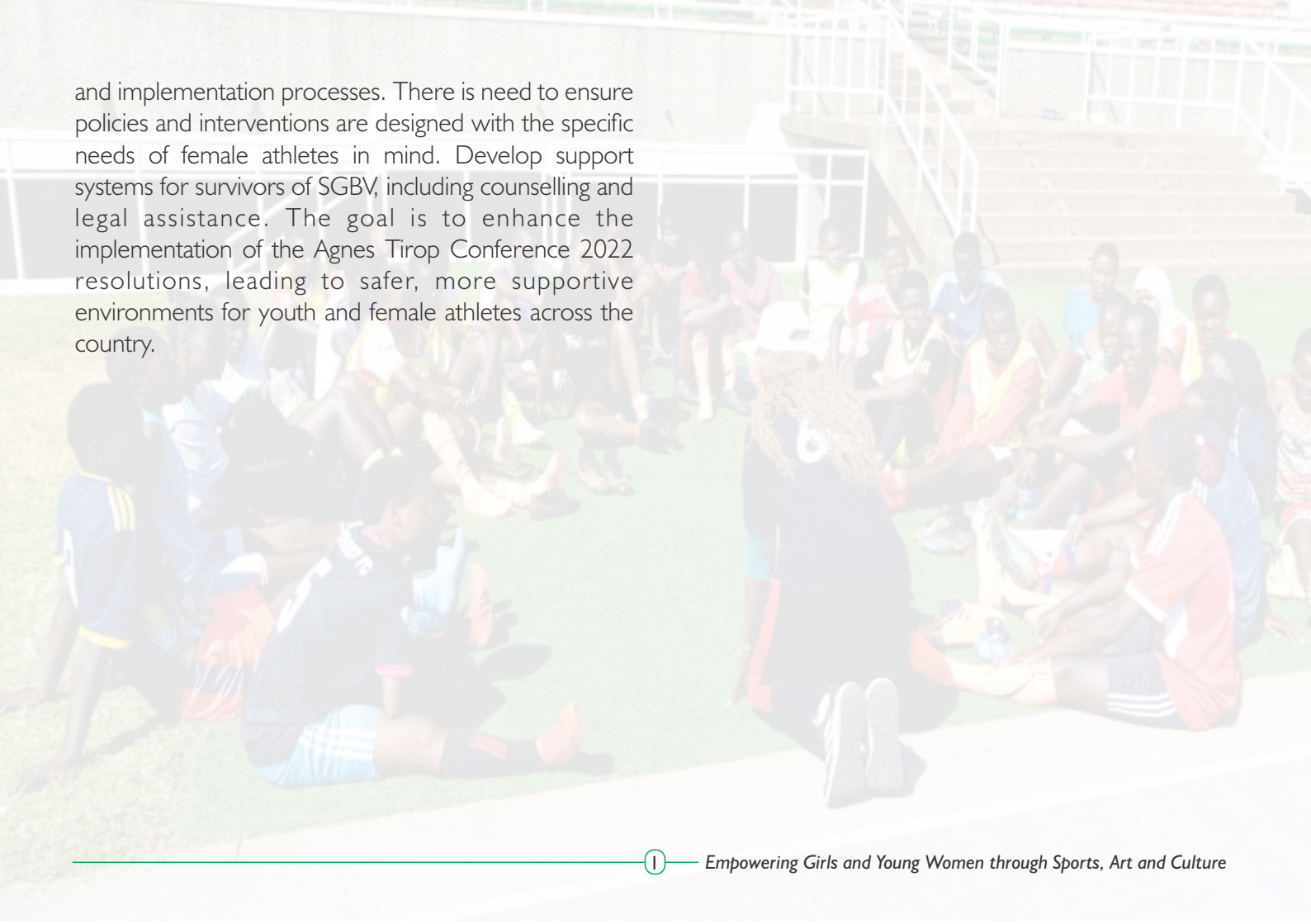
The follow-up assessment underscores the critical need for enhanced communication and coordination in

implementing the conference resolutions. While there was some awareness at the grassroots level, national engagement was lacking. The overall effectiveness of the resolutions has been constrained by communication gaps, resource limitations, and insufficient follow-up.

The assessment recommends for established clearer channels for disseminating information about the resolutions to all stakeholders. Develop targeted information campaigns utilizing both traditional and digital media to raise awareness. Further there is need to advocate for enhanced funding to support initiatives aimed at preventing abuse and promoting gender equality in sports. Allocate resources for training programs and materials focused on SGBV prevention. Creating a comprehensive framework for tracking the implementation and effectiveness of the resolutions is important with clear indicators for measuring progress and identifying areas for improvement.

Strengthening partnerships between national organizations and grassroots stakeholders to ensure aligned efforts with engagement of athletes, parents, and community leaders in discussions about the resolutions

and implementation processes. There is need to ensure policies and interventions are designed with the specific needs of female athletes in mind. Develop support systems for survivors of SGBV, including counselling and legal assistance. The goal is to enhance the implementation of the Agnes Tirop Conference 2022 resolutions, leading to safer, more supportive environments for youth and female athletes across the country.



INTRODUCTION

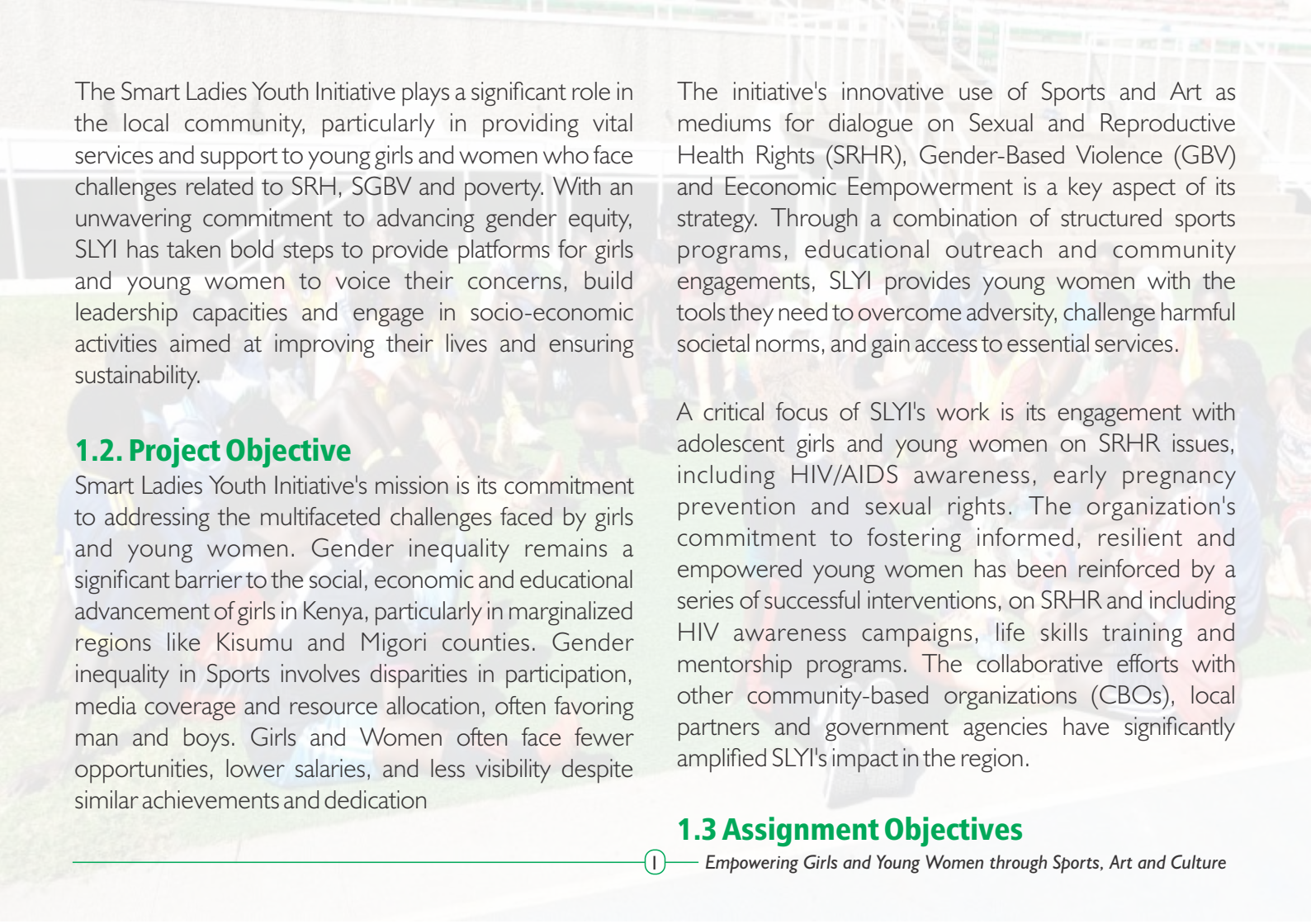
1.0 Background

1.1. About the Project

The Smart Ladies Youth Initiative (SLYI) is a vibrant Community-Based Organization (CBO) founded in 2004, dedicated to empowering girls and young women between the ages of 10 and 29 through innovative approaches that leverage Sports, Art and the Culture. Operating primarily in Kisumu and Migori counties. SLYI's mission is to foster gender equality, improve sexual reproductive health (SRH) outcomes and address issues related to sexual gender-based violence (SGBV) among its target groups. By creating spaces where girls and young women can engage in conversations around SRHR, HIV/AIDS prevention and economic empowerment, SLYI works tirelessly to transform the lives of its beneficiaries. The organization has, over the years, carved a unique niche by focusing on social change initiatives driven through value-based sports, making it a

trailblazer in the region for using sports as a tool for social good and social change.

SLYI's approach is designed to resonate with the lived experiences of its diverse group of participants and beneficiaries, including teenage mothers, orphans, street girls, sex workers and young married girls. By adopting an inclusive strategy, the initiative works across four main age groups—Smart Kids (ages 10- 12), Smart Girls (ages 13-17), Smart Ladies (ages 18-24), and Smart Mentors (ages 24-29)—addressing their specific needs through a combination of tailored activities, such as life skills training, HIV prevention education, leadership development and economic empowerment programs. SLYI has consistently leveraged partnerships with local communities, government entities and international stakeholders to create a supportive environment for its initiatives and programs.



The Smart Ladies Youth Initiative plays a significant role in the local community, particularly in providing vital services and support to young girls and women who face challenges related to SRH, SGBV and poverty. With an unwavering commitment to advancing gender equity, SLYI has taken bold steps to provide platforms for girls and young women to voice their concerns, build leadership capacities and engage in socio-economic activities aimed at improving their lives and ensuring sustainability.

1.2. Project Objective

Smart Ladies Youth Initiative's mission is its commitment to addressing the multifaceted challenges faced by girls and young women. Gender inequality remains a significant barrier to the social, economic and educational advancement of girls in Kenya, particularly in marginalized regions like Kisumu and Migori counties. Gender inequality in Sports involves disparities in participation, media coverage and resource allocation, often favoring man and boys. Girls and Women often face fewer opportunities, lower salaries, and less visibility despite similar achievements and dedication

The initiative's innovative use of Sports and Art as mediums for dialogue on Sexual and Reproductive Health Rights (SRHR), Gender-Based Violence (GBV) and Economic Empowerment is a key aspect of its strategy. Through a combination of structured sports programs, educational outreach and community engagements, SLYI provides young women with the tools they need to overcome adversity, challenge harmful societal norms, and gain access to essential services.

A critical focus of SLYI's work is its engagement with adolescent girls and young women on SRHR issues, including HIV/AIDS awareness, early pregnancy prevention and sexual rights. The organization's commitment to fostering informed, resilient and empowered young women has been reinforced by a series of successful interventions, on SRHR and including HIV awareness campaigns, life skills training and mentorship programs. The collaborative efforts with other community-based organizations (CBOs), local partners and government agencies have significantly amplified SLYI's impact in the region.

1.3 Assignment Objectives

The primary objective of this consultancy was to track the progress of the implementations of the resolutions passed during the Agnes Tirop Conference 2022. The assessment aimed to evaluate the extent of their implementation, the awareness and involvement of key stakeholders and any challenges faced in putting the resolutions into practice. Furthermore, the report seeks to offer actionable recommendations for enhancing the future implementation of the resolutions and ensuring that they effectively reduce abuse in sports.

The specific objectives of the assessment were:

1. To assess the awareness levels of key stakeholders at the National and grassroots regarding the resolutions passed during the Agnes Tirop Conference in 2022
2. To evaluate the steps taken by organizations to implement these resolutions at the National, County and grassroots levels.
3. To identify barriers or gaps in the implementation process and explore recommendations for

improving the adoption of the resolutions.

4. To analyze the measurable impact of the resolutions on addressing any form of abuse in sports, particularly in terms of their effectiveness and any outcomes both positive and negative that have emerged since the conference.

1.4. Assignment Scope of works and Outcomes

1.4.1. Assessment Scope

This survey commissioned by the Smart Ladies Youth Initiative (SLYI) focuses on assessing the implementation of the resolutions passed during the Agnes Tirop Conference 2022, which specifically addressed issues of sexual, physical, and emotional abuse in sports. The scope of the survey covers two primary areas: national and grassroots levels.

At the national level, the survey will investigate the involvement of key stakeholders, including governmental bodies, sports organizations and institutions such as the

Ministry of Youth Affairs, Kenya Academy of Sports and the National Olympic Committee, in the implementation of the resolutions. This will include assessing the extent to which these organizations have integrated the resolutions into their policies, programs and actions.

At the grassroots level, the survey will focus on local stakeholders who are directly involved in the execution of the resolutions, including youth sports officers, community leaders and representatives from women's groups. This will involve examining the programs and initiatives implemented at the local level to mitigate abuse in sports and how effectively the resolutions have been communicated and carried out in local communities.

The survey will also consider challenges faced during the implementation process, such as limited resources, lack of awareness and coordination difficulties, while aiming to understand the broader impact of these resolutions in terms of reducing abuse and promoting safer sporting environments for youth and female athletes.

1.4.2. Assessment Outcomes

The expected outcomes of this study aimed at providing

a comprehensive understanding of the current state of implementation of the resolutions from the Agnes Tirop Conference 2022. The study was to offer insights into the extent of progress made, highlight areas where implementation has been successful and identify key challenges that need to be addressed. The findings will ultimately inform future actions to ensure the resolutions' effective adoption, thereby mitigating sexual, physical and emotional abuse in sports, particularly for youth and female athletes.

Improved Awareness of the Resolutions among Key Stakeholders

The study was expected to shed light on the levels of awareness regarding the resolutions passed at the Agnes Tirop Conference among key stakeholders. Show the percentage of national-level stakeholders who were aware of the resolutions and the depth of their understanding, the awareness levels among grassroots-level stakeholders, including local sports officers, community leaders, and women's group representatives, areas where communication efforts fell short and how they could be improved to enhance awareness and comprehension of the resolutions across

all stakeholder groups. By identifying gaps in awareness, the study was to underscore the need for better dissemination strategies and communication methods, ensuring that all stakeholders were adequately informed about the resolutions and their responsibilities in implementing them.

Evaluation of the Actions Taken in Response to the Resolutions

An important outcome of this study was the identification of actions taken by various stakeholders in response to the resolutions. Documentation of specific programs, initiatives or policies introduced by national organizations (e.g., Ministry of Sports, National Olympic Committee) to combat SGBV in sports, identification of actions at the grassroots level, such as local training programs, awareness campaigns, or initiatives targeting vulnerable groups in youth sports, assessment of the effectiveness and reach of these actions, highlighting successful interventions as well as areas requiring improvement. This outcome will provide a clearer understanding of how the resolutions have been translated into practical actions and help identify best practices that can be scaled or adapted to other regions.

Identification of Challenges and Barriers to Full Implementation

The study was expected to identify critical challenges or barriers hindering the full implementation of the resolutions. Limited financial, human and infrastructural resources at both national and grassroots levels, which impeded the effective execution of programs aimed at reducing abuse, difficulties in coordinating efforts between various stakeholders, such as governmental bodies, sports organizations and local communities, leading to fragmented or delayed implementation, gaps in monitoring and evaluation systems, which resulted in delayed actions and a lack of accountability and societal attitudes toward abuse in sports or gender inequalities that hinder the adoption of the resolutions at the community level. By identifying these challenges, the study will provide a basis for developing strategies to address them, offering actionable recommendations for overcoming obstacles and improving the resolutions' implementation.

Assessment of the Impact and Effectiveness of the Resolutions

One of the key expected outcomes was the assessment of the resolutions' impact on reducing abuse in sports.

This will include measurable reductions in cases of abuse, more visible support systems for athletes and improved reporting and prevention mechanisms in sports organizations. The study will identify where the resolutions have not yet led to significant changes or where unintended negative outcomes have occurred (e.g., lack of clarity leading to confusion, insufficient resources leading to partial implementation). Specific examples of successful or unsuccessful initiatives will be presented, providing a clearer picture of the resolutions' effectiveness on the ground. The study help gauged the extent to which the resolutions have translated into tangible changes, particularly in creating safer environments for youth and female athletes.

Establishment of a Baseline for Future Monitoring and Evaluation.

The study will help establish a baseline for the ongoing monitoring and evaluation of the resolutions' impact. By documenting current implementation status, challenges, and successes, provide a reference point for future

assessments of the resolutions' progress. Data to inform decision-making at all levels, ensuring that future initiatives are evidence-based and focused on addressing the most pressing needs. This assessment will also support the creation of clear indicators for tracking the success of future programs and interventions aimed at reducing abuse in sports.

Strengthening Stakeholder Engagement and Collaboration

Through the assessment of stakeholder engagement and participation, the assessment seeks to highlight areas where greater collaboration or partnerships between national and grassroots organizations could improve implementation, provide insights into the level of stakeholder commitment and engagement, identifying areas where further advocacy or outreach efforts are necessary and foster an understanding of the role of each stakeholder in ensuring the success of the resolutions, promoting a collective approach to addressing abuse in sports. This outcome will contribute to the development of a more unified and collaborative approach to implementing the resolutions.

2.0 LITERATURE REVIEW ON SEXUAL AND GENDER-BASED VIOLENCE IN SPORTS, KENYA

2.1. Findings from the Agnes Tirop 2022 conference

Kenya's sports sector, particularly athletics, is internationally recognized due to the success of Kenyan athletes on the global stage. However, behind this impressive achievement lies a dark undercurrent of abuse, with incidents of SGBV frequently reported, but often unaddressed. Women, particularly young female athletes, are often subject to exploitation by coaches, managers and other figures of authority within the sports sector. This has been especially prevalent in athletics, where there is a significant influx of vulnerable young women from marginalized communities who are hopeful of making it to the top. These athletes often experience varying forms of sexual harassment, coercion, and assault from those in positions of power, under the guise of advancing their careers or ensuring their success.

Research has shown that the experience of abuse is disproportionately high among female athletes, and particularly among adolescent girls and young women who are in the early stages of their careers. A study by the International Olympic Committee (IOC) indicates that nearly 40% of female athletes report having experienced some form of sexual harassment or abuse during their careers (IOC, 2018). In Kenya, this issue has gained more attention in recent years, especially after the tragic murder of Agnes Tirop, a promising young Kenyan athlete, who was allegedly a victim of domestic violence. Her death in 2021 highlighted the need for systemic changes in the sports community to safeguard athletes against abuse.

The Agnes Tirop Conference 2022 was a milestone event aimed at addressing the issue of SGBV in Kenyan sports. The conference gathered stakeholders from across the national sports community, including athletes,

coaches, sports administrators and civil society organizations to discuss and make resolutions for combating violence in sports. The primary focus was to create a safer environment for women and children participating in sports at all levels (Agnes Tirop Conference Report, 2022).

2.2. Key Resolutions from the Conference

Improved Awareness and Training: One of the central outcomes of the conference was the need for heightened awareness and education among all stakeholders in the sports sector. It was acknowledged that many coaches, officials and athletes themselves are not fully aware of what constitutes sexual and gender-based violence nor do they understand the available avenues for support and redress. The resolution called for mandatory training on SGBV for coaches, sports administrators, and athletes, with a particular focus on gender sensitivity, recognizing signs of abuse, and creating a culture of zero tolerance toward violence.

Strengthening Reporting Mechanisms: A major gap identified was the lack of effective, accessible and confidential reporting mechanisms for athletes who

experience abuse. Survivors often face intimidation, victim-blaming and fear of career repercussions if they report abuse. The conference emphasized the need to establish safe and anonymous reporting channels, where victims can report their experiences without fear of retaliation or discrimination.

Institutional Accountability and Oversight: The resolution called for the establishment of an independent body to monitor and investigate cases of SGBV in sports, ensuring that all claims are taken seriously and dealt with transparently. This body would be responsible for ensuring accountability within sports organizations, holding perpetrators of violence accountable and providing support to victims.

Support for Survivors: The conference highlighted the importance of providing psychological, legal, and social support for survivors of SGBV. This included counselling services, legal aid, and social reintegration programs to help survivors rebuild their lives and continue their participation in sports if they wish.

2.3. Challenges in Addressing SGBV in Kenyan Sports

Despite the progress made in raising awareness about SGBV in Kenyan sports through the Agnes Tirop Conference, several significant challenges remain: In Kenya, deeply entrenched patriarchal norms continue to play a significant role in perpetuating gender inequality and violence. These cultural norms often place women and girls in subordinate positions within sports, making it difficult for them to speak out against abuse or challenge existing power structures. Such cultural attitudes complicate efforts to tackle SGBV within sports organizations and create an environment where abusers can act with impunity. One of the most significant barriers to implementing the resolutions passed at the Agnes Tirop Conference is the lack of sufficient resources. Many sports organizations at the grassroots level lack the funding and capacity to provide training, establish reporting mechanisms, or support survivors adequately. Furthermore, the lack of dedicated personnel in these organizations makes it difficult to enforce anti-violence policies consistently. Underreporting remains a persistent issue, as many survivors fear stigma and career setbacks if they come forward with allegations of abuse.

Additionally, some victims do not know where to seek help or fear that their claims will not be taken seriously. The lack of a clear, accessible, and independent reporting system only exacerbates this problem. Another significant challenge is the lack of comprehensive data on the prevalence and impact of SGBV in Kenyan sports. While anecdotal evidence and isolated reports highlight the issue, there is little systematic data collection to assess the scale of the problem or track the effectiveness of interventions.

2.4. Impact and Effectiveness of the Resolutions.

A follow-up survey conducted by Smart Ladies Youth Initiative (SLYI) in 2024 revealed both positive strides and areas of concern regarding the implementation of the resolutions from the Agnes Tirop Conference in 2022. While awareness at the grassroots level showed promise, with local programs actively addressing issues of SGBV, national-level engagement and implementation have been slow. Key informant interviews indicated that only 50% of national-level stakeholders (from the respondents interviewed during the assessment) were aware of the resolutions, reflecting a significant communication gap.

At the grassroots level, some progress was observed, including the introduction of gender equality training programs and a focus on creating safer spaces for female athletes. However, resource limitations, lack of institutional follow-up, and weak coordination between stakeholders have hampered the wider application of these initiatives. Further, there remains a lack of robust monitoring and evaluation frameworks to assess the long-term impact of these resolutions.



3.0. METHODOLOGY AND IMPLEMENTATION APPROACHES

The assessment employed a qualitative methodology to provide a comprehensive understanding of the implementation process and the perspectives of different stakeholders. Data was collected using Key Informant Interviews (KIIs), In-depth Interviews (IDIs) and Focus Group Discussions (FGDs), allowing for a nuanced exploration of both national and grassroots experiences.

The study was conducted over a period of three months, with data collection taking place in both Kisumu and Migori Counties. The period span was occasioned by the competing tasks of the selected respondents which delayed data collection/interview process. The survey was administered by a team of experienced and trained Research Assistants (Ras) who were well-versed in conducting social research and were sensitive to the socio-cultural dynamics of the communities and various workstations and institutions targeted.

The study targeted two primary groups:

- National-level Key Informants: Representatives from key organizations such as the Ministry of Youth Affairs, the Kenya Academy of Sports, the National Olympic Committee, the ODPP and the Media Council of Kenya.
- Grassroots-level Participants: Local stakeholders involved in the execution of policies, including County-level Sports Officers, federation officials, sports women and men, community leaders and women's sports organizations. The assessment focused purposely on three counties: Kisumu, Migori and Nairobi.

Data collection took place between October 2024 and January, 2025, with interviews conducted face-to-face and via telephone. The data was analyzed using Nvivo qualitative analysis software with thematic analysis applied to identify key trends and patterns.

4.0. AGNES TIROP CONFERENCE 2022 ASSESSMENT FINDINGS.

This section presents the findings of the Agnes Tirop Conference 2022 assessment, focusing on the impact of the conference's resolutions on the prevention and response to Sexual and Gender-Based Violence (SGBV) in sports. The results are organized to provide a comprehensive understanding of respondents' backgrounds, knowledge on SGBV and experiences with both the issue and the available services.

GBV is a violation of human rights under The Constitution of Kenya. Article 28 stipulates that “Every person has inherent dignity and the right to have that dignity respected”, and article 29 (c) stipulates that “Every person has the right to freedom and security of the person, which includes the right not to be- (c) subjected to any form of violence from either public or private sources (domestic violence), (Constitution of Kenya, 2010). Sexual and Gender-Based Violence (SGBV) remains a pervasive issue across many sectors and sports

is no exception. In Kenya, where sport has increasingly been recognized as a powerful tool for social change and youth empowerment, instances of SGBV in sports settings are alarming, particularly among young women and marginalized athletes. The issue is compounded by the inherent power dynamics, where athletes-especially women and children—are vulnerable to various forms of abuse, including sexual harassment, assault, exploitation, and emotional abuse (Athletics Africa, 2024).

At the heart of the problem is the imbalance of power that exists between male and female athletes, as well as between coaches and players. This imbalance has been noted in various studies and reports, indicating that gender-based violence in sports not only affects the physical and mental well-being of athletes but also hampers their career development, access to opportunities, and overall sense of safety and security within their respective sports communities. According to



a study by Aga Khan University, Athletics coaches in Kenya are under intense scrutiny following an alarming rise in cases of sexual exploitation of young athletes, often under the guise of offering opportunities for success, fame, and wealth. A new study on sexual and gender-based violence (SGBV) in sports, conducted by Aga Khan University and commissioned by the president's advisor on women's rights, has uncovered disturbing findings. The study revealed a 75% prevalence of SGBV among respondents, many of whom are athletes. Shockingly, the majority of respondents reported either experiencing or knowing someone who has faced sexually related violence. Most perpetrators were identified as individuals close to the victims, with 63% of the cases reportedly occurring at home, (Aga Khan University, 2024). The Agnes Tirop Conference 2022 focused specifically on these issues, providing a platform to discuss and address the escalating cases of sexual and gender-based violence in sports within the Kenyan context. The findings from the subsequent assessments offer critical insights into the ongoing challenges and the steps required to address them.

4.1. Survey Response Rate

The survey involved a diverse group of stakeholders, including 17 key informant interviews (KIIs) and In-depth Interviews⁷ with professionals across various sectors, including gender officers, sports administrators, law enforcement officers and public health experts. In addition, two Focus Group Discussions (FGDs) were conducted with youth athletes, female sports leaders and representatives from sports clubs, providing a holistic view of the landscape. The breakdown of discussants of the FGD were as follows: 25% were male, 75% were female, with ages ranging from 18 to 35 years. These discussions also involved community leaders and healthcare providers, who offered their insights on SGBV within the context of sports.

4.2. Literacy Levels

A significant portion of the discussants had achieved secondary education (60%), with a smaller percentage having completed higher education (30%) and primary education (10%). The data indicated that the majority of those participating in the FGD reasonable level of literacy, suggesting that the participants were well-equipped to engage in discussions about complex topics such as SGBV

in sports. For KII and IDI, all respondents had college and university levels of education.

4.3. Respondents' Knowledge of SGBV in Sports

The survey sought to assess the level of understanding among respondents regarding Sexual and Gender-Based Violence (SGBV) in sports. It was found that while most respondents were aware of what constitutes SGBV, there were varying levels of understanding regarding how it manifests specifically in sports contexts.

In particular, the majority in the focus group discussions identified physical and sexual violence as the most common forms of abuse in sports, while a few also highlighted psychological violence, including emotional abuse and coercion to perform. One key informant from a sports management body emphasized, "SGBV in sports is not just about physical assault; it often takes the form of emotional manipulation, coercion or threats to an athlete's career. We must broaden the scope of our understanding and address these issues holistically."

Interestingly, awareness of reporting mechanisms was averagely low, with only a few of respondents familiar

with the formal procedures to report abuse in the sporting world. Several respondents indicated that they lacked confidence in the systems in place for addressing SGBV, especially due to a perceived lack of confidentiality, fears of retaliation and general systematic corruption in the justice system.

4.4. SGBV Experiences in Sports

Respondents were asked whether they or someone they knew had experienced SGBV in a sports setting. Almost 45% of respondents revealed that they or a close acquaintance had been directly affected by SGBV in sports. They estimated that of the SGBV related cases that they know, about 60% experienced verbal abuse, 30% reported instances of physical abuse and 10% were survivors of sexual violence, particularly in situations involving coaches or authority figures: opined discussants from the FGD. This was corroborated by the KII from Migori and Kisumu Counties.

A recurring theme in the interviews was the difficulty athletes faced in speaking out about SGBV due to fear of damaging their career prospects. One young female discussant shared the experience of a female athlete that

she knows as her acquaintance. She stated that her acquaintance once shared as follows, "my coach used to make me feel uncomfortable with his comments. He would tell me that if I didn't comply with his 'requests', my spot on the team would be at risk. I felt trapped and couldn't tell anyone because I feared my career would end."

4.5. Role of Coaches and Sports Administrators

Coaches and administrators play a pivotal role in either perpetrating or preventing SGBV in sports. According to the survey, about 30% of the FGD discussants pointed out that coaches were often seen as either perpetrators of or enablers for various forms of abuse, while 25% noted that administrators frequently ignored complaints due to institutional politics or lack of training in dealing with such matters. Several respondents suggested that, while there were efforts in certain organizations to raise awareness of SGBV, the implementation of these initiatives was inconsistent, largely due to a lack of professional development for coaches and administrators.

An IDI respondent stated: "While we are aware of the

need to address SGBV, it is hard to enforce policies if coaches themselves have not undergone training on these matters. We are working to ensure that all stakeholders are involved, but there is still a long way to go."

4.6. Treatment and Support Services for SGBV Victims in Sports

One of the central questions of the assessment was the availability of treatment and care services for athletes who experience SGBV. Many respondents reported that while some services were available, they were often inadequate or inaccessible, particularly in rural areas or at lower levels of sports.

We also interviewed a few healthcare provider on accessibility of the services to corroborate the findings of the assessment. Healthcare providers from local hospitals reported that while they offered physical care and mental health support, many survivors struggled to access such services due to stigma or fear of being ostracized by their communities. One healthcare provider stated "survivors are often reluctant to come forward because they are afraid their injuries will be

linked to their involvement in sports. We do provide counseling, but many women choose to keep silent, particularly when the abuse comes from within their own teams or clubs.”

A notable gap was the lack of accessible post-abuse care tailored to sports women. Even though some facilities offered basic psychological support, these services were not specialized for sports contexts. One respondent commented:

“We need trauma-informed care specifically for sportsmen and speedily for female athletes whose vulnerability have been exposed beyond any other required evidence in the Country; they face a unique set of challenges. What works for the general population does not always address the specific needs of female athletes who has experienced abuse while pursuing a career in sports.”

4.7. Awareness and Training on SGBV

Although the awareness around SGBV in sports had been growing, the conference highlighted that more training for all stakeholders was still required. Respondents

indicated that, while a significant number of organizations had integrated SGBV awareness into their sports policies, there was still a gap in training coaches and administrators to effectively recognize, prevent and respond to abuse. A duty bearer in the sports industry said, “I was not aware of the extent of emotional manipulation that occurs in sports until recently. We need more training on how to recognize the signs of psychological abuse not just physical or sexual violence.”

4.8. Challenges in Addressing SGBV in Sports

Respondents cited numerous challenges that hinder effective responses to SGBV in sports, including the normalization of abusive behaviors, lack of resources for survivors' support and cultural barriers. One key informant, a policy holder pointed out: “In many cultures, the hierarchical relationship between coaches and athletes makes it difficult for SGBV survivors to speak up. Many athletes fear that coming forward will cost them their career. Additionally, there is the issue of victim-blaming, where the survivor is often seen as responsible for the abuse.”

Other challenges included a lack of coordination

between stakeholders (such as sports federations, healthcare providers and law enforcement), limited funding for intervention programs and a general reluctance within the community to openly address the issue of SGBV in sports. Systematic corruption was also attributed as a significant challenge in address SGBV in sports.

4.9. Impact of the Agnes Tirop Conference Resolutions.

The conference's resolutions were met with optimism, but their implementation was slow and inconsistent. While there were local initiatives aimed at raising awareness and developing more robust support structures, there was a lack of sufficient follow-up and coordination at the national level. A policy holder shared: "The conference was a step in the right direction, but without clear, actionable steps and sustained support, it's difficult to ensure that these resolutions lead to real change. We need more than just a one-off event—we need a national framework with a long-term vision."



5.0. CONCLUSION AND RECOMMENDATIONS

The findings from this assessment reveal that while significant awareness about SGBV in sports exists, there are critical gaps in the implementation of resolutions from the Agnes Tirop Conference. Although there are localized efforts and positive strides toward addressing SGBV, a lack of funding, inconsistent support, and ineffective communication remain major barriers.

Addressing SGBV in sports requires a multifaceted approach, involving not only awareness campaigns but also a concerted effort to provide survivors with the support they need and to educate all stakeholders, especially coaches and administrators. The resolutions of the Agnes Tirop Conference have the potential to bring about lasting change, but only if they are paired with strong accountability mechanisms, consistent training, and a national-level commitment to addressing the cultural and institutional barriers that enable abuse to persist.

To achieve these objectives, a comprehensive, structured approach is necessary, involving greater coordination between national sports bodies, healthcare providers, law enforcement, and local communities. Only through sustained, collaborative efforts can we hope to see a reduction in SGBV within the sporting world, ensuring a safer environment for all athletes, particularly women and girls.

5.1. Conclusion

The follow-up assessment on the implementation of the resolutions proposed during the Agnes Tirop Conference 2022 has revealed that while some progress has been made, significant gaps remain in effectively addressing abuse in sports. The findings highlight those critical aspects such as awareness, resource allocation and coordination that needs to be addressed meaningful impact. While efforts to raise awareness about SGBV in sports have been initiated, there continues to be a lack of

consistent, clear communication across different levels of the sports community. Many stakeholders, particularly at the grassroots level, still face difficulties in accessing and understanding the resolutions put forth during the Agnes Tirop Conference. This gap in communication reduces the potential effectiveness of the resolutions and limits their reach.

The availability of financial and human resources remains insufficient to implement the resolutions fully. Despite advocacy efforts, many national and grassroots organizations still face budget constraints that hinder their capacity to carry out initiatives aimed at reducing abuse and promoting safe environments for athletes. Without adequate funding, the resolutions cannot be translated into tangible actions, which puts the safety of youth and female athletes at risk.

Gaps in coordination between national bodies and local organizations has been suboptimal, leading to fragmented efforts in addressing the issue of abuse in sports. There is a need for better alignment of goals, roles, and responsibilities across all levels. In addition, the active engagement of local groups, including those

representing athletes, parents, and sports coaches, has been less than optimal. A unified approach is essential to ensure that the resolutions are successfully implemented and sustained.

Lack of a comprehensive monitoring and evaluation framework has made it difficult to track the progress of the resolutions. Without such a system, it is challenging to assess the effectiveness of the interventions over time or to make data-driven adjustments. This lack of oversight and accountability undermines efforts to address the root causes of abuse in sports, limiting opportunities for improvement.

5.2. Recommendations

To address these challenges and enhance the implementation of the resolutions from the Agnes Tirop Conference, the following recommendations are proposed:

Enhanced Communication Strategy: A more effective communication strategy should be developed to ensure the resolutions are disseminated clearly and efficiently to all key stakeholders. The following steps are

recommended. Use both traditional and digital media to reach all levels of the sports community, including grassroots organizations, athletes, coaches, and parents, establish training programs for key stakeholders on the importance of these resolutions, with a particular focus on fostering an understanding of how abuse in sports can be identified and prevented and provide clear instructions on how to report abuse and act, ensuring transparency and trust in the system.

Increased Resource Allocation: It is crucial to advocate for increased funding and resource allocation to support the implementation of the resolutions. This will help ensure that both national and grassroots organizations have the necessary resources to provide financial support for grassroots-level programs focused on preventing abuse and promoting safe sports environments, allocate funds for the development of training programs and materials that educate athletes, coaches, and administrators about the importance of creating a safe space in sports and improve facilities and infrastructure that are conducive to the well-being and safety of athletes, especially female and youth athletes.

Robust Monitoring and Evaluation Systems: A comprehensive framework for monitoring and evaluating the impact of the resolutions is essential to track progress and ensure accountability. The following measures are recommended to develop a system to collect data on the implementation and effectiveness of the resolutions, focusing on both qualitative and quantitative outcomes, implement regular reporting mechanisms to assess whether progress is being made in addressing abuse in sports, and make adjustments as needed and engage athletes in the monitoring and evaluation process to gain insights into the challenges they face and to make the resolutions more responsive to their needs.

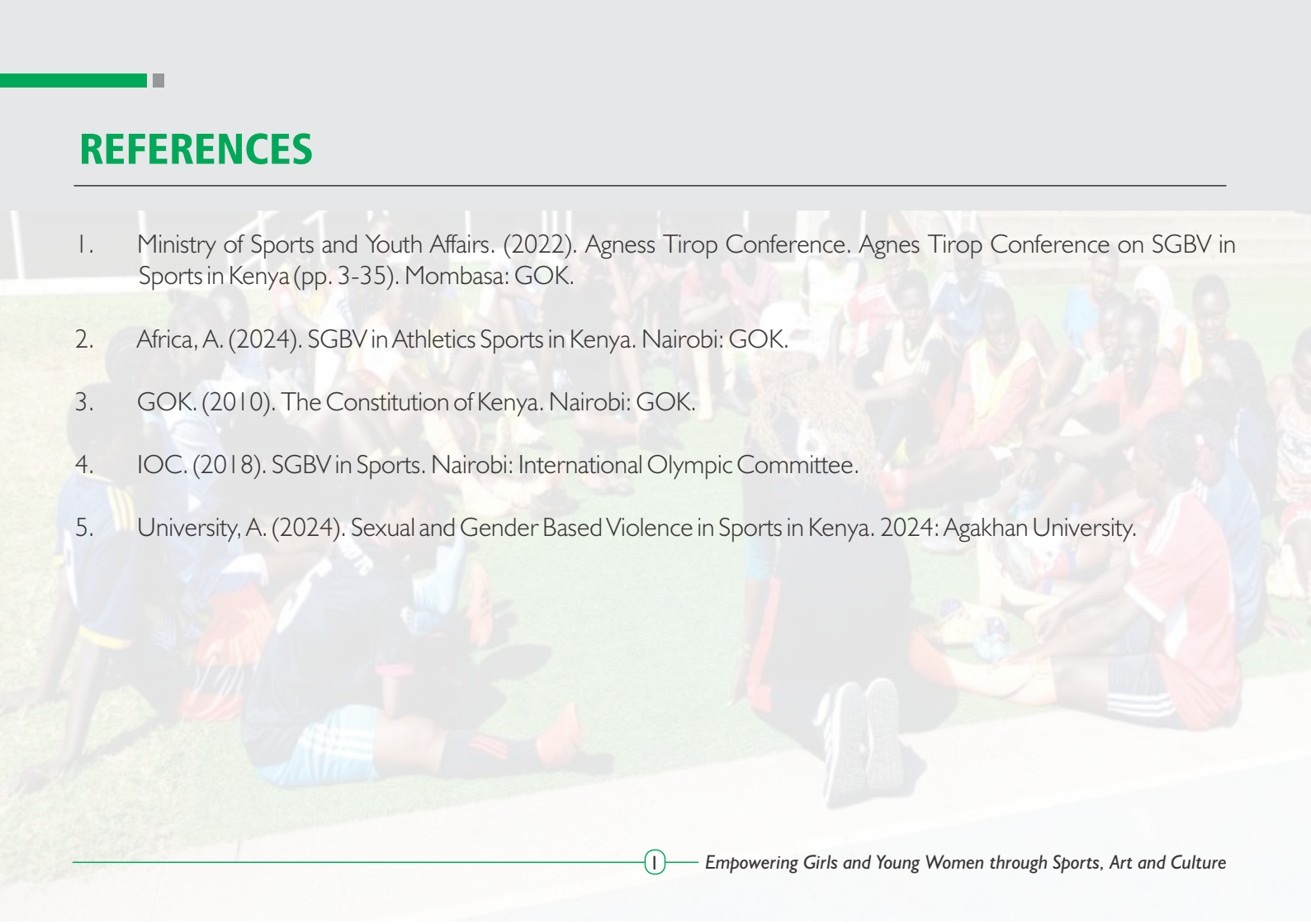
Continued Stakeholder Engagement: There is a need to strengthen partnerships and coordination among all stakeholders involved in implementing the resolutions. Foster stronger collaborations between national organizations, local groups, and stakeholders, ensuring clear roles and responsibilities at every level of implementation, actively engage athletes, parents, and caregivers in discussions about the resolutions and in the implementation process. Their involvement is crucial for

creating a more supportive and safer environment and adopt a community-based approach that recognizes the unique challenges faced by different regions and addresses those challenges in a localized manner.

Gender-Sensitive Approaches: To address the specific needs of female athletes, it is essential to adopt a gender-sensitive approach to the implementation of the resolutions. Ensure that policies and interventions are designed with the needs and realities of female athletes in mind, particularly those who are young or from marginalized communities, develop programs that empower female athletes by giving them a voice in decisions related to their safety and well-being in sports, and provide support systems for female athletes who experience gender-based violence, including counseling, legal assistance, and safe spaces.

Advocacy for Stronger Legal Frameworks: Advocacy for stronger legal protections and frameworks is necessary to ensure that abuse in sports is properly addressed. Advocate for the enactment of stronger laws that criminalize abuse in sports and provide clear consequences for those who perpetrate it, ensure that

athletes who experience abuse have access to legal recourse, including legal aid and assistance in navigating the judicial system, ensure that existing policies to protect athletes are enforced at every level, and that there is accountability for any failures in protecting vulnerable athletes.



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