

# Workshops

## OPEN MEETING

"Making Sport Attractive for All Women"

Dubrovnik (Croatia), September 24th, 2003

Workshop n°1 «Decision-making position»

### Participants:

Birgitta Kervinen, FINLAND Susi-  
Käthi Jost, SWITZERLAND Mona  
Meijer, SWEDEN Susanne Ljunglof,  
SWEDEN Marlis Rydzy-Goetz,  
GERMANY Ernst Wilzek,  
GERMANY Rosemarie  
Nikolakopoulou, GREECE Kalliopi  
Nedelkos, GREECE  
Nicole Dechavanne FRANCE

### Moderator:

Nada Knorre, CZECH REPUBLIC

### REPORT

We need to create a structure and construct action plan to increase females participation in decision making bodies.  
It means that the government have to support financially and politically each action in order to reach our goal.

We have to work on the networking or on the national or on the international level.

On the national level, we need to find a person working on the equality subjects and for that work to involve both genders.

We should pay attention to gender mainstreaming, we should permanently support the work made by women and sport committees.

The group participated on this Workshop consisted of 11 countries where the percentage of women in decision making bodies is between 3 - 27 % compare to male participation.

What do we need from EWS ?

- to create networking
- to organise conferences in order to exchange ideas and experiences
- to help with mentoring programs

examples What will help us ?

- to follow declarations and adopt it by as many national sport organisations as possible
- to push nation sport organisations to fulfil IOC recommendations to reach at least 20% of women in decision making positions.

## Workshop n°2 «Sport at the top - and then...?»

### Participants:

Erika Dienstl, GERMANY  
Kresimir Ivanis, CROATIA  
Romana Caput - Jogunica, CROATIA  
Dubravka Markovic, CROATIA  
Mirna-Rajle - Brodanac, CROATIA  
Lucienne Attard, MALTA  
Huw Jones, UNITED KINGDOM  
Chantal Amade-Escot, FRANCE

### Moderator:

Iva Gavez, CROATIA

### REPORT

When speaking about the problems that top female athletes face after their sports career, it is obvious that in many European countries they are very similar, if not the same. While training, the athletes' greatest concern is acquiring the financial resources for the living. After their career, they face the problem of education, often ignored during the career, and the unemployment, since they are then often in their thirties.

Although the attitude towards sport is highly professional, the benefits and the reward is often amateur.

It is well-known that male sport is better financed than female sport. A great difference is also obvious between small and big countries, who treat their top athletes differently, as well as between so called "small" and "big" sports.

Starting a family and maternity also plays a big role in deciding about what to do after the sports career.

Choosing the profession of coaching also interferes with the family everyday life, working evenings, weekends, travelling...

However, there are some countries who manage to help the athletes after their sports career. France has a system based on a national sports law, a certain national agreement between the Ministry and the business firms who finance an athlete and offer him/her a job after the career in sports. All the athletes have the same benefits guaranteed by law. Although there are still many obstacles, this is a good example of 'education and work' state policy.

In the UK, they faced the same challenge, and have decided not to deal with 'and what then...?' but to focus on 'What before..?' The program ACE (Athletes - Career - Education) offers the athletes medical examinations, counselling for the future, for the education plans, supports them, educates them. This policy of the State Council has a lot to do with the political benefit, the results of it can be shown very clearly, although the top athlete does not always mean also the top coach.

The solution is not simple and can not be reached very fast. It takes time and energy, invention and persistence. The Sports law does not always ensure the good practice.

The most practical and probable solution could be a specific, concrete, ready-to-use system offered to the Ministry of Sport or the Government, which would motivate them to accept it fast and start to use it. The results would be obvious and the benefits of the society would be enormous.

## Workshop n°3 «Personal development»

### Participants:

Manuela Hasse, PORTUGAL  
Liucija KALVATIENNE, LITHUANIA  
(...)

### Moderator:

Erika König-Zenz, AUSTRIA  
Barbara Aff, GERMANY

## REPORT

First we want to thanks all participants of our workshop for their fruitful discussion and Erika who led the workshop.

We were nine women from seven countries (Lithuania, Estonia, Portugal, Croatia, the Netherlands, Austria and Germany).

The participants came from all fields of sport (governmental and non-governmental organisations, education, and university). There were employees in sports and volunteers.

What we see after the first round is that there are many differences between the countries concerning personal development.

In some countries, mostly the Western ones, have regularly seminars on coaching and mentoring, instruction of female trainers, training for women to get in higher positions, is very common. But on the other hand in some countries there are no offers for personal development for women at all, especially in the volunteers section. In some countries there is nearly no women work in sports. All what happens is for high-level active sports. In Croatia, in the university section there are at least 1 or 2 seminars for women financed by their university when it concerns their profession but if they want to reach further development women have to finance it by themselves.

What should be developed to reach higher positions in sports ?

Following abilities were collected : experience, soft skills, competence, self confidence, self knowledge, and self presentation.

Issues women face to get in high level positions are their time-budget with job, family, the sport organisation culture, that is not women friendly, and the different female mind set in the way to fight for positions.

What do we wish for the future?

- a mentoring program for former athletes because they have an image society
- pilot projects **to coach athletes to get** to labour market after their career as it's done in Estonia (financed by the NOC) and soon in Austria but not only to labours career but also to take responsibilities in sports network.

A further important point is that women have to lobby for women. Women must coach other women and be mentor from their when in leading positions. And ... volunteer work for sports must be honoured not only with money but in other ways that at the moment. This is not only for women but also for men.

We had been a group with very different experiences coming from very different societies and different developments in sports.

But in common we can say there are still too few women in structures of sports.

The most important question is - given the knowledge of the situation of women - have to change the structure of the sports system so that it could be attractive for women.