



Gender-training for coaches

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Project of ASKÖ

in coop. with Volley16wien

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Recognizing inequalities - the starting point for change

Those responsible for the education, training and development of coaches and other sports personnel should ensure that education processes and experience address issues relating to gender equity and the needs of female athletes, equitably reflect women's role in sport and take account of women's leadership experiences, values and attitudes.'

(International Working Group on Women and Sport
1994)

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(1) Women and Sport in Austria

Sports Participation of children

Sport outside of school:

Regularly:

30 % girls 55 % boys

Never:

28 % girls 17 % boys

(Bässler, 1995)

(1) Women and Sport in Austria

Sport clubs – a male domaine?



(1) Women and Sport in Austria

Austrian Sport Clubs

BSO, 2000

Women

- 41% sport club members
- 33% honorary employees
- 25 % executive board
 - 1% president
 - .
- „Few“ certificated coaches

Hilscher et al (2005; online questionnaire)

Women

- 41 % sport club members
- 37 % honorary employees
- 29 % executive board
 - 13% president (17% vice)
 - 54% secretary (36% vice)
 - 41% treasurer (28 % vice)
- 23 % certificated coaches

(1) Women and Sport in Austria



(1) Women and Sport in Austria

Certificated Coaches

- International
 - Finland: 13% coaches, 26% clubs & associations
 - Canada: 20% natl. coaches (2004)
- Certificated coaches (n = 18.805)
 - 1992
 - 73,3% Men
 - 26,7% Women
 - 1997
 - 71,3% Men
 - 28,7% Women
 - 2001
 - 73,6% Men
 - 26,4% Women

Gender Mainstreaming

- 2002:
‘Gender Mainstreaming’ in all levels of sports
- Principles
 - Integration of an gender-sensitive perspective
 - Men and women
 - Gender equality
 - Responsibility for all
 - Analyse of gender-specific effects
 - Aims of gender equality

Strategies of GM

- Percipiencie of different situations, problems and needs
- Analysis of reasons and effects
- Strategic change of structures which cause inequality
 - programmes for equal opportunities of women
 - Change of structures for men and women

Paris Call for Action (2004)

Developing Education through and in sport

- to ensure *equal opportunities in sport education* for girls and boys
- to sustain and provide *gender sensitive training programmes* in management, coaching, refereeing and media in order to empower women to work in the different roles needed in sport

Gender training as an instrument of Gender Mainstreaming

- Expertise / Gender training
 - Awareness of gender topics in sport
 - Expertise as basis for action
- Visioning
 - Reflexivity of doing gender
 - Creativity

(Hartmann-Tews, 2004)

Module – Gender training for coaches



- Integration in education and advanced training for (certificated) coaches
- Anchoring of gender-perspectives into the curriculum
 - *in all subjects*
(Pedagogics, Physiology, Training, Practice, ...)
 - Gender training as an *own subject*
(Specific course module)

(Diketmüller, 2004)

Aims of gender trainings

- Sensitisation for gender relationships and gender balance
- Awareness of (own) gender specific patterns of thoughts and actions
- Possibilities and limitations of gender-sensitive approaches
- Recognizing inequalities as a basis for action
- Enlargement of individual strategies
- Promoting change of gender roles and stereotypes

Topics and approaches

- Sensitisation for the topic of gender
 - Stereotypes and images of femininity and masculinity (in sport)
 - Relevance of gender in the own biography / career
- Knowledge
 - Sex and gender
 - Gender and sport
 - Gender aspects of training and coaching
 - Gender mainstreaming
- Enhancement of the capacity to act
 - Gender-sensitive coaching and training
 - Analysis of systemic aspects of coaching

Train the coaches in volleyball

(Pilot project, ASKÖ - EWS, 2004-2006)

- Basis analysis
- Gender-training for volleyball coaches (advanced training – 1 day)
- Regular meetings
- Evaluation of outcomes and the programme
- Development of strategies for the integration of gender issues into the curriculum for education training
- Programme extending to other sports & educational courses



Outcomes (1)

- 1. Phase – Process of sensitisation
 - Rethinking the results of the basis analysis
 - Agreement to gender issues
 - Recognition of gender gaps
 - Communication within the team
- 2. Phase - First actions
 - Rethinking the club's goals and aims in the work with female athletes
 - Elaboration of an 'own' *Code of ethics*
 - Invitation of experts

Outcomes (2)

- Adaptation of the Module
- Offer for a Gender-Input (3 units)
Basic course for coaches education
 - Data & Facts (under-/representation)
 - Concepts & Theories
 - Individual experiences & approaches for change

Discussion



- Gender mainstreaming and gender training - a claim of women in sport?
- Strategies of implementation of gender issues into education and training

Gender Training – the chance for challenge

... are gender sensitive coaches,
as role models



Gender Training for Coaches

**Thank you very much
for your attention!**

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Further informations:
CD of the ASKÖ – ask at the information desk

Instructors Licence

Sportart	Female abs (%)	Male abs.
Tennis	6 (25%)	20
Squash	0 (0%)	8
Volleyball	10 (42%)	14
Diving	6 (14%)	37
Karate	1 (5%)	20
Kickboxing	4 (14%)	24
Wrestling	1 (10%)	9
Adapted Physical Activity	22 (56%)	17
Rhythmic Gymnastics	12 (100%)	0
„Excercises“	0 (0%)	63
Vaulting	18 (72%)	7
Weight Lifting	0 (0%)	13