



Women access to decision making positions in the Olympic Movement and the International Paralympic Committee



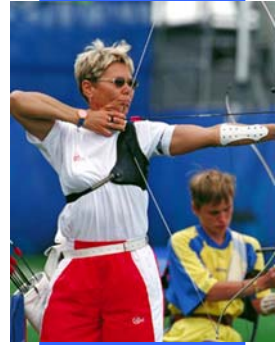
International Paralympic Committee

Béatrice HESS

IPC and IOC

Women and Sport Commissions Member

- Paralympic Swimmer, 7 world records in Sydney (earned 7 gold medals), in total, earned 18 gold, 2 silver and 1 bronze in Paralympic competition
- serves as the IPC liaison to the IOC Women and Sport Commission and is a member of the IPC Commission for Women in Sport



Women, Leadership, the Olympic and Paralympic Movements



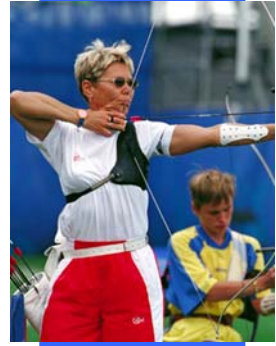
- *1st part* : Data collected to evaluate the presence of women at all levels of decision-making inside the executive committees of NOCs in Europe
- *2nd part* : Policies and the challenges of the International Paralympic Committee regarding “Women and Sport”



First Part (some results of the IOC survey)

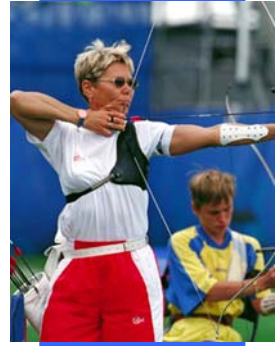
Women, Leadership and the Olympic Movement

- Project done by a team including Anita WHITE & Katia MASCAGNI undertaken by the Institute of Sport & Leisure Policy (University of Loughborough) for the IOC
- Why this project ?
 - the **IOC targets of 10% !!**
 - the main goal is to **reach 20%** minimum representation of women in decision - making positions **by 2005 !!**



IOC policy in relation to women's leadership in the Olympic Movement

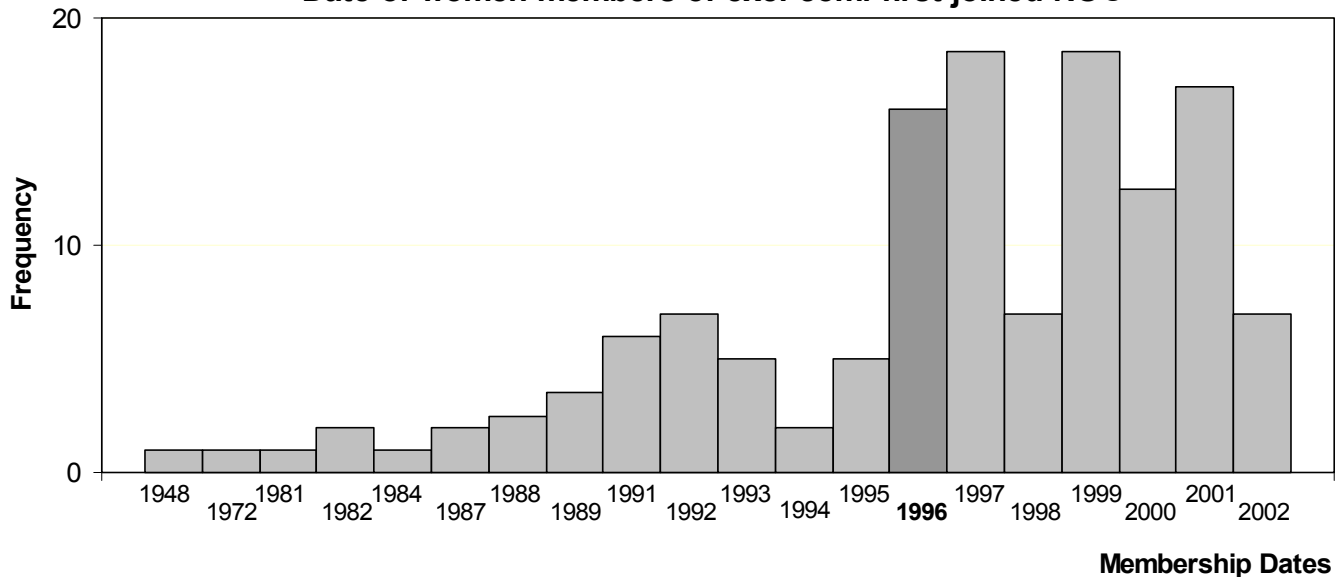
- The project was to provide information and evaluate progress on the implementation of the IOC policy in relation to women's leadership in the Olympic Movement
- Three main goals directed this project :
 - an evaluation of the process of recruitment of women to decision-making structures
 - the impact on the activities of the organisations
 - the nature of training and support required by both women members



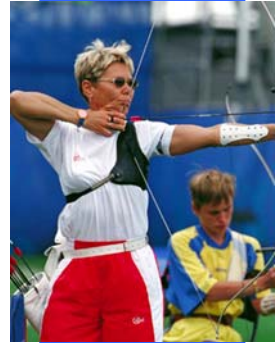
- Answers in Europe :

- 27 countries out of the 57, concerning women members of NOC exe. com.
- 34 countries on the question of the women position inside secretary general of NOCs

Date of women members of exe. com. first joined NOC



71% of women had been appointed since 1996 when the targets were announced

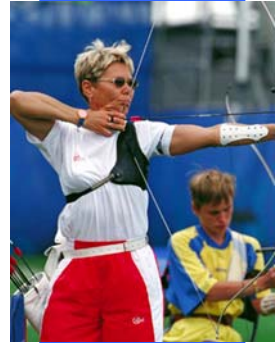


National & continental affiliations of respondents

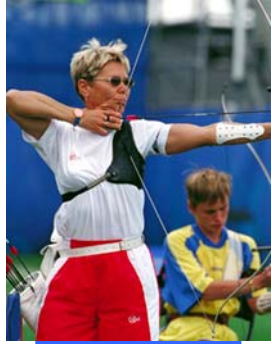
- Europe contributed at 39.2% of the answers

Characteristics of the women recruited :

- Very well educated:
 - 78% had degrees and/or teaching qualifications
 - 29.5% had postgraduate degrees
 - 8% obtained a PhD
- The mean age of respondents is 49.4 yrs-old
- 63% of these women indicated they had a job
- The most significant form of leadership experience
 - working with national federations



- 81.8% of respondents had been competitive sports women and 65 of them had participated at international level.



- Marital status :
 - 70.6% married or live with someone (4.2%)
 - 11.2% of them are singles

Method of joining NOC executive committee

- 62.2% by the election system
- 35.7% by invitation or nomination



The role & functioning of the women's committees

- Although only 59.4% of the total answers reported that their NOC had a women's commission, 49% served on the women's commission or committee of their NOC



- **Interest of targets**

- success in raising awareness of gender inequalities
- merit of providing a simple, understandable, measurable and transparent policy goal

- **Limit of targets**

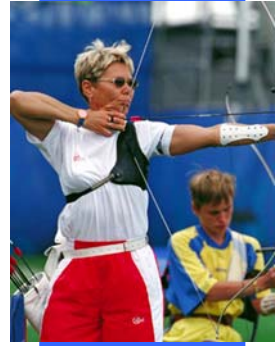
- by focusing solely on NOCs and International Federation, elements of the system are ignored

⇒ **To conclude this 1st part:**

The IOC gender policy is highly concerned by women's involvement in decision-making structures and reaffirms :

"the targets established in 1996 for the IOC, ISFs and NOCs to have at least 20% women on their executive boards and legislative bodies by 2005 and consider the period beyond"

(final resolution of the IOC World Conference on Women and Sport adopted last March in Marrakech)



Second Part (policies and challenge for IPC)

Women, Leadership and the Olympic Movement



Paralympic Games Scope

- Summer Games:

- 4,000 Athletes
- 150 Delegations
- 20 Sports
- Spectators 1.2 mio

- Winter Games:

- 800 Athletes
- 40 Delegations
- 4 Sports
- Spectators 215,000

IPC Commitment to Gender Equity

- Policies established to address under-representation of women on the field of play and in the boardroom
- Creation of IPC Commission for Women in Sport

Commission's key objectives

- Increase the number of women competing & countries bringing women to the Paralympic Games
- Increase the number of women coaching, officiating and administrating sports
- Increase sport's opportunities for girls and women with disabilities at local, national & international levels
- Increase representation by women in all IPC decision-making structures

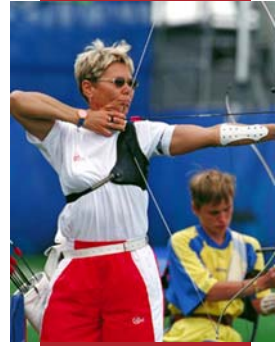


Status of Women in Paralympic Sport

- Women Leaders:
 - IPC Athletes Committee – 1st woman Chair currently serving, 44% of members are women
 - IPC Sports Council Management Committee – 1st woman Chair currently serving, 40% of members are women
 - IPC Sports Chairs – Woman make up 30% of current sports Chairs
 - IPC Commissions – Woman hold 70% of Commission appointments

- Women athletes:
 - Women represent approximately 25% of Paralympic athletes compared with 36% in the Olympic Games

⇒ The main challenge is to increase female participation in the Games !

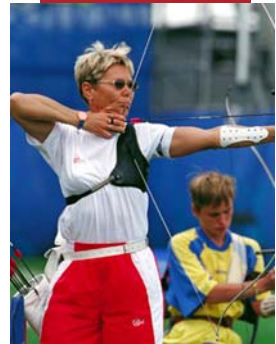


Key Initiatives

- To establish women in Paralympic sport liaisons network
- To conduct leadership training
- To develop tool kit on sports participation for girls and women with disabilities
- To promote research to understand the benefits and barriers to participation in sport for girls & women with disabilities
- To connect with the broader women & sport movement

Recent sport accomplishments

- Approval of a policy to increase representation of women in all IPC decision-making structures
- Recruitment of qualified women to IPC staff & committee positions
- New sports for women in Athens 2004 (Sitting Volleyball and Judo)



Closing Remarks

- While equal rights and equality of opportunity for girls and women have begun to take hold, many girls and women with disabilities remain disenfranchised
- Employment, education and income rates for women with disabilities are among the lowest of any disenfranchised group
- The combination of disability and gender presents significant barriers to independence and self-determination for women
- Sport can be an effective tool in breaking down barriers to full participation in society for girls and women with disabilities
- It is going to take all of us working together to bring down the barriers of exclusion and to promote the talents and abilities that girls and women with disabilities have to offer the world

