



Sport on the Edge – the Importance of Gender Equality

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Sport on the edge ? Pressure for performance?

- Negative outcomes



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- Positive outcomes



High performance athletes deserve:

- The best leaders
- The best coaches
- A safe environment
- A culture free from harassment and abuse



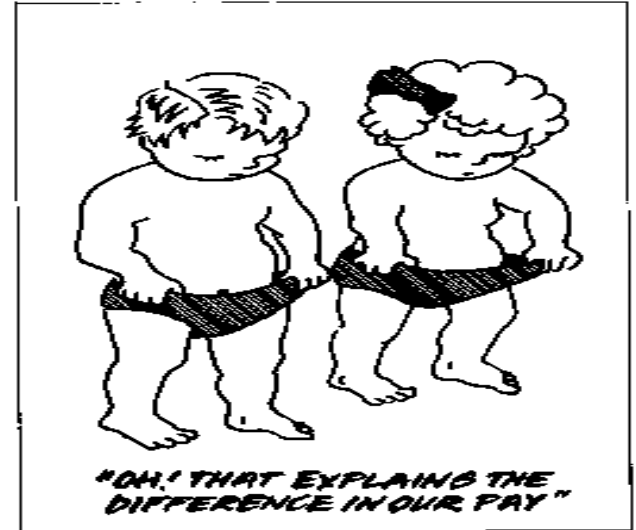
Athletes should learn about and understand their own rights



- Equal rights
- Fairness
- Respect

Sex and Gender (Connell 2009, Lorber 1994)

- Gender concerns the psychological, social and cultural differences between males and females.
- Gender refers to cultural meanings and connections associated with one's biological sex.
- Being a man or a woman is not a fixed state. It is becoming-- a condition actively under construction
- Gender is linked to socially constructed notions of masculinity and femininity
- Psychological research suggests that the great majority of us combine masculine and feminine characteristics, in varying blends, rather than being all masculine or all feminine



Gender Equality (Council of Europe 2018)

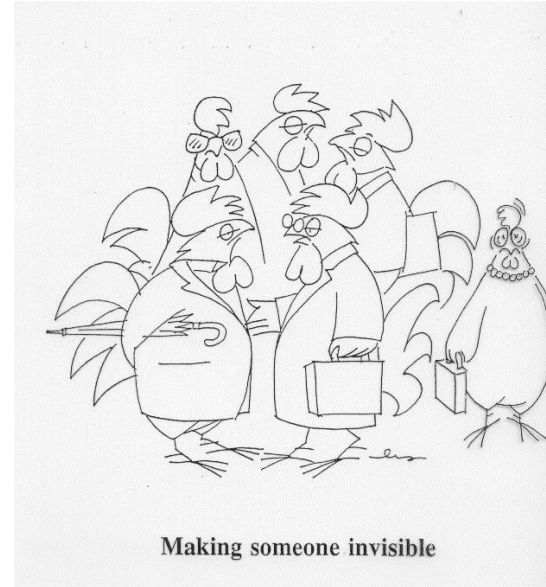
*"Gender equality means an equal visibility, empowerment, and participation of both sexes in all spheres of public and private life (including **sport**).*

Gender equality is the opposite of gender inequality, not of gender difference, and aims to promote the full participation of women and men in society.

*It means accepting and valuing equally the differences between women and men and the diverse roles they play in society (**sport**). Gender equality means discussing how it is possible to go further, to change the structures in society (**sport**) which contribute to maintaining the unequal power relationships between women and men, and to reach a better balance in the various female and male values and priorities"*

Recognizing inequalities

- Women do not have the same access to decision-making roles in sport
- Women do not have equal opportunities when it comes to jobs in coaching and administration
- Few maternity services for elite female athletes



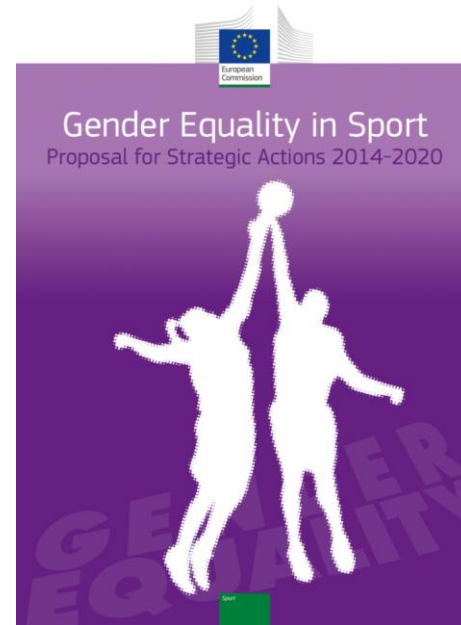
Other examples of inequality for women in sport



- Homophobia
- Media representation
- Access to sport facilities
- Reintegrating into the labor market after finishing one's athletic career
- Prize money and salaries i sport
- Sponsors and funding (female teams are dissolved)
- Experience of sexual harasssment and abuse

The focus of the proposal for strategic actions 2014-2020 (EC 2014)

- Gender balance and equality in decision making
- Gender equality in coaching
- Fight against gender based violence
- Fight against negative gender stereotypes in sport and the role of the media



IOC Gender Equality Review Project (IOC 2018) (25 recommendations)

- Governance
- Sport
- Funding
- Portrayal
- Human Resources



Three important areas with increasing international attention

- Lack of women in decision-making
- Lack of female coaches
- Safeguarding athletes



Figure 1 Proportion of women among all decision-making positions in national sport federations in the EU-28, 2015 (Eige 2017)



Source: Data were collected from the 10 popular national sport federations in all 28 Member States (280 in total), between May and June 2015.

Note: The following positions are included: president/chairperson, vice-president/vice-chairperson, general director/general secretary and other board members. To avoid double counting, each person is counted only once, even if (s)he occupies several positions.

More women in the elite level
entourage



Fewer elite level athletes on the edge

Recommendations

Research and Education

Women in Sport in the Czech Republic

(Fasting & Knorre 2005)



- 1. *Jaké jsou hlavní překážky pro to, aby se ženy věnovaly sportu?*
- 2. *Jaké jsou zkušenosti sportovkyň a studentek sportovních oborů s trenéry a trenérkami?*
- 3. *Jak velkému sexuálnímu obtěžování sportovkyně čelí?*
- 4. *Jaké jsou hlavní překážky pro působení sportovkyň ve funkci trenérky, rozhodčí a sportovní funkcionářky?*

Recommendations: Research and Education are essential for preventing athletes from falling over the edge

- **The importance of Research**

- What is the gender distribution of national team coaches in Czech?
- What can you do to increase the number of women in decision – making and coaching?
- What about safeguarding, are your guidelines known and practiced down in the organization?

- **The importance of education**

- Knowledge about gender, gender equality and safeguarding of athletes, should be mandatory in all coach education
- The importance of educating women and men in decision-making positions and the athletes themselves



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