

2024 Gender Equality & Sport+ Conference



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Gender inclusion in sport organisations: What do we know & what can we learn?

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1. GENDER REPRESENTATION IN SPORT LEADERSHIP AND GOVERNANCE



Some national contexts are seeing increases in the representation of women in sport leadership and governance positions.

WOMEN'S REPRESENTATION ACROSS NATIONAL SPORT BOARDS



1985: 15%
1990: 22% 
2000: 29% 
2008: 37% 
2016: 41% 
2020: 44% 



2012: 22%
2013: 23% 
2014: 27% 
2015: 30% 
2016: 30% 
2019: 40% 



Some national contexts are seeing increases in the representation of women in sport leadership and governance positions.



Other national contexts still have low representation of women in sport leadership and governance positions.

WOMEN'S REPRESENTATION ACROSS NATIONAL SPORT BOARDS (2021)



8%



12%



15%



17%



Some national contexts are seeing increases in the representation of women on sport boards.

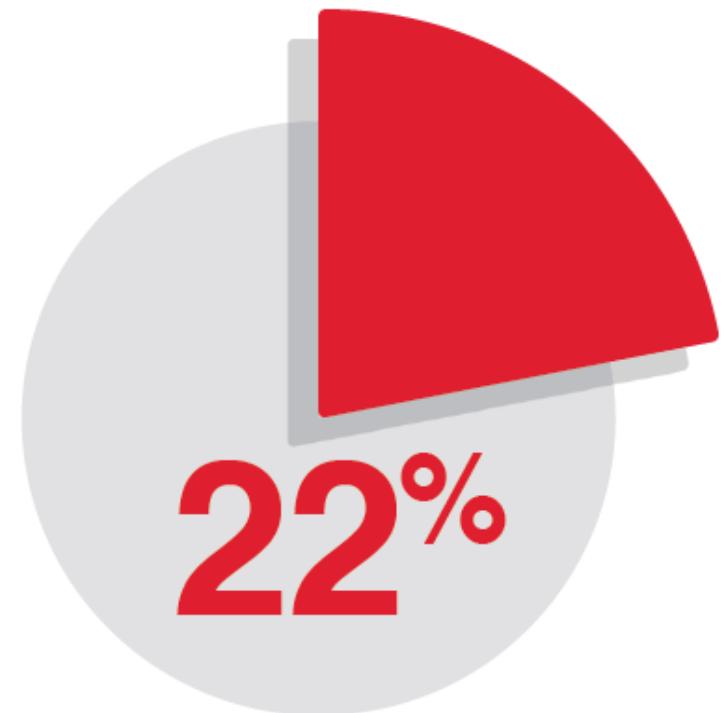
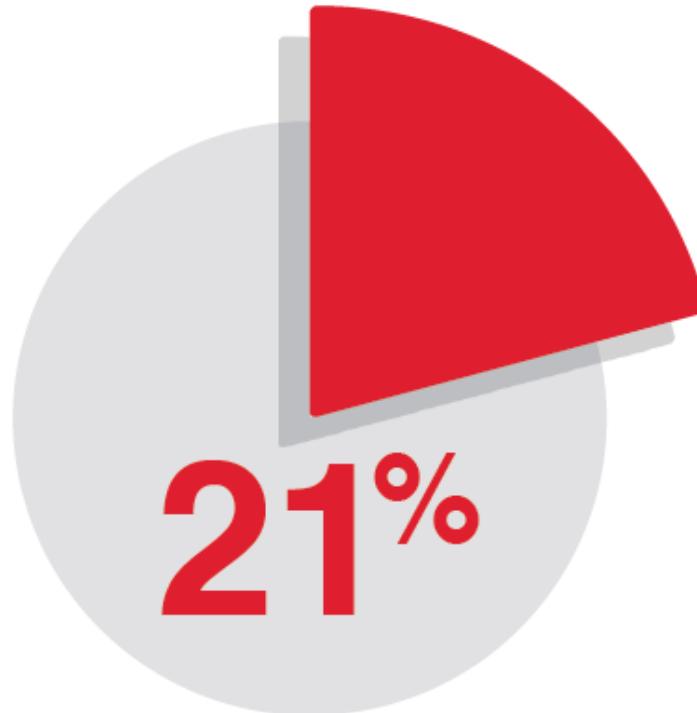
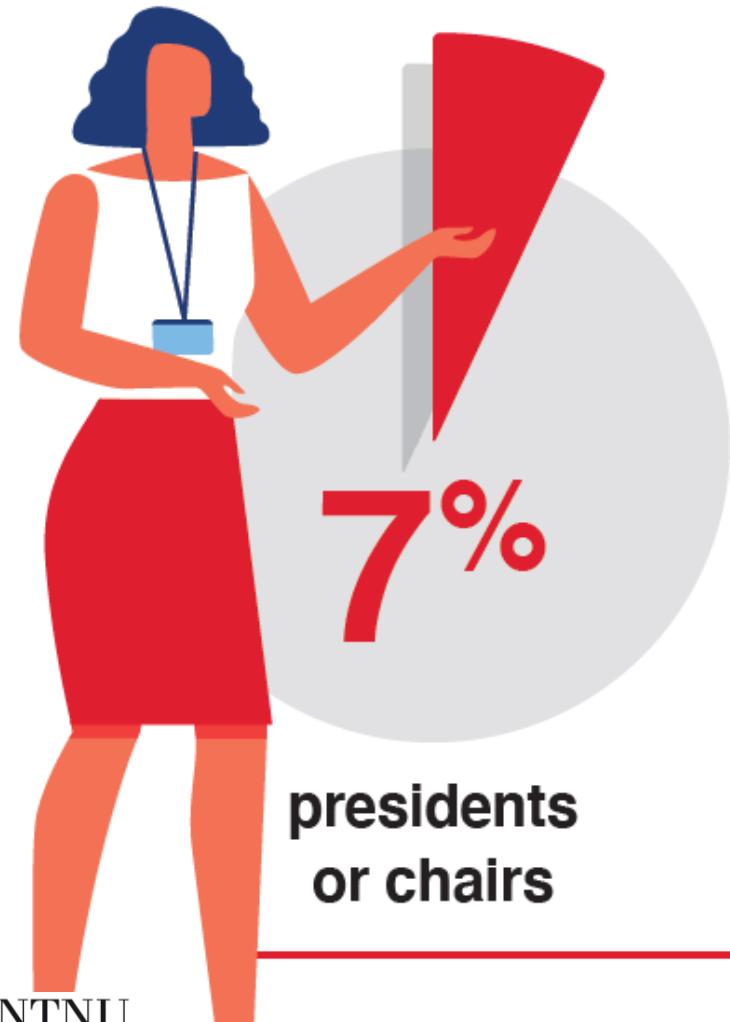


Other national contexts still have low representation of women on boards.



Women are underrepresented across international sport leadership and governance positions, but this is improving.

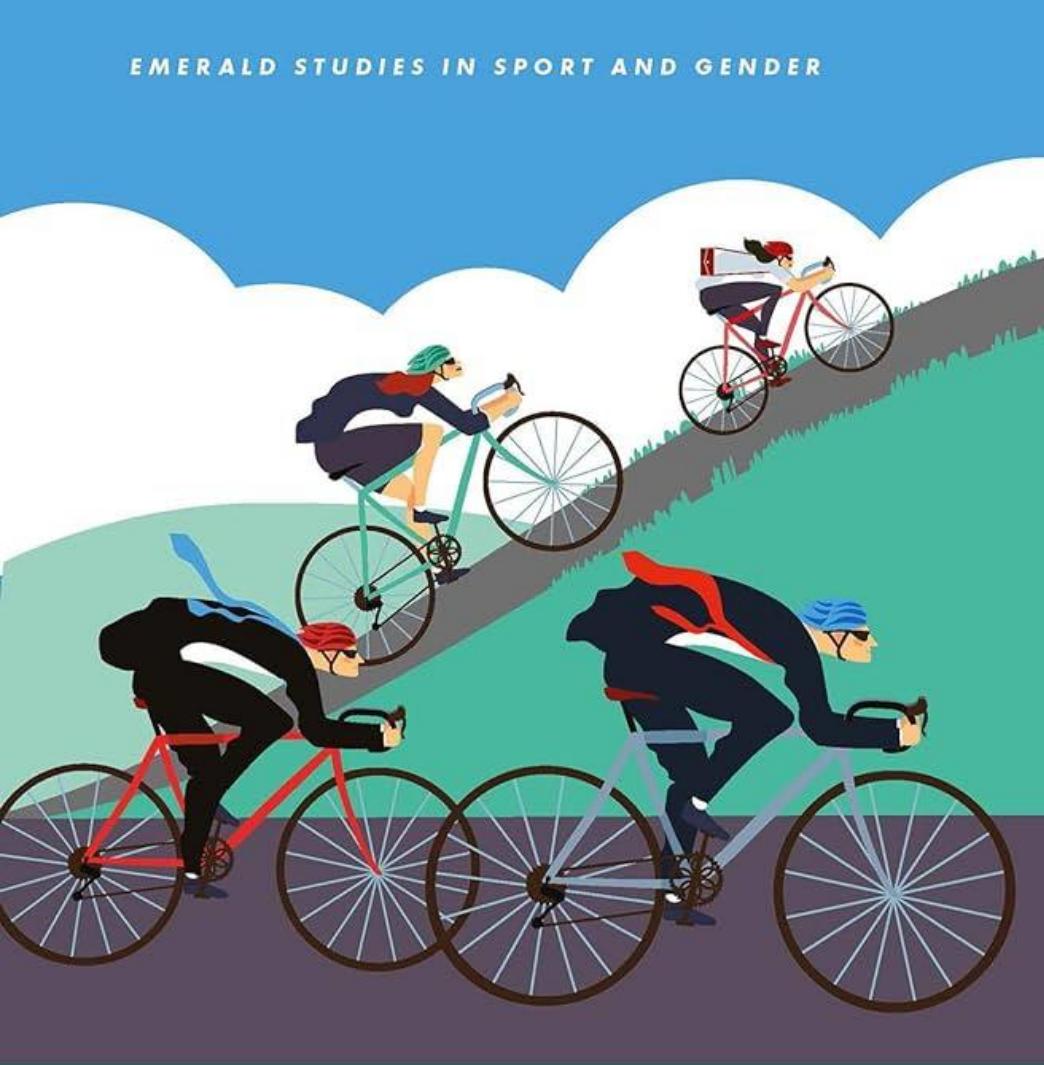
THE REPRESENTATION OF WOMEN IN LEADERSHIP POSITIONS WITHIN OLYMPIC AND PARALYMPIC INTERNATIONAL SPORTS ORGANISATIONS REMAINS LOW.



2. GENDER INCLUSION IN SPORT LEADERSHIP AND GOVERNANCE

Increasingly more women have a seat at the table, but does this equate to a voice to make change?





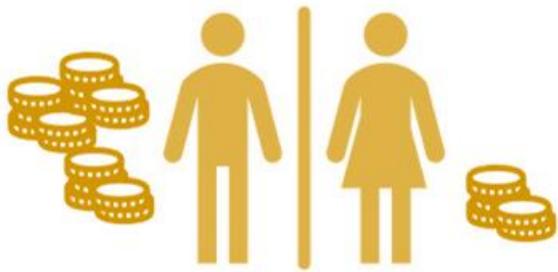
GENDER EQUITY IN UK SPORT LEADERSHIP AND GOVERNANCE

EDITED BY PHILIPPA VELIJA AND LUCY PIGGOTT

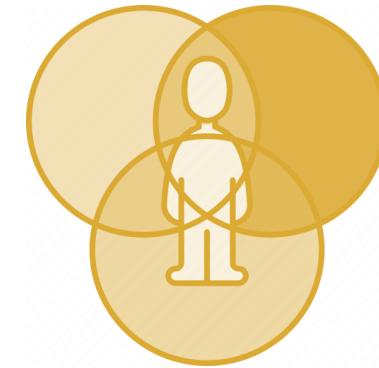
The UK context



Multi-level challenges (Velija & Piggott, 2022)



Gender pay gap (Velija, 2022)



Intersectional challenges (Simpkins et al., 2022)

3. GENDER STRATEGIES & MEASURES

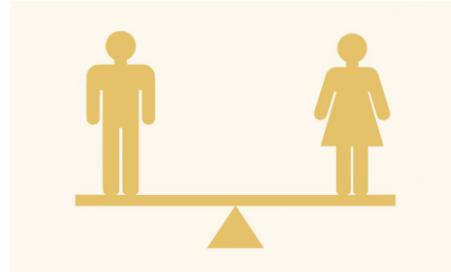
Strategies and measures being implemented by international sport organisations



Gender representation targets
(28% of organisations)



Reference to gender and governance in official documents
(48% of organisations)



Gender quotas
(70% of organisations)



Gender or EDI groups
(63% of organisations)



Recruitment/election rules
(40% of organisations)



Women's leadership development programmes
(38% of organisations)

(Matthews & Piggott, 2021)

Limitations of strategies and measures



Targets without timeframes attached



Lack of compliance measures for quotas



Non-specific references to gender equity and governance



Group type influences impact
(Matthews & Piggott, 2021)

4. NEXT STEPS



SMART measures and strategies



Multi-level strategies



Addressing culture



Collaboration between
researchers and
practitioners

Thank you!

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