



**REPORT ON  
WOMEN'S DEVELOPMENT SURVEY OF  
INTERNATIONAL OLYMPIC SPORT FEDERATIONS AND  
FISA MEMBER NATIONAL ROWING  
FEDERATIONS**

**Lausanne, Switzerland**

**February 2014**



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## **List of Abbreviations**

AIBA	International Boxing Association
BWF	Badminton World Federation
FEI	Fédération Equestre Internationale
FIBA	International Basketball Federation
FIE	Fédération Internationale d'Escrime
FIFA	Fédération Internationale de Football Association
FIG	International Gymnastics Federation
FIH	International Hockey Federation
FILA	International Federation of associated Wrestling Styles
FINA	Fédération Internationale de Natation
FISA	International Rowing Federation
FIVB	International Volleyball Federation
IAAF	International Association of Athletics Federation
ICF	International Canoe Federation
IF	International Sport Federation
IHF	International Handball Federation
IJF	International Judo Federation
IOC	International Olympic Committee
ISAF	International Sailing Federation
ISSF	International Shooting Sport Federation
ITF	International Tennis Federation
ITTF	International Table Tennis Federation
ITU	International Triathlon Union
IWF	International Weightlifting Federation
NF	National Federation
UCI	International Cycling Union
UIPM	Union Internationale de Pentathlon Moderne
U23	Under 23 years old
WA	World Archery Federation
WTF	World Taekwondo Federation

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## 1 Executive Summary

The purpose of this report is to evaluate the current situation of women in international sport and women's rowing worldwide by gathering and analysing statistical information on female participation. In addition, research on women's development programmes was carried out in which different forms of development/coaching strategies within rowing around the world were compared.

Two surveys were conducted in order to understand the current situation and experts were interviewed to understand best practices in this area with the aim of setting the grounds for the development of a strategic plan. The interviewees were chosen for their expertise on rowing and women's development projects or due to their specific technical or management skills.

The statistical data show that 40% of rowers worldwide are female, 17% of board members of National Federations are female, 26% of rowing coaches are female, 23% of International umpires are female and 29% of National umpires are female. The female participation in FISA events has slowly progressed in all age categories and the percentage of National Federations organising men's and women's events is similar. Still there remain differences between the continents regarding all roles.

Thereafter FISA is encouraged to focus its attention on its current position and on the SWOT analysis presented so as to clearly define a strategic plan for women's development with specific objectives and action plans for each objective, thus guiding the National Federations to promote the participation of women athletes, coaches, umpires and managers and to share best practice examples to benefit all FISA members.

## 2 Introduction

### 2.1 Project Background

FISA, the International Rowing Federation, is empowered by its 142 member National Rowing Federations, the National Olympic Committees and the International Olympic Committee to govern the sport of rowing.

The goals and objectives of FISA are to:

Develop, Promote, Present, and Govern

the sport of rowing. To encourage the development of the sport of rowing and strengthen the bonds that unite those who practice it, the mission of FISA is to make rowing a universally practised and globally relevant sport, and to spread the sport in all its forms. All members of FISA benefit when all components of FISA are strong.

In 2012, the FISA Council agreed that FISA should take steps towards increasing the numbers of women in rowing and to ultimately reach equality in numbers of participants and number of events at World Championships and Olympics. This paper was summarized at the 2012 Congress in Plovdiv.

Within FISA's overall principles, it identified the need to review the status of women in rowing. As a result of the review a report was presented to the 2013 Extraordinary Congress on February 2013, where the delegates asked the FISA Council to proceed in the development of a Women's Rowing Development Strategy. Thereafter the FISA Council committed to carry out a comprehensive review of women's rowing leading to a Women's Rowing Development Strategy.

## **2.2 Project Objectives**

Accordingly, the Women's Rowing Development Strategy is being created to address how to **increase the number of women rowers and raise the standard of women's crews around the world as well as the overall presence of women in all aspects of the sport of rowing.**

The review has the following objectives:

- a. Research involving other International Sport Federations
  - Design and conduct a survey of key summer Olympic international federations and any other relevant sport bodies on the status of women within their sports as well as within their federation as officials and administrators;
  - From research with International Federations, compile overall data on men's and women's participation in their sports' events (including its progress or decline) and compare it to other Olympic sports;
  - Identify examples of best practices from international federations in the area of women in sport and men in sport.
- b. Research involving Member National Rowing Federations
  - Create a database drawn from each of the member national rowing federations of persons responsible for women's rowing or an appropriate contact person;
  - Design and conduct a survey of the national federations on status of women within their national federation as athletes, coaches, umpires, elected officials and professional administrators;
  - Compile and present membership statistics for men and women in member federations;
  - Compile and present FISA events statistics including levels of male / female participation within teams and overall;
  - Identify key areas of success and weaknesses, barriers and solutions in each member federation.
- c. Research within FISA
  - Review all structures and operations within FISA including governance (events, Congress participation, conferences, programmes).
- d. Final Result
  - Identify currently used and possible future strategies for developing women's rowing at all levels, specifically the junior, Under 23 and senior sectors (for example, through club, school, university, scholarship, and age group programmes);
  - Identify current barriers to women in all aspects of rowing including its administration and identify strategies to address each barrier;
  - Identify areas of strength and weakness, threats and opportunities for improving women's rowing within the Olympic and global sport movement;
  - Develop a prioritised list of projects for women's rowing based on the above steps.

## **2.3 Project Limitations**

There is a wide range of stakeholders involved in the conduct of such a review, nevertheless thanks to the support of the National Rowing Federations, the International Federations, the FISA Council, Commissions and staff it was possible to deliver the following statistics and consultation results, which will serve as the starting point for this strategy.

## **2.4 Methodology for developing the plan**

FISA advocates that at the core of planning for rowing should be a robust and up-to-date assessment of the needs for the sport. The results of the assessment should be developed into a clear strategy for meeting the identified needs and integrated into appropriate planning, enabling the right projects to be applied at the right time and place.

To complete the review FISA used the following methodology:

- a. Diagnosis,
- b. Analysis
- c. Establish Objectives
- d. Make Choices
- e. Create Action Plans
- f. Implementation
- g. Evaluation
- h. Measurement

In October 2013 FISA conducted an in-depth analysis on the 2013 Olympic Programme Commission Report that had been published and distributed to the International Federations, in order to gather comparative data on the 28 summer Olympic International federations.

Also in October 2013 FISA conducted a survey with the summer Olympic International Federations in order to gather and analyse comparative data, namely the number of registered male and female athletes, coaches, umpires, professional staff and number of men's and women's participation in international events, as well as to identify examples of best practices in the area of women and men in sport. As a result data from 15 International Federations was analysed.

In September 2013, a questionnaire was sent in electronic format to the most active 100 of the 142 member National Rowing Federations. From September to November 2013 FISA conducted an in-depth analysis on the National Federation's survey results (with 80 NFs responding which equals an 80% success rate) in order to gather comparative data about the rowing participation at a national level.

Starting in November 2013 FISA conducted qualitative consultation through interviews with the members of the Competitive Commission and the Development Director during the 2013 World Rowing Coaches Conference, in Tallinn, Estonia. After Tallinn two more meetings took place with Gilles Purier (Deputy National Technical Director, French Rowing Federation) and Josy Verdonkschot (Women's Head Coach, Netherlands Rowing Federation).

## **3 Summary of FISA current position**

### **3.1 Men and Women on the Olympic Programme (Events and quotas)**

The Olympic Charter states that it is the IOC role to encourage and support the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women. In London 2012 among 310 events, 170 were men's events and 140 were women's events (45%). FISA currently stages eight events for men and six events for women (43%) at the Olympic Games. Rowing ranks 7th on the women's events "ranking" and 9th in the men's events "ranking" among similar sports.

Regarding quotas among the 10,568 athletes that participated in the London 2012 Games, 4,676 were women (40%). The percentage of women participating in the Games has come a long way since 1900 when it was only two percent. Women's participation has had a sustainable increase, especially since the IOC decision in 1991, to only accept new sports that organise events both for men and women.

Considering the athlete quotas for London 2012, FISA ranks third on the overall ranking as well as regarding male participation and fifth on women's participation, with a global participation of 550 athletes (353 men and 197 women). However, FISA's leading position is not confirmed when we compare the percentage of women athletes participating in the Olympic Games per sport. FISA had 36% women athletes in the Olympic Events, which positions FISA near the bottom (ranking 22nd) among the 25 IFs that responded (please note that FILA did not provide statistics).

### **3.2 Athlete Participation**

#### ***FISA position among other International Federations***

Fifteen out of the twenty-eight summer Olympic IF's answered the questionnaire. Ten IFs provided sport participation data and four of them presented estimated values. As most of the IFs show different types of information we emphasise the existence of five different groups:

- The IFs that provide the world statistics participation (e.g. FISA and FEI);
- The IFs that do not provide the world athlete statistics but still present estimated values (e.g. FIFA and ITTF);
- The IFs that do not specify the world athlete statistics but still present the numbers of the athletes participating in International events like World Championships, Olympic Games and World Games (e.g. FIE, FIG, and maybe FILA);
- The IFs that do not present statistics at all (e.g. FIBA, FIH, IHF, ISAF, WA);
- The IFs that present the world level athlete statistics (men and women) and an estimated value for the worldwide global participation (e.g. UIPM).

To be able to position FISA's women's participation among the summer Olympic sports the study does not use the totals, instead the percentage of women participating in the different sports was used to allow for a global view on the percentage of women's participation in the summer Olympic Sports. There might be some changes if the total worldwide participation is clearly identified by each IF.

Overall the study identified that 13% of global athletes are women. This value is highly influenced by FIFA's low women's participation rate (10%), as Football presents a huge absolute participation in comparison to the other IFs (30 million female players among 300 million total players worldwide). FIG (67%) and FEI (57%) are the only two IFs that present more women than men athletes, followed by the IAAF (46%), FIE (41%) and FISA (40%, in the fifth position among 10 IFs).

#### ***Member Associations – Women Rowers – analysis by Continent and Country***

Of the women rowers worldwide, 50 percent come from four countries (Germany, USA, Great Britain and Holland).

As a result of the rowing participation analysis among continents we can state that North America (53%) and Oceania (46%) are above the 40% average around the world. Europe (37%), Africa (32%), Asia (31%) and Central/Latin America (24%) are below the average. Oceania, Australia and New Zealand present similar statistics, around 46% of all rowers are female. In North America, both Canada and the USA have more women rowers than men.

In Latin and Central America the best-positioned countries on female participation are Mexico (34%), Peru (33%) and Cuba (33%). Uruguay (23%), Brazil (19%), Argentina (19%) and Chile (17%) show lower female participation rates, below the 24% global continental average.

In Europe, Ireland is the only country with a 50/50 balance regarding gender participation. Nevertheless, Holland (48%), Romania (47%), Ukraine (47%), Denmark (46%), Norway (43%), Great Britain (42%), Sweden (40%) and Belgium are the second best positioned group.

Belarus, Portugal, Lithuania, Croatia, Slovenia, Moldova, Monaco and Austria all have women's participation rates below 20 percent.

Africa has an average female participation rate of 32%. Zimbabwe (despite its residual participation), Tunisia, Ivory Coast, Senegal, South Africa and Namibia are the African NFs with the best female participation rates. Still there are four NFs below the 20% (Angola, Nigeria, Algeria, and Morocco).

### **3.3 Coaches participation**

#### ***Coaches gender breakdown per IF***

Ten IFs provided the coaches participation statistics with the following specificities:

- FIFA presented estimated data;
- FIH and UIPM provided statistics for qualified coaches at a high level;
- ITTF provided an estimated gender breakdown;
- The IAAF provided the total number of coaches without the gender breakdown;
- FIG, FIE, ISAF, WA and the IHF do not have a coaching registration system or do not present data.

Based on the totals (more than 4 million coaches) we have identified 9% of all coaches are female within those nine IFs that have provided the gender breakdown.

By deciphering the statistics we can state that FISA finds itself 2<sup>nd</sup> among the 9 IFs that responded with 26% women coaches worldwide (identified by the 80 NFs which responded the questionnaire).

FEI ranks number one with 42% women coaches. Nevertheless, based on totals, the average women's participation rate is 9% due to FIFA which has estimated the existence of 4 million coaches worldwide from which 350 000 are women.

ITTF, FIBA, FIH, FIFA, AIBA and FILA all have less than 20% women coaches.

#### ***Member Associations – Coaches gender breakdown by Continent***

Around the world 26 percent of rowing coaches overall are women. Still there are specificities in the different continents and countries.

After analysing the coaches' participation by continent, we understand that Central/Latin America and Asia have lower female coaches' participation, 6% and 21% respectively. On the other hand North America (44%), Oceania (34%) and Africa (28%) are above the world average (26%), which actually equals the European average.

Besides the overall coaches analysis it is interesting to understand if the percentage of women coaches in the National Teams follows the same trend. We can conclude that in all Continents

the percentage of women National team coaches is lower than the general percentage of women coaches:

- Africa (17% national team vs. 28% overall coaches)
- North America – Canada (17% vs. 44%)
- Asia (7% vs. 21%)
- Europe (14% vs. 26%)
- Oceania (8% vs. 34%)
- Central/Latin America (0% vs. 6%)

This leads us to identify that there are barriers to women coaches seeking to reach a national team position.

### ***Structure and Operations Review - % of female coaches at FISA Coaching Conferences***

From 2007 in Budapest to 2013 in Tallinn the number of female coaches attending all FISA Coaches Conferences has ranged from 11 to 22 and the total number of delegates from 73 to 119. The percentage of women delegates did not have a linear progression: it has fluctuated between 11% and 21%. The average participation rate is 15%, quite similar to the worldwide percent of women national team coaches (13%) and still below the overall percentage of women coaches (26%).

### ***3.4 Umpires participation***

#### ***Umpires participation – Gender breakdown per IF***

The umpires registration system is the most successful within the IF survey.

- Thirteen IFs (87% of the fifteen which have responded) have an umpiring registration system, and twelve have provided the umpires participation statistics. Still there are some differences concerning the way these twelve IF's present the statistics:
- FIH, UIPM and FIBA have provided statistics for international umpires;
- FISA's statistics refer to national umpires from 80 countries;
- FEI and FIFA (estimated values) have provided statistics concerning national umpires;
- ITTF presents statistics for international umpires as well as umpires certified through its development programmes;
- WA, IHF, FIE, AIBA and FILA did not mention but seem to have provided statistics for international umpires;
- IAAF has recently (2013) implemented an umpires registration system and it still does not provide any data.

Based on totals (824.182 umpires) we can identify 13% of all umpires in twelve IFs are female. Again, FIFA statistics have a huge influence on the average, as it estimates 100.000 women umpires among a total of 800.000 total umpires.

FISA is positioned 5th with 29% of all umpires being female, following FIH (41%), FEI (38%), WA (33%) and UIPM (30%).

ITTF is in 6<sup>th</sup> position followed by six IFs with % of women umpires below 20% as detailed in the appendix.

Once again these statistics give us a global view on the percentage of women umpires in the summer Olympic Sports, although there might be some changes if the total worldwide participation is clearly identified by each IF. FISA, for example, has 29% of women national umpires within the 80 NFs and 23% of women international umpires.

### ***Member Associations – National Umpires gender breakdown by Continent***

Around the world 29 percent of national umpires overall are women (39% in North America, 31% in Africa, 30% in Europe, 25% in Asia, 21% in Central/Latin America and 16% in Oceania).

### ***Structure and Operations Review - % of FISA female international umpires***

The sport of rowing has, on average, 23% women international umpires.

Central and Latin America, with 39% women umpires lead the ranking regarding the continental participation, followed by North America 32%, Africa and Europe (23%). Asia (20%) and Oceania 14% are below the world rowing average.

## **3.5 Governance and Administration**

### ***Board of Directors and Professional staff – Gender breakdown per IF***

The statistics from the Olympic Commission Report show us that FISA ranks 4th with regards to governance, specifically the percentage of women board members, with 30% women on the FISA Council.

After depicting the board members evolution among IFs from 2008 to 2012 we can identify that FISA has been the IF with the most positive evolution (16,8 % increase).

Concerning the professional staff, FISA ranks 1<sup>st</sup> among 14 federations with 76% of women in its professional structure (13 women and 4 men).

Overall this item is the most successful one concerning the percentage of women across all IFs, with a 47% rate of female participation on average.

### ***Women´s Development Professional Staff – Gender Breakdown per IF***

As a result of the analysis of both the Olympic Commission Report and the survey 15 IFs were identified. 13 IFs have Women´s Committees (87%) and 8 IFs have professional staff working on women´s development (53%), either full-time or part-time.

### ***Member Associations - Board Members – Analysis by Continent***

The average percentage of women board members among 80 rowing member associations worldwide is 17 percent which means that the member associations' governance is still unbalanced in terms of gender as it is approximately half the participation FISA has on its own board. Regarding this topic Oceania (35%) and North America (30%) are aligned with FISA. On the other hand Africa (22%), Europe (19%), Central and Latin America (15%) and Asia (10%) distance themselves from the FISA standard.

### ***Structure and Operations review - Percentage of female delegates at FISA Congresses***

From 2007 to 2012 the percentage of women delegates in FISA Congresses has fluctuated from 12% to 19%. The number of women delegates has oscillated from 13 to 21 and the number of men delegates from 100 to 125. There was no clear trend of participation growth.

The overall percentage of women in Congresses from 2007 to 2012 was 15%. North American delegate have been (25%) and European (20%) which placed them above the average. On the other hand Africa's female participation of 11%, Central and Latin America (9%), Asia (7%) and Oceania (3%) remained below the average.

### ***3.6 Training Camps and Events participation review***

#### ***Percentage of women at FISA Training Camps***

From 2008 to 2013 the percentage of women participating in FISA Training Camps ranged from:

- 19% to 44% for rowers – 3 to 12 women (there seems to be a progression except for Uzbekistan)
- 0% to 24% for Coaches – 0 to 4 female coaches (there was a decrease from 2008 to San Salvador -2013- and an irregular participation after that in Tunisia, Uzbekistan and Peru).
- 0% to 75% for FISA expert coaches – 0 to 3 female FISA coaches (the participation fluctuates)

After depicting by Continent, Africa shows a progression in all three roles between the 2012 Egypt and the 2013 Tunisia Training Camps. And Central/South America shows a progression regarding athletes and coaches. Asia fluctuates regarding the percentage of women athletes and shows a decrease in the percentage of women coaches

#### ***World Championships Participation – Gender Breakdown per IF***

After reviewing the world championships level participation statistics we can conclude that FISA ranks first among all IFs concerning the total number of athletes participating in these events (if we sum the overall participation from all age groups) with a total of 5,897 athletes in the 2013 world championships.

However when it comes to the percentage of women participating at the world championships level FISA ranks 13<sup>th</sup> within the 15 IFs that have answered, with almost 32% women. IHF and FIH have the exact same number of male and female athletes competing at their world championships and are closely followed by FIBA, IAAF, FIE, UIPM, WA, FEI and FIFA, all of them overcoming the women's participation rate of 40%. FILA ranks last with 21% of women competing at a world level.

After reviewing the statistics by age group we can understand that FISA positioning is largely due to the masters event where it positions 1<sup>st</sup> regarding the number of athletes, 2<sup>nd</sup> regarding the number of female athletes and where the percentage of women equals 29%. FISA is positioned 5<sup>th</sup> regarding the number of junior women, 3<sup>rd</sup> regarding Under 23 women and 7<sup>th</sup> regarding senior women.

#### ***Athlete gender and age breakdown at FISA events***

After analysing the percentage of women rowers at FISA World Championships by age group we can state that:

- Juniors: From 1984 to 2013 the percentage of women rowers has fluctuated between 26% and 38%. The global average is 34% and the average from the **last 5 years** is slightly higher (**36%**).
- Under-23: the % of U-23 Women Rowers at World Rowing Under 23 Championships from 2005 to 2013 (excluding 2012), has fluctuated from 27% to 35%. The global average 31% and the average from the last 5 years is 8% higher (**39%**).
- Seniors: considering the world championships and Olympic games' statistics from 1975 to 2013 the percentage of women rowers has fluctuated between 22% and 35%. The global average for the last 39 years is 35% and the average from the last 5 years is slightly lower (**33%**).
- Masters: for the last 20 years (1993 to 2013) the participation rate for women has oscillated in the range of 13% to 41%. The global average is 23% and the average from the **last 5 years** is slightly higher (**27%**).

After analysing the number of participants, the statistics show that men's participation in championship level events continuously grew and, in 2013, from juniors to masters (492 Juniors, 533 Under-23, 573 Seniors and 2,429 masters); on the women's side, there is different evolution between age groups, with a decrease from junior to U-23 and then a progressive increase from U-23 to senior and from seniors to masters (305 Junior Women - 284 U-23 Women - 311 senior women – 970 masters).

Women's participation in top-level events still does not reflect the percentage of women rowers worldwide (40%). Still it is important to acknowledge that there is unbalanced women's participation between the countries. 50% of the women rowers worldwide come from 4 countries (Germany, USA, Great Britain and the Netherlands).

### ***Member National Federation's National Events***

After analysing the national championships the conclusions are as follows:

- 90 % of NFs organise Men's Senior events; - 89% of NFs organise Women's Senior events
- 44 % of NFs organise Men's U-23 events; - 41 % of NFs organise Women's U-23 events
- 86 % of NFs organise Men's Junior events; - 85 % of NFs organise Women's Junior events
- 43 % of NFs organise Men's Masters events; - 40 % of NFs organise Women's Masters events
- 13 % of NFs organise Men's Coastal events; - 13 % of NFs organise Women's Coastal events

We have identified 24,430 boats participating at the national championships around the world. The percentage of women boats decreases along with the increase in the age group category (39% in junior category, 36% in U-23 category, 34% in Senior category and 34% in masters).

## **4 Development – best practices and on-going challenges**

### **4.1 International Federations Survey**

#### ***Data on Member Association's Sport Participation per IF***

Is there enough information available to help the IF's to monitor their development efforts?

There seem to be five different approaches from the IFs concerning data, either about athlete, coach or umpire participation. Some IFs present estimated values; others present statistics from

athletes, coaches or umpires participating at an international level, like World Championships, Olympic Games and World Games; some present no statistics at all.

Regarding the number of athletes FISA along with FEI present the sport statistics on the athlete and coach federated participation worldwide. This data collection can be accounted as a best practice as it enables both Federations to monitor the participation evolution among countries and continents, tracking down the result of its development programmes. Side by side having a club registry system is another good best practice example as clubs are in the basis of the federated sport participation in many countries worldwide. Still, from the fifteen IFs, there are only three (FIFA, the UIPM and FISA) that register clubs or have statistics on them.

Best practices are more common when it comes to umpiring statistics as 13 out of 15 IFs have their own umpire registration system. Nevertheless, again, only FEI and FISA are able to identify the number of national umpires worldwide, and not only the umpires at an international level.

### ***Monitoring Results on Women's Development - Best Practices and Opportunities***

According to the Olympic Programme Commission report most of the IFs have initiated main development, youth and women's development programmes. Half of the IFs state that they measure the results and some of them (FEI, IHF and UIPM) present the achieved results through the defined KPI for each of the projects.

FISA is currently building a new development programme (2014-2024) and a strategic plan, an essential step to keep sight of its vision, report on progress and difficulties, set new goals when the original ones are accomplished and implement any needed changes.

Our main goal is to highlight the best practices, opportunities and barriers found through the responses of the 14 IFs which kindly answered our questionnaire.

Among the fourteen IFs:

- Specific modules on women's sport are included in seven IF's coaching education courses.
- Four IF's include equity requirements within the funding criteria to support the work of the NFs.

Regarding some specific best practices pointed out by the IFs:

- Same number of events for men and women, even at Olympic Games (FIE)
- Open athletics competitions to women with same prize money and disciplines, except for 50 km race walk (IAAF)
- At administrative and institutional levels establish policies regarding female representation at all levels (20% representation since 2003). Results monitored through a study on "Development of Women's Athletics – findings of an empirical analysis"- 2013 (IAAF)
- Development of a study on women's development (FIBA)
- Existence of at least 18 different categories of projects with specific KPI's with both quantitative as well as qualitative criteria and mostly positive results due to a specific application and monitoring procedure (FEI)
- A dual career programme is in preparation for early 2014 with KPIs and regular report (FEI)
- Launch of the FIE Athlete Career Programme 2014 which aims at preparing fencers for their professional life after finishing their sport career. (FIE)

Other Federations have pointed out the following opportunities:

- ISAF highlighted the introduction of two new events on the Olympic Programme for Rio 2016: a women's 49erFX competition and a new two-person mixed multihull event (Nacra)

17). These new disciplines will replace the men's Star class and the Elliot 6m women's match racing event, which only made its debut at London 2012.

- AIBA mentioned the 1<sup>st</sup> Women's World Boxing Championship (2011) and the 1<sup>st</sup> female participation in Olympic Games in London, 2012.
- WA underlines the gender equity in Olympics and in prize money in WA events
- FEI states that gender equity is fully implemented at all competition levels and disciplines

#### **4.2 Summary of the qualitative analysis (Rowing Experts Consultation): The specialist's perspectives on key areas of success and weaknesses, barriers and solutions regarding women's rowing**

Through qualitative consultation on the specialists' the following key areas of success, weaknesses, barriers and solutions were identified

#### **Areas of strength vs. weaknesses vs. opportunities vs. threats**

##### **4.2.1 Management**

###### **Strengths**

- National Federation know how and strategy
- Executive Board stability in National Federations to support projects with long-term vision.
- Professional structure in National Federations to help clubs promote Rowing Development.
- Specific structure for women's rowing with dedicated attention for their training and their needs (e.g. Italy has increased both the quality and the quantity of female athletes).
- Equal resources for men and women's sport participation at the National Federation level.
- Rowing tradition in some countries with exceptional gendered balance participation, mostly within universities (e.g.: USA, Netherlands)

###### **Weaknesses**

- The absence of monitoring the development strategy results.
- Lack of Infrastructures (boat houses) in some countries.
- No specific women's development projects for increasing women's participation at all roles and levels.
- Not enough technical staff in some National Federations to help clubs.
- Weak club systems  
*"We can give them coaching and materials but a project is needed"; "the good projects depend on the people, athletes and coaches that are leaders!"*

###### **Opportunities**

- Exchange protocols between Governments from different National Federations to allow for training exchanges  
*E.g.: Tunisia - use of facilities, accommodation and local transport free of charge to do training camps for athletes and coaches.*
- Active search for sponsors: Reducing the percent of government support on the total budget.
- More TV Coverage at a national level. Take advantage of the Olympic games to increase rowing coverage and visibility throughout the Olympic cycle.
- Allocate one professional working on women's development in each National Federation to help clubs increase sport participation, the NF increase elite participation, and work on

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the communication aspect to continuously value women's rowing to internal and external stakeholders.

- Spread best practices examples like Great Britain, Italy or Germany across other countries, to communicate the good practices on several issues (participation, elite, competitions).

### **Threats**

- The perception of rowing in particular in comparison to other sports as canoeing.
- Insufficient national TV coverage and undervaluation of women's sport participation.
- No sponsors (almost 100% government funding).
- Cultural/Educational factors  
*E.g.: Tunisia "It's not easy for male athletes to accept women coaches, unless the woman has had international results"; "the families think that rowing is a very strong sport so is more difficult for women."*
- Economic crisis  
*E.g.: Greece "Until 3 years ago there was a good system to promote Education and an after sport career. A world level rower with world CH and OG results at the Final A level would have the possibility to go to university and to find a public job. In the last 3 years there was a cut in these benefits. Therefore the families are stopping boys and girls from rowing and this is a threat. It is creating problems."*

*"In the countries in an economic crisis the Women have more problems."*

## **4.2.2 Grassroots Development**

### **Strengths**

- Gender balanced talent identification systems for students between the ages of 9-12 to promote rowing and create awareness.
- Gender balanced Youth Talent Identification Programmes for teenager students.  
*(E.g.: France - with families and friends, actions with schools and discovery journeys)*
- Strong strategic alliances between stakeholders (Federation / Regional Associations / Clubs / Schools) for specific "learn to row" projects and effective follow-up bridges for those athletes who wish to continue.
- Good ideas to keep high motivation in children/teenagers: well-planned local, regional and national rowing competitions and school festivals, athlete's certification levels mostly valuing the technique and the respect for rules (e.g. Tunisia programme: Gold Oars, Silver Oars and bronze oars).
- Good infrastructures and many places to row.

### **Weaknesses**

- Not enough technical staff to work on talent identification programs and to prepare young athletes towards their development.
- Unorganized scouting processes in some countries.
- Clubs/Coaches, which are not proactive and systematic (just waiting in the clubs for new athletes to come).
- Reduced number of rowing clubs working with schools.
- Reduced number of rowing clubs that are organised for the girls.

### **Opportunities**

- Motivate PE teachers to teach rowing in the schools on a weekly basis.

### **Threats**

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- Rigid school systems where there is little space for sport.  
*E.g.: Greece - "We don't identify any specific barrier except for the school system which does not allow for sport! As the girls are more serious at school, the request for activity in school can prevent them from rowing."*
  - The absence of female role models to motivate young female rowers to reach an elite level.

### 4.2.3 High Performance Athletes

#### Strengths

- Highly qualified elite coaches to prepare athletes
- Highly motivated and committed coaches prepared to work with female teams.
- Highly optimised plans for the development of elite athletes in countries with a small athlete base.
- National Federation development programme through which the best club athletes are chosen for training camps that are organised during the year.
- High-level training centres (decentralised in bigger countries) with protocols with schools and universities.

#### Weaknesses

- "Drop out" rates larger with the girls than with the boys.  
*"The barrier is the motivation for sport. Sport seems not to be enough and, at a certain age, the girls focus more on university, their professional career or family"*  
*E.g.: Italy - "The big problem is the dropout after high school. There is a drop out from U-19 to U-23 for men and women, but mostly for women. The clubs work them well until they are juniors but after that the numbers decrease because they have to choose and most of the women prioritize a professional career instead of rowing."*  
*"One of the University coaches was saying that the women are having to row first thing in the morning as they don't want to miss classes".*  
*"The image of the female rowing competition is not valued and this does not favour the maintenance of those who have competition objectives in the clubs."*
- Lack of mental preparation for coaches to train female athletes (as they are mostly prepared to train men).  
*"We feel that the coaches who have worked so far with female rowers were not the best coaches or perhaps were not so motivated."*

#### Opportunities

- Promote alliances with the governments and NOC for public funding (support for international results through the NOC, support for national sport participation through the National Sport Institute).  
*E.g.: For high performance athletes in Denmark, the athletes are asked by the high performance director twice a year if they are involved in education or have a job. They have help (€ 800/900 month).*  
*There is programme to help the athletes continue. From the Polish Government (ministry of sport) every athlete who has a baby can have extra protection (keeping 50% of the scholarship when not training and then 100% when they start to train again).*
- Promote Athlete Career Programmes through alliances with government and NOC  
*E.g.: The Netherlands has a programme promoted by the NOC, called "Gould op de Werkvloer" (Gold on the work place) that helps athletes to get a job. The employees help the athletes, the ones who are still active or athletes who have just finished their sport career. This programme is mainly supported by NOC / NFs and Randstad).*

- 
- Find protocols with the university system to benefit athletes who study. Create alliances to develop scholarship programs for women elite rowers to study.

#### **Threats**

- The lack of motivation of the best coaches to work with the female rowers.
- The external factors that lead to the female dropout after 17 years of age (the girls' transition from high school to University, to new jobs or even relationships).
- Dangerous early specialisation and drop out due to excessive high intensity work with young female athletes.

### **4.2.4 Coach Education & Training**

#### **Strengths**

- Coaches Training Courses.
- Highly qualified elite coaches to develop other coaches.

#### **Weaknesses**

- Reduced material for biomechanical studies.

#### **Opportunities**

- Increase support from elite coaches to raise the standard of coaching in the NF.
- Provide the Physical Education teachers with rowing training and educational materials.
- Implement alliances with Universities to create rowing educational components within physical education teacher's university curricula.
- Improve partnerships between NF and Universities, regarding research and development on rowing.

### **4.2.5 Currently used strategies to develop women's rowing**

How to bring more people into rowing and increase their level? There are no unique models. Some strategies were discussed:

#### **Top-bottom best practices:**

Implement Elite Athletes Development best practices.

- Choose the right athletes and the right coach to build elite athletes with a small athlete base (a dedicated person who really tries to make a good project and is able to train a group of women).
- Give the athletes identity and self esteem (not by being nice but by treating them like athletes, not like a second rate group).
- Allocate proper resources to them.
- For the development of elite athletes if the country is big, it would be a good idea to develop high-level training centres in all main regions of the country, as the three most important factors to consider regarding the athlete is the life style, training and the family.
- Where appropriate, promote specific elite women's development projects with separate elite training groups for women rowers.
- Focus on creating a group, make them proud of themselves and give them confidence; use a detailed plan so that all their needs are looked after and teach them independence and responsibility; give them targets and help them meet the targets, create more training camps and bring the athletes more times together.
- Create a system with universities to have a better connection for rowing and studies.

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- Establish and correct objectives, make correct planning, correct training, and a systematically and trustworthy control of training.
  - Use efficiently the 60 hours work per week (to make a plan to study/row within these maximum work hours).
  - Adopt an individual approach (each athlete is a problem and has an individual solution).
  - Communicate a positive image from women rowers.
  - Keep in mind: retaining athletes is the most important thing. Keeping a talent is more important than gaining another one.

*E.g.: "If you look to successful programmes in scouting like Rowing Romania, they have two ways: they keep on bringing in new girls and keep the older ones. They give them space to have children and come back. If you have someone who has the talent and the experience you shouldn't lose that person."*

### **Bottom-up best practices:**

Talent Identification best practices should be adapted to the country's environment.

"Local work is crucial for development. Connecting the points. Knowing the athletes and motivating them with the project."

- Promote development with a broader athlete base (focus on competition and fun so that people are motivated to train). Look carefully at how people go into the sport!
- It's important to have good coaches in the beginning for developing a good base and motivation.
- A script on how to implement a competition between schools, social clubs or universities is needed in a way that competitions can create motivation and ensure retaining athletes.

*"As rowing has different characteristics from other sports (for example in soccer there is more competition and in rowing there is more training) there must be a way to retain athletes. That could be going to 1/2/3 universities/schools and start a competition with every university/school making one competition every two weeks."*

*"The best practice regarding scouting would be to implement a school program and target teenagers from 15 to 23/24 years old and develop them for ten years. There is a need for dynamic human resources to attract young school girls and boys using athletes as references for attracting people to come to the clubs and experience Rowing."*

*E.g.1: Great Britain – "Project OARSOME aimed at juniors from 12 to 14 years old. The aim was to link 100 state schools to 50 clubs. The clubs were given money for boats and technical support. There were results in rowing participation with growth junior participation among clubs. Because we gave money to the clubs, they had to sign a contract and to have the right coaches, available in the right place.*

*This coincided with the Henley Royal Regatta. Every year they gave us some scholarships. The coaches with scholarships worked 20 hrs a week and did a master's degree during two years. With the work hours they were supporting the clubs to run the project."*

*E.g.2: Great Britain – "Regarding national schools events the big event is the National Schools Regatta and it is now for everybody. It's organised during three days of racing. There is also the Head of the river race. The organiser is one of the schools through a committee of people. Regional Junior Under 14 and Under 15 events are also organised." Thereafter Junior Athletes have the opportunity to compete every weekend in a Regatta."*

*E.g.3: Great Britain – There are 3 talent development programs:*

*1. Project Start - a talent identification programme scheme where we recruit in various ways; some will be local testing but there are also national campaigns. We have 7 Start Centres based in the clubs.*

*The clubs go out and test in local schools when teenagers are at least 15 years old. They've tested 100.000 teenagers;*

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2. High Performance programs in clubs for people who have already rowed; some of them are university systems;

3. People who go through university and clubs (Now there is also professional coaching in the universities).

- Promote women's inter-club teams and championships for long boats. To attract more people at a lower level you should have to work on a bigger boat (Four or Eight).  
*E.g.: "One of the reasons is that if you are in a single you can skip training. But if you are in a team you have to do more. So you end up having more dropouts in smaller boats. Working in a group is very important".*
- Institutionalise female role models (women elite rowers with results Olympic medallists/ world champions) to attract and inspire the young rowers, and communicate a positive image.
- Communicate the values of rowing! Show the young people why they should row.
- Create alliances to develop the college system (due to its capability to attract lots of new people into the sport).
- Invest in coaches and scouts to get athletes for the sport.
- Promote women's rowing branding.
- To increase women's participation the masters are a key target group.
- Be aware that "there are no unique models for scouting".  
*(E.g.: GB had the START program, a successful programs which aimed at getting more athletes in Rowing).*

**Potential best practices for Africa:**

- In African Countries work with schools and create references.
- Create a low level competition among students.

## 5 Appendix - Quantitative Results

### 5.1 Men and Women on The Olympic Programme – London 2012

#### Events

Rkg Total Events	IF	Total Events	Rkg Women Events	IF	Total W Events	Rkg Men Events	IF	Total M Events
1	IAAF	47	1	FINA	24	1	IAAF	24
2	FINA	46	2	IAAF	23	2	FINA	22
3	FIG	18	3	FIG	9	3	FILA	14
3	FILA	18	3	UCI	9	4	ICF	11
3	UCI	18	5	IWF	7	5	AIBA	10
6	ICF	16	5	IJF	7	6	FIG	9
7	ISSF	15	7	ISSF	6	6	UCI	9
7	IWF	15	7	FISA	6	6	ISSF	9
9	FISA	14	7	FEI	6	9	IWF	8
9	IJF	14	10	ICF	5	9	FISA	8
11	AIBA	13	10	FIE	5	11	IJF	7
12	FEI	12	12	FILA	4	12	FEI	6
13	FIE	10	12	ISAF	4	12	ISAF	6
13	ISAF	10	12	WTF	4	14	FIE	5
15	WTF	8	15	AIBA	3	15	WTF	4
16	BWF	6	15	BWF	3	16	BWF	3
16	ITF	6	15	ITF	3	16	ITF	3
18	FIVB	4	18	FIVB	2	18	FIVB	2
18	ITTF	4	18	ITTF	2	18	ITTF	2
18	WA	4	18	WA	2	18	WA	2
21	FIBA	2	21	FIBA	1	21	FIBA	1
21	FIFA	2	21	FIFA	1	21	FIFA	1
21	FIH	2	21	FIH	1	21	FIH	1
21	IHF	2	21	IHF	1	21	IHF	1
21	ITU	2	21	ITU	1	21	ITU	1
21	UIPM	2	21	UIPM	1	21	UIPM	1

Source 1: Olympic Programme Commission Report, September 2013

### Quotas

Ranking Quotas	IF	Athletes
1	IAAF	2000
2	FINA	1502
3	FISA	550
4	UCI	528
5	FIFA	504
6	FIH	384
6	FIVB	384
8	ISAF	380
9	IJF	366
10	ISSF	357
11	FILA	338
12	IHF	336
13	ICF	328
14	FIG	324
15	FIBA	288
16	AIBA	286
17	IWF	260
18	FIE	204
19	FEI	200*
20	BWF	172
20	ITF	172
20	ITTF	172
23	WA	128
23	WTF	128
25	ITU	110
26	UIPM	72

Rkg Women Quotas	IF	Women
1	FINA	803
2	IAAF	800
3	FIFA	216
4	FIG	210
5	FISA	197
5	UCI	197
5	FIH	192
5	FIVB	192
9	IHF	168
10	IJF	145
11	FIBA	144
12	ISAF	143
13	ISSF	139
14	ICF	109
15	IWF	104
16	FIE	102
17	BWF	86
17	ITF	86
17	ITTF	86
20	FILA	72
21	WA	64
21	WTF	64
23	ITU	55
24	AIBA	36
24	UIPM	36

Rkg Men Quotas	IF	Men
1	IAAF	1200
2	FINA	699
3	FISA	353
4	UCI	331
5	FIFA	288
6	FILA	266
7	AIBA	250
8	ISAF	237
9	IJF	221
10	ICF	219
11	ISSF	218
12	FIH	192
12	FIVB	192
14	IHF	168
15	IWF	156
16	FIBA	144
17	FIG	114
18	FIE	102
19	BWF	86
19	ITF	86
19	ITTF	86
22	WA	64
22	WTF	64
24	ITU	55
25	UIPM	36

Source 2: Olympic Programme Commission Report, September 2013

\*FEI states that all 200 qualifications could have been granted to either gender

**Percentage of Women on the Olympic Programme per IF**

Rkg % Women	IF	Quotas Women	Quotas Men	Total Quotas	% Women
1	<b>FIG</b>	210	114	324	65%
2	<b>FINA</b>	803	699	1502	53%
3	<b>BWF</b>	86	86	172	50%
3	<b>FIBA</b>	144	144	288	50%
3	<b>FIE</b>	102	102	204	50%
3	<b>FIH</b>	192	192	384	50%
3	<b>FIVB</b>	192	192	384	50%
3	<b>IHF</b>	168	168	336	50%
3	<b>ITF</b>	86	86	172	50%
3	<b>ITTF</b>	86	86	172	50%
3	<b>ITU</b>	55	55	110	50%
3	<b>UIPM</b>	36	36	72	50%
3	<b>WA</b>	64	64	128	50%
3	<b>WTF</b>	64	64	128	50%
15	<b>FIFA</b>	216	288	504	43%
16	<b>IAAF</b>	800	1200	2000	40%
16	<b>IWF</b>	104	156	260	40%
16	<b>IJF</b>	145	221	366	40%
19	<b>ISSF</b>	139	218	357	39%
20	<b>ISAF</b>	143	237	380	38%
21	<b>UCI</b>	197	331	528	37%
22	<b>FISA</b>	197	353	550	36%
23	<b>ICF</b>	109	219	328	33%
24	<b>FILA</b>	72	266	338	21%
25	<b>AIBA</b>	36	250	286	13%

Source 3: Olympic Programme Commission Report, September 2013

## 5.2 Men and Women's participation - FISA among other Summer Olympic Federations

### Athlete participation

RKG %Women Athletes	IF	Athletes Registration System (ARS)	% ARS	Women	Men	Total	% Women Athletes
1	<b>FIG</b>	Yes		11'237	5'514	16'751	67%
2	<b>FEI</b>	Yes		18'121	13'790	31'911	57%
3	<b>IAAF</b>	No		2'416'054	2'793'989	5'210'043	46%
4	<b>FIE</b>	Yes		2'201	3'115	5'316	41%
5	<b>FISA</b>	Yes		153'196	232'563	385'825	40%
6	<b>ITTF</b>	No		9'000'000	17'000'000	26'000'000	35%
7	<b>UIPM</b>	Yes		2'230	4'270	700'000	34%
8	<b>FILA</b>	Yes		1'509	5'918	7'427	20%
9	<b>AIBA</b>	No answer		2'000'000	8'000'000	10'000'000	20%
10	<b>FIFA</b>	No		30'000'000	270'000'000	300'000'000	10%
	<b>FIBA</b>	No					
	<b>FIH</b>	No					
	<b>IHF</b>	No					
	<b>WA</b>	No					
	<b>ISAF</b>	No					
Total	15	6	40%	43'604'548	298'059'159	342'357'273	13%

Source 4: FISA IF Survey, October 2013

### Coaches participation

Rkg %Women Coaches	IF	Coaches Registration System (CRS)	% CRS	Women	Men	Total	% Women Coaches
1	<b>FEI</b>	Yes		830	1'143	1'973	42%
2	<b>FISA</b>	Yes		3'558	9'932	13'771	26%
3	<b>UIPM</b>	Yes		75	273	348	22%
4	<b>ITTF</b>	Yes		700	2'950	3'650	19%
5	<b>FIBA</b>	Yes		429	3'601	4'030	11%
6	<b>FIH</b>	Yes		16	141	157	10%
7	<b>FIFA</b>	Yes		350'000	3'650'000	4'000'000	9%
8	<b>AIBA</b>	Yes		200	2'800	3'000	7%
9	<b>FILA</b>	Yes		10	247	257	4%
	<b>IAAF</b>	Yes				25'500	
	<b>FIG</b>	Yes					
	<b>FIE</b>	No					
	<b>ISAF</b>	No					
	<b>WA</b>	No					
	<b>IHF</b>	No					
Total	15	11	73%	355'818	3'671'087	4'052'686	9%

Source 5: FISA IF Survey, October 2013

### ***Umpire participation***

Rkg %Women Umpires	IF	Umpires Registration System (URS)	% URS	Women	Men	Total	% Women Umpires
1	<b>FIH</b>	Yes		134	194	328	41%
2	<b>FEI</b>	Yes		2'881	4'706	7'587	38%
3	<b>WA</b>	Yes		21	43	64	33%
4	<b>UIPM</b>	Yes		120	280	400	30%
5	<b>FISA</b>	Yes		1'225	2'940	4'240	29%
6	<b>ITTF</b>	Yes		1'179	4'486	6'530	21%
7	<b>IHF</b>	Yes		28	156	184	15%
8	<b>FIBA</b>	Yes		124	765	889	14%
9	<b>FIFA</b>	Yes		100'000	700'000	800'000	13%
10	<b>FIE</b>	Yes		153	1'131	1'284	12%
11	<b>AIBA</b>	Yes		69	1'194	1'263	5%
12	<b>FILA</b>	Yes		53	1'360	1'413	4%
	<b>IAAF</b>	Yes					
	<b>FIG</b>	No					
	<b>ISAF</b>	No answer					
Total	15	13	87%	105'987	717'255	824'182	13%

Source 6: FISA IF Survey, October 2013

**Boards of Directors – Percentage of Women**

Rkg Board Members	IF	% Women
1	<b>ITU</b>	38.10%
2	<b>FIH</b>	37.50%
3	<b>FEI</b>	33.33%
4	<b>FISA</b>	30.43%
4	<b>FIG</b>	30.43%
6	<b>WA</b>	28.57%
7	<b>ISAF</b>	25.00%
8	<b>BWF</b>	23.08%
9	<b>IAAF</b>	22.22%
10	<b>FIBA</b>	21.74%
11	<b>FIE</b>	19.05%
12	<b>ICF</b>	14.29%
13	<b>FIVB</b>	13.33%
14	<b>IGF</b>	10.00%
15	<b>UIPM</b>	9.52%
16	<b>WTF</b>	8.82%
17	<b>UCI</b>	6.67%
17	<b>ITF</b>	6.67%
17	<b>ITTF</b>	6.67%
20	<b>IHF</b>	6.25%
21	<b>IWF</b>	4.76%
22	<b>FINA</b>	4.55%
23	<b>FIFA</b>	4.00%
24	<b>IRB</b>	0.00%
24	<b>IJF</b>	0.00%
24	<b>ISSF</b>	0.00%
24	<b>AIBA</b>	0.00%

Source 7: Olympic Programme Commission Report, September 2013

**Professional Staff – Percentage of Women**

<b>PROFESSIONAL STAFF</b>					
Rkg % Women Staff	IF	Women Staff	Men Staff	Total Staff	% Women Staff
1	<b>FISA</b>	13	4	17	76%
2	<b>FIE</b>	9	3	12	75%
3	<b>FEI</b>	43	28	71	61%
4	<b>FIH</b>	12	8	20	60%
5	<b>AIBA</b>	22	18	40	55%
6	<b>FIG</b>	15	13	28	54%
7	<b>IHF</b>	10	9	19	53%
8	<b>IAAF</b>	36	33	69	52%
9	<b>WA</b>	7	7	14	50%
10	<b>ISAF</b>	11	11	22	50%
11	<b>FIFA</b>	168	232	400	42%
12	<b>UIPM</b>	5	3	8	38%
13	<b>FIBA</b>	18	33	51	35%
14	<b>ITTF</b>	9	20	29	31%
15	<b>FILA</b>	3	7	10	30%
	Total	381	429	810	47%

Source 8: Olympic Programme Commission Report, September 2013

**Women's Development Professional Staff**

<b>WOMEN'S DEVELOPMENT PROFESSIONAL STAFF</b>			
<b>IF</b>	<b>Women's Committee (Y/N)</b>	<b>Professional Staff Women's Development (Y/N)</b>	<b>Full Time / Part Time</b>
<b>ISAF</b>	Y	Y	Full Time
<b>UIPM</b>	Y	Y	Full Time
<b>FIBA</b>	Y	Y	Full Time
<b>ITTF</b>	Y	Y	Full Time
<b>FIFA</b>	Y	Y	Full Time & Part Time
<b>FISA</b>	Y	Y	Part Time
<b>AIBA</b>	Y	Y	Part Time
<b>WA</b>	Y	Y	Part Time
<b>FIE</b>	Y	N	
<b>FEI</b>	N	N	
<b>FIH</b>	Y	N	
<b>FIG</b>	N	N	
<b>IHF</b>	Y	N	
<b>IAAF</b>	Y	N	
<b>FILA</b>	Y	N	
15	13	8	

Source 9: Olympic Programme Commission Report, September 2013  
FISA IF Survey, October 2013

***Absolute Participation at World Championships per IF***

Ranking Number of athletes	IF	Totals	Total Women	Total Men	% Women
1	<b>FISA</b>	5897	1870	4027	32%
2	<b>IAAF</b>	4757	2139	2618	45%
3	<b>ITTF</b>	4327	1356	2971	31%
4	<b>FIFA</b>	2472	1016	1456	41%
5	<b>FILA</b>	2320	489	1831	21%
6	<b>IHF</b>	2304	1152	1152	50%
7	<b>FIE</b>	2041	887	1154	43%
8	<b>AIBA</b>	1892	604	1288	32%
9	<b>ISAF</b>	1278	441	837	35%
10	<b>FIBA</b>	1248	576	672	46%
11	<b>FIH</b>	1008	504	504	50%
12	<b>WA</b>	1000	425	575	43%
13	<b>UIPM</b>	630	270	360	43%
14	<b>FEI</b>	568	239	329	42%
15	<b>FIG</b>	406	140	266	34%

Source 10: FISA IF Survey, October 2013

***Absolute Women's Participation at World Championships per IF***

Ranking Number of female athletes	IF	Totals	Total Women	Total Men	% Women
1	<b>IAAF</b>	4757	2139	2618	45%
2	<b>FISA</b>	5897	1870	4027	32%
3	<b>ITTF</b>	4327	1356	2971	31%
4	<b>IHF</b>	2304	1152	1152	50%
5	<b>FIFA</b>	2472	1016	1456	41%
6	<b>FIE</b>	2041	887	1154	43%
7	<b>AIBA</b>	1892	604	1288	32%
8	<b>FIBA</b>	1248	576	672	46%
9	<b>FIH</b>	1008	504	504	50%
10	<b>FILA</b>	2320	489	1831	21%
11	<b>ISAF</b>	1278	441	837	35%
12	<b>WA</b>	1000	425	575	43%
13	<b>UIPM</b>	630	270	360	43%
14	<b>FEI</b>	568	239	329	42%
15	<b>FIG</b>	406	140	266	34%

Source 11: FISA IF Survey, October 2013

**Percentage of Women athletes at World Championships per IF**

Ranking	Total % Women	IF	Totals	Total Women	Total Men	% Women
1		IHF	2304	1152	1152	50.00%
1		FIH	1008	504	504	50.00%
3		FIBA	1248	576	672	46.15%
4		IAAF	4757	2139	2618	44.97%
5		FIE	2041	887	1154	43.46%
6		UIPM	630	270	360	42.86%
7		WA	1000	425	575	42.50%
8		FEI	568	239	329	42.08%
9		FIFA	2472	1016	1456	41.10%
10		ISAF	1278	441	837	34.51%
11		FIG	406	140	266	34.48%
12		AIBA	1892	604	1288	31.92%
13		FISA	5897	1870	4027	31.71%
14		ITTF	4327	1356	2971	31.34%
15		FILA	2320	489	1831	21.08%

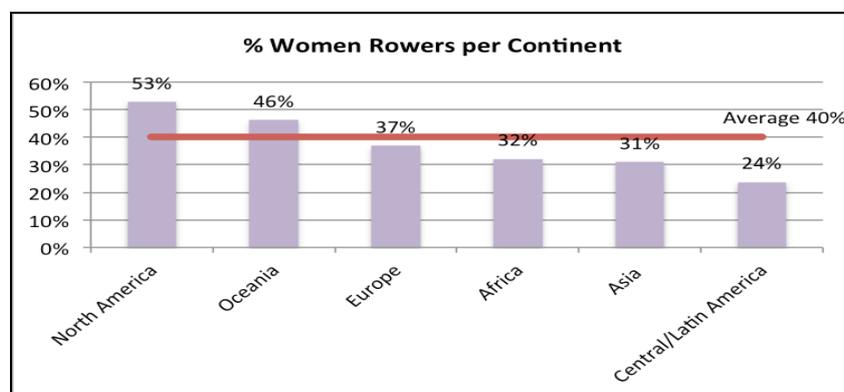
Source 12: FISA IF Survey, October 2013

**5.3 Situation in the National Rowing Federations**

**Women Rowers - Analysis per Continent**

Continent	Women's rowers	Men's rowers	Total Rowers	% Women Rowers
North America	35868	31964	67832	53%
Oceania	11104	12956	24060	46%
Europe	97760	167611	265371	37%
Africa	1985	4192	6228	32%
Asia	5041	11201	16257	31%
Central/Latin America	1438	4639	6077	24%
Total	153196	232563	385825	40%

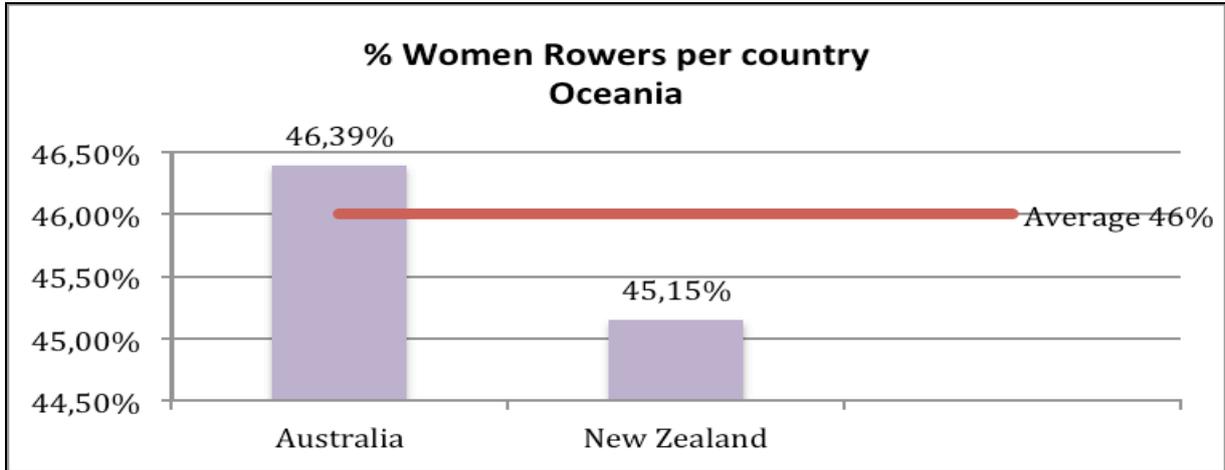
Source 13: FISA NF Survey, November 2013



Source 14: FISA NF Survey, November 2013

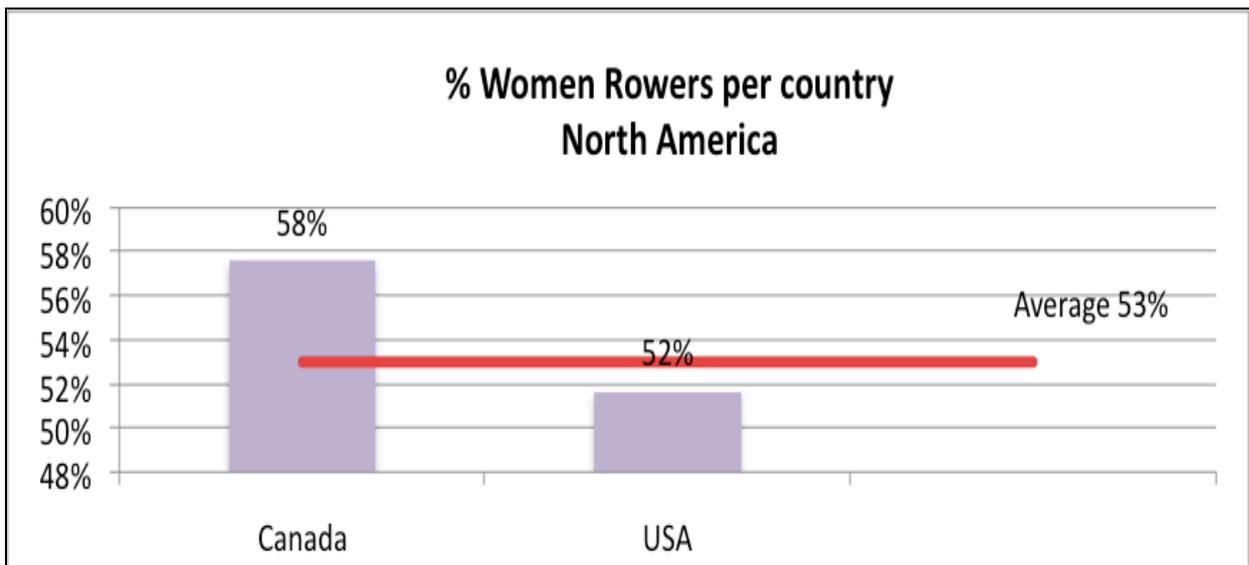
**Women Rowers - Analysis per country**

**Oceania**



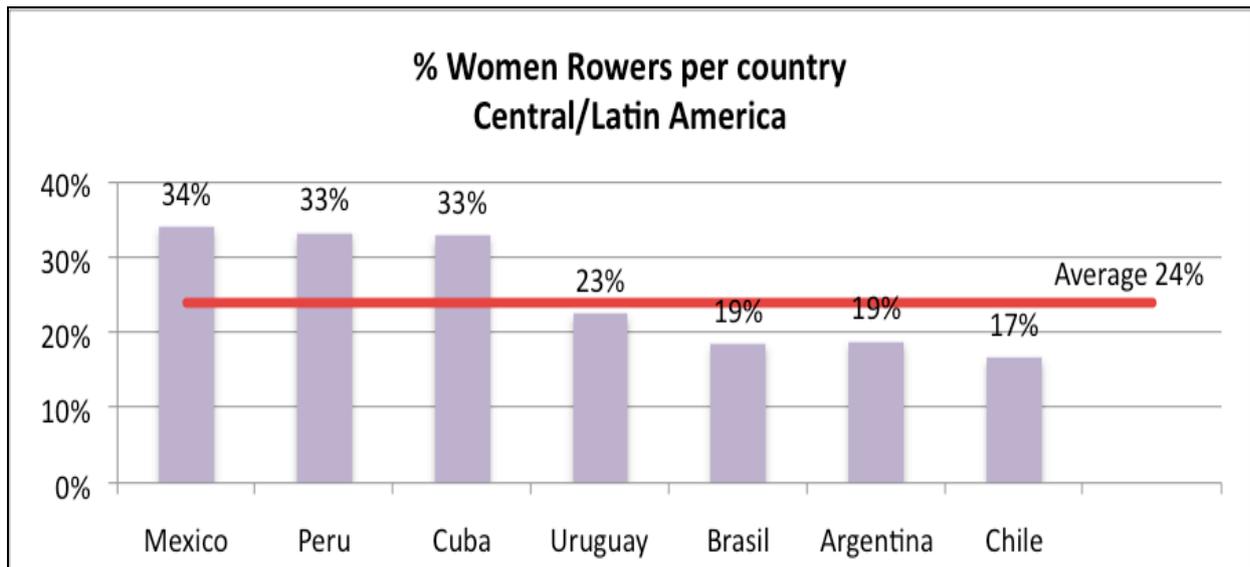
Source 15: FISA NF Survey, November 2013

**North America**



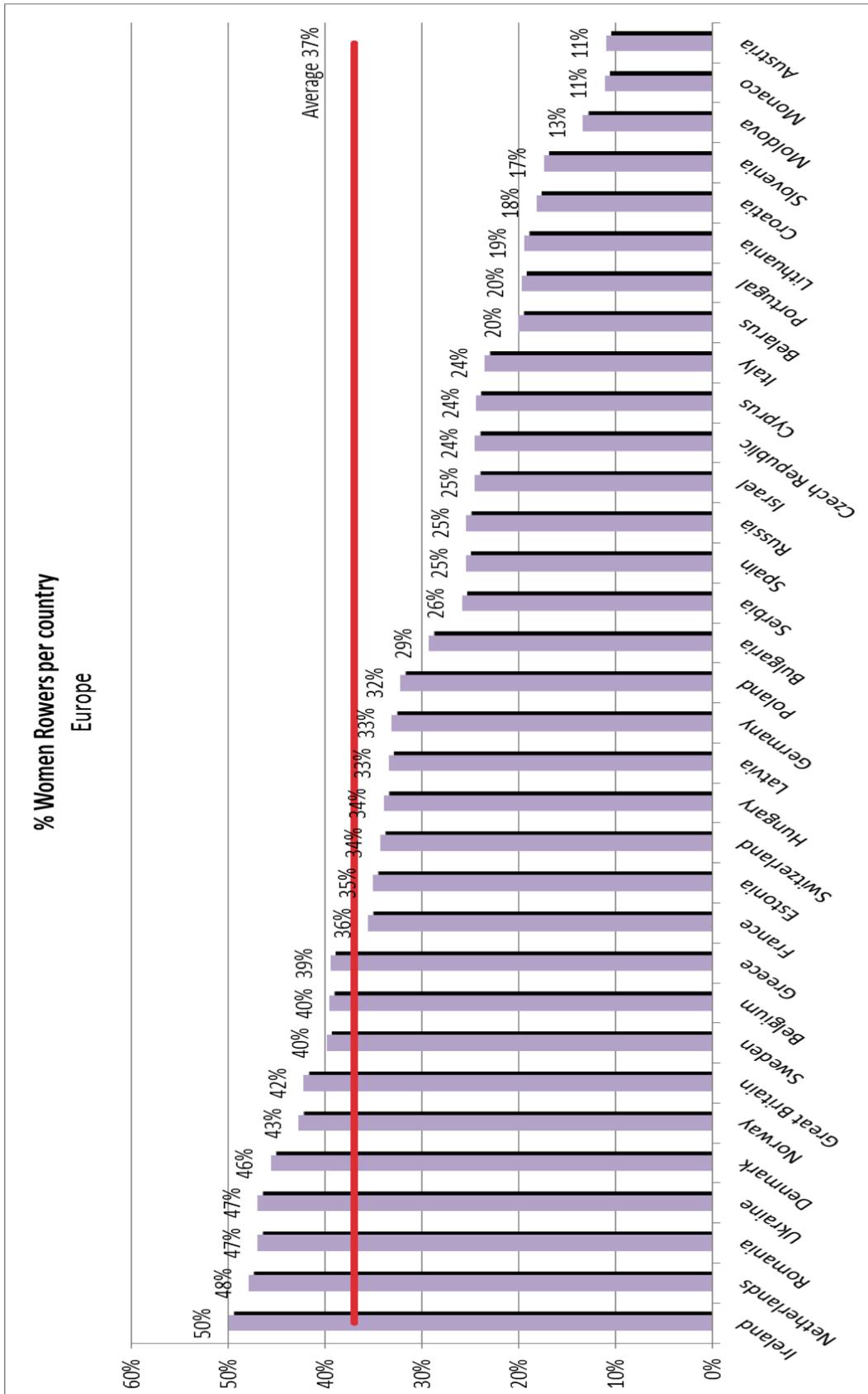
Source 16: FISA NF Survey, November 2013

## Central / Latin America



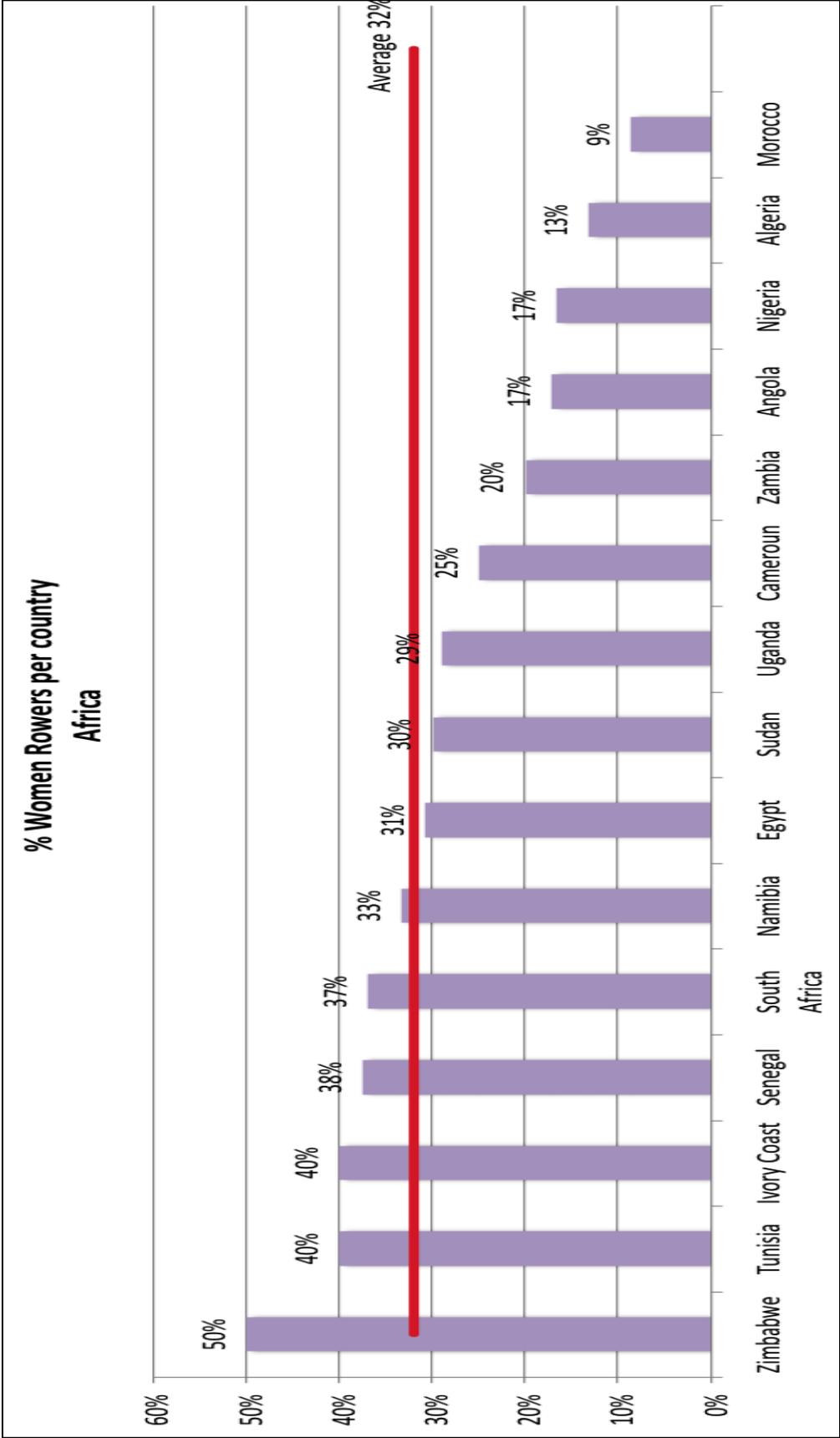
Source 17: FISA NF Survey, November 2013

# Europe



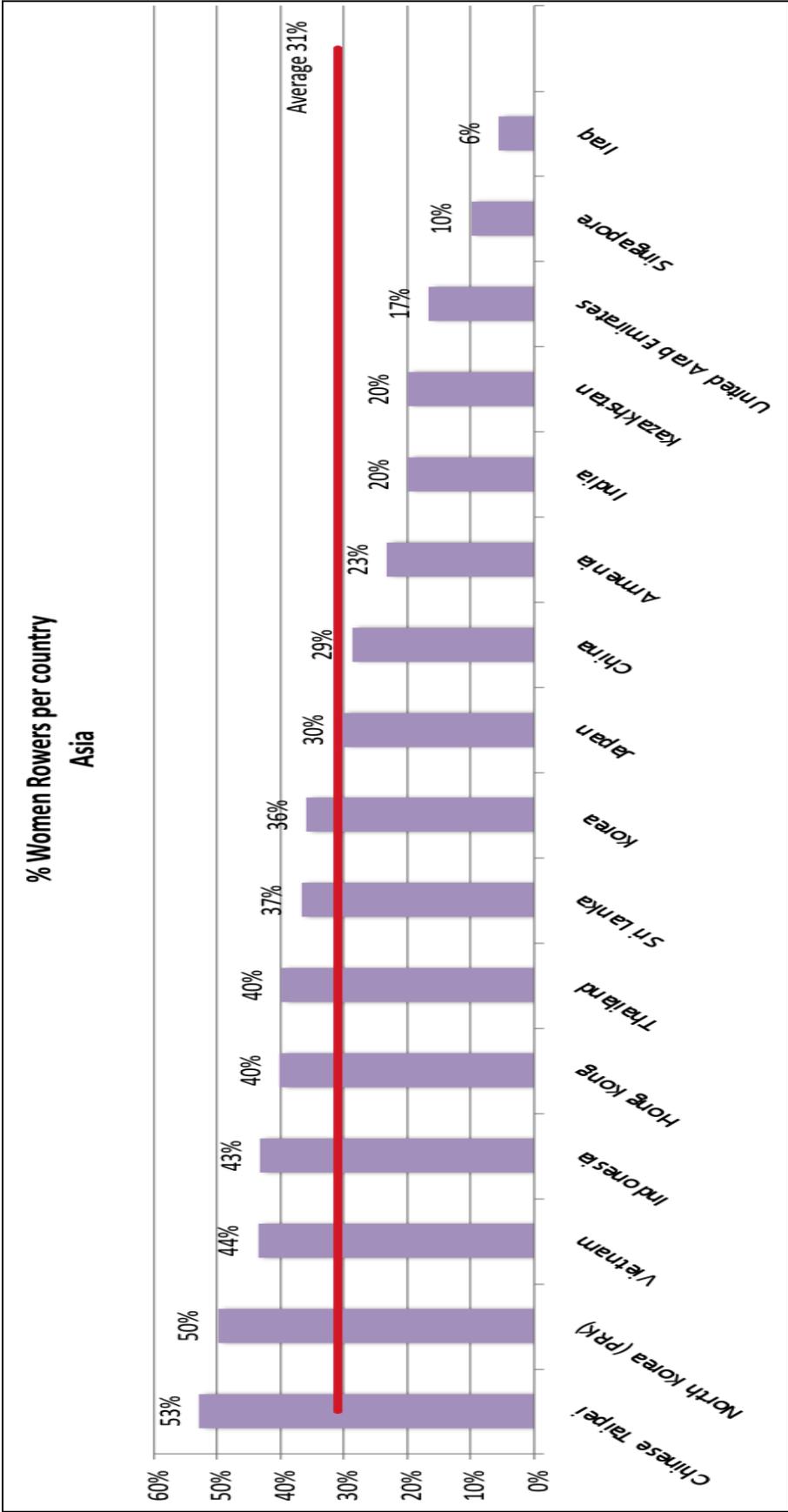
Source 18: FISA NF Survey, November 2013

Africa



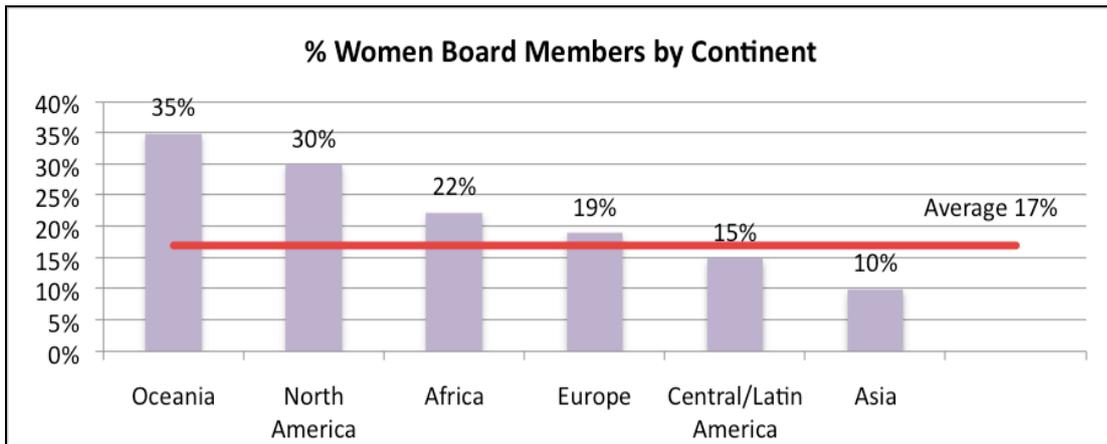
Source 19: FISA NF Survey, November 2013

Asia



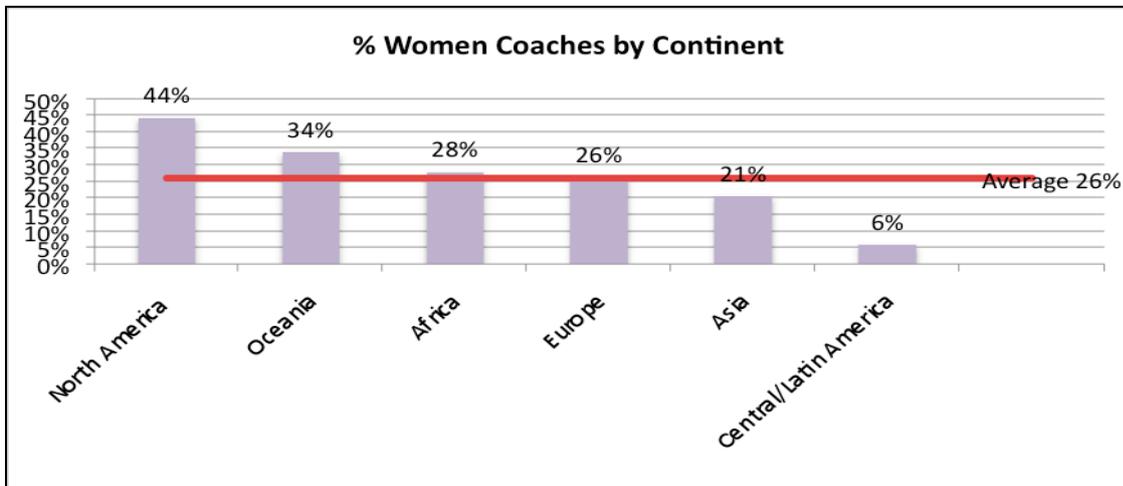
Source 20: FISA NF Survey, November 2013

**Board Members – Analysis per Continent**



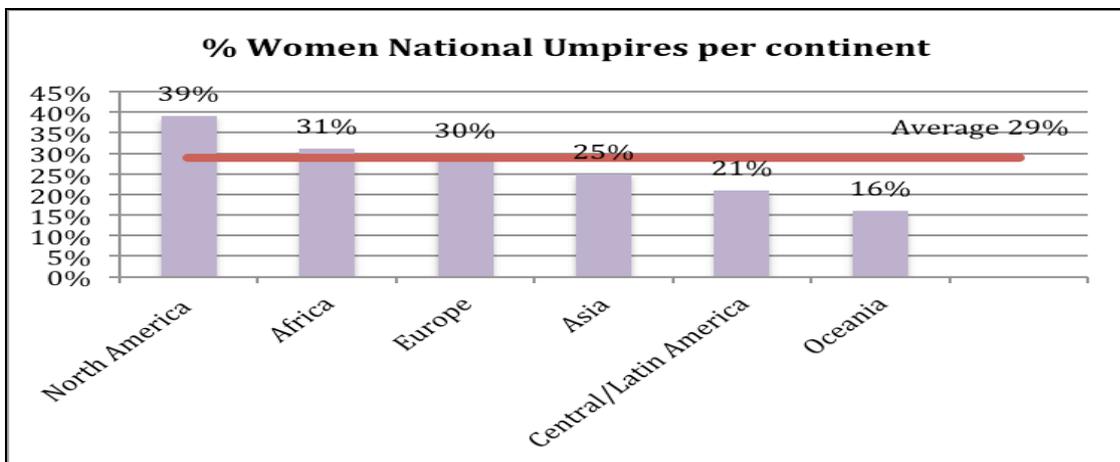
Source 21: FISA NF Survey, November 2013

**Coaches – Analysis per Continent**



Source 22: FISA NF Survey, November 2013

**National Umpires – Analysis per Continent**

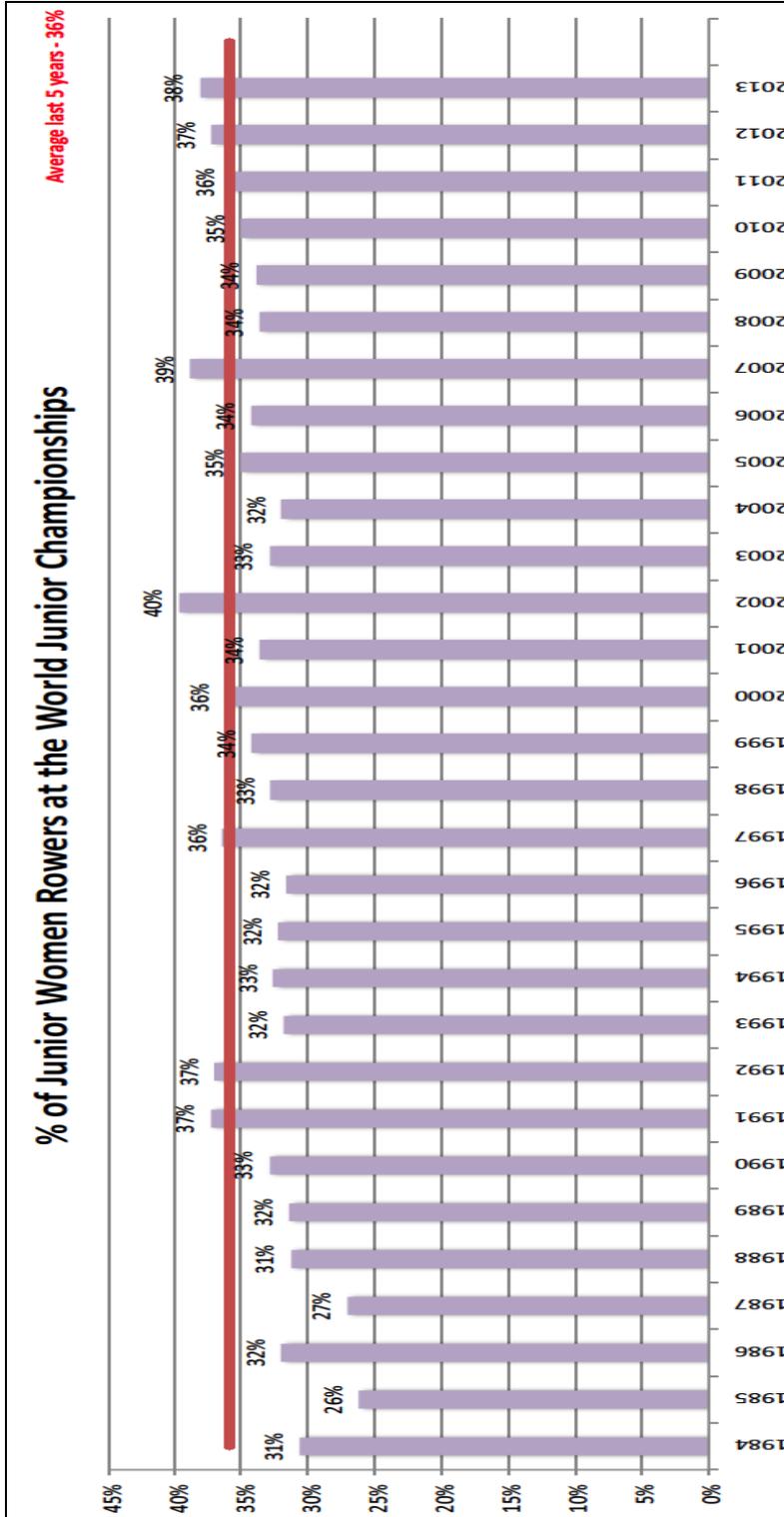


Source 23: FISA NF Survey, November 2013

## 5.4 Structures and operations review

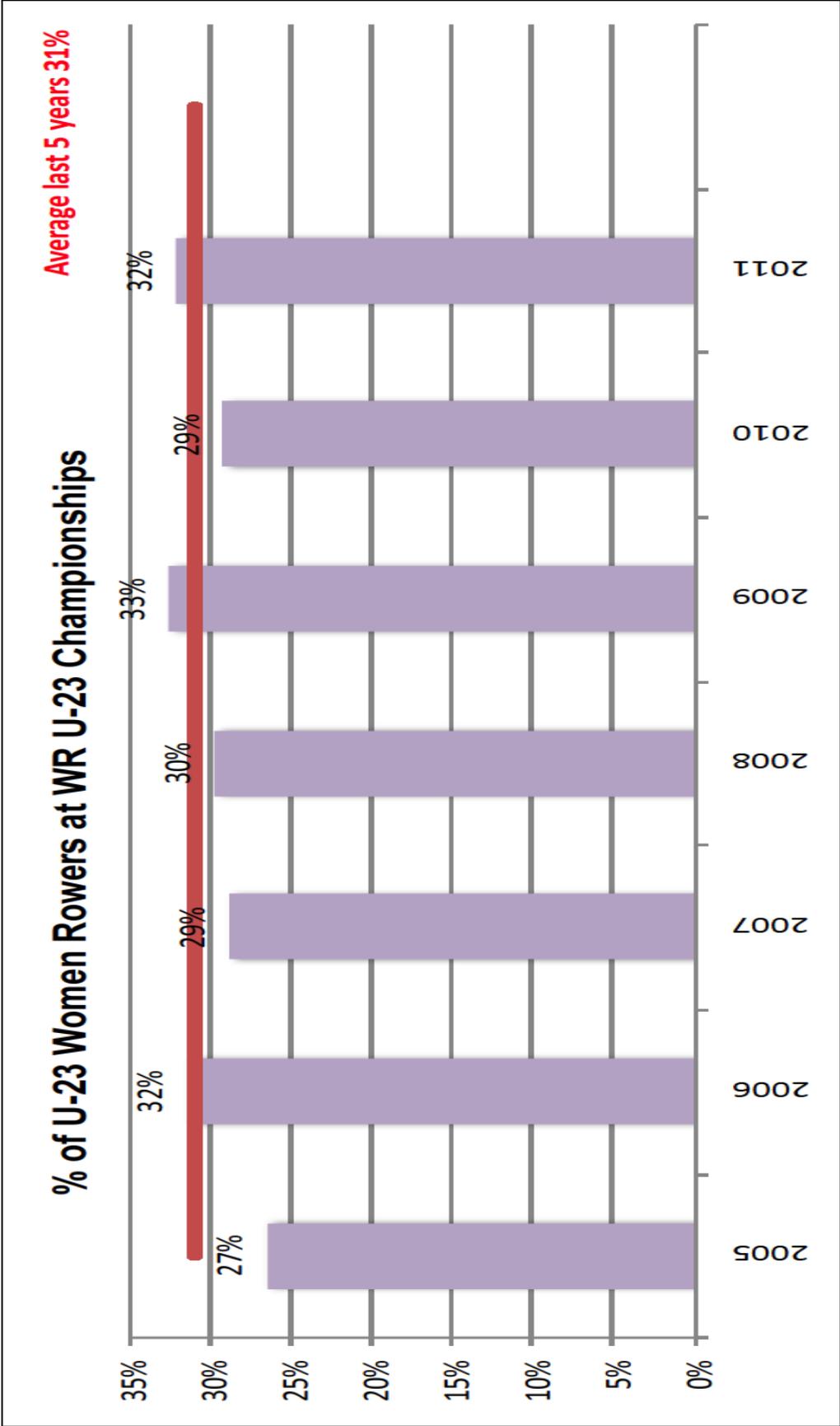
### Situation at FISA events

#### Junior Women World Championships (7 Men's Events and 6 Women's Events)



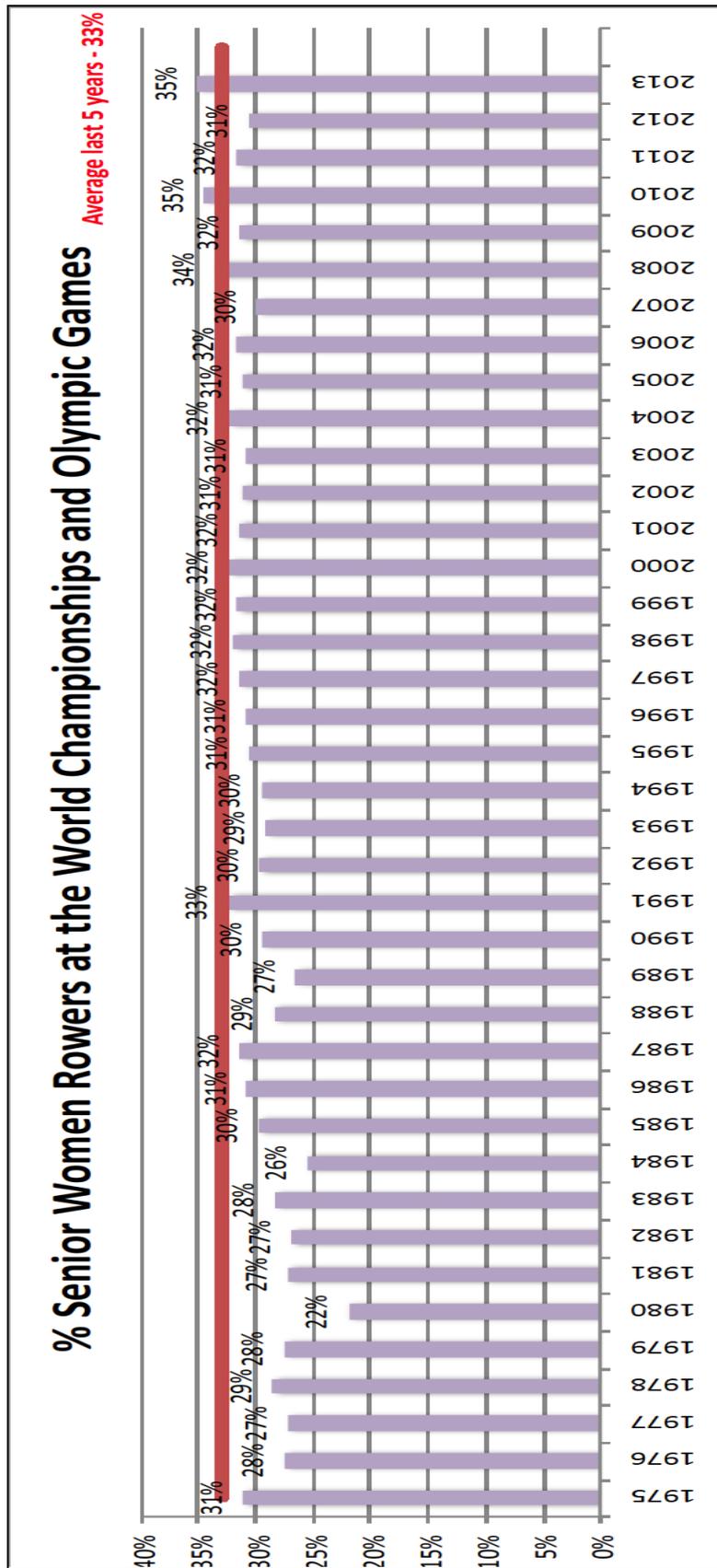
Source 24: FISA Youth Commission Statistics Report, 2013

Under 23 Women World Championships (12 Men's Events and 9 Women's Events)



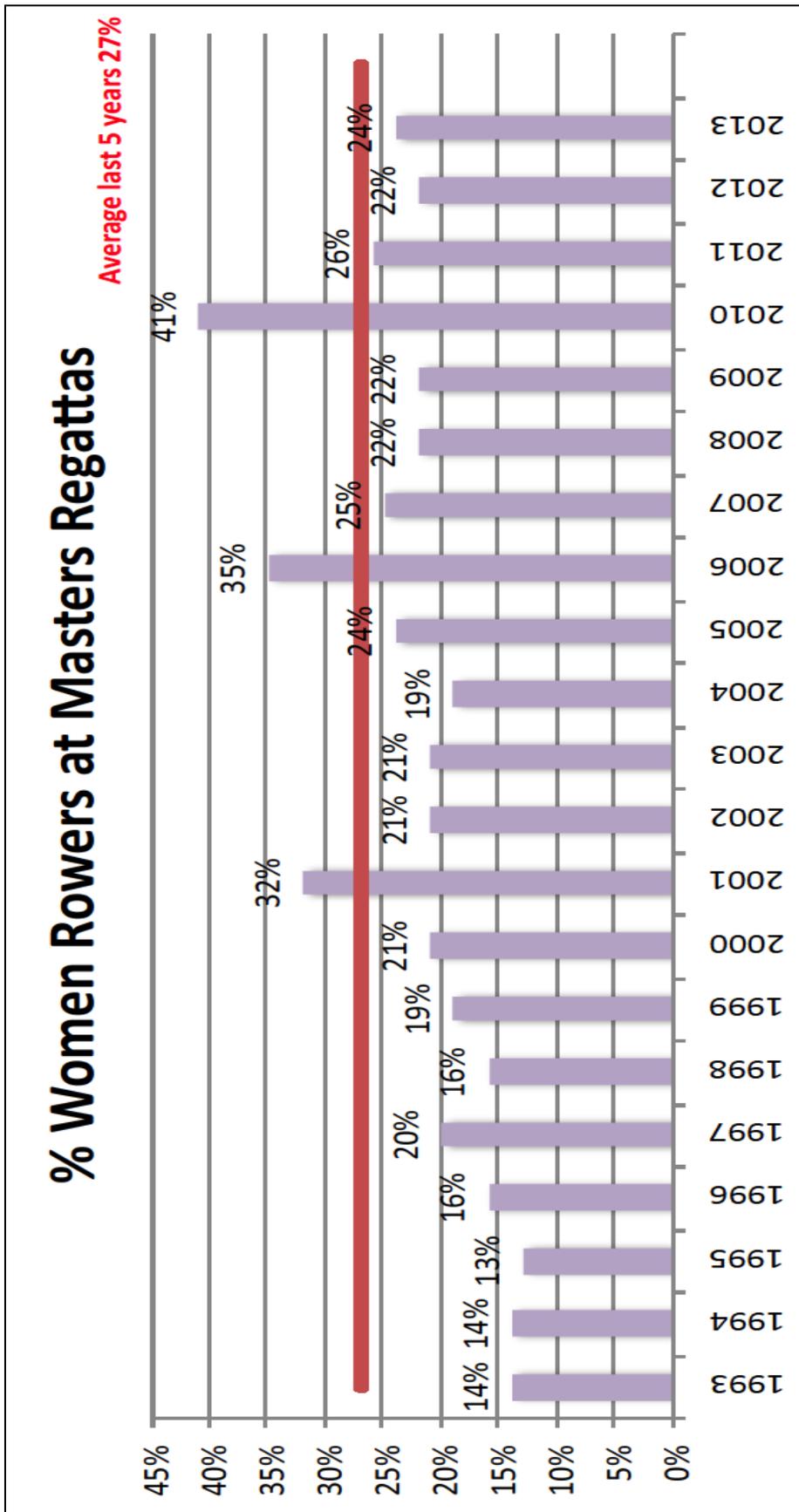
Source 25: FISA Youth Commission Statistics Report, 2011

Senior Women World Championships (13 Men's Events and 9 Women's Events)



Source 26: Updated FISA World Championships Statistics, 2011

Masters Regatta (7 Men's Events and 7 Women's Events)



Source 27: FISA Annual Statistics FWMR, 2013

### Situation at Member Association's events

Olympic Event for both men and women
Non-Olympic Event
Olympic Event for men only

### Junior Events

Ranking Nr of boats	Junior Boats	Jr Women Boats	Jr Men Boats	Total Jr Boats	% JW Boats
1	Single sculls (1x)	1211	1788	2999	40%
2	Double Sculls (2x)	935	1294	2229	42%
3	Quadruple Sculls (4x)	551	811	1362	40%
4	Coxless Pair (2-)	303	563	866	35%
5	Eight with Coxswain (8+)	355	373	728	49%
6	Four (W4-); Four (M4-)	239	390	629	38%
7	Cox Quad (W4+) GBR; Cox Quad (M4+)	7	350	357	2%
8	Lightweight Double Sculls (LW2x)	97	74	171	57%
9	Quadruple Scull with Coxswain (4x+) GBR	32	34	66	48%
10	Lightweight Pair (LW2-) ROU; Lightweight Pair (LM2-)	3	56	59	5%
11	Cox Pair (M2+)		48	48	0%
12	LW1x+ BLR&TUN&GER&CRO&ROU&NOR&CHN; LM1x+ BLR&TUN&CRO&ROU&IRL&NOR&CHN	17	23	40	43%
13	LightWeight Eight with Coxswain (8+)	0	27	27	0%
14	Lightweight Quadruple Sculls (LW4x)	7	9	16	44%
15	Lightweight Four (LW4); Lightweight Four (LM4)	0	6	6	0%
	Total Boats	3757	5846	9603	39%
	Olympic Boats	3452	5299	8751	39%

### Under-23 Events

Ranking nr of boats	U-23 boats	U-23 Women Boats	U-23 Men Boats	Total Under-23 Boats	% W U-23 Boats
1	Single sculls (1x)	391	587	978	40%
2	Double Sculls (2x)	240	319	559	43%
3	Coxless Pair (2-)	140	227	367	38%
4	Lightweight Double Sculls (LW2x)	93	143	236	39%
5	Quadruple Sculls (4x)	84	146	230	37%
6	Four (W4-); Four (M4-)	74	137	211	35%
7	Eight with Coxswain (8+)	61	119	180	34%
8	Cox Quad (W4+) GBR;Cox Quad (M4+)	0	107	107	0%
9	Lightweight Pair (LW2-) ROU; Lightweight Pair (LM2-)	0	73	73	0%
10	Lightweight Four (LW4); Lightweight Four (LM4)	10	59	69	14%
11	Lightweight Quadruple Sculls (LW4x)	33	27	60	55%
12	Cox Pair (M2+)		50	50	0%
13	LW1x+ BLR&TUN&GER&CRO&ROU&NOR&CHN; LM1x+ BLR&TUN&CRO&ROU&IRL&NOR&CHN	13	13	26	50%
14	LightWeight Eight with Coxswain (8+)	0	13	13	0%
15	Quadruple Scull with Coxswain (4x+) GBR	0	0	0	
	Total Boats	1139	2020	3159	36%
	Olympic Boats	1009	1737	2746	37%

## Senior Events

Ranking Nr of boats	Senior boats	Senior Women	Senior Men	Total Senior Boats	% W Sr Boats
1	Single sculls (1x)	653	991	1644	40%
2	Double Sculls (2x)	394	612	1006	39%
3	Coxless Pair (2-)	276	494	770	36%
4	Four (W4-); Four (M4-)	220	434	654	34%
5	Quadruple Sculls (4x)	283	348	631	45%
6	Eight with Coxswain (8+)	136	486	622	22%
7	Lightweight Double Sculls (LW2x)	250	367	617	41%
8	Lightweight Pair (LW2-) ROU; Lightweight Pair (LM2-)	0	205	205	0%
9	Lightweight Four (LW4); Lightweight Four (LM4)	6	193	199	3%
10	Lightweight Quadruple Sculls (LW4x)	63	126	189	33%
11	LW1x+ BLR&TUN&GER&CRO&ROU&NOR&CHN; LM1x+ BLR&TUN&CRO&ROU&IRL&NOR&CHN	71	115	186	38%
12	Cox Quad (W4+) GB; Cox Quad (M4+)	0	154	154	0%
13	Cox Pair (M2+)		94	94	0%
14	LightWeight Eight with Coxswain (8+)	0	27	27	0%
15	Quadruple Scull with Coxswain (4x+) GBR	0	0	0	
	Total Boats	2352	4646	6998	34%
	Olympic Boats	1992	3925	5917	34%

## Masters Events

Ranking nr of boats	Masters boats	Masters Women	Masters Men	Total Masters Boats	% WMast boats
1	Single sculls (1x)	412	946	1358	30%
2	Double Sculls (2x)	439	696	1135	39%
3	Quadruple Sculls (4x)	311	408	719	43%
4	Eight with Coxswain (8+)	178	325	503	35%
5	Four (W4-); Four (M4-)	128	212	340	38%
6	Coxless Pair (2-)	89	237	326	27%
7	Cox Quad (W4+) GB; Cox Quad (M4+)	0	230	230	0%
8	Lightweight Double Sculls (LW2x;LM2x)	25	21	46	54%
9	Lightweight Quadruple Sculls (LW4x)	3	7	10	30%
10	Cox Pair (M2+)		2	2	0%
11	Lightweight Pair (LW2-) ROU; Lightweight Pair (LM2-)	0	0	0	
12	Lightweight Four (LW4); Lightweight Four (LM4)	0	0	0	
13	LightWeight Eight with Coxswain (8+)	0	0	0	
14	Quadruple Scull with Coxswain (4x+) GBR	0	0	0	
15	LW1x+ BLR&TUN&GER&CRO&ROU&NOR&CHN; LM1x+ BLR&TUN&CRO&ROU&IRL&NOR&CHN	0	0	0	
	Total Boats	1585	3084	4669	34%
	Olympic Boats	1454	2845	4299	34%

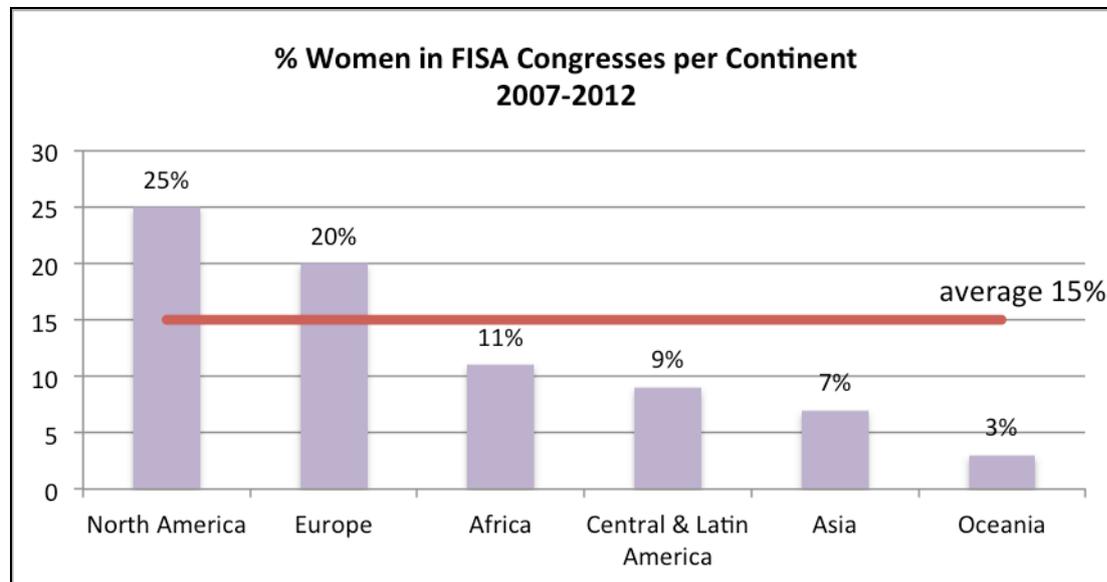
Source 28: FISA NF Survey, November 2013

**FISA Congress participation – Gender breakdown**

Nr of Men and Women Delegates in FISA Congresses	Nr of Men delegates	Nr of Women delegates	Total Nr of delegates	% Women in FISA Congresses
2007 FISA Ordinary Congress	109	16	125	13%
2008 FISA Ordinary Congress	90	21	111	19%
2009 FISA Ordinary Congress	94	13	107	12%
2010 FISA Ordinary Congress	83	17	100	17%
2011 FISA Ordinary Congress	102	15	117	13%
2012 FISA Ordinary Congress	86	15	101	15%
<b>Total</b>	<b>564</b>	<b>97</b>	<b>661</b>	<b>15%</b>

Source 29: FISA Congress participation review, 2013

Ranking - % Women in FISA Congresses	Continent	% Women
1	North America	25 %
2	Europe	20 %
3	Africa	11 %
4	Central & Latin America	9 %
5	Asia	7 %
6	Oceania	3 %

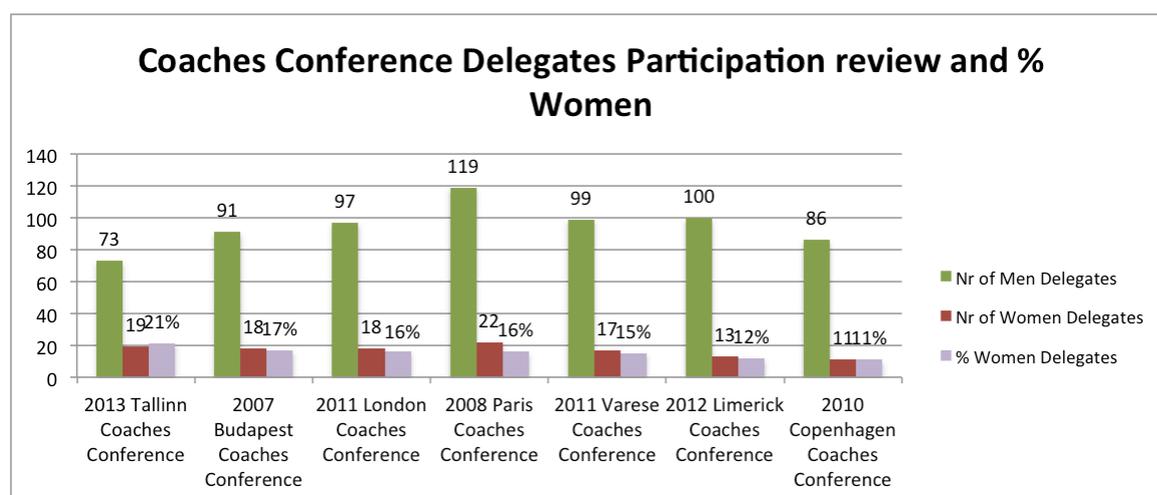


Source 30: FISA Congress participation review, 2013

**FISA Coaches conferences participation – Gender breakdown**

Coaches Conference	% Women Delegates
2013 Tallinn Coaches Conference	21%
2007 Budapest Coaches Conference	17%
2011 London Coaches Conference	16%
2008 Paris Coaches Conference	16%
2011 Varese Coaches Conference	15%
2012 Limerick Coaches Conference	12%
2010 Copenhagen Coaches Conference	11%

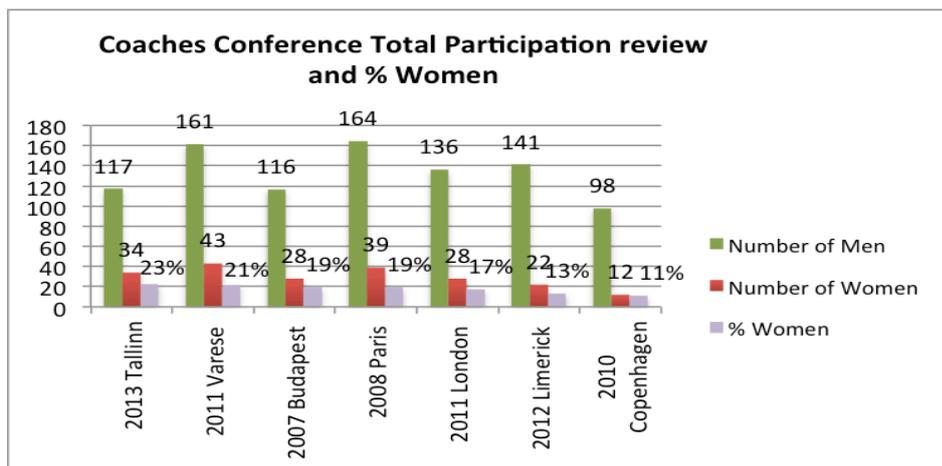
Source 31: FISA OC Coaches Conferences Delegates participation review, 2013



Source 32: FISA OC Coaches Conferences delegates participation review, 2013

Coaches Conference	% Women on total participants
Tallinn 2013	23%
Varese 2011	21%
Paris 2008	19%
Budapest 2007	19%
London 2011	17%
Limerick 2012	13%
Copenhagen 2010	11%

Source 33: FISA OC Coaches Conferences Total participation review, 2013



Source 34: FISA OC Coaches Conferences Total participation review, 2013

Please note that the statistics in source 33 and 34 include total delegates, FISA council & staff, OC and speakers and exhibitors (except for Copenhagen 2010)

### ***FISA Training Camps participation – Gender Breakdown***

#### **Athletes**

Continent	Country	Date	Athletes		
			Men	Women	% Women
Central/South America	Peru	2013	9	7	44%
Asia	Uzbekistan – Samarqand	2013	13	3	19%
Africa	Tunisia – Tunis	2013	14	11	44%
Central/South America	San Salvador - El Salvador	2013	9	5	36%
Asia	South Korea – Chungju	2012	22	12	35%
Africa	Egypt – Alexandria	2012	21	10	32%
Asia	China – Shanghai	2008	24	12	33%

#### **Coaches**

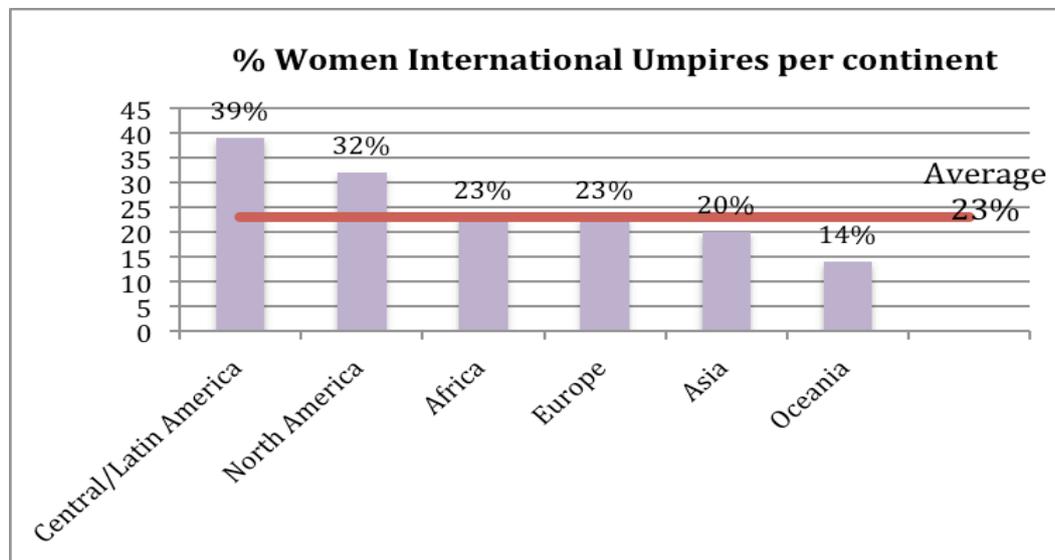
Country	Date	Coaches			FISA Coaches		
		Men	Women	% Women	Men	Women	% Women
Peru	2013	8	1	11%	4	0	0%
Uzbekistan - Samarqand	2013	8	0	0%	1	1	50%
Tunisia – Tunis	2013	12	2	14%	1	3	75%
San Salvador - El Salvador	2013	7	0	0%	4	0	0%
South Korea - Chungju	2012	17	2	11%	4	0	0%
Egypt – Alexandria	2012	13	2	13%	2	1	33%
China – Shanghai	2008	13	4	24%	2	1	33%

Source 35: FISA Training Camps total participation review, 2013

**International Umpires – Gender Breakdown per continent**

Ranking % Women Umpires	Continents	Men	Women	Total	% Women
1	Central/Latin America	14	9	23	39 %
2	North America	26	12	38	32 %
3	Africa	20	6	26	23 %
3	Europe	191	57	248	23 %
5	Asia	80	20	100	20 %
6	Oceania	18	3	21	14 %
7	Total	349	107	456	23 %

Source 36: FISA Umpiring Commission Statistics, 2013



Source 37: FISA Umpiring Commission Statistics, 2013