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The Development of Women's Athletics – Findings of an Empirical Analysis

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Pierre Anthonj
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H.S.H. Prince Albert of Monaco (Honorary President of the IAF), Lamine Diack (President of the IAAF as well as the IAF) and the IAF Council spontaneously agreed to sponsor this research project. This made it possible to gain extensive insights into the representation of women in executive positions in the 212 member federations of the IAAF.

Extremely valuable in conducting the study was the effective and competent input from Pierre Weiss (General Secretary of the IAF and former IAAF General Secretary), for which we should like to express our thanks, as well as for the support shown by numerous members of IAAF staff, especially from the Member Services Department.

As the initiator of the study Ms Ilse Bechthold, a long-standing member of the International Association of Athletics Federations (IAAF) and Chairperson of the IAAF Women's Committee, deserves mention. Based on her experience in the field of women's athletics, she was a constant and helpful source of information for the authors in the realisation of the project.

Last but not least, we would like to thank those national athletics federations that participated in our survey and by doing so contributed to the findings of this study.

We hope the findings will help to promote the development and modernisation of athletics and contribute to further enhancing the representation of women in the work of the IAAF.

The Authors

Saarbrücken, 2013

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President's message

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IAAF PRESIDENT LAMINE DIACK

Women make up half of the world's population and this has important implications also for sport federations like the IAAF. It means that, logically, for every important stakeholder in our sport of athletics; whether we are talking about athletes or officials, media, sponsors, sport leaders or fans, 50% of potential representatives are women.

But as we all know, the actual proportion of women in most of these groups is lower, just as it is in most areas of modern society despite the changing world we live in.

The IAAF takes future development very seriously by identifying the continuing development of women's athletics as one of its key priorities.

It therefore aims at offering all people the greatest opportunities to take part at all levels in the fulfilment of its goals, and the current review of its Vision and Objectives for the coming years will certainly also reflect that fact, since Unity and Solidarity are considered as fundamental values of our association.

The proportion of women both participating in and representing athletics in other ways, is still too low, although the IAAF has made dedicated efforts over the years, and taken the necessary steps for the election of AT LEAST six women members (out of 27) on its Council.

To guarantee a sustained overall development of the sport of athletics, there would be a bigger potential in increasing participation by women rather than men. However, the IAAF is not only concerned with quantity but quality, and this means political recognition and legitimacy for women inside the IAAF, as well as at national level amongst the IAAF's 212 member federations.

The IAAF is determined to make continued efforts to ensure female emancipation, and build on the positive consequences of the policy it has had in this field, over the 100 years of our existence.

Thus, although athletics used to be an exclusively male sport at the start of the modern era, it has since not only become truly global and universal, but a sport in which women are fully integrated and acknowledged.

This journey has not been easy, but overcoming the cultural and political resistance, demonstrates the progressiveness and determination of the IAAF.

We have also been able to overcome scientific dogma, as doctors thought for a long time that women were not capable of running long distances or coping with intense physical hardship without danger. This fact led the IOC to take the 800m distance out of the Olympics after its appearance in 1928 and not bring it back to the Olympics until 1960!

Today, women compete in exactly the same events as men and thus have proven that this scientific standpoint was incorrect.

We must also state that many men leadership positions in athletics were strongly and consistently opposed to the emancipation of women in our sport, but the determination of many stakeholders inside the IAAF among whom members of the IAAF Women's Committee, has been a key to success. Although there have been occasional setbacks, I have no doubt that the development of women in athletics has been a success story, when compared to what still happens in other sports.

But this story has not yet come to an end, as this study demonstrates. The positive process of reform and the quest for equality must continue, especially in the field of administration.

Let us take this challenge as a motivation to continue working for the development of women in athletics, not just as participants and athletes but as policy making leaders of the IAAF and our 212 member federations.

Having this aim in mind, I would like to pay tribute to Ilse Bechthold for her continued efforts in favour of the development of women worldwide both in and through sport.

This well documented book will take her unfailing fight in favour of women a step further and surely inspire young generations.

Lamine Diack
IAAF President
President of the International Athletic Foundation (IAF)
HIS SERENE HIGHNESS PRINCE ALBERT II of MONACO

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During the early decades of the modern era of athletics (1880-1930), the development of women's sport was obstructed by social and educational conventions. Emancipatory efforts by women were simply rejected.

The clear decision of the founder of the modern Olympic Games, Pierre de Coubertin, to ensure that the International Olympic Committee (IOC) credo would be "competitive sport for men only" had an impact on already existing efforts by women to practise running, throwing and jumping.

This was sustained by contemporary medical views that the effect of sport on women's physical and psychological development was exclusively negative. In this period, all kinds of decisions were made by men, which meant that female athletes had no opportunity to influence their own development.

As the International Amateur Athletic Federation (IAAF) followed the IOC by refusing women the chance to represent their own interests, a Frenchwoman called Alice Milliat took the initiative and founded a committee called the "Fédération Sportive Féminine Internationale" (FSFI) with the aim of organising a World Games for women.

In 1921, the first (still unofficial) "Women's Olympic Games" was successfully held in Monaco, as well as the next two editions in 1922 and 1923. As in the Olympic Games, the core of this sporting event would be athletics, and since female athletes were still excluded from the Olympic Games until 1928, the first three true international athletics' competitions for women were

staged in Monaco. I am proud that Monaco played such an important historic role for women in sport.

In 1926 the IAAF accepted the reality of a changing world and supported moves by the IOC to include women's events at the Olympic Games. At the 1928 edition in Amsterdam women took part in Olympic competition for the first time, although very few women would be seen in official positions, or in coaching, for a long time still.

Today, I am glad that the IAAF has identified and considers the on-going development of women's athletics as a key part of its vision and objectives. The International Athletics Foundation supports this project to provide the IAAF with valuable information about the effects of religious and other societal and political environments on the development of women in our sport.

HSH Prince Albert of Monaco
Honorary President of the International Athletics Foundation (IAF)

Preface

Athletics is the core sport of the Olympic Games and after soccer the most popular sport worldwide. It is organised around the world in a supranational association of national federations based on participatory principles that through continuous modernisation processes on the one hand primarily has the task to ensure that athletics remains attractive, while on the other hand preserving its traditional core values. Between these potentially conflicting contexts, the International Association of Athletics Federations (IAAF) organises attractive competitions around the world. In the interests of greater cooperation gains, for the time of the Olympic Games it transfers its rights in athletics to the International Olympic Committee.

When it comes to the equal participation of women in international competitive sports worldwide, athletics has pioneered many emancipatory developments. Over time important modernisation processes have taken place with respect to the range of sports on offer both during the Olympic Games and in the competitions organised by the IAAF. Proceeding from the European-American athletics nations, for example, more and more women in other cultures have gained and still are gaining increasing access to athletics in general and to other sporting disciplines that out of prejudice, unfounded fears and traditionalism were not open to them in the past.

Within the scope of this continuous modernisation process, the development of women's athletics is a particular concern for the IAAF (IAAF, 2003, p. 23). The development of women's athletics must be viewed on two levels:

1 Only through the equal participation of women in all disciplines can athletics defend its position over the medium and long term as the most popular Olympic sport worldwide. This presupposes the involvement of women in all athletic disciplines, i.e. the possibility to participate in training and regional, national as well as international competitions. The IAAF created an important basis for this through the successive alignment of the official women's discipline programme to that of men (cf. Flatau, 2012).

2 At the same time, women must increasingly be integrated into executive and organisational functions of the association. To achieve this, it is necessary to create essential preconditions worldwide, including in European

and North American countries, for reaching a higher proportion of women in leading positions.

Realising these objectives implies the following in particular:

- Adequate representation of women in executive and administrative positions in clubs as well as regional, national and international federations,
- Adequate representation of women in coaching and equal access to education and qualification in this field,
- Adequate representation as officials and equal access to these positions,
- Educational courses for the above-mentioned fields of activity and
- Participation at athletics congresses that should also address the issue of women's athletics.

The vague term "adequate representation" must be understood as meaning that over time an increasing proportion of women must be strived for that should be promoted until their percentage among athletes and officials roughly corresponds to that in the population as a whole. In this context it can be assumed that such a process cannot and will not be realised equally quickly in all athletics nations. When balancing the interests in favour of equality the performance principle is therefore weighted less heavily when appointing women because an attributed characteristic (gender) is to be given priority over men otherwise displaying the same performance characteristics.

In order to analyse the actual development of women's involvement in the named fields of activity and competitions as well as the existing framework conditions at the respective national level in the context of this process, the International Athletic Foundation (IAF) commissioned Saarland University (Germany) to conduct a corresponding survey. The survey comprised a secondary analysis of statistical data, the IAAF Annual Reports and a questionnaire survey carried out specifically for this purpose.

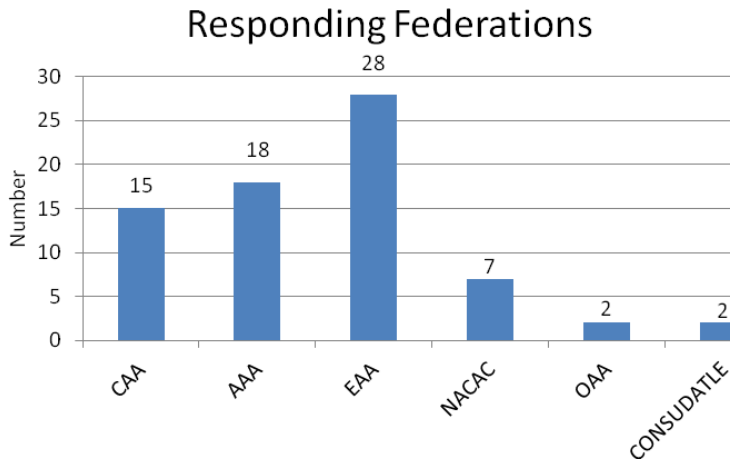
Findings

In this chapter we present the findings from the written survey among the national athletics federations, grouped according to continental areas. The findings are supplemented by data from the IAAF Annual Reports.

The findings section is divided into four main parts. In the first part we look at the areas surveyed (cf. 2.1) and their response rates and provide a first overview of already existing women's quotas (cf. 2.2). Based on the surveyed data the respective functions of executive board members and administrative staff (cf. 2.3 to 2.5) are examined with a view to the development of the percentage of women. These figures are complemented by those of athletes, officials and coaches (cf. 2.6 to 2.9). In a concluding chapter (cf. 2.10) supporting and further education measures aimed at increasing the women's quota are analysed according to different criteria in order to give recommendations for the future.

Areas Surveyed

Among others the questionnaire examines the topics "Executive Board Members", "Women's Quota", "Support Measures for Women" and "Educational Courses" and was sent out to all 210 member federations in the IAAF in 2012. 72 federations responded, which corresponds to a response rate of 34.3%. Figure 1 shows an overview of the number of responses from the respective continental areas. With 28 responses and a response rate of 59.6%, the European Athletic Association (EAA) represents the highest proportion. The Asian Athletics Association (AAA) follows with 40% of responses and the Confédération Africaine d'Athlétisme (CAA) with 28.3%, as well as the North American, Central American and Caribbean Athletic Association (NACAC) with 21.9%. By contrast, only 2 responses were received from the Oceania Athletics Association (OAA) and the Confederación Sudamericana de Atletismo (CONSUDATLE) respectively (OAA: 10%; CONSUDATLE: 15.4%).



CAA: Confédération Africaine d'Athlétisme
AAA: Asian Athletics Association
EAA: European Athletic Association
NACAC: North American, Central American and Caribbean Athletic Association
OAA: Oceania Athletics Association
CONSUDATLE: Confederación Sudamericana de Atletismo

Fig. 1. Number of responding federations.

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Women's Quota

The research initially focused on establishing whether the statutes specify a women's quota in the various executive and administrative positions of the respective federation. Over half of the member federations surveyed stated that their statutes did not specify an official women's quota in these areas (cf. Figure 2). By contrast 21% confirm the existence of such a quota. 23% of those surveyed did not specify.

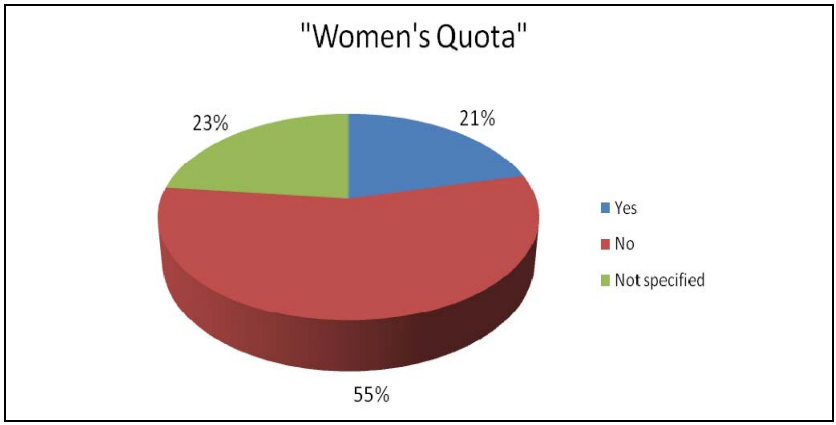

Fig. 2. Percentage of federations having an official women's quota.

The survey also differentiated according to the functions within the federations for which such a quota exists. Consideration was given to "Executive Board Members", "Administrative Staff", "Committees and Commissions" and "Coaches". Around one third of the member federations stated they had defined a women's quota for executive functions within the organisations. While 28% of those surveyed stated they had specified a women's quota for "Committees and Commissions", the figure for "Administrative Staff" and "Coaches" was 21% and 22% respectively (Figure 3).

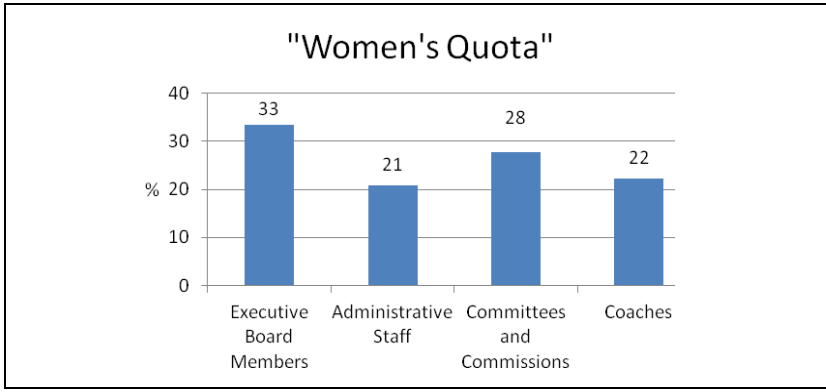

Fig. 3. Percentage of federations having an official women's quota differentiated by specific functions.

The average quota given by the national federations is shown in Figure 4. At 23.6% the rate is highest for "Administrative Staff". A similar average quota is stated for "Committees and Commissions". The average women's quota determined for "Coaches" is 14.9%, and for "Executive Board Members" 15.9%.

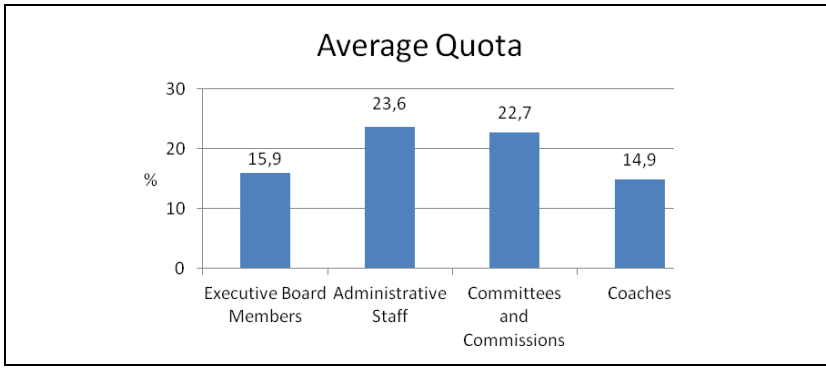

Fig. 4. Average defined women's quota for specific functions.

In addition to these findings, Table 1 contains the average women's quotas which according to the respective areas are defined in their statutes or official programmes for specific functions. The EAA has the highest average defined women's quota with 56.7% for the "Committees and Commissions" function. By contrast, with 50% the CAA has the highest defined women's quota for

"Administrative Staff". Particularly striking are the low quotas for the functions "Executive Board Members" and "Coaches". At 21.7%, the AAA has the highest defined women's quota for "Executive Board Members" and the CAA for "Coaches" at 25.4%. The NACAC and OAA have no defined quotas for women in their statutes, with the exception of "Executive Board Members". The level of the quotas fluctuates within the member federations between 4 and 40% for "Executive Board Members", between 10 and 50% for "Administrative Staff" and "Committees and Commissions" and between 10 and 40% for "Coaches".

Tab. 1. Average defined quotas.

	Executive Board Members	*Administrative Staff*	*Committees and Commissions*	*Coaches*
CAA	21.5	50	35.6	25.4
AAA	21.7	35	29	17
EAA	21	46.3	56.7	22
NACAC	9	0	0	0
OAA	12	0	0	0
CONSUDATLE	10	10	15	25

Member federations that stated they have not fixed a women's quota in their statutes were additionally asked whether they still strive for an increased proportion of women (Figure 5). Whereas 64% state this as an objective, 24% answered in the negative. 13% of the member federations did not specify.

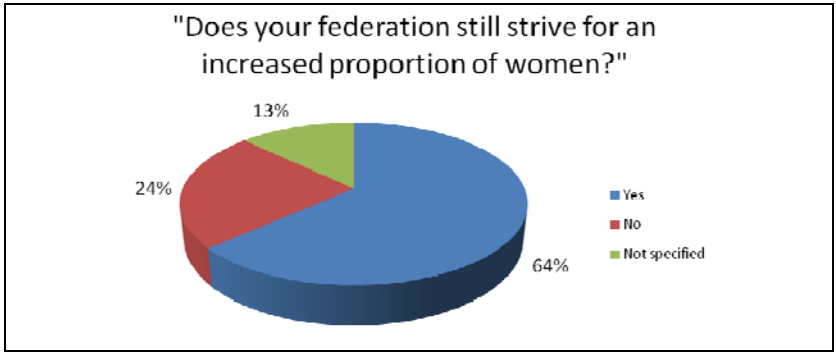

Fig. 5. Percentage of federations having no official women's quota but striving for an increased proportion of women.

These findings were also differentiated according to functions. Of those member federations that stated they did not have a defined women's quota, 71.7% are striving to increase the proportion of women in the group of "Executive Board Members" and 70% in the group of "Coaches". These are followed by "Committees and Commissions" with 67.4% and "Administrative Staff" with 46.2%.

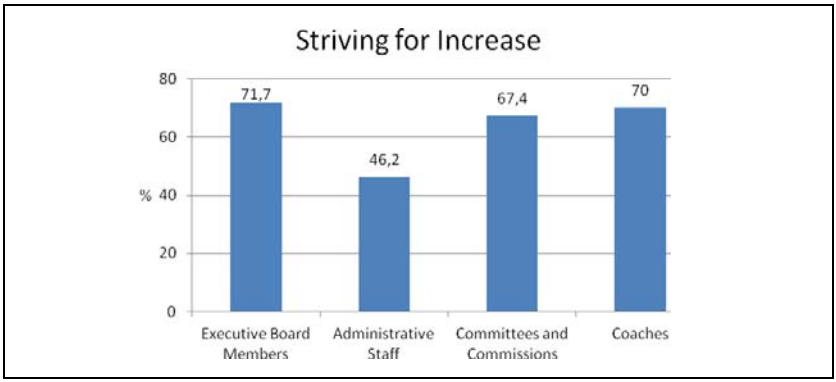

Fig. 6. Percentage of federations having no official women's quota but striving for an increased proportion of women in different functions.

A glance at Table 2 shows that the average strived for women's quota is highest for "Administrative Staff" at 37%. The other functions lag behind with around 30%. The level of the quotas fluctuates within the member federations between 10 and 60% for "Executive Board Members" and "Coaches", between 10 and 50% for "Committees and Commissions" and between 10 and 66% for "Administrative Staff".

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Tab. 2. Average approximated quota of federations having no official women's quota.

	Executive Board Members	*Administrative Staff*	*Committees and Commissions*	*Coaches*
Average Quota	31	37	30	32

A comparison between Table 2 and Figure 4 shows that the average strived for women's quota stated in the survey is in some cases twice as high as that defined by the member federations in their statutes.

SUMMARY "WOMEN'S QUOTA":

1. *55% of the member federations surveyed state they have no official women's quota in their statutes.*
2. *The majority of the member federations state they have defined a women's quota in their statutes for "Executive Board Members". This is on average 15.9%.*
3. *The highest women's quota defined in the statutes exists for "Administrative Staff" with an average of 23.6%.*
4. *The average strived for women's quotas stated in the survey are in some cases twice as high as those defined in the statutes.*

Executive Board Members

The following analyses illustrate the development of women's representation on the executive boards of the national athletics federations. A necessary prerequisite to enable women to be involved in leading athletics federations is the existence of female applicants for these positions. The greater the proportion of female applicants, the higher the probability is of there being suitable candidates among them who are capable of filling the corresponding roles.

If we consider the development of the proportion of women in these positions over the past five years, 58.3% of the member federations declare an increase in the number of women at executive board level (cf. Figure 7). Last year the increase amounted to 30.6%.

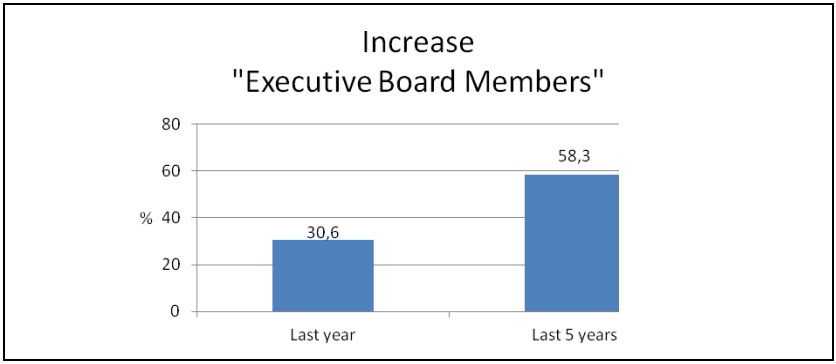

Fig. 7. Percentage of federations declaring an increase of women in the function of "Executive Board Members" between the years 2011-2012 and between the years 2007-2012.

Taking a closer look at the areas in Figure 8, we see that with the exception of CONSUDATLE federations, all areas surveyed recorded an increase over the past five years. 73% of the surveyed CAA federations cited such an increase, as did 57% and 56% of those belonging to the NACAC and the AAA respectively. As mentioned above, the CONSUDATLE federations claim no increase in the percentage of female executive board members over the last five years; however, they state a 50% increase for the last year. An analysis of the development during the last year shows that with 40% the federations in the CAA similarly recorded one of the highest increases. Only the CONSUDATLE federations are higher with 50%. The federations belonging to the

OAA show a contrary trend to the CONSUDATLE federations. They cite no increase for the last year.

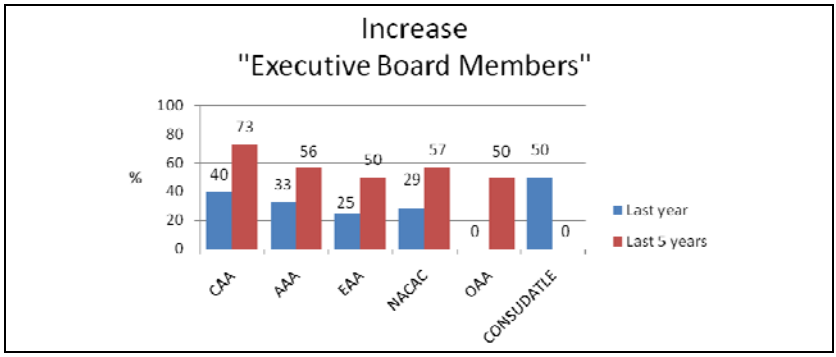

Fig. 8. Percentage of member federations declaring an increase of women in the function of "Executive Board Members" between the years 2011-2012 and between the years 2007-2012.

An analysis of the Annual Reports shows a development in the percentage of female "Executive Board Members" over a period of 12 years (2000 to 2012). This indicates relative consistency over the stated period. As can be seen in Figure 9, the percentage of women was highest in the years 2005 and 2007 at around 20%. In contrast to the statements of the surveyed member federations that they saw an increase over the last five years, the presentation of the percentages shows a declining trend.

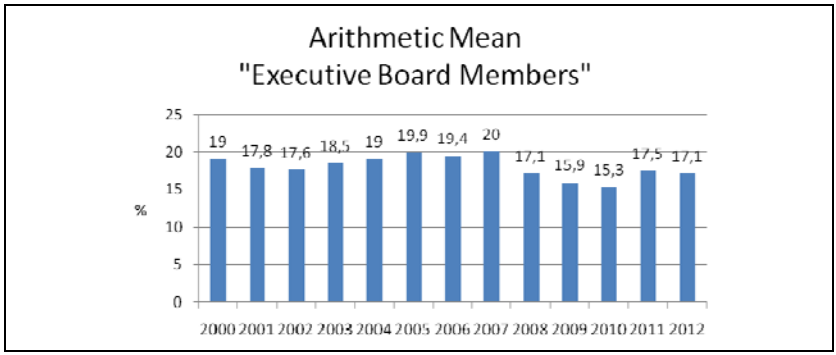

Fig. 9. Percentage of female "Executive Board Members" from the years 2000-2012 (arithmetic mean of the federations).

Thus the value decreased by up to three percentage points, while climbing again to over 17% in the last two years. This increase also corresponds to the statements made by the surveyed member federations.

A glance at the individual percentages of female "Executive Board Members" for the respective areas shows that with 26% the federations in the NACAC have the highest proportion in 2012 and are thus significantly above the mean value of 17% (cf. Figure 10). This also applies to the federations in the OAA (24%) and those of CONSUDATLE (21%). The federations in the EAA, the CAA and the AAA lie below this mean value with 13%, 12% and 8% respectively. For the years 2000 and 2007, the mean value shows a similar trend.

A direct comparison of percentages for the years 2000 and 2012 only shows an increase for the federations in the EAA, OAA and NACAC. By contrast, the other areas indicate a declining trend. The development among the federations in the AAA is particularly striking. Proceeding from an original representation of 14%, this value fell in 2007 to 12% and in 2012 to 8%.

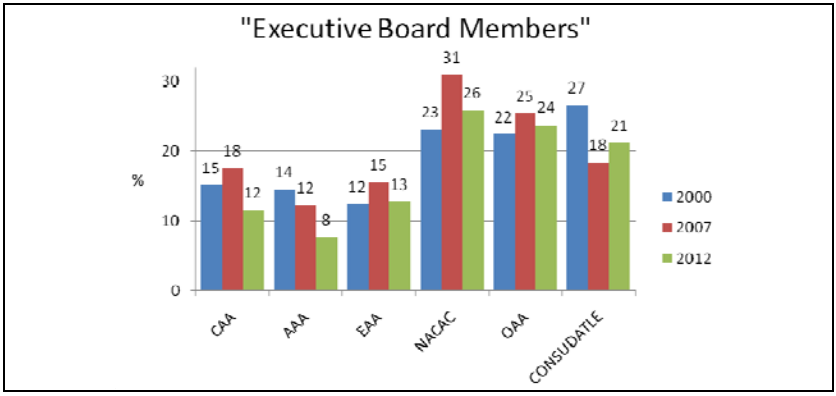

Fig. 10. Percentage of female "Executive Board Members" in the years 2000, 2007 and 2012.

Another question in this context addressed the percentage of male and female applicants for executive board positions (cf. Figure 11). This reveals that the percentage of male applicants is significantly higher than that of female applicants for the respective positions. 84% of applicants are male. This leads to an inherent selection logic because a higher number of competing applicants increases the competitive pressure. This would therefore be considerably lower for women if a 50-percent representation for women were to abruptly be realised, i.e. if 50% of the positions were made available for women but

considerably more men than women were each competing for 50% of the positions. In this respect there is much to be said for a long-term perspective in this process of establishing an appropriate quota for women.

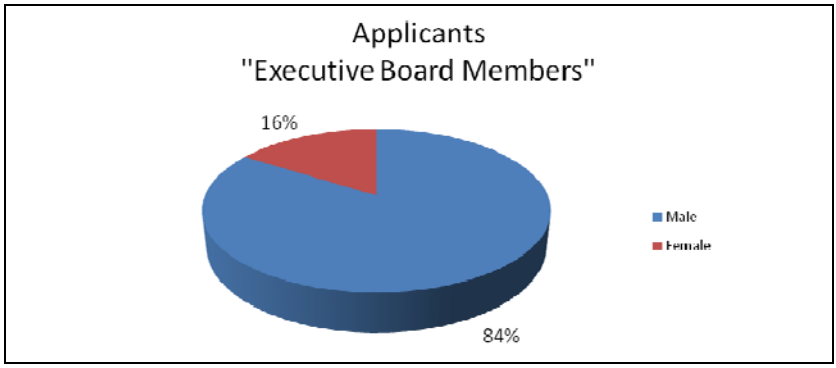

Fig. 11. Percentage of female and male applicants for "Executive Board Members".

The executive board positions covered by the study are those of "President", "Vice-President", "CEO" and "Treasurer". The survey among the members in the different areas reveals that with 21% the majority of female applicants applied for the position of "Treasurer". This was followed by the office of "Vice-President" with 18% and the position of "President" showed the lowest percentage at 13% (cf. Figure 12). The higher and more important the position is within the executive board, the fewer female applicants there are.

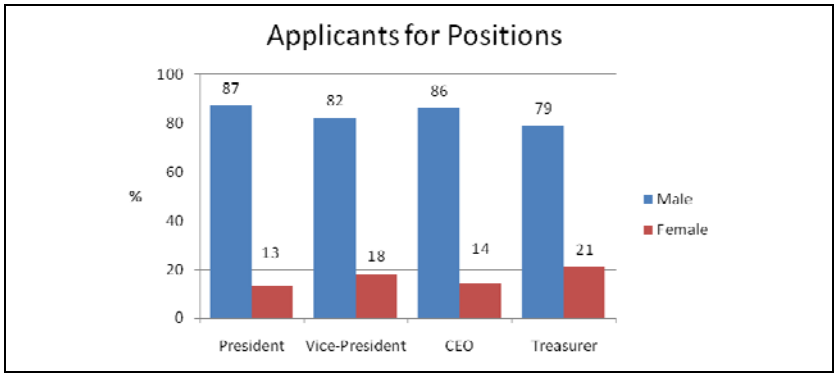

Fig. 12. Percentage of female and male applicants for positions.

Another difference can be noted in the distribution of male and female applicants for positions on the executive board in the individual areas.

Figure 13 provides a graphical representation of applicants for the position of "President". From this we can deduce that the AAA, the OAA and the CONSUDATLE have no applicants for the position of "President". By contrast, with 29% the CAA shows by far the highest percentage of female applicants for this position, followed by the EAA and the NACAC with only single-digit percentages.

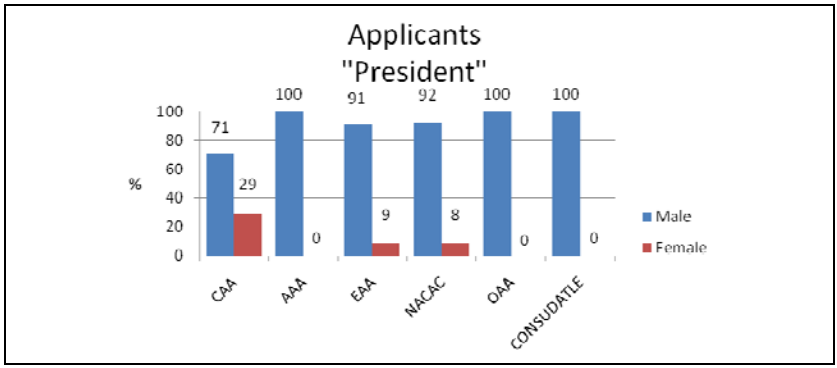

Fig. 13. Percentage of female and male applicants for the position of "President" differentiated by federations.

The office of "Vice-President" presents a different picture (Figure 14). While the federations in the OAA again have no female applicants for this position, among the CONSUDATLE federations all applicants were women. With 25% female applicants for the office of "Vice-President", the federations in the CAA again have the highest percentage. By contrast to the position of "President", the gap between the federations in the NACAC and EAA is much lower at 21% and 20% respectively. The lowest number of female applicants for the office of "Vice-President" was shown by the AAA federations with 7%.

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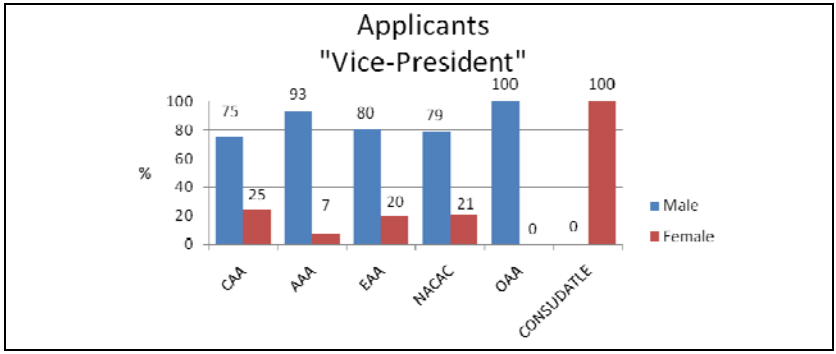

Fig. 14. Percentage of female and male applicants for the position of "Vice-President" differentiated by federations.

The percentage of female applicants for the office of "CEO" deviates from the previous offices (cf. Figure 15). Thus the NACAC federations have more than twice as many female applicants for this office than those of the EAA.

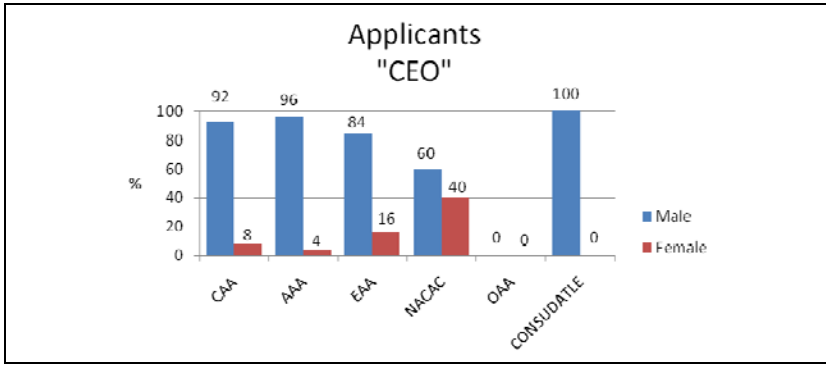

Fig. 15. Percentage of female and male applicants for the position of "General Secretary/CEO" differentiated by federations.

The last position on the executive board to be considered is that of "Treasurer". All applicants for this position from the OAA federations were women. By contrast, the CONSUDATLE federations had no female applicants. With 37%, the federations in the EAA had the next highest proportion of female applicants for the office of "Treasurer", followed by the federations in the CAA with 24% and the NACAC with 10% (cf. Figure 16).

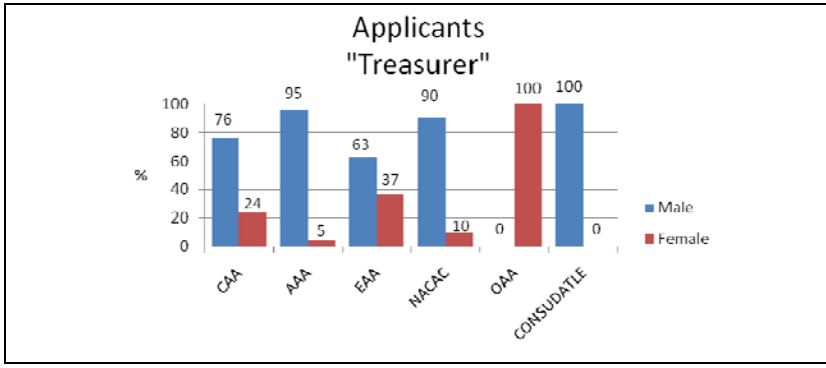

Fig. 16. Percentage of female and male applicants for the position of "Treasurer" differentiated by federations.

Summing up, we can note that the CAA federations have the highest proportion of female applicants for the office of "President" (29%). The federations in the AAA lie behind the other areas with single-digit percentages and the EAA federations show the highest percentage of female applicants for the

office of “Treasurer” alongside those of the OAA. The highest overall percentage of female applicants for the office of “CEO” is shown by the federations in the NACAC with 40%. A more differentiated view has to be taken of the figures for the federations in the OAA and the CONSUDATLE, which due to their low response rate show very extreme values of 100% or 0%.

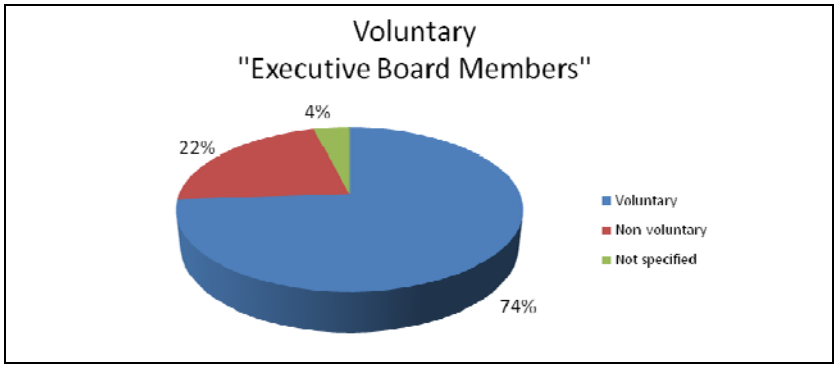

Fig. 17. Percentage of voluntary “Executive Board Members”.

In addition to an analysis of applicants for the respective positions on the executive board, it is also interesting to quantify the percentage of voluntary executive board members and the number of women among them. The evaluation of the questionnaires revealed that 74% of the member federations stated that the executive board in their federation is made up of voluntary members (cf. Figure 17).

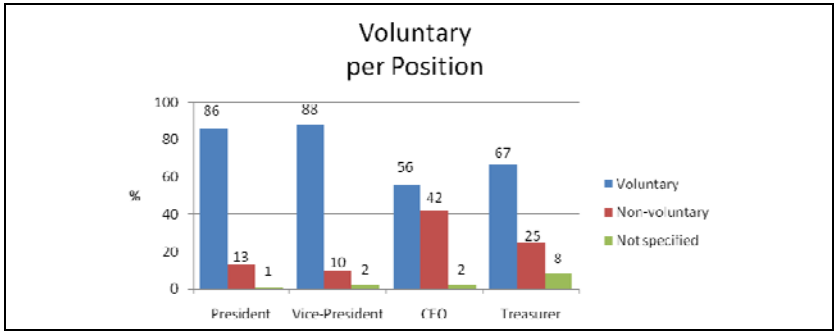

Fig. 18. Percentage of voluntary and non-voluntary board members in different positions.

The majority of the member federations state that the office of "Vice-President" and that of "President" are filled by voluntary board members (cf. Figure 18). The office of "Treasurer" follows with 67%. The office of "CEO" is the only one occupied approximately equally by voluntary and non-voluntary members.

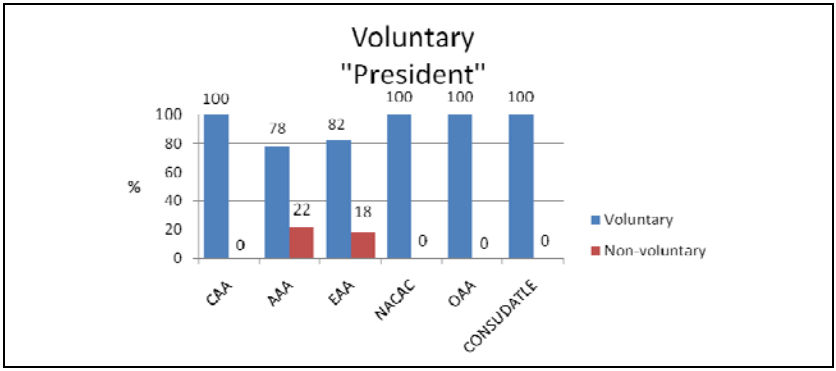

Fig. 19. Percentage of voluntary and non-voluntary board members in the position of "President" differentiated by federations.

A more detailed analysis of the respective offices allows a differentiated view of the composition of "voluntary" and "non-voluntary" members by area. Figure 19 shows the weighting of voluntary and non-voluntary members in the position of "President".

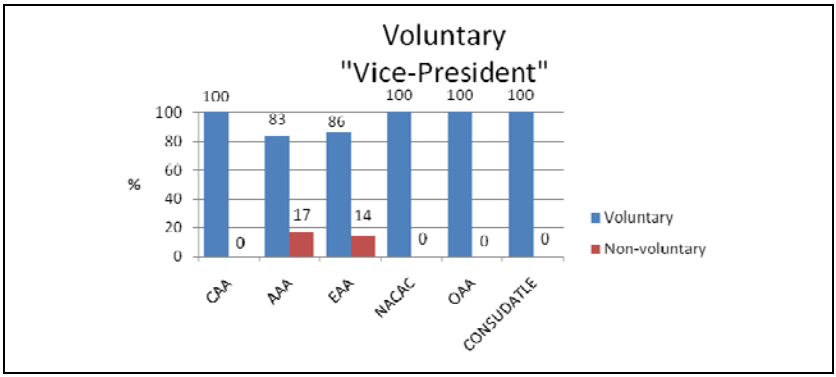

Fig. 20. Percentage of voluntary and non-voluntary board members in the position of "Vice-President" differentiated by federations.

It reveals that the AAA and EAA federations are the only ones having a percentage of non-voluntary board members in the position of "President". Even here, the proportion is at maximum 22%.

An analysis of the position of "Vice-President" produces a similar result (cf. Figure 20). Here, too, among the federations in the AAA and EAA this position is not only filled by executive board members working on a voluntary basis. However, fewer than one in five "Vice-Presidents" work on a non-voluntary basis.

Figure 21 shows a very different picture for the position of CEO. In almost all areas the number of non-voluntary board members is significantly higher. For the NACAC federations, for example, the figure is 14%, for those of the CAA 21% and those of the AAA 28%.

While the OAA federations have an equal proportion of voluntary and non-voluntary members, the distribution within the EAA shows the highest value of non-voluntary board members so far with over 70%.

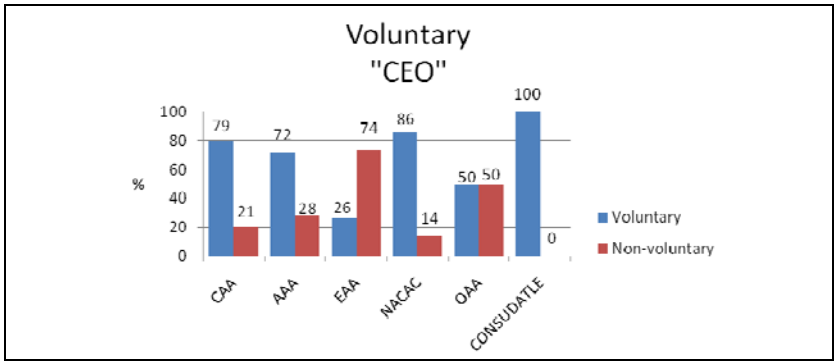

Fig. 21. Percentage of voluntary and non-voluntary board members in the position of "General Secretary/CEO" differentiated by federations.

The distribution of voluntary and non-voluntary members in the position of "Treasurer" again reveals a similar picture to that for the offices of "President" and "Vice-President" (cf. Figure 22). While among the federations in the NACAC, the OAA and the CONSUDATLE the position of "Treasurer" is filled to 100% by members working in a voluntary capacity, the federations in the other three areas claim to also have non-voluntary members in this position. The EAA and AAA federations have the highest proportions with 44% and 33% respectively.

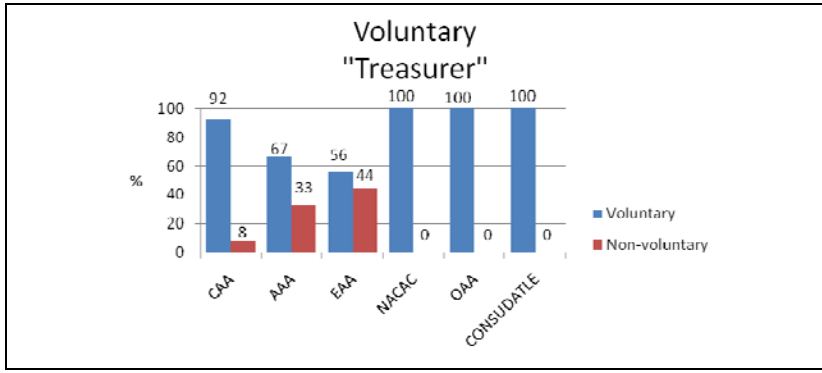

Fig. 22. Percentage of voluntary and non-voluntary board members in the position of "Treasurer" differentiated by federations.

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SUMMARY "EXECUTIVE BOARD MEMBERS":

1. *58.3% of the member federations show an increase in the number of women on their executive boards over the last five years.*
2. *30.6% of the member federations show an increase in female executive board members for 2011.*
3. *The arithmetic mean of women represented among executive board members in 2012 was 17%. EAA, AAA and CAA are up to 9% below this value.*
4. *16% of applicants for executive board positions are women.*
5. *The office of Treasurer has the highest number of female applicants with 21%.*
6. *The office with the highest number of executive board members working on a voluntary basis (90%) is that of "President".*
7. *The office with the highest number of executive board members working on a non-voluntary basis (42%) is that of "General Secretary/CEO".*

Administrative Staff

The development of the representation of women among administrative staff produces a similar picture to that within the executive board.

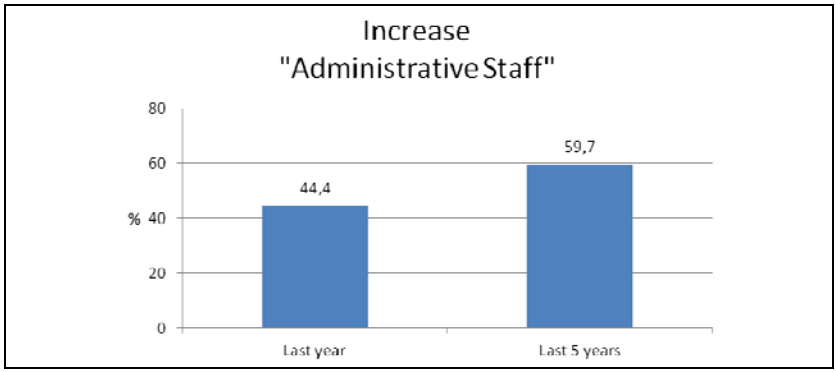

Fig. 23. Percentage of federations declaring an increase of women among "Administrative Staff" between the years 2011-2012 and between the years 2007-2012.

Over half of the member federations declare an increase in the number of women among administrative staff in the last five years (cf. Figure 23). 44.4% of the member federations confirmed an increase in the last year. That is significantly higher in comparison to executive board members (13.8%).

Significantly higher than the arithmetic mean of 59.7% for the federations of all areas in the last five years are the values for the AAA (67%) and the EAA (64%). Only one third of all NACAC member federations state an increase in the proportion of women for the same period. The average increase in the last year is considerably closer to the five-year value for "Administrative Staff" compared to "Executive Board Members".

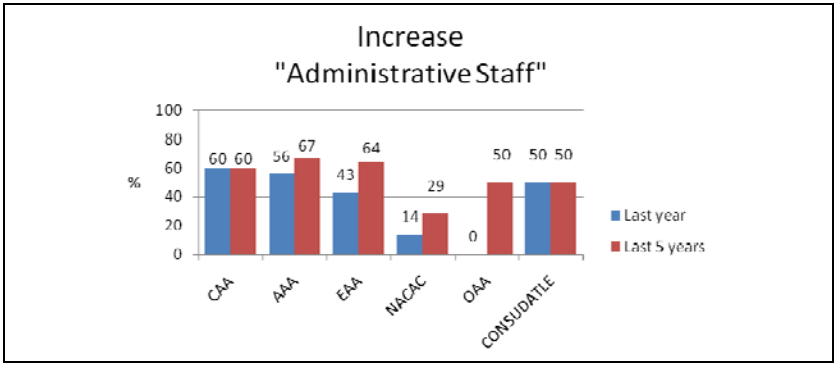

Fig. 24. Percentage of member federations declaring an increase of women among "Administrative Staff" between the years 2011-2012 and between the years 2007-2012.

In the following, administrative staff are differentiated according to full-time and part-time staff. The proportion of female full-time staff in 2011 is higher than that of part-time staff with 43% compared to 36% (cf. Figure 25). An increase can be noted for both types of employment compared to 2006. Thus in 2011 the value for female part-time staff increased by 5% and that for full-time staff by 3% over the previous year.

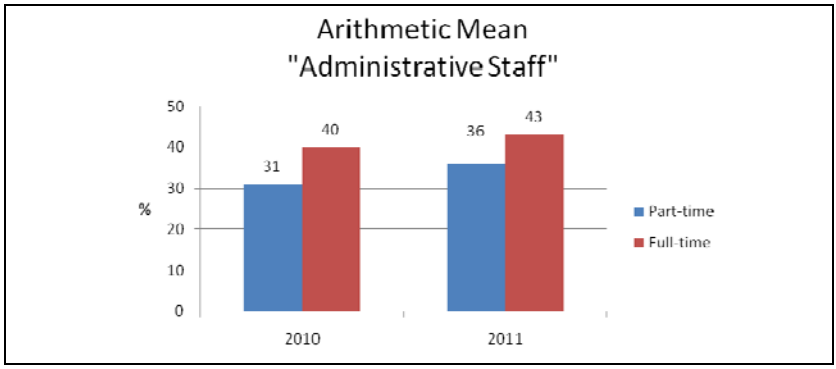

Fig. 25. Percentage of female "Administrative Staff" in the years 2000 and 2011 ("part-time" and "full-time" administrative staff compared).

A differentiation by areas also shows a higher proportion of women in full-time employment than working part-time in four out of six areas (cf. Figure 26). This ratio is reversed only for the federations in the EAA and the NACAC.

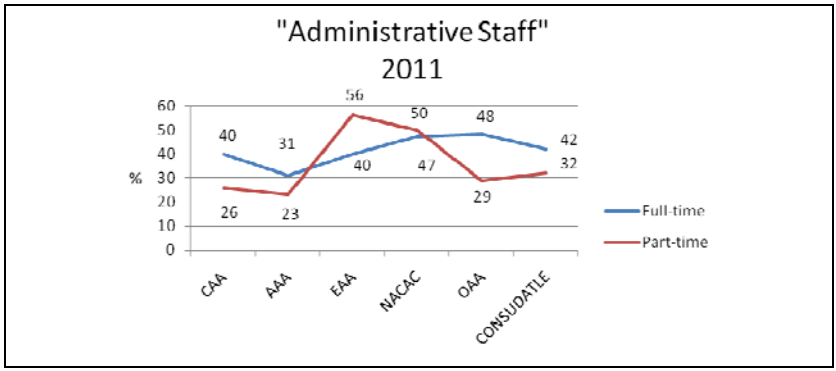

Fig. 26. Percentage of female "Administrative Staff" in the year 2011 differentiated by federations ("part-time" and "full-time" administrative staff compared).

With 56%, the EAA federations show the highest proportion of part-time female employees among "Administrative Staff".

This is also illustrated by a comparison with the previous year (cf. Figure 27). Here, too, the EAA federations have the highest value for part-time female employees with 50%. Except for the federations in the AAA, a slight

increase in the number of full-time female employees in the last year can be noted in all areas. With 8%, this increase is greatest in the federations in the OAA. However, the AAA federations show a constant value of 23%.

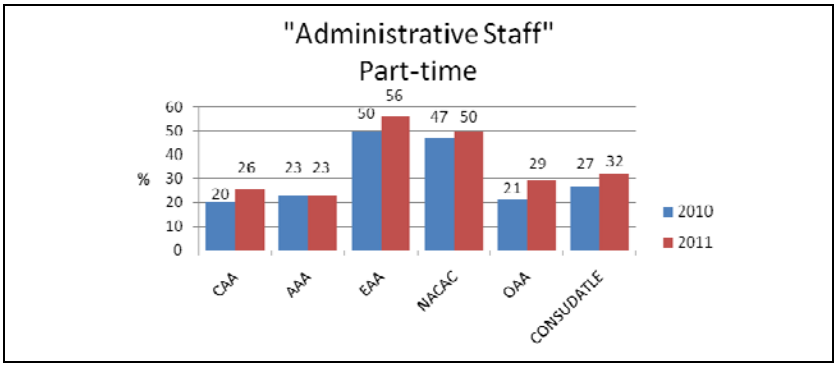

Fig. 27. Percentage of female "Administrative Staff – Part-Time" in the years 2010 and 2011 differentiated by federations.

SUMMARY "ADMINISTRATIVE STAFF":

1. *59.7% of the member federations declared an increase in female administrative staff in the last five years.*
2. *44.4% of the member federations stated an increase in the number of women among administrative staff in 2011.*
3. *43% of full-time employees among administrative staff are women.*
4. *36% of part-time employees among administrative staff are women.*
5. *With 56%, the EAA federations show the highest proportion of part-time female employees among administrative staff.*

Committees and Commissions

As in the case of executive board members and administrative staff, the development of the involvement of women on committees and commissions shows a positive trend. The arithmetic mean of all female members on

committees and commissions in the six areas in 2000 was 22.8%. In 2011, the proportion increased to over one third (cf. Figure 28).[1]

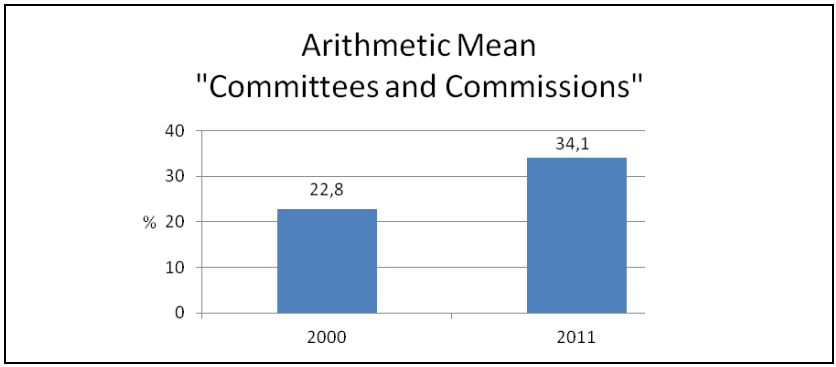

Fig. 28. Percentage of female members on "Committees and Commissions" in the years 2000 and 2011 (arithmetic mean).

If we compare the percentage of female members on committees and commissions differentiated by areas (Figure 29) with the mean values, we note that the federations in the CAA have exactly the same values. The AAA, EAA and OAA federations lie below the average value of 22.8% in 2000, while the NACAC and CONSUDATLE federations lie above it. The CONSUDATLE federations have the highest representation with 31%, and the federations in the EAA the lowest value with 18%. A similar picture emerges in comparison with 2011. With a value of 50%, the federations of CONSUDATLE once more lie above the arithmetic mean, followed by those of the OAA. The AAA and EAA federations have the lowest percentage of female members on committees and commissions compared to the other areas with 27%. In general we can note that all areas showed an increase compared to 2000 (cf. Figure 28).

[1] Due to a small sample, the information relating to "No. & Gender of Members" from the 2012 Annual Report could not be incorporated into the evaluation of Committees & Commissions. An analysis according to "Gender of Chairperson" for 2012 produces an average percentage of women of 20.8%. For the individual continents, the following values apply: CAA 22%; AAA 12.9%; EAA 16.2%; NACAC 26.2%; OAA 16.1%; CONSUDATLE 31.3%.

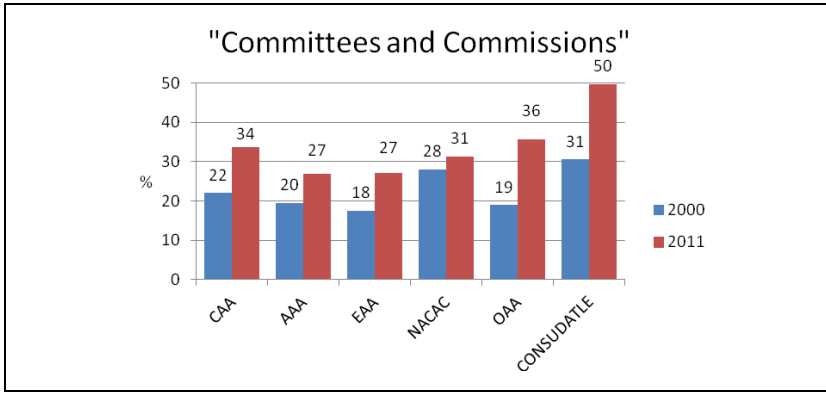

Fig. 29. Percentage of female members on "Committees and Commissions" in the years 2010 and 2011 differentiated by federations.

Figure 30 allows a differentiated view of the positive development distributed across the years. It shows a slight decline in the years 2003 and 2007 compared to an otherwise steady rise in the number of female committee and commission members. The highest value of 29.8% during this period was reached in 2006.

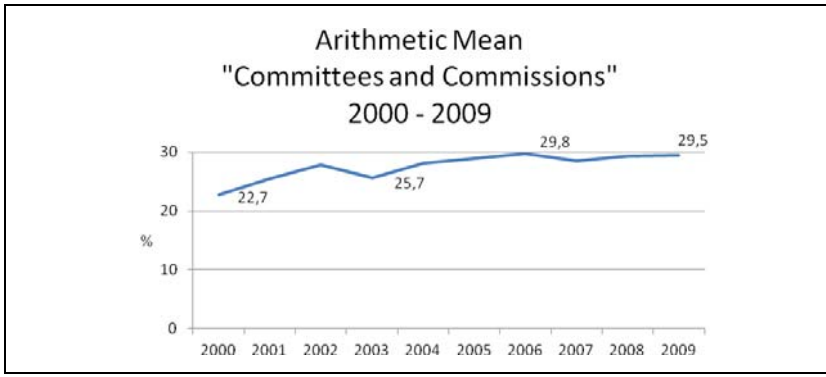

Fig. 30. Percentage of female members on "Committees and Commissions" in the years 2000-2009 (arithmetic mean).

SUMMARY "COMMITTEES AND COMMISSIONS":

1. *Women account for 34.1% of members on committees and commissions in 2011.*
2. *With 50%, the CONSUDATLE federations had the highest proportion of female members on committees and commissions in 2011.*
3. *The AAA and EAA federations have a below-average percentage of female members on committees and commissions in 2011 with 27%.*
4. *The increase in the number of female members on committees and commissions shows a steady positive trend over time.*

Congress Delegates

Following the analysis of the executive board and administrative staff, we now turn our attention to "Congress Delegates". Women's representation in this field is shown in Figure 31. In 2011, the proportion of female "Congress Delegates" was 15%; thus they were in a clear minority compared to their male counterparts.

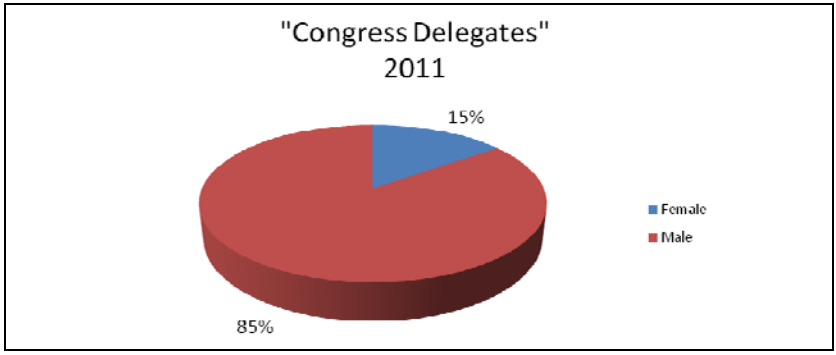

Fig. 31. Percentage of male and female "Congress Delegates" in the year 2011.

The IAAF Congress convenes every two years. Therefore the following analyses relate to the years from 2003 to 2011. From 12% in 2003, a slight increase in the percentage of women can be noted in the course of the subsequent eight years (cf. Figure 32), although this proportion is relatively constant. The lowest number of female "Congress Delegates" was recorded in 2007 with 11%.

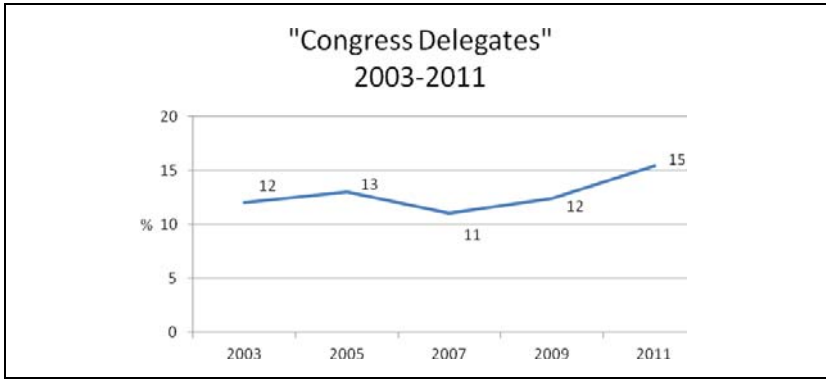

Fig. 32. Percentage of female "Congress Delegates" in the years 2003-2011.

A detailed differentiation by areas shows that except for the OAA and CONSUDATLE federations, all member federations follow this positive trend. While the value for the federations belonging to the OAA remained unchanged at 3%, the number of female delegates among the federations of CONSUDATLE even declined by 4%.

By contrast, the involvement among the federations in the CAA doubled from originally 6% in 2003 to 12% in 2011, as did that of the AAA federations (from 3% to 6%). With 18%, the federations in the EAA had the highest proportion of female "Congress Delegates" (cf. Figure 33).

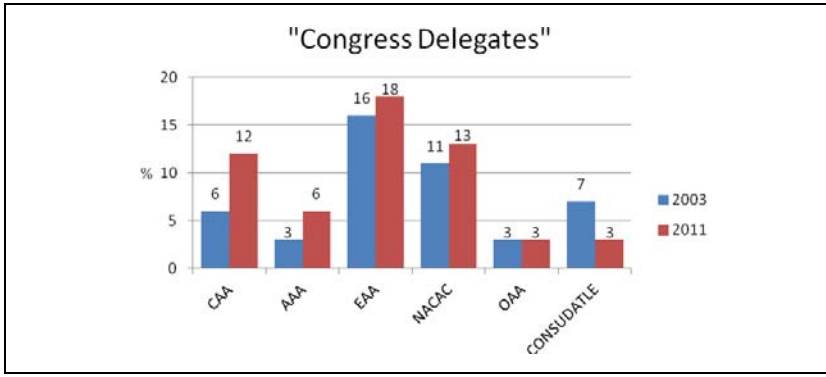

Fig. 33. Percentage of female "Congress Delegates" in the years 2003 and 2011 differentiated by federations.

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Figure 34 provides an overview of the development of the percentage of female "Congress Delegates" over the years. In 2007 all areas except the CAA recorded a drop in the number of female delegates.

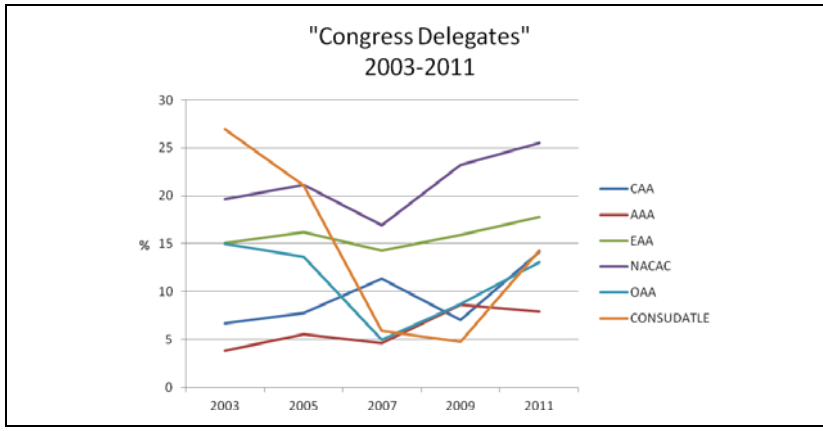

Fig. 34. Percentage of female "Congress Delegates" in the years 2003-2011 differentiated by federations.

Despite the increased task diversity, which determines a rise in the number of attendees over time, it is interesting to ask why this increased task diversity apparently only seems to result in an increase in the number of men participating.

SUMMARY "CONGRESS DELEGATES":

1. *15% of "Congress Delegates" are female.*
2. *The federations in the EAA have the highest proportion of female "Congress Delegates" with 18%.*
3. *The development of female "Congress Delegates" shows a slightly positive trend over the last few years.*

Officials

When considering the development of female officials, the data from the years 2005 and 2006 provide a first overview. The arithmetic mean of female officials in the continental areas in 2005 is 26.8%, climbing by 2.6% in the following year (Figure 35). Thus almost one third of all "Officials" are women.

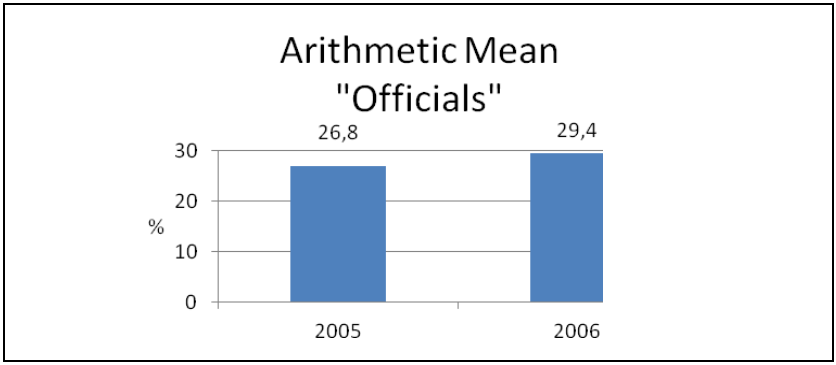

Fig. 35. Percentage of female "Officials" in the years 2005 and 2006 (arithmetic mean).

The comparison of areas in Figure 36 shows that with 40% the CONSUDATLE federations have the highest proportion of female officials in 2006, ahead of those of the NACAC (38%) and AAA (36%). The EAA federations

with 27% and the OAA federations with 14% both lie below the arithmetic mean.

A comparison between 2005 and 2006 shows a decline at the most of 6% in three of the areas. The NACAC federations have a constant value of 38%. Particularly noticeable is the sharp 20% rise among the federations in the AAA, which may have to do with the organisation of the 2008 Olympic Games in Beijing. The federations in the OAA also doubled their percentage of female "Officials" within one year.

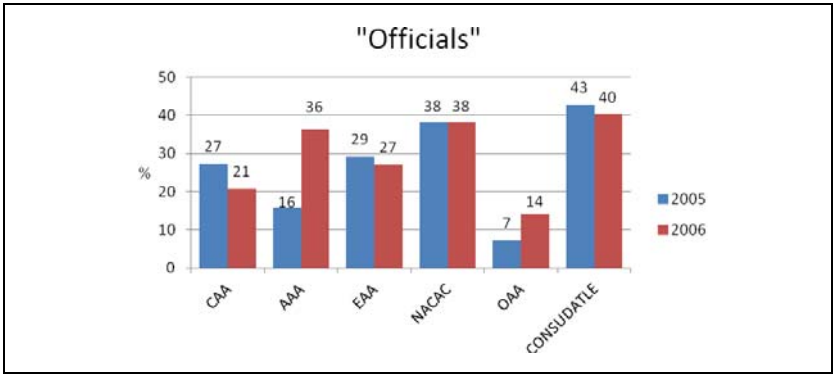

Fig. 36. Percentage of female "Officials" in the years 2005 and 2006 differentiated by federations.

SUMMARY "OFFICIALS":

1. *29.4% of officials in 2006 were female.*
2. *The CONSUDATLE federations show the highest value in 2006 with 40% female officials.*

International Technical Officials

In the following section the analysis focuses on "International Technical Officials". While the proportion of female "Officials" is nearly 30%, women account for only 11% of "International Technical Officials". From Figure 37 we can also deduce that this number has declined in recent years, from 16% in the period between 2002 and 2005.

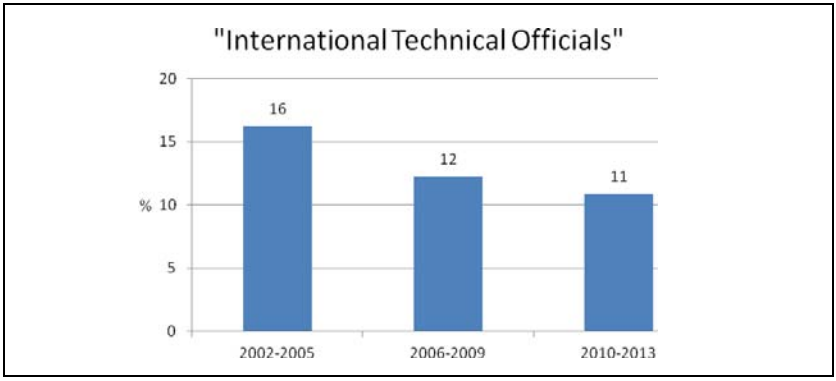

Fig. 37. Percentage of female "International Technical Officials" in the years 2002-2013.

The low average proportion of female "International Technical Officials" is clearly illustrated from a look at Figure 38. This is differentiated by areas and shows that in the years 2002 to 2005 female "International Technical Officials" were only represented in the federations belonging to the EAA, NACAC and CONSUDATLE. With 13%, the EAA federations lie far behind those of the NACAC and CONSUDATLE, each with 40%.

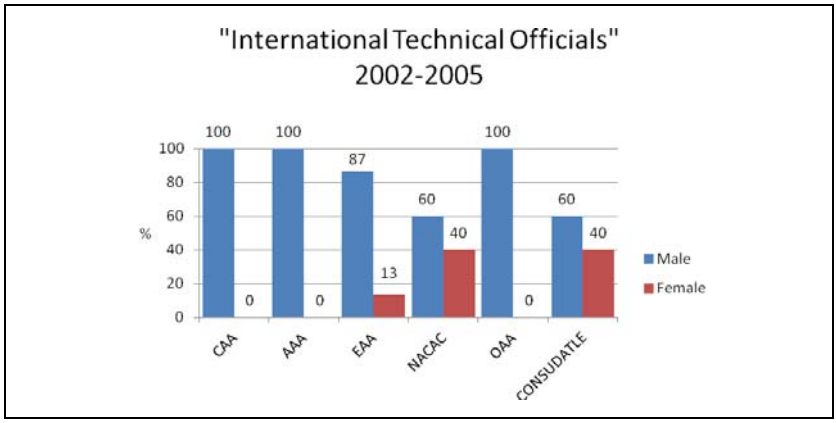

Fig. 38. Percentage of male and female "International Technical Officials" differentiated by federations in the years 2002-2005.

Between 2010 and 2013 a similar picture emerges, although the number of female "International Technical Officials" continued to decline. The NACAC and CONSUDATLE federations recorded seven percent fewer than in the previous years (cf. Figure 39).

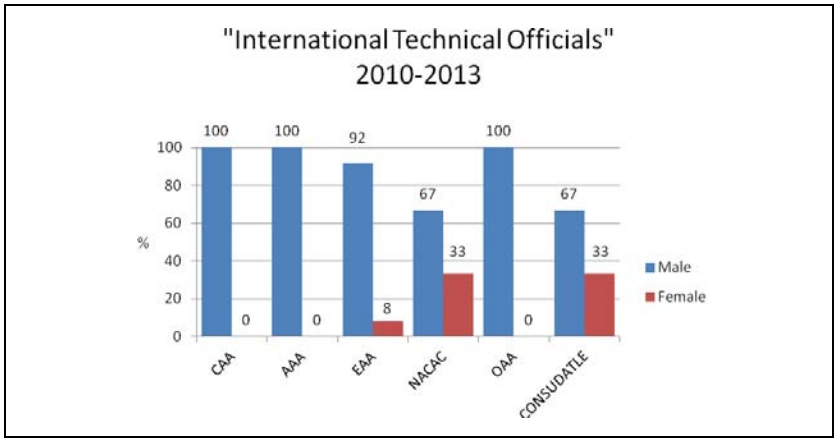

Fig. 39. Percentage of male and female "International Technical Officials" differentiated by federations in the years 2010-2013.

SUMMARY "INTERNATIONAL TECHNICAL OFFICIALS":

1. *11% of "International Technical Officials" in 2011 are women.*
2. *Only the federations in the EAA (8%), NACAC (33%) and CONSUDATLE (33%) have any female "International Technical Officials".*

Coaches

The analysis of the proportion of women among "Coaches" makes a distinction between "IAAF Certified" und "Locally Certified". The analysis of "IAAF Certified Coaches" shows that the arithmetic mean of female coaches in the six areas has risen over the last four years from 15.7% (in 2007) to 24.2% (in 2011) (cf. Figure 40). From 2007 to 2008, the number of female coaches increased by 7.1%. After a slight decline one year later, this figure climbed to 24.2% and remained constant in the subsequent year.

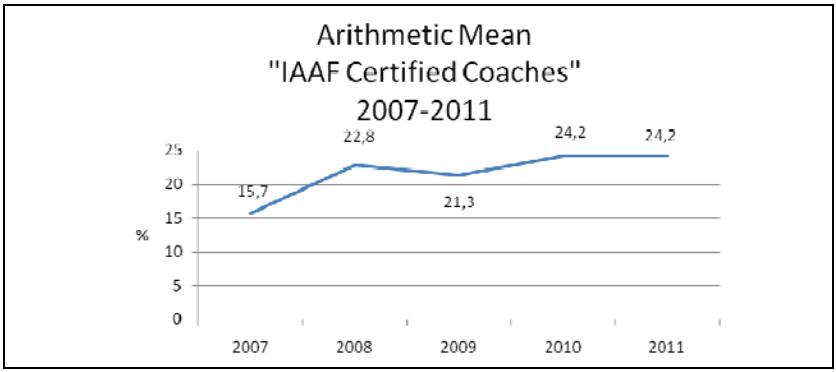

Fig. 40. Percentage of female "IAAF Certified Coaches" in the years 2007-2011 (arithmetic mean).

A look at the development of female coaches (cf. Figure 41) who are IAAF certified confirms that the federations in the EAA have the highest percentage over time compared to the other areas. The lowest proportion of female coaches over time is recorded among the CAA federations.

In general, this Figure shows that the proportion of female "IAAF Certified Coaches" showed an increase in all areas in 2011 over 2007.

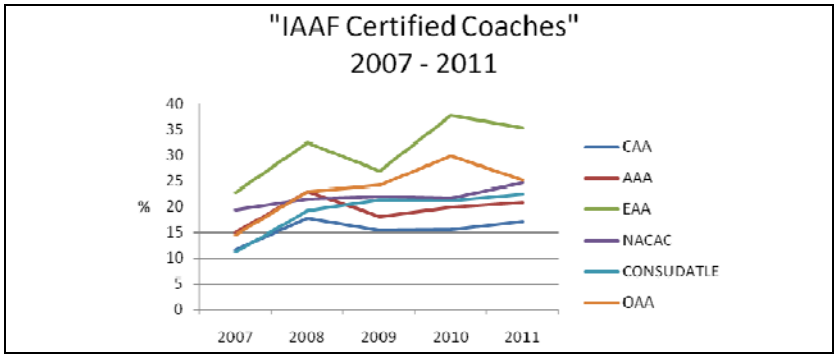

Fig. 41. Development of the percentage of female "IAAF Certified Coaches" between the years 2007 and 2011 differentiated by federations.

Compared to female IAAF certified coaches, the proportion of locally certified coaches showed a similar sharp increase from 2007 to 2011. As can be seen from Figure 42, they accounted for 29.9% in 2011, which is 5.7% higher than the arithmetic mean of "IAAF Certified Coaches" in the same year.

When looking at the development of the proportion of "Locally Certified" female coaches, we can note that the arithmetic mean declined by almost half from 2003 to 2007. However, in the subsequent four years it returned to its "initial level".

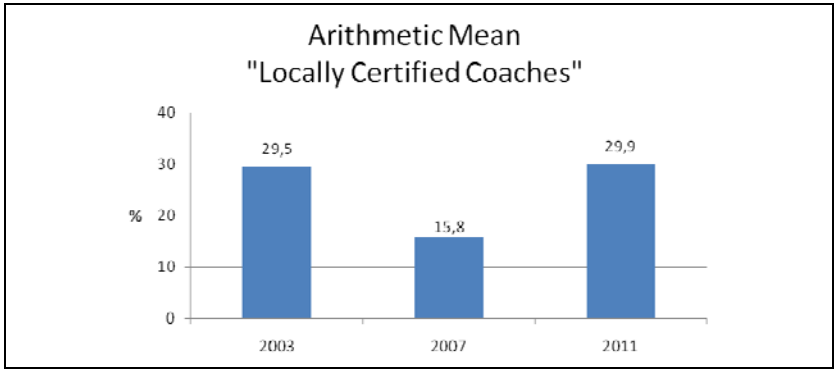

Fig. 42. Percentage of female "Locally Certified Coaches" in the years 2003, 2007 and 2011 (arithmetic mean).

The highest proportion of locally certified female coaches in 2011 is recorded by the federations in the OAA with 47%. With the exception of the CAA

federations (17%), those from all other areas have approximately 30%. All areas show a decline of up to 20% in the number of female coaches for the period between 2003 and 2007 (cf. Figure 43). While women's representation increased again in the subsequent years, with the exception of the federations belonging to the AAA and OAA, it remained below the 2003 values. The difference is particularly striking among the CONSUDATLE federations with a decline of 8%.

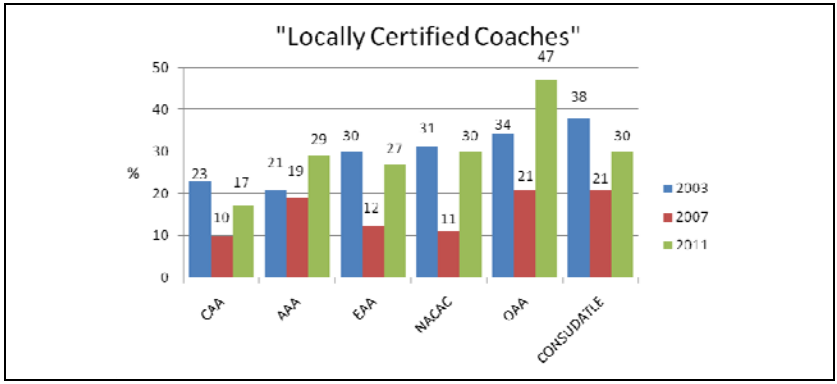

Fig. 43. Percentage of female "Locally Certified Coaches" in the years 2003, 2007 and 2011 differentiated by federations.

SUMMARY "COACHES":

1. *Women accounted for 24.2% of IAAF certified coaches in 2011.*
2. *With 35%, the federations belonging to the EAA have the highest proportion of female IAAF certified coaches in 2011.*
3. *29.9% of the locally certified coaches in 2011 are women.*
4. *The federations in the OAA have the highest proportion of locally certified female coaches in 2011, with 47%.*

Athletes

As well as the groups already analysed, the survey also studied the proportion of women among active athletes. Here we note that compared to the fields looked at so far, they have by far the highest representation. The arithmetic mean of female athletes in the areas surveyed for 2012 is 43.5% (cf. Figure

44). If we look at how this proportion has developed over time since 2007, we can see that with 43.4% the proportion of female athletes in 2007 comes closest to that observed in 2012 (43.5%). Although the figure declined by 2.4% in the following year, since then the percentage of female athletes has remained fairly constant at around 42%.

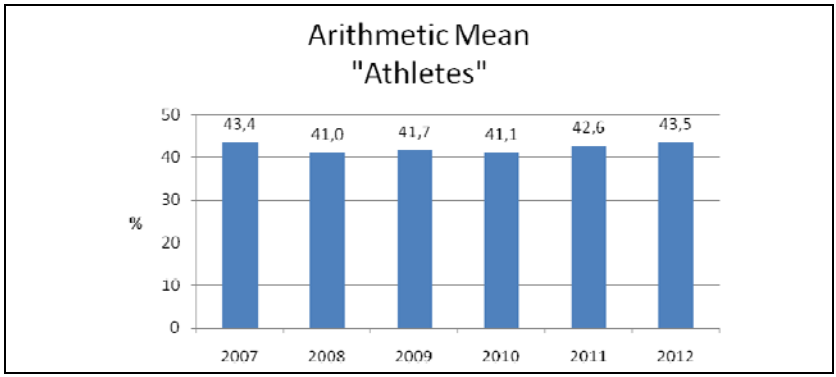

Fig. 44. Percentage of female "Athletes" in the years 2007-2012 (arithmetic mean).

At 51%, the federations in the NACAC had the highest proportion of female athletes in 2012. The AAA federations, by contrast, have the lowest proportion with 38%, although in 2007 female athletes represented 52% (cf. Figure 45). A comparison between the years 2002 and 2012 shows that with the exception of the federations in the AAA, all areas recorded an increase in the number of female athletes. The highest increase with 12% was recorded by the federations in the NACAC.

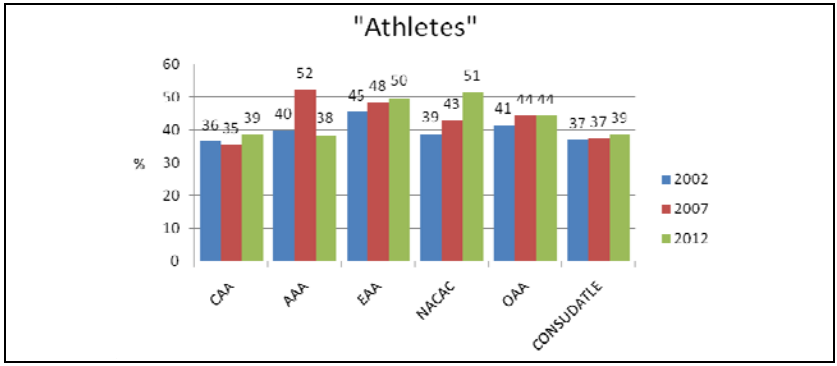

Fig. 45. Percentage of female "Athletes" in the years 2002, 2007 and 2012 differentiated by federations.

Broken down according to the age groups "Senior", "Youth" and "U16", the "Youth" and "U16" age groups reveal the highest proportion of female athletes in 2012 with approximately 45% (Figure 46). By contrast, among the "Senior" group only 36.7% of the athletes are women. The development of the comparison according to age group reveals differences. While the number of female athletes represented in the "U16" and "Senior" age groups (minimal increase) remained relatively constant, the "Youth" age group demonstrated a rise of 3.3%.

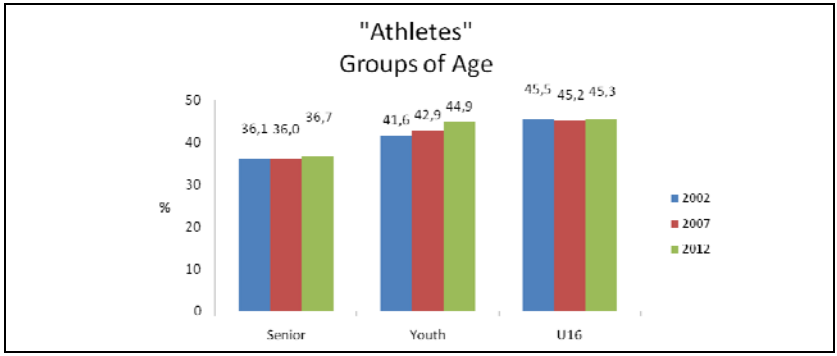

Fig. 46. Percentage of female "Athletes" in the years 2002, 2007 and 2012 differentiated by age groups.

In the following figures the three age groups are considered in more detail differentiated by areas over a period of ten years.

Figure 47 represents the "Senior" age group. At 50%, the federations in the EAA have the highest representation of female athletes in 2012. The lowest percentage is recorded by the AAA federations with 29%. Over the years, an increase in the number of female athletes is revealed for all federations except those belonging to the AAA and the CAA. The AAA federations recorded a decline of 9% between 2002 and 2012. While the federations in the CAA also showed a decline of 8% from 2002 to 2007, this value had risen again to 30% by 2012. The CONSUDATLE federations noted only a very slight increase in female athletes, with a relatively constant 32%. The highest growth in the number of female athletes was recorded by the OAA federations with 7%.

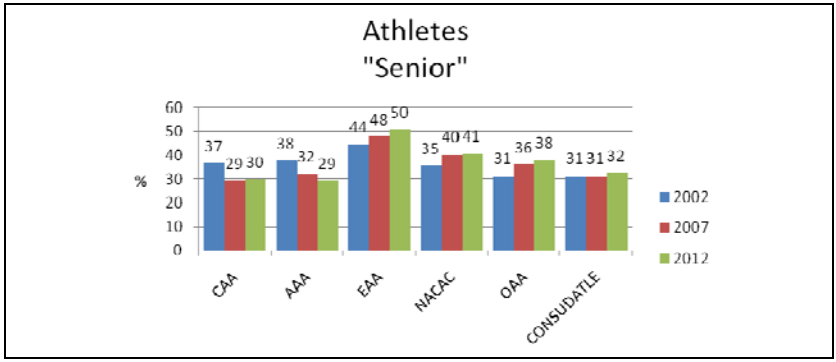

Fig. 47. Percentage of female "Athletes – Senior" in the years 2002, 2007 and 2012 differentiated by federations.

The situation is similar in the "Youth" age group (Figure 48). Here again, with 51% the federations in the EAA have the highest proportion of female athletes, followed by the NACAC federations with 46%. The federations in the AAA trail behind those of the other areas with the lowest value of 39%. The proportion of female athletes in the AAA federations in fact declined from 42% in 2002 to 39% in 2012. The highest rise in the number of female athletes with 8% was recorded by the federations in the NACAC. The OAA federations have a relatively constant value of 45%.

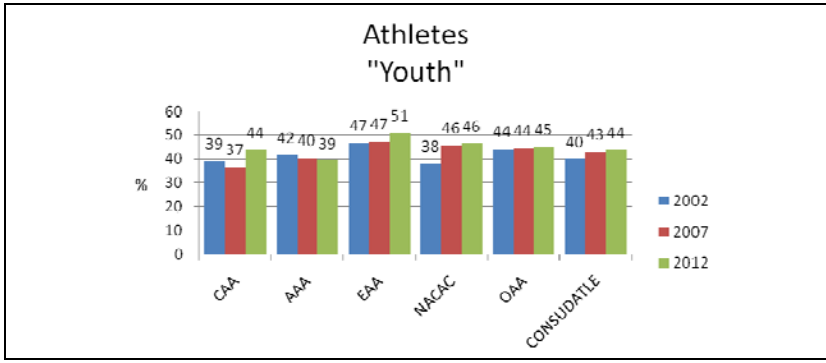

Fig. 48. Percentage of female "Athletes – Youth" in the years 2002, 2007 and 2012 differentiated by federations.

These trends revealed in the previous two figures are also reflected in the values for the development of athletes in the "U16" age group (Figure 49). The federations in the AAA saw a decline from 49% in 2002 to 39% today. The other five areas declare relatively constant or slightly increasing tendencies. With 52%, the federations of the EAA again have the highest number of female athletes.

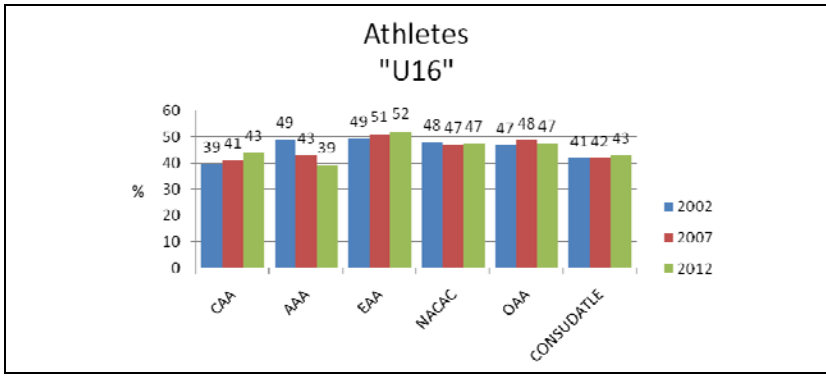

Fig. 49. Percentage of female "Athletes – U16" in the years 2002, 2007 and 2012 differentiated by federations.

A more in-depth analysis of the athletes is given in the Annual Reports of the IAAF, which permit a more detailed development of the number of female participants over a longer period, differentiated by championships.

The values for the years 1999 to 2010 presented in Figure 50 relate to the World Championships, World Indoor Championships, World Junior Championships, World Youth Championships, World Cross Country Championships 1 and 2, World Half Marathon Championships 1 and 2 and the Race Walking World Cup. Not included are the values for the Olympic Games. In order to cover all the championships in the "World Athletics Series", the measurement times were taken biennially, as some events (such as the World Indoor Championships or the World Youth Championships) have a two-yearly rhythm. All in all, taken over a period of 12 years, we can note a slight increase in women's representation from around 42 to 43%. In summary, despite slight ups and downs, the arithmetic mean remains relatively constant at approximately 43%. Thus female participation is at a relatively high level, clearly showing that women have free access to these championships.

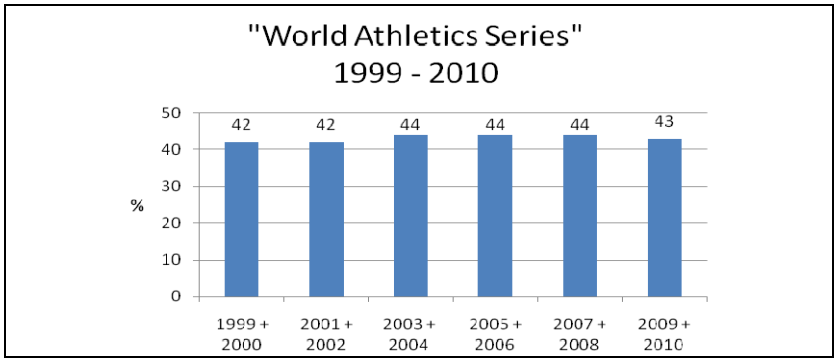

Fig. 50. Percentage of female athletes in the World Athletics Series (WAS) in the years 1999-2010.

When comparing the respective championships we can note that the involvement of women in the "Race Walking World Cup" is much lower than the values for the other championships (cf. Figure 51). The arithmetic mean of female athletes is almost 34.6%. With an average female participation of 41.3%, the "World Half Marathon Championships", which in the years 2007 and 2008 in particular showed a decline of almost 10%, deserve mentioning. The other championships record a participation of female athletes in the region of 43%.

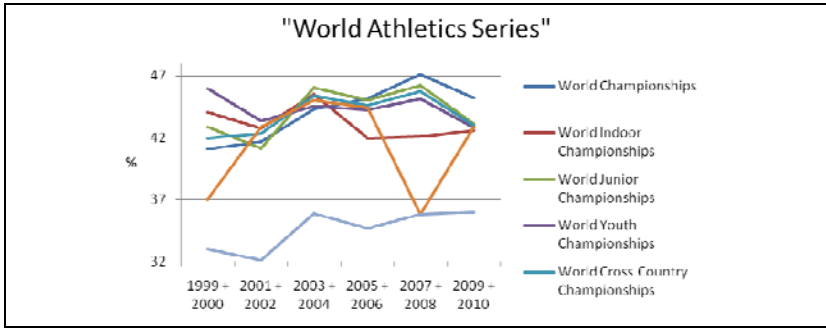

Fig. 51. Percentage of female athletes from 1999 to 2010 differentiated by championships.

A direct comparison of the "World Championships" and the "World Indoor Championships" in Figure 52 shows that in the years 1999 to 2004 the proportion of female athletes taking part in the "World Indoor Championships" was up to three percentage points higher. From 2004, an opposing trend can be observed. The "World Championships" now have a higher proportion of female athletes with values in 2008 of up to 47%. While the value for participants in the "World Indoor Championships" reached its lowest point in the years 2005+2006, more recent figures have remained constant.

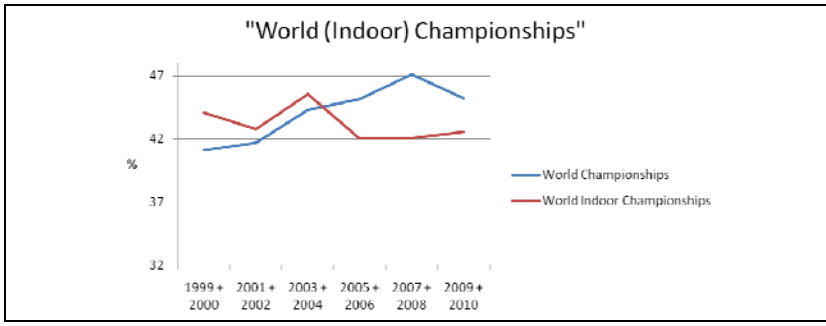

Fig. 52. Percentage of female athletes from 1999 to 2010 differentiated by World and World Indoor Championships.

Comparing the proportion of junior female athletes competing in the "World Junior Championships" and the "World Youth Championships" shows a very similar development (cf. Figure 53). Whereas in the years from 1999 to 2002 women, with up to 46%, were more strongly represented at the "World Youth Championships" than at the "World Junior Championships", this trend was

reversed from 2004. The number of female participants in the “World Junior Championships” increased so that the proportion of female athletes in both championships is almost the same.

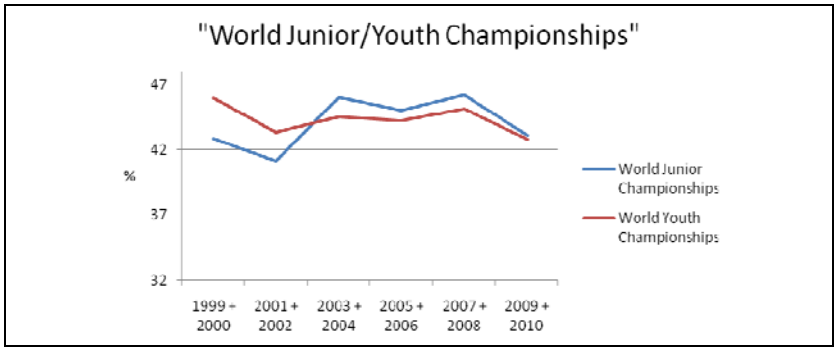

Fig. 53. Percentage of female athletes from 1999 to 2010 differentiated by World Junior Championships and World Youth Championships.

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SUMMARY "ATHLETES":

1. *43.5% of athletes in 2012 are women.*
2. *With 51%, the federations in the NACAC have the highest proportion of female athletes in 2012.*
3. *With 36.7%, the "Senior" age group has the lowest percentage of female athletes in 2012 compared to the "Youth" and "U16" age groups.*
4. *The federations belonging to the AAA have recorded a decline in female athletes in all age groups.*
5. *The arithmetic mean of female athletes competing in championships of the "World Athletics Series" is around 43%.*
6. *The "Race Walking World Cup" has the lowest proportion of female athletes with an average value of 34.6%.*

Overview of developments:[2]

	2007 *(2010)*	2011 (*2012*)	Change
Executive Board Members	20	*17.1*	-2.9
Administrative Staff Part-Time	*31*	36	5
Administrative Staff Full-Time	*40*	43	3
Committees and Commissions	28.5	34.1	5.6
Coaches (IAAF certified)	15.7	24.2	8.5
Congress Delegates	11	15	4
International Technical Officials	12	11	-1
Athletes	43.4	*43.5*	0.1
Athletes Senior	36	*36.7*	0.7
Athletes Youth	42.9	*44.9*	2.0
Athletes U16	45.2	*45.3*	0.1

[2] Information in the table in italics relates in each case to the year given in brackets.

Measures

As described in the "Women's Quota" section (cf. section 2.2), 64% of the surveyed member federations claim they are striving to increase the proportion of women. The following chapter therefore aims to analyse possible support measures on the part of the federations to increase the proportion of women in athletics.

As shown in Figure 54, just over half of the responding federations declare that their statutes provide concrete measures to promote women.

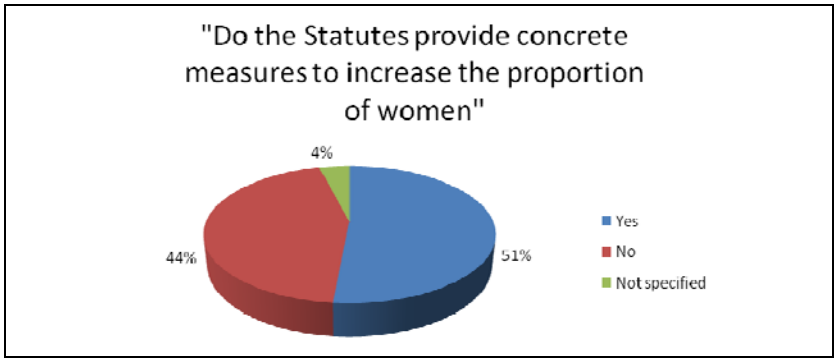

Fig. 54. Percentage of federations having statutes that provide concrete measures aimed at increasing the proportion of women.

A highly differentiated picture emerges if we consider this question of the provision of concrete measures in the statutes of the member federations in the various different areas. The majority of the CONSUDATLE and CAA federations, for example, state that such measures are provided for in their statutes (cf. Figure 55). With 25%, the federations in the EAA have the fewest "yes" responses to this question, while the federations belonging to the other three areas have values in the region of 50%.

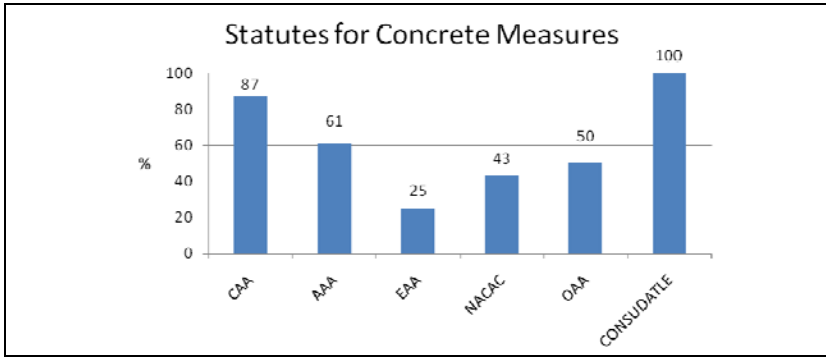

Fig. 55. Percentage of federations having statutes that provide concrete measures aimed at increasing the proportion of women.

In the following we subdivide the measures into three categories (cf. Figure 56). The first category, termed "Persuasion", contains the following measure: "We intend to persuade women to accept leading positions in our federation (e.g. former athletes)". 94.6% of the member federations that have provided measures in their statutes aimed at promoting women declare that this measure, together with that in the category "Education" ("We intend to educate women in order to qualify them for leading positions in our federation."), is defined in their statutes. 43.2% of the member federations state that "Supporting" is defined in their programmes.

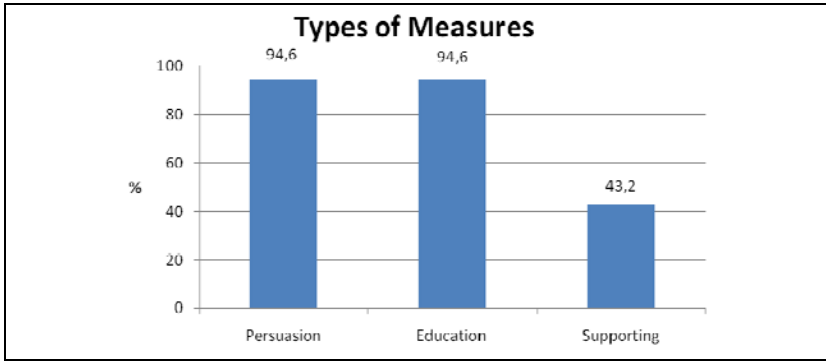

Fig. 56. Percentage of federations having statutes that provide concrete measures aimed at increasing the proportion of women differentiated by types.

The category "Supporting" encompasses the following: "We intend to offer support measures (e.g. child care, household help) that give women time to occupy leading positions in our federation." Accordingly, over 90% of the member federations attempt to motivate women to take on leading positions in their federation and qualify them to do so, but just 43% offer women support measures such as child care.

It is interesting to note, however, that the federations in the OAA have not defined any of the three measures in their statutes (cf. Figure 57). While the federations belonging to the AAA show the highest percentage of support measures in this category with 24%, they come last in the other two categories with 38% respectively. The CAA has the highest values for the categories "Persuasion" and "Education" with 50% respectively.

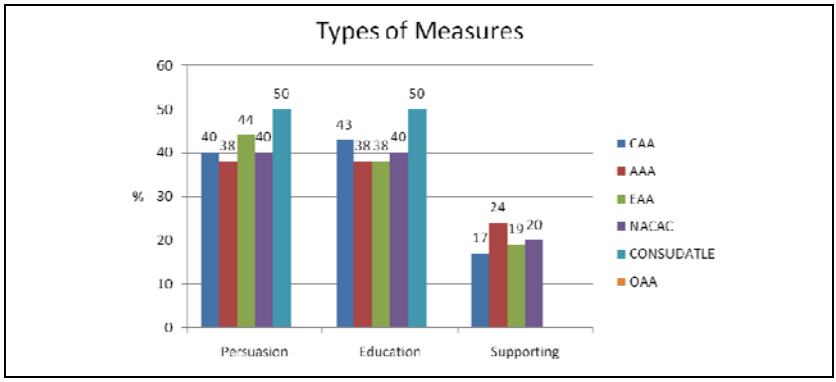

Fig. 57. Percentage of types of measures federations have in their statutes aimed at increasing the proportion of women.

In response to another question, 60% of the member federations state that the measures defined in their statutes aimed at increasing the proportion of women are currently offered by their federation (Figure 58). 19% of the member federations do not currently offer such measures and 21% of the surveyed member federations did not specify.

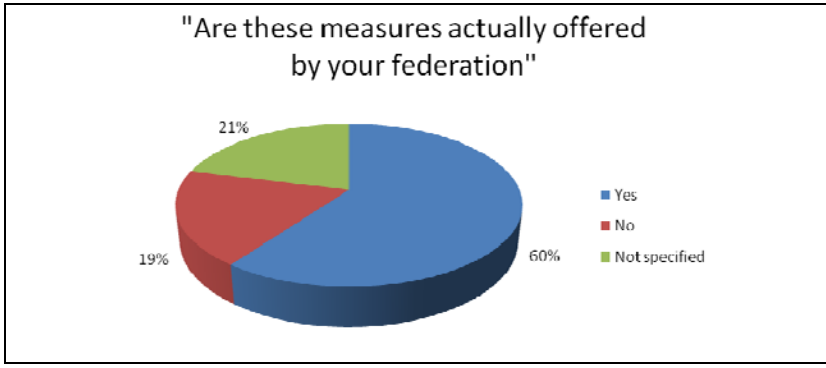

Fig. 58. Percentage of federations offering measures.

In the following the three categories of measures are analysed separately. Statements are made concerning the extent to which the federations currently offer the respective measures.

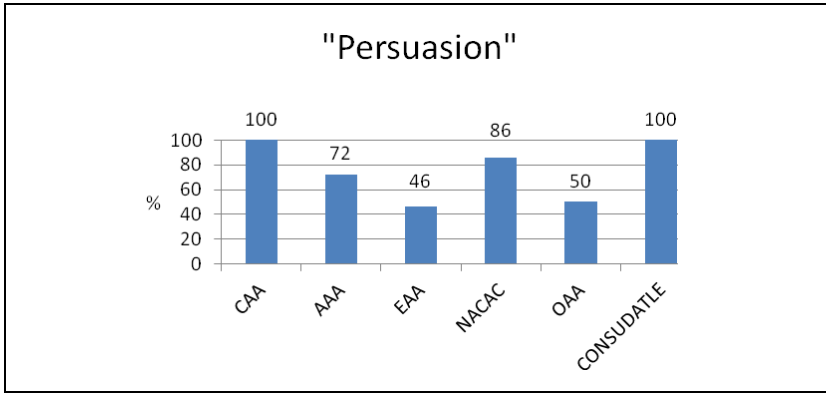

Fig. 59. Percentage of federations persuading women to accept leading positions in their federation. Abbildungsunterschrift zu Abb.

Figure 59 represents the measure “Persuasion”. It can be seen that the federations belonging to the CAA and CONSUDATLE currently offer the “Persuasion” measure in their surveyed member federations. The NACAC federations (86%) and AAA federations (72%) state similarly high values. While half of the federations in the OAA declare that they have such measures in their programme, the federations in the EAA fall below this level with 46%.

A fairly similar picture is presented in Figure 60 for the measure “Education”. Here again the CONSUDATLE and CAA federations have higher values than those from the other areas. The federations belonging to the EAA again come last with an average value of 43%.

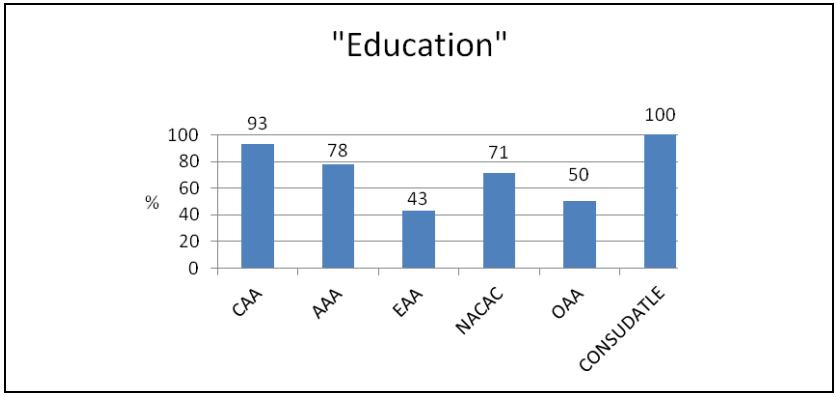

Fig. 60. Percentage of federations educating women in order to qualify them for leading positions in their federation.

A different picture emerges when we consider the measure “Supporting” (Figure 61). The information that the federations in the OAA and CONSUDATLE currently do not offer this measure is not surprising since the results indicate that it is not defined in their statutes (cf. Figure 57).

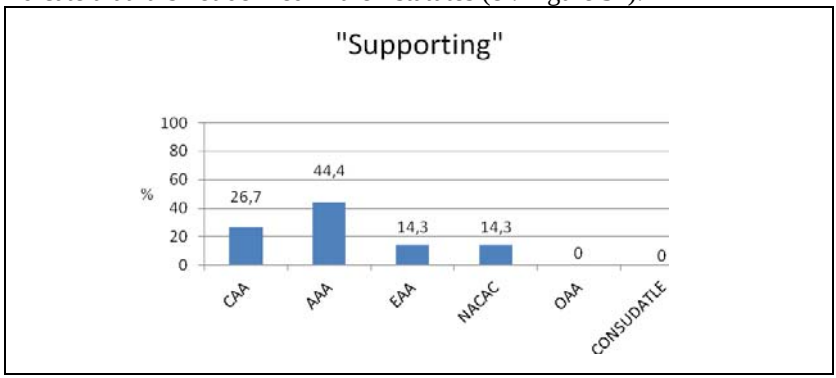

Fig. 61. Percentage of federations offering support measures that give women time to occupy leading positions in their federation.

Almost half of the member federations in the AAA state that they currently offer this measure. This also applies to 26.7% of the federations in the CAA and to 14.3% respectively of the federations in the EAA and the NACAC.

The questionnaire also asked about the success of these measures. In this context, 81.4% of the member federations declare that their measures help to increase the proportion of women in their federation (cf. Figure 62).

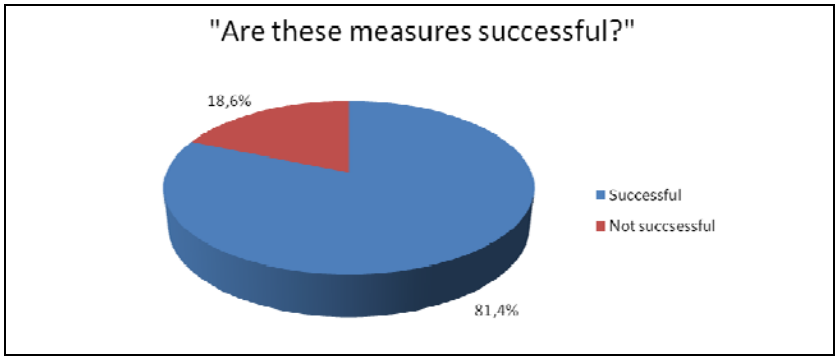

Fig. 62. Percentage of federations saying that the measures are successful.

The member federations of CONSUDATLE and the CAA attribute a particularly high success rate to their measures for the function of "Executive Board Members" (cf. Figure 63). 86% of the member federations in the CAA claim that their current measures are successful with respect to "Executive Board Members". Over half of the AAA and EAA federations rate their current measures as successful in increasing the proportion of women. By contrast just under half of the federations in the OAA state that their current measures are successful.

Fig. 63. Percentage of federations currently offering measures and claiming they are successful in increasing the proportion of women in the function of "Executive Board Members".

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When asked about the success of the measures currently offered with respect to "Administrative Staff" in the different areas, 85% of the member federations in the AAA claimed that the measures enabled them to increase the proportion of women. With 50%, the federations belonging to the OAA and

CONSUDATLE lag far behind those from the other areas, which with over half also rate their measures as successful (cf. Figure 64).

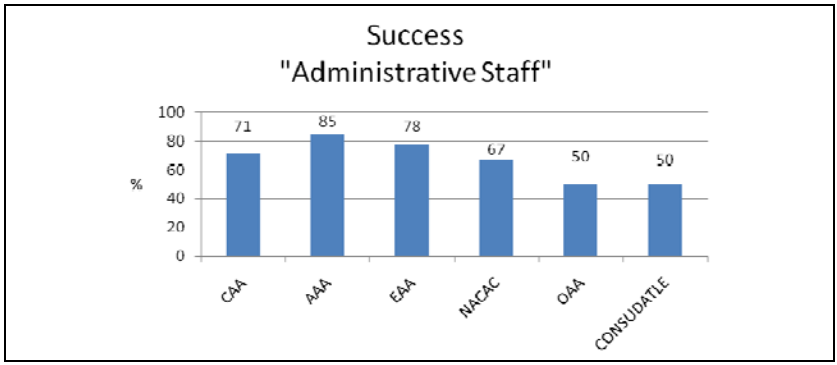

Fig. 64. Percentage of federations currently offering measures and claiming they are successful in increasing the proportion of women in the function of "Administrative Staff".

Success with the measures currently offered to promote the representation of women on "Committees and Commissions" is given by the federations in the OAA at only 50% (cf. Figure 65). By comparison, all surveyed member federations belonging to the CAA, the NACAC and CONSUDATLE are more successful with their measures.

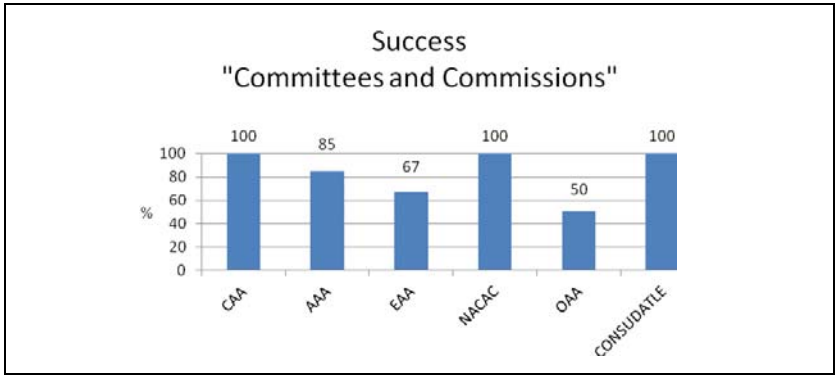

Fig. 65. Percentage of federations currently offering measures and claiming they are successful in increasing the proportion of women in the function of "Committees and Commissions".

This successful result in increasing the involvement of women can also be applied to the function of “Coaches” (cf. Figure 66). Here the federations in all areas, with the exception of the federations in the OAA, exhibit high values. All member federations in the AAA, the NACAC and CONSUDATLE say their current measures are successful.

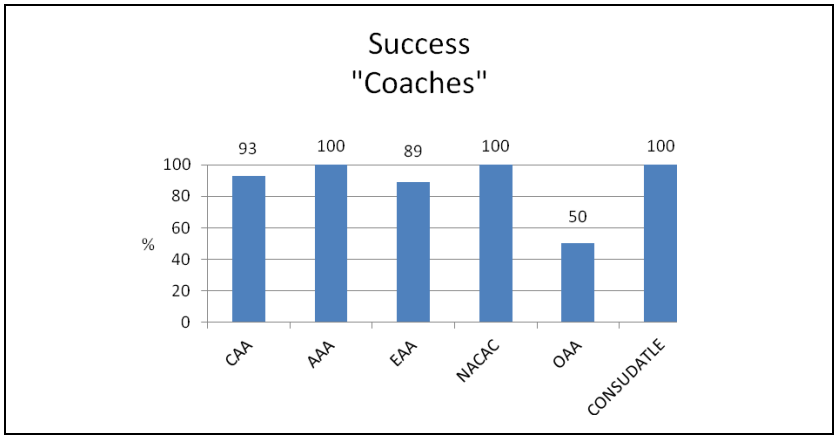

Fig. 66. Percentage of federations currently offering measures and claiming they are successful in increasing the proportion of women in the function of “Coaches”.

Table 3 gives a detailed overview of the approximate increase in the proportion of women in the member federations, and what support measures they currently offer. Particularly striking is the increase in the proportion of women in the functions of “Coaches” (23.3%) and “Committees and Commissions” (20.6%). The rate of increase varies within the respective member federations from 5 and 50% for “Executive Board Members” and “Committees and Commissions”, between 2 and 75% for “Administrative Staff” and between 10 and 60% for “Coaches”.

Tab. 3. Average increase in the proportion of women as a result of successful measures.

	Executive Board Members	*Administrative Staff*	*Committees and Commissions*	*Coaches*
CAA	24	42	33.5	25.6
AAA	22.5	27.8	30.8	25.7
EAA	21.3	29	22	28.3
NACAC	18	0	30	45
OAA	0	0	0	0
CONSUDATLE	22.5	5	7.5	15
Average	*18.1*	*17.3*	*20.6*	*23.3*

The high increase for "Coaches" is also the result of special training programmes for coaches.

When asked about the existence of a programme to educate coaches, 81% of the member federations claimed to have a dedicated programme (cf. Figure 67).

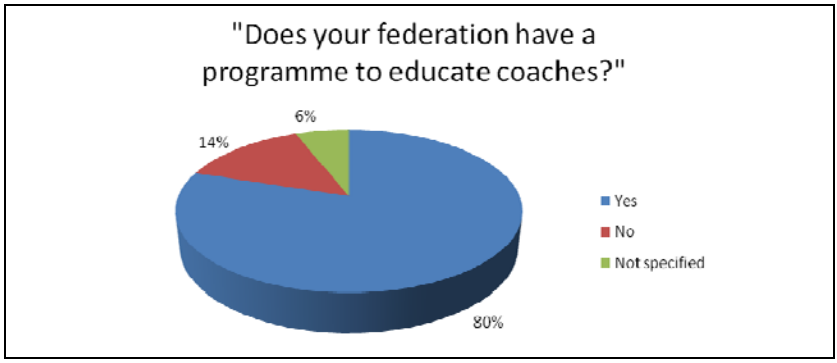

Fig. 67. Percentage of federations having a programme to educate coaches.

Of these 81%, in particular the federations belonging to the OAA with 100% and the AAA with 94% are way out front in comparison with the other areas (cf. Figure 68). Around half of the CONSUDATLE member federations declare that they have such a programme to educate coaches.

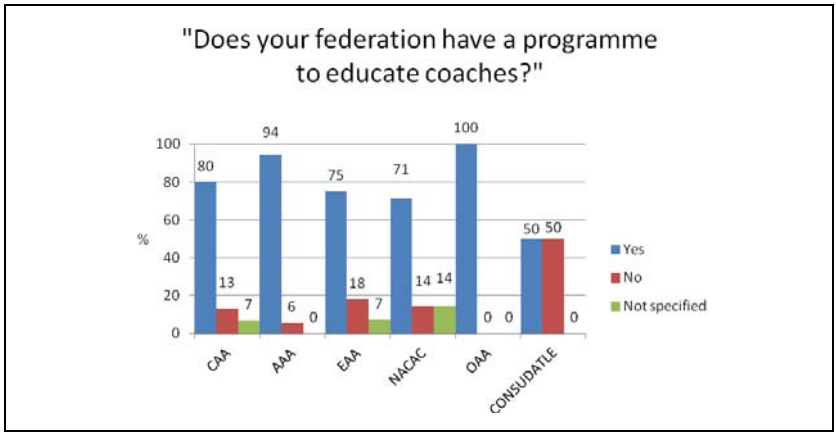

Fig. 68. Percentage of federations having a programme to educate coaches.

Figure 69 shows the development of the arithmetic mean of female "Coaches" participating in educational courses. Overall, women's representation increased in the last few years from 18.9% in 1998+1999 to 27.1% in 2010+2011. This involvement was lowest in 2000+2001 with around 16.2%. The highest rise of almost 7% was recorded from 2009 to 2011. Prior to that, the proportion of female participating "Coaches" was relatively constant at 20%.

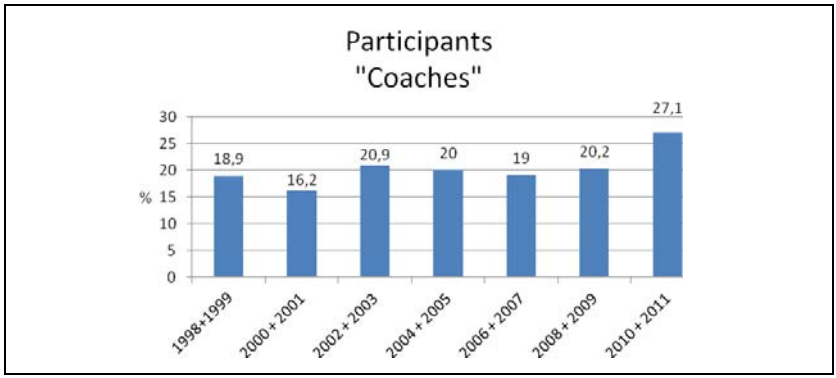

Fig. 69. Percentage of female coaches participating in educational courses in the years 1998-2011.

Overall, the results in all areas show an increasing proportion of female coaches participating in educational courses. The highest rise in participation

among coaches can be seen in the federations belonging to the NACAC and the OAA (cf. Figure 70). With an increase in the proportion of participating female "Coaches" from 21% in the years 1998/1999 to 34% in the years 2010/2011, the federations in the NACAC are ahead of those in the OAA, which show an increase of 11%, and the CONSUDATLE federations with 9%.

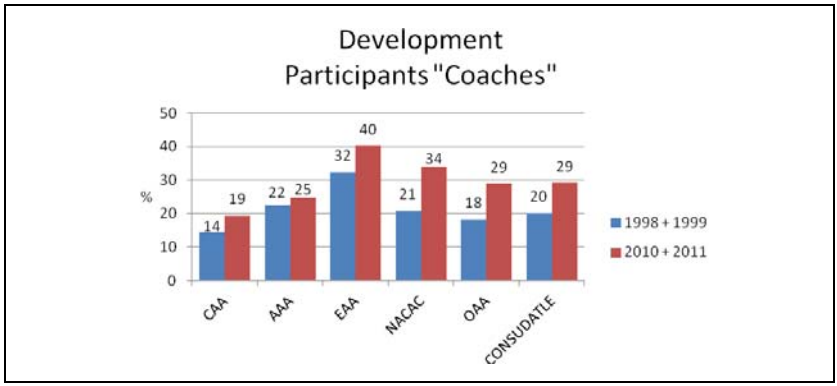

Fig. 70. Development of the percentage of female coaches in the years 1998+1999 and 2010+2011 differentiated by federations.

The highest percentage of participating female "Coaches" in educational courses in the years 2010/2011 is exhibited by the EAA federations with 40%. The federations in the AAA show a rise of 3% and thus a proportion of just below 25% in the years 2010/2011.

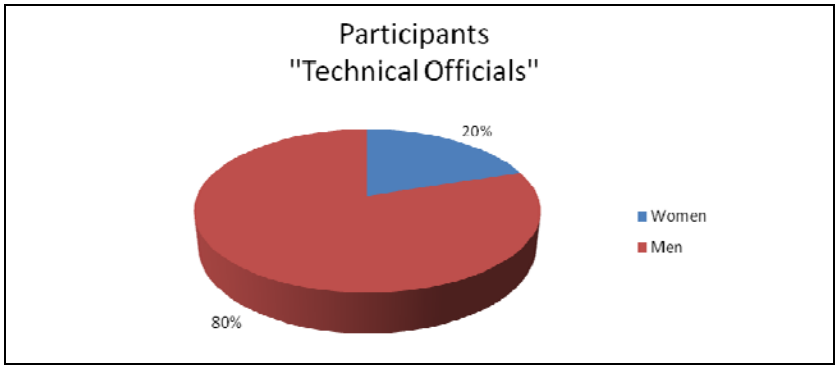

Fig. 71. Average percentage of male and female "Technical Officials" participating in educational courses during the year 2011.

Compared to the proportion of participating female “Coaches”, participating female “Technical Officials” score a few percentage points lower with 20% (cf. Figure 71).

A look at the development over time in Figure 72 reveals that in 2010 the proportion of female participants was higher than that of men with almost 59%. The development generally shows strong fluctuations.

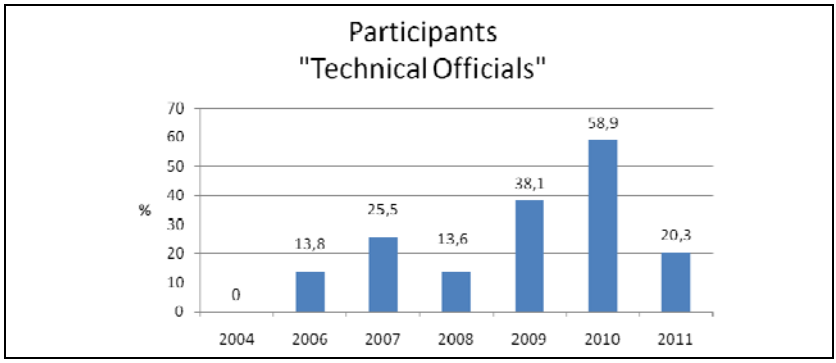

Fig. 72. Percentage of female “Technical Officials” participating in educational courses in the years 2004-2011.

Of the 20.3% of participating female “Technical Officials”, 10% come from the member federations of the AAA, 8% from those of the EAA and 2% from those of CONSUDATLE (cf. Figure 73).

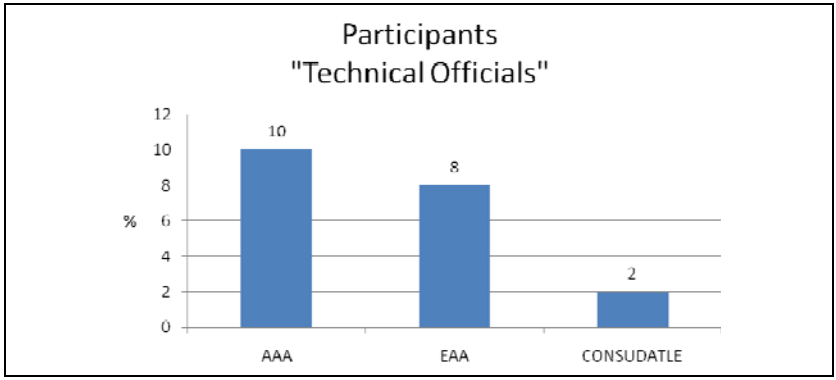

Fig. 73. Distribution of the percentage of female “Technical Officials” participating in educational courses by federation in the year 2011.

Altogether over one third of female "Technical Officials" attended the "TOECS Level II" and 8% the "Area Starter Courses" in 2011 (cf. Figure 74).

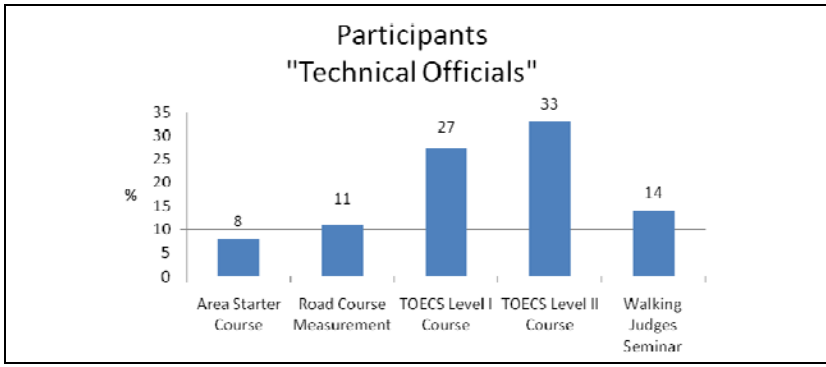

Fig. 74. Percentage of female "Technical Officials" participating in different courses in the year 2011.

Figure 75 illustrates that a minority of the respective federations offer specific courses to promote female participation. Slightly fewer than 30% of the federations offer concrete support measures directed at their female athletes.

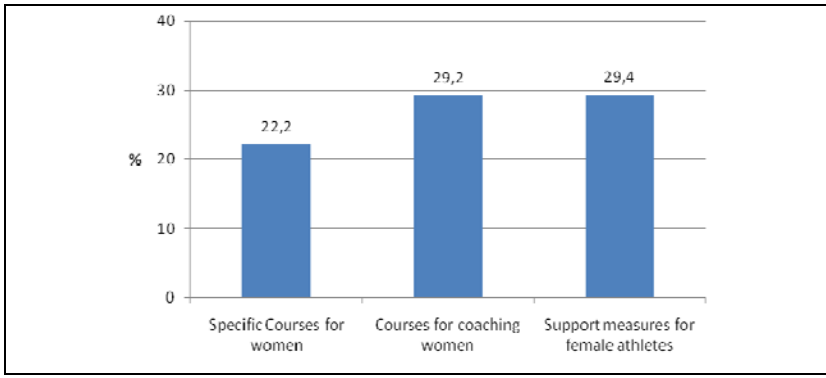

Fig. 75. Percentage of national federations offering specific courses for coaches and offering specific support measures for female athletes.

Specific courses for women are offered in particular by the federations belonging to the EAA with 36% and the AAA with 33% (Figure 76). The federations in the NACAC, OAA and CONSUDATLE, with single-digit figures, lie significantly below the other federations.

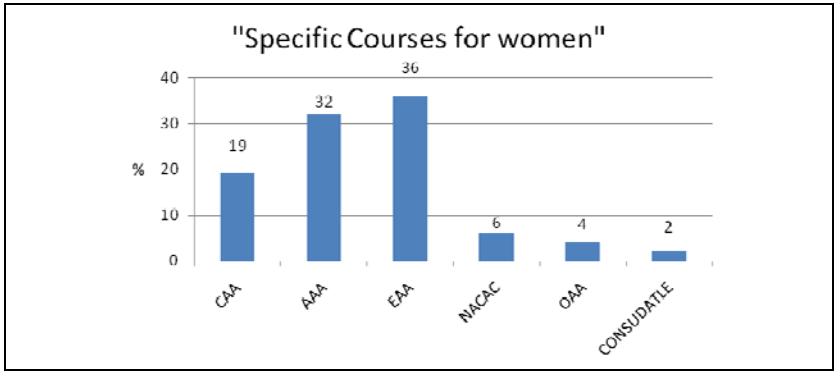

Fig. 76. Percentage of federations offering specific courses for women.

The majority of female participants in these courses attend the seminars offered at Level 1 and Level 2 (cf. Figure 77).

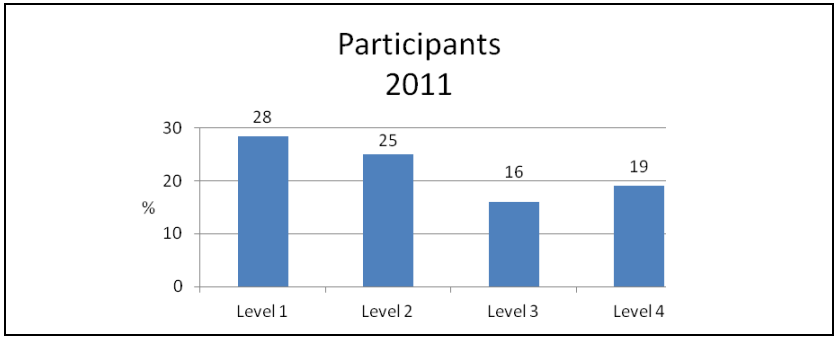

Fig. 77. Percentage of female participants differentiated by levels in the year 2011.

The federations belonging to the EAA and the NACAC with over 50% and 42% respectively account for the majority of female participants. No participants from the federations in the EAA and OAA attended Level 3 and none from the federations in the CAA, AAA, NACAC and OAA attended Level 4 (cf. Figure 78).

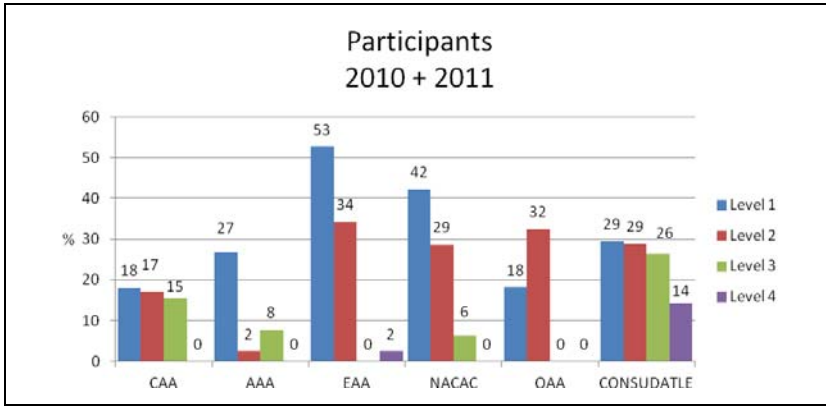

Fig. 78. Percentage of female participants in courses differentiated by federations and levels.

As Figure 79 additionally shows, 66% of the coaches instructed by the federations themselves are male. To counter this trend, many federations offer specific courses for female coaches.

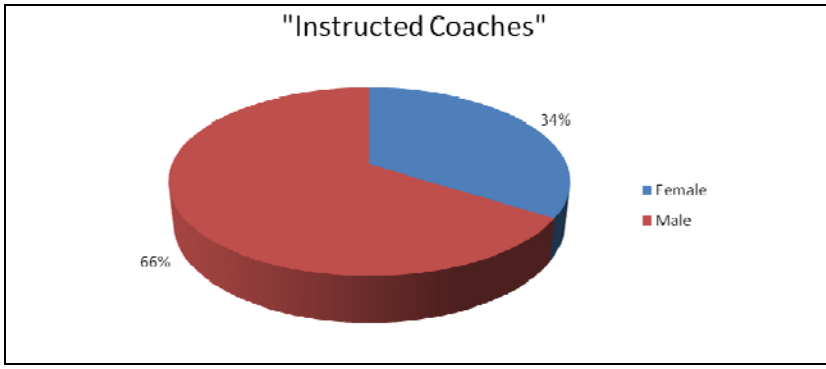

Fig. 79. Percentage of male and female coaches instructed by the federations themselves every year.

In particular the federations belonging to the AAA (38%) as well as the CAA and EAA attempt to enhance the number of female coaches in this way (cf. Figure 80).

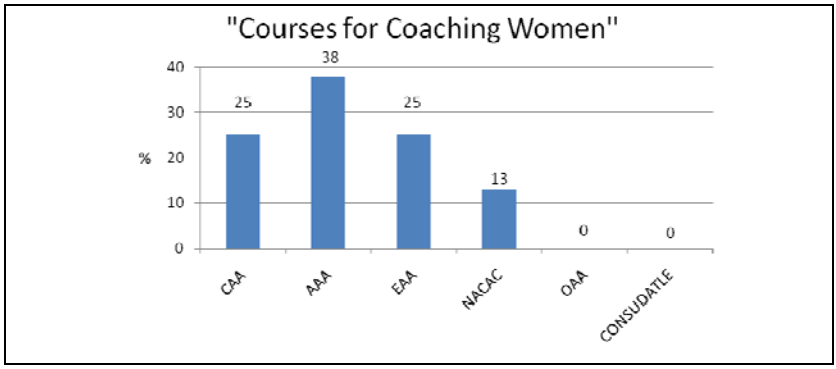

Fig. 80. Percentage of federations offering specific courses for coaching women.

Additional support measures such as child care or educational courses are offered by over 50% of the member federations of the CAA. Only one third of the NACAC and CAA member federations confirm that they offer this support. The OAA and CONSUDATLE have none of these measures (cf. Figure 81).

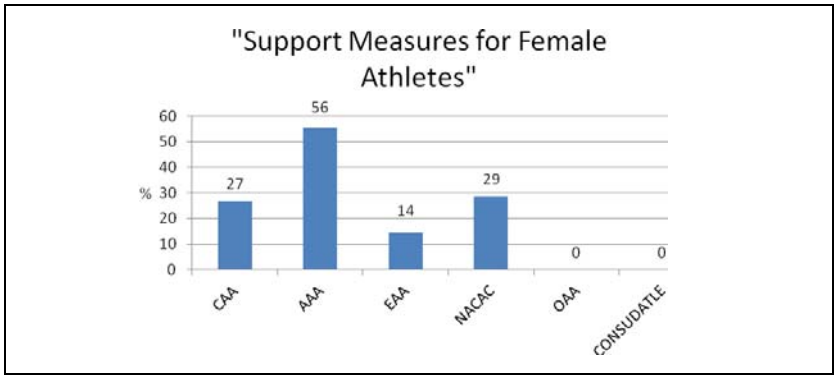

Fig. 81. Percentage of federations offering specific support measures for female athletes.

Finally, Figure 82 shows the relative distribution of male and female participants sent by their federations to educational courses at an "IAAF Regional Development Centre". Just over half are men.

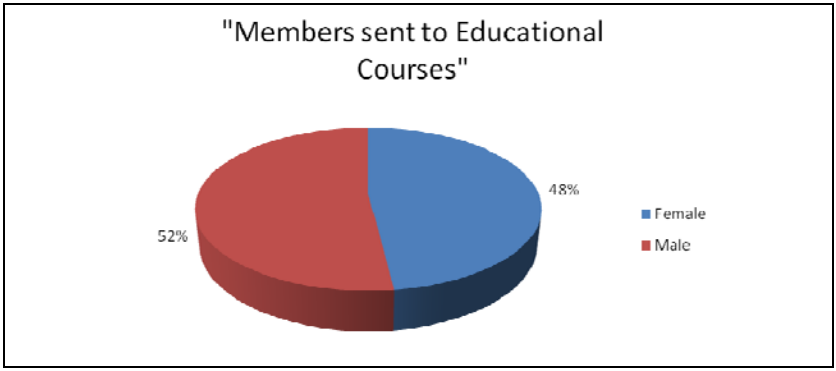

Fig. 82. Percentage of male and female members sent to educational courses at an IAAF Regional Development Centre.

SUMMARY "MEASURES":

1. *51% of the member federations declare that their statutes provide concrete measures to promote women.*
2. *57% of the member federations also state that they currently offer measures aimed at increasing the proportion of women.*
3. *81.4% of the member federations report that the measures offered are successful. In particular they note an increase in the number of women in the functions of "Coaches" and "Committees and Commissions".*
4. *Only around 22.2% of the member federations offer specific courses for women.*
5. *Only around 29.4% of the member federations offer support measures.*

Discussion

The present survey measured a wide variety of indicators on different levels, which permit an evaluation of the development of the participation of women in athletics. All in all an upward trend can be noted. One exception is the decreasing proportion of women on the ITO panels. The proportion of female athletes has remained constant over the last few years, however already on a fairly high, if not yet equal, level to that of male athletes. In many fields, on the other hand, despite the outlined development equal representation of women in athletics is still a long way off. This is also shown in the cross-sectional findings of the questionnaire survey. In many national federations there still appears to be a long way to go before women's participation in the different areas of athletics is likely to even approximately equal that of men. In this respect the IAAF is strongly advised to continue with its already positive endeavours in this direction – as the present study has shown – in order to achieve its goal to develop women's athletics as stated in the preface.

Summary

The representation of women occupying the various offices in the national federations varies considerably. Thus the following arithmetic mean values for the participation of women emerged:

23.6% among administrative staff,

22.7% on committees and commissions,

15.9% among executive board members and

14.9% among coaches,

whereby a comparative study shows the arithmetic mean values to be widely scattered over the individual continental areas.

78% of the member federations surveyed have no official women's quota defined in their statutes. Among those that do, it varies depending on the function between 21% (administrative staff) and 33% (executive board).

In order to further enhance the proportion of women in positions in the different functional areas, 64% of the IAAF member federations stated within the context of a written survey that they still strive for an increased proportion of women in the four functional areas mentioned above. The strived for women's quotas fluctuate on average between 30% and 37% and show there is a clear desire to significantly raise the representation of women.

To achieve this desired increase, 51% of the member federations say they have anchored concrete measures in their statutes aimed at raising the proportion of women. In this context, 94.6% name persuasion and education, and 43.2% supporting measures. Overall, in 81.4% of cases the federations consider these measures to be successful. According to the responses of the federations surveyed, the proportion of women has in the past in fact increased overall by

18.1% among executive board members,

17.3% among administrative staff,

20.6% on committees and commissions and by

23.3% among coaches.

In addition to persuasion, education and supporting measures, the federations use three other concrete instruments to increase the women's quota: 22.2% of the federations offer specific courses for women, 29.2% courses for coaching women and 29.4% offer support measures for female athletes.

Given an increase in representation of 30.6% last year and 58.3% in the last five years, the development of women among executive board members can be seen as distinctly positive. However, consideration must be given here to the initially very low proportion of women, so that it can be assumed that similar efforts to raise their involvement are likely to produce lower values in future. Despite the reported percentual increase, it can be deduced from an analysis of the Annual Reports since the year 2000 that many federations are continuing to experience a problem when it comes to recruiting women. This also becomes clear from a look at the applicants for the individual positions among executive board members, only 16% of whom are female. The position of president showed the lowest number of female applicants (13%), while the majority of female candidates applied for the office of treasurer (21%).

The proportion of women in the category administrative staff grew by 59.7% in the last five years and by 44.4% in the last year. These findings are confirmed by the data in the Annual Reports both for "part-time" as well as for "full-time" employees, albeit to a lesser extent. A similar picture emerges for committees and commissions. A look at the individual continental areas over the entire period shows an increase in female members from 22.8% (2000) to 34.1% (2011).

In 2011, 15% of congress delegates were women. This is the highest level since 2003. A significantly higher proportion of female members is to be found among officials with 29.4% (2006). A declining trend on the other hand can be noted for international technical officials (ITO). A look at the individual periods (2002-2013) reveals a drop from 16% to 11%.

The analysis of IAAF certified coaches shows a positive trend from 15.7% (2007) to 24.2% (2011). Among locally certified coaches the proportion of women in 2011 was almost the same as in 2003 with 29.9%.

The percentage of female participants attending educational courses for coaches rose from 18.9% (1998/1999) to 27.1% (2010/2011). Female participation on courses offered by the federations at national level is at 34%. IAAF Regional Development Centres play an important role in qualifying members. Just under half (48%) of participants on their educational courses are women.

The overall percentage of female athletes since 2007 has remained at an almost unchanged high level, with an arithmetic mean of female athletes for 2012 of 43.5%. In the "Senior" (2012: 36.7%) and "U16" (2012: 45.3%) age

groups, no noteworthy changes can be observed compared to 2002. Only in the "Youth" age group, the proportion of female athletes has risen from 41.6% (2002) to 44.9% (2012).

Women's representation at the World Athletics Series from 1999 to 2010 (approx. 43%) remains virtually unchanged. Over the same period, slight fluctuations of between 42% and 47% can be noted for the World Championships, World Indoor Championships, World Junior Championships and the World Youth Championships.

A detailed observation of the continental areas reveals there are still enormous differences in the respective proportions of women, with positive developments overall despite a decline in momentum in some areas. While women represent nearly half of all athletes, there is still a large discrepancy among executive and official positions. This means that continued efforts are needed at all levels in future if a politically desired rise in the representation of women is to be achieved.

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The present survey measured a wide variety of indicators on different levels, which permit an evaluation of the development of the participation of women in athletics. All in all an upward trend can be noted. One exception is the decreasing proportion of women on the ITO panels. The proportion of female athletes has remained constant over the last few years, however already on a fairly high, if not yet equal, level to that of male athletes. In many fields, on the other hand, despite the outlined development equal representation of women in athletics is still a long way off.