

## **LET'S TELL THE NUMBERS, LET'S TELL THE DATA'S; OR THE WOMEN'S CHANCE OF EQUAL OPPORTUNITY, IN THE SPORT DIPLOMACY AND IN THE SPORT LEADERSHIPS**

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**ABSTRACT.** Variable ratio system today one of the most important social issue of gender equality. Balance of power between the two gender can be one of the indicator that which role, what kind of opportunities, and which chance is given to women in leadership. May's interest turned to the issue : „the women equal opportunity problems in sport” when I was a student in the Hungarian University of Physical Education. I have researched this area for six years. My entire research aims to explore the facts, understand the processes, the structural and cultural special barriers there are before the women in the sport leadership. In the present study is a part of the entire research. In the present article I show the data's of the participation the female member and leader in the International Olympic Committee /IOC/ and their organisations; and naturally in the Hungarians Olympic Committees /MOB/ and in the Hungarian Sport Federations. To the entire research I used both of the quantitative and qualitative methods too. I indicated here, in this article I show only the result of the quantitative method. The quantitative method was statistical data collection these graphic processing which I present in this study. Result: the sport and the sport leadership is characterized by male dominance and the women are still underrepresented in the sport leadership; it was evidence based by graphs-data's. The conclusion: we can tell nowadays the inequality were extant de facto between women and men in the sport leadership.

**Key word:** *Equal opportunities/ and or equal rights, the women's participation in the decision making position, in the mirror of data statistics.*

### **Introduction**

„The question of women's equal opportunities quite clearly a provocative and sensitive subject” (Habermann U. et al., 2005, p.190). The aim, of this recent study on the 'woman question' in sport, you want to draw your attention again,

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because it is necessary keeping on agenda, because of should be given many solving task ahead of us; for the chances that women can be equal-opportunities, after the formal law- equality too. In my hope, my entire research will serve this case. This article (and behind the full research) examines the current situation and recent trends as regards women's participation in decision-making position of sport leadership. It emphasises the importance of having more women in top positions in the sport leadership. In the ancient Olympic Games there were no women. In the beginning, the Olympics had to be reserved for men. It was

Coubertin's observation. But the time has changed a lot of, for nowadays. Today the discussion not about, whether women should be allowed to compete, but how women participate. And not only as athletes. But necessary examine what other capacities for ladies, as officials in international and national olympics movement, and in sport federations.

### **Object**

I examine the participation of the female member and leader in the International Olympic Committee /IOC/ and their organisations; and in the national Olympic Committees of worldwide, and in a lot of international Sport Federations; at the end, naturally in the Hungarian Olympic Committees /MOB/ and the Hungarian (summer Olympic) Sport Federations or other a few sport organisations. I below show some data's, which account, identifies what's the women real situation in the olympic bodies, and other sport federations. The creating the equal opportunities for women, it should be the basic, should be the starting point.

### **Method**

In my entire research, I used both of the quantitative and qualitative methods too. (I indicated here only, the qualitative methods of my work were: content analysis of the resources, and the critical discourse analysis - CDA, and the narrative interview, but this part of it in this article is not described.). In the present study I use the quantitative method: the statistical data collection, these graphic processing. It shows, what's the women real situation, nowadays in the sport leadership. I look for the answers, indeed so strongly is the female underrepresented, in the decision making position in the sport organisations, I analyse the data's and I draw down some conclusion from them. From the statistics evident, that reasonable and time able to increase the women's participations in the sport leadership.

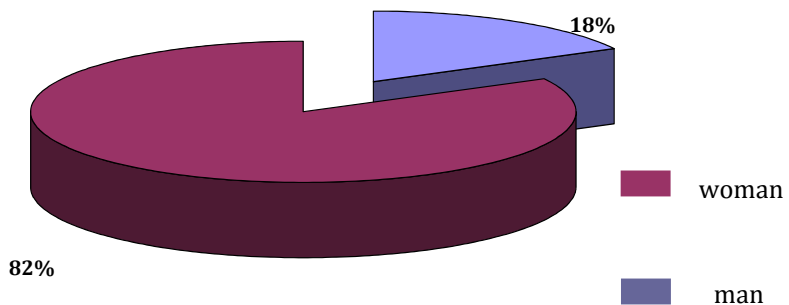
## Result

Now, tell the numbers!

### 1. Women representation in the mirror of numbers, in IOC.

First, a few data's from the past(from IOC in: ISM értesítő, 2000, p.69.). In the year 2000, from 113 member of IOC, were 14 women. (12,38%). In the IOC Committees and works-groups 237 person worked, in the year 2000, from it's 28 were women. (11,8%).

After twelve years later the women's rates increased a minimal, very small.

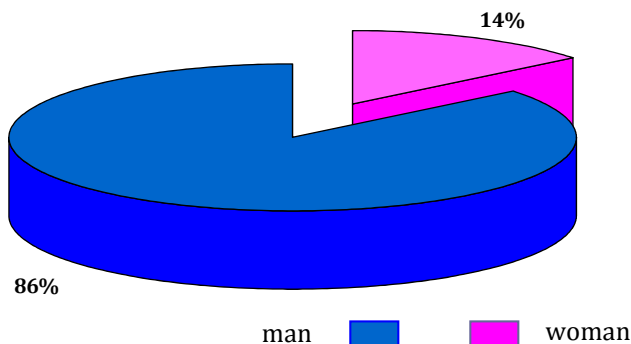


**Figure 1.** *The percent rates of women – man in assembly of IOC, in 2012.*

[Source: from Repertoire Directory 2012]

Also from a few data's from the past: in the IOC Presidency there were 15 person, from there is one women, in 2000 February. It means, the women participation in the presidency is 6,7 %. (from IOC, in: ISM értesítő, 2000, p.69.). The vice president was a lady, Ms. Gunilla LINDBERG.

After twelve years later the women's rates increased a little bit.



**Figure 2.** *The percent rates of women – man in the presidency of IOC, in 2012.*

[Source: from Repertoire Directory 2012]

The two graphs well indicates the disproportionatness, well shows how difficult the women's situation in the sportleadership.

The women's rates in the Committees of IOC. (from: Repertoire Directory 2007.)

**Table 1.**

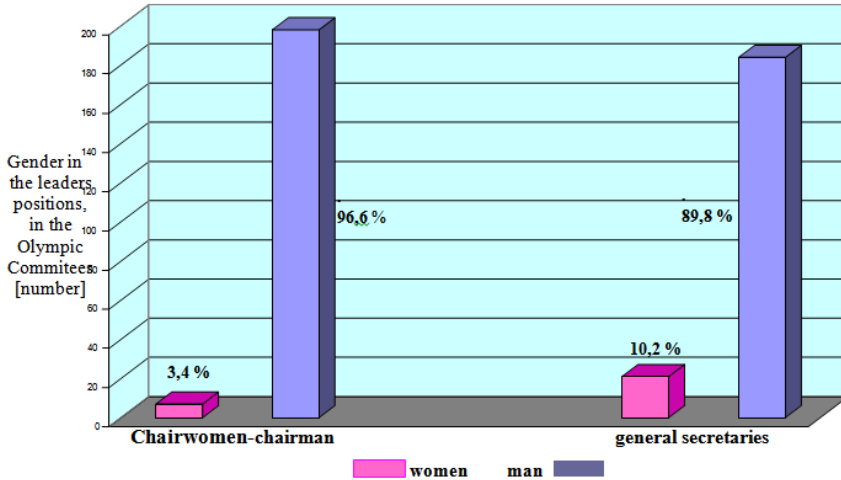
The IOC Committees in the mirror of the statistic

| Committee's name            | Number of men | Number of women | Percent rates of women | Leader of the committee |
|-----------------------------|---------------|-----------------|------------------------|-------------------------|
| Athletes C.                 | 13            | 7               | 35 %                   | Man                     |
| Accreditation C.            | 4             | 2               | 33 %                   | Man                     |
| Budget C.                   | 6             | 1               | 14,28 %                | Man                     |
| Audit C.                    | 3             | No women        |                        | Man                     |
| Ethics C.                   | 6             | 2               | 25 %                   | Man                     |
| Media rights C.             | 6             | No women        |                        | Man                     |
| Law C.                      | 6             | 1               | 14,28 %                | Man                     |
| Marketing c.                | 19            | 2               | 9,5 %                  | Man                     |
| Medical c.                  | 7             | 3               | 30 %                   | Man                     |
| Cultural C.                 | 29            | 4               | 12,12%                 | Man                     |
| Traditional Keeping C.      | 9             | No women        |                        | Man                     |
| Press C                     | 21            | 2               | 8,7 %                  | Man                     |
| Broadcasting - Tv C         | 20            | 1               | 4,76 %                 | Man                     |
| International Connection C. | 14            | 1               | 6,6 %                  | Man                     |
| Olympic Solidarity C.       | 11            | 3               | 21,4 %                 | Man                     |
| Sport and rights C.         | 7             | 1               | 12,5 %                 | Man                     |
| Sport and Environmental C.  | 16            | No women        |                        | Man                     |
| Leisure C.                  | 25            | 2               | 7,4 %                  | Man                     |
| Women and Sport C.          | 7             | 16              | 69,5 %                 | Women                   |

## **2. Look, what is the situation, the other international sport organisation: in the national Olympic Committees all over the world, and in the international sport federations**

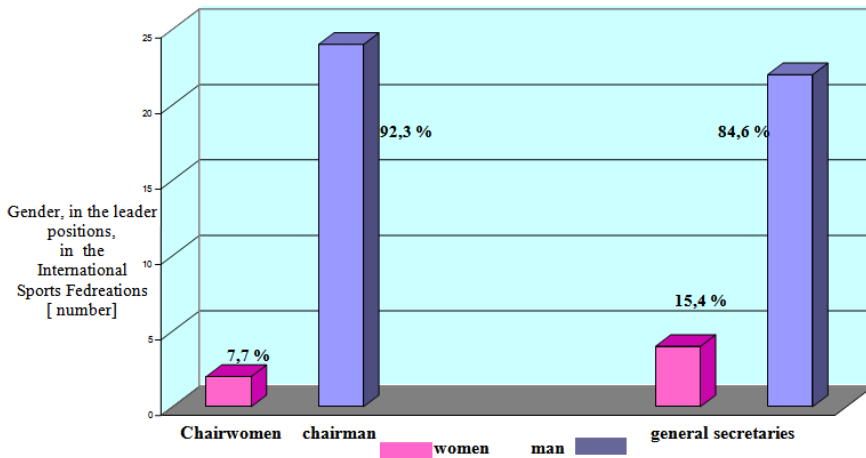
You can see, how the female gender is -worldwide- underrepresented, in the principal sport organisation. You know, that many of the recommendations, proposal, -even expectations- has been formulated by IOC, to the national sport organisations; to change men's rights policies, promote more women to the decision making position; but these were not successful. The previous graphs well testify it.

IOC expected -in vain- different quotas, so for year 2005, 20% female quota in the leading bodies. These have -unfortunately- not been implemented.



**Figure 3.** Women - men's, rate of the world's 205 national Olympic Committee leadership, in 2012.

[Source: from Répertoire Directory 2012.]



**Figure 4.** Women - man's rate in the [number 26] international (summer Olympic) Sports Federations in the leadership positions, in 2012.

[Source: from Répertoire Directory 2012]

3. Now, look for, what the situation is, in the Hungarien Olympic Committee /MOB/

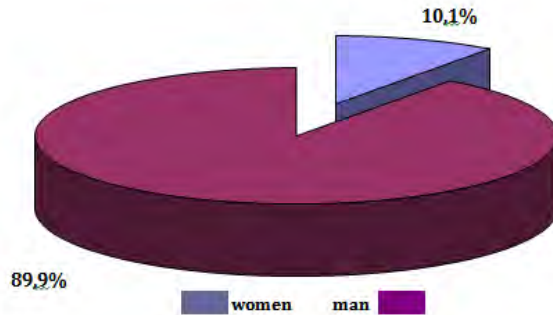


Figure 5. The rates of women- - man, in assembly of MOB, 2008-2012.

[Source: The official web site of MOB]

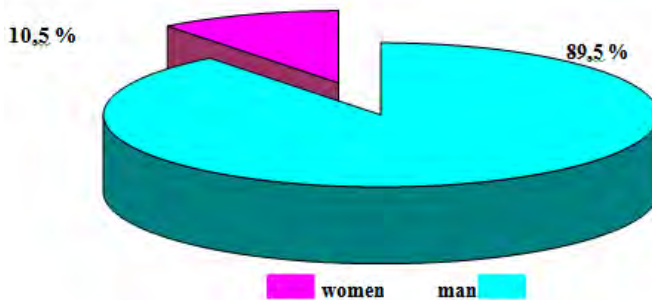


Figure 6. The rates of women - man in the presidency of MOB, 2008-2012.

[Source: The official web site of MOB]

The member of Presidency of MOB (2008 – 2012).

dr. Aján Tamás, dr. Bakonyi Tibor, dr. Berkes István, Borkai Zsolt, **Faragó Judit**, Gyárfás Tamás, Gyulay Zsolt, dr. Hegedűs Csaba, dr. Kamuti Jenő, dr. Konrád János, Kovács István, Kulcsár Győző, dr. Magyar Zoltán, Molnár Zoltán, **Regőczy Krisztina**, Schmitt Pál, dr. Schulek Ágoston, Sinka László, dr. Szabó Tamás.

In the presidency there were two ladies: **Regőczy Krisztina and Faragó Judit.**

## THE PERMANENT COMMITTEES OF MOB (2008-2012)

**Table 2.**

The leaders of the Permanent Committees of MOB

|   |  |
|---|--|
| Economic:<br><b>Leader: dr. Bakonyi Tibor</b>           | Scientific:<br><b>Leader: dr. Szabó Tamás</b>            |
| Medical:<br><b>Leader: dr. Berkes István</b>            | Athletes:<br><b>Leader: Kovács István</b>                |
| Environmental:<br><b>Leader: Borkai Zsolt</b>           | Press:<br><b>Leader: Gyárfás Tamás</b>                   |
| Ethics and Fair Play:<br><b>Leader: dr. Kamuti Jenő</b> | Traditional Keeping:<br><b>Leader: dr. Magyar Zoltán</b> |

You can see, there are not any female leader, in the committees forefront

All the Committees of MOB (2008-2012)

**Table 3.**

The Mob Committees in the Mirror of Data's

| Committees name      | Number of men | Number of women | Percent rates of women |
|----------------------|---------------|-----------------|------------------------|
| Economical C.        | 17            | No women        | -                      |
| Medical C.           | -             | -               | -                      |
| Environmental C.     | 6             | 2               | 25 %                   |
| Ethics and Fair Play | 11            | 1               | 9,1 %                  |
| Scientific C         | 13            | No women        | -                      |
| Athletic C.          | 5             | 1               | 16,6 %                 |
| Press C.             | 17            | No women        | -                      |
| Traditional Keeping  | 9             | 1               | 10 %                   |
| Supervision C:       | 5             | No women        | -                      |

I think, the former tables no need comment.

- In MOB there has Women Committee. The Women Committee members, in 2010.

The members are: Bán Teodóra, dr. Béres Klára, dr. Kaszó Klára, Faragó Judit, Géczy Erika, Jakabházyne Mező Mária, Kökény Bea, Havas Judit, Nagy Timea, Ránkyné Németh Angéla, Rejtő Ildikó, **Regőczy Krisztina** (the leader), dr. Simóka Bea, dr. Szabó Tünde, Szántó Éva.

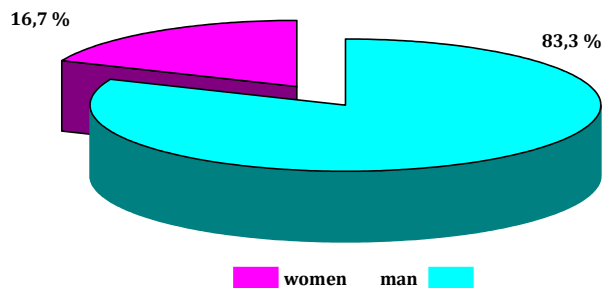
The leader Krisztina Regőczy won silver medal in winter olympic games, in ice-dance. She was world champions too. /with Andras Sallai/.

The Women Committee hasn't male member. That's why arise a question: Why not?

I consider, (but don't want prejudice) it means the women committee is imponderable.

(As far as I know, in IOC Women Committee, has man member, especially, Hungarian man too.)

Here now call your attention to, MOB has new presidency from 2012 February.



**Figure 7.** The rates of women- - man in the presidency of MOB, from 2012.

[Source: The official web site of MOB]

### MOB new Presidency

Chairman: Borkai Zsolt. Vice chairman: dr. Magyar Zoltán, Gyulai Zsolt, **Monspart Sarolta**, dr. Leyer Richard, dr. Deusch Tamás. Ipso iure members: dr. Aján Tamás, Scmitt Pál, Dr. Kamuti Jenő. Members: dr. Csötönyi Sándor, Dávid Imre dr. Gémesi György, dr. Kovács Antal, **Regőczy Krisztina**, **dr. Szabó Tünde**, Szabó Bence (general secretary), dr. Tóth Miklós.

There are three ladies members. More then with one head, than the last presidency.

Comment: you should know, the position of five vice presidents, connection to a special sport -basic- leadership position, that's why not really choosing position, in the MOB presidency. The members are choose; by male dominated sport organisations. So it is not surprising that similar to similar - based on the principle-, more choose a man, as a woman.

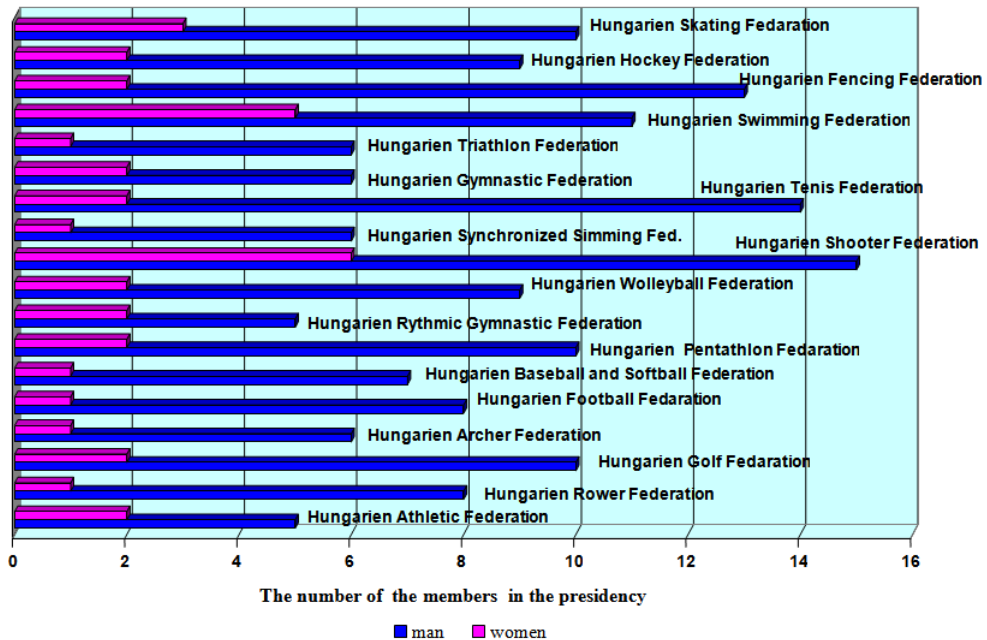
MOB, accordingly their constitution(Constitution: III./ 6 § 7.), strive for the female-equal opportunities. But it seems this endeavour is not enough. This rule, an infinitely empty norm, there fore absolute inappropriate the creation, of women equality of opportunity. The women participation in the presidency 16,7%, nowadays. It means strong underrepresented the women, in MOB.



#### 4. The rates of women-man in the presidency of the Hungarian National (Olympic) Sport Federations (in 2013)

The below figure speaks for itself. Amazing disproportion is between the number of male and female leaders management of sports organizations, described by the below graph.

And this principal sport organizations - showed below- have at least female leaders.



**Figure 8.** The rates of women- man in the presidency of the Hungarian (Olympic) Sport Federations, in 2013-ban. [where, there are any women in the presidency]

[Sources: the official web sites of the sports federations]

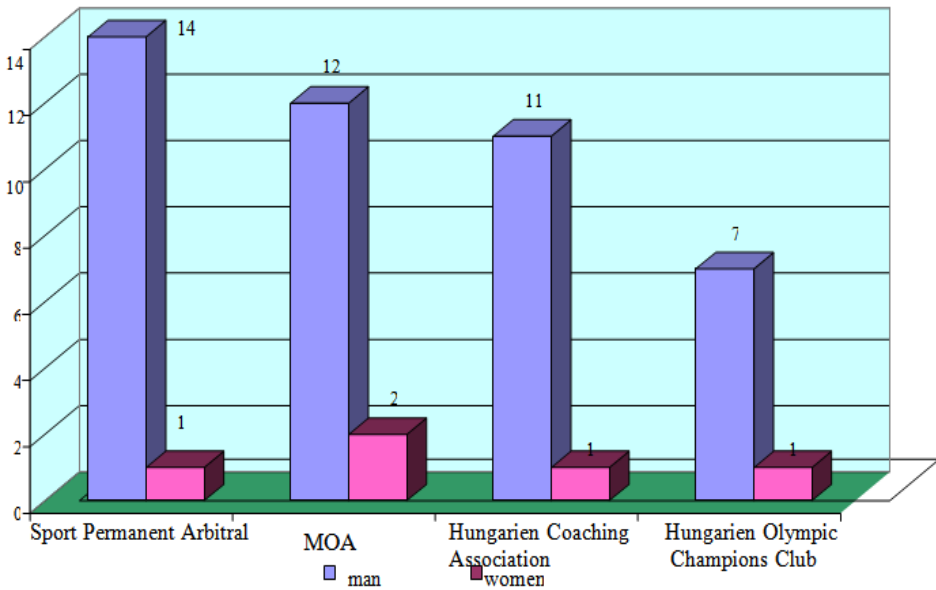
You should know, in Hungary there are 18 Olympic Sport Federations, there are absolutely no any women, in presidencies. It is very amazing! Presidencies of Hungarian National(summer Olympic) Sports Federations, where absolutely no woman are: wrestler, boxing, judo, water polo, kayak-canoeing, sailing, basketball, table tennis, weightlifting, badminton, handball, round a couple of sports, riding, surfing, curling, rugby, taekwondo, field hockey Federations.

**5. The rates of women-man a few other Hungarian sport organisations; according to the following competitive research, between the year 2010, and 2014.**

I look for, the women, in the leadership of four Hungarian sport organisations, there were:

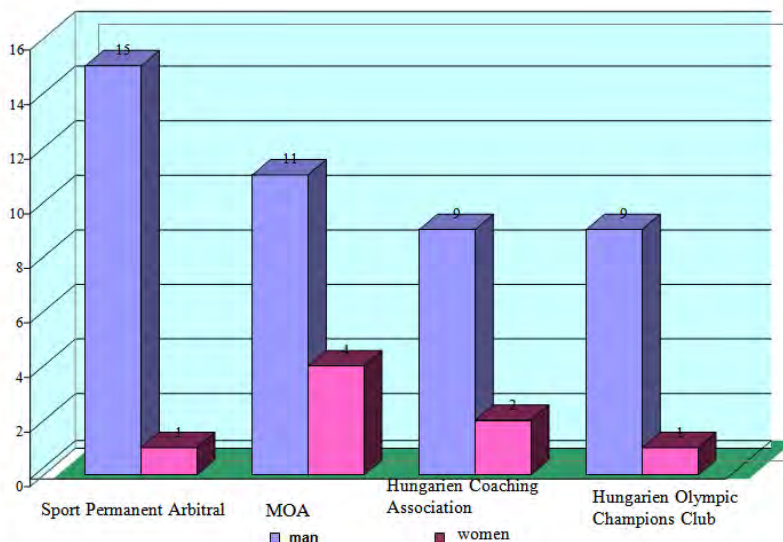
- Sport Permanent Arbitral Tribunal,
- Hungarian Olympic Academy (MOA),
- Hungarian Coaching Association,
- Club of the Hungarian Olympic Champions.

The following two graphs well represents the gender proportions (or rather disproportionateness).



**Figure 9.** The rates of women – man in the presidency of four Hungarian sport organisations, in the year 2010.

[Source: The official web sites of the sport organisations]



**Figure 10.** The rates of women – man in the presidency of four Hungarian sport organisations, in the year 2014.

[Source: The official web sites of the sport organisations]

You can see, significant changing, there has not been. The women's rates moves, about very few, only one- two, female on boards (Comment: in Sport Permanent Arbitral not the presidency, but size of the entire body is indicated).

## Discussion

"...women continue to be under-represented in sport-, and executive decision-making positions" (Talbot M., 2000, p.91); and all fields: politics, business too, as the same the sport. „Despite the fact that they make up nearly half of the workforce and more than half of new university graduates in the European Union"; said by in 2010, Viviane Reding the vice-president of the European Commission of Justice, Fundamental Rights and Citizenship. In the sport leadership, the women's situation, their underrepresenting's in the senior leader position, well indicated their unequal opportunities, nowadays, which was well demonstrated above, with the data presented by graphs. The women are in very difficult situation, in the sport leadership. In vain, the IOC proposed, and expected for the year 2005, the women's 20 % rates, in the decision making position, in the national Olympic Committees, and in the principal national Sport Federations.

You could see, it is have not been put, have not been done, nor, for 2014. But these expected women's rates, have not been, implemented in IOC, too. In IOC the rates of women, were also about (or under) 10 percent; except two committees: more than 30% women's rates in IOC: Athletes Committee (35%), Accreditation Committee (33%).

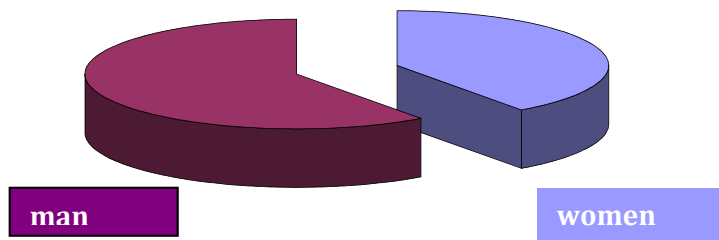
In MOB, the women participation is also not reached the 20 % rates. In MOB, the rates of women, were also under (and about) 10-15 percent, in the assembly, and permanent committees of MOB too. The Ethics and Fair Play Committee (9,1%), and Traditional Keeping Committee (10%). The women chance very difficulty of not having women representing in the National Sport Federations, in decision making positions. You could see, there are very few women in the Presidencies of Hungarian (Olympic) Sport Federation; where there women are at all. Like above, I have already mentioned, in Hungary there are 18. Olympic Sport Federations, there are absolutely no women, in presidencies. All presidents of every Hungarian (summer Olympic) Sport Federations are man; and almost of the committees leader also men. There is a very few - limited pool of women occupying senior - leader- posts in the management of the federations. Women are practically never -or rarely- elected, for senior posts. We can verify, that the IOC, and the international sport federation and sport organisations imply the MOB are characterized by male dominance.

„The modern Olympic Movement has been imbued with male chauvinism and domination over women” (Theberge N., 1990, p.385). It was told some years ago, on a conference, - really the performer understood it for the lady athletes,- but the women's situation - in the sport leadership- unfortunately, has been as the same, and hasn't changed for over some years at all.

I think, equal right not enough. Equal rights - which no question in democratic countries - but, it doesn't mean equal opportunities. Because, in the legislations on gender equal opportunities, couldn't realise the real equality chance. In my opinion necessary to create chance equality!

I think, agree with a result of an other research, „...without balancing mechanism women can not enter the highest levels of corporate decision-making positions” (Szelényi Zs., 2012, p.14.). It seems, „...without quotas up, -even in the most open societies too- max. 15-20% female participation rate can be achieved” (Szelényi Zs., 2012, p.15.). This ratio without quota is very difficult to surpass. The Committee's of Ministers of European Union had a Declaration in 1988. In it was written: „..the principle of equality of the sexes is an integral part of human rights, and that sex related discrimination is an impediment to the exercise of fundamental freedoms” (Kardosné K.E., 2000, p.250.). The Committee had also ascertained, „...that inequality were extant de iure and de facto between women and men” (Kardosné K.E., 2000, p.250.). By reason of our research we found as the same: in the sport leadership hasn't been attained the real equality between women and men, yet.

In the end I would like to call attention, in the last summer Olympic Games, the number of female participants in sport has grown exponentially.



**Figure 11.** The rates of women – men, in the Hungarian Olympic Group in London, 2012.

[Source: The official web site of MOB]

But unfortunately, the increased number of female athletes, did not followed, the number of women sport leaders. The previous data's well shows, well proves that it is, fact far below the proportion of female athletes from those for the women sport leaders.

## Conclusion

I think the rates of the female - athletes, should, (even must) follow the rates of women leaders in sport-organisations, in sport federations. Of this way, that women must have real opportunities to use their experience and values to enrich the areas in which men currently dominate, such sport/leadership/. That's why necessary some good practices, such as the use of specific tools to foster the leadership potential of women - role models, mentoring and networking, etc. The women could and should be in senior position, of the management, in the sport organisation, sport institutes, and in the sport administration, too.

I know there is a positive correlation between women in leadership and business performance. The sport could win, if more women would be in senior position, and more female leader works, in this area too. In my opinion that, reasonable and timely to increase the women's participations in the sport leadership, all in the Olympic Movement and every sport federations, and sport organisations. The fairness demand it, too. The promotion of gender balance in decision making, -in sport should (even must) continue to be one of its core priorities. Everybody became rich on this way.

Closing I cite from the Los Angeles Declaration (The Declaration of the 5th IOC World Conference on Women and Sport, 2012, p.1-3).

-„It is now 31 years since the IOC opened its membership to women, and 17 years since it fully implemented programmes and processes for helping women to systematically access higher levels of sports administration and competition (in: point 3).

-That the IOC and all the constituents of the Olympic Movement, especially the NOCs, International Federations and national federations, should ensure that, for the 2012/13 and all future election cycles, they achieve a more equitable representation on their Executive Committees (in: point 4)

- That the promotion of women’s participation in sports activities, management and administration should, and must, serve the wider goal of supporting the international agenda of gender equality and empowerment of women and girls (in: point 4)

-That there should be greater collaboration and cooperation between all organisations and institutions which support the promotion, rights and welfare of women and girls” (in: point 4)

### **“Together Stronger: the Future of Sport”.**

(It was the motto of the 5th IOC World Conference on Women and Sport, in: point 1).

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