

infosheet

Women in Leadership and Decision-making Roles

Although New South Wales is recognised as a leader in gender equity, women and girls remain significantly under-represented in all decision-making roles in sport and recreation in this state.

People in leadership and decision-making roles in sport influence the policies and directions of state and national sporting organisations, as well as coaching, development and performance at elite levels. Without equitable representation at these levels, the sport and recreation industry cannot take full advantage of the leadership skills, opinions and experience of women, nor can it hope to adequately reflect women's needs.

To encourage women to aspire to, and achieve, positions of influence in sport, it is essential that sport and recreation organisations provide adequate support mechanisms and pathways.

Gender breakdown of key management and decision-making positions within NSW sporting organisations, 1998-99

| | Males | | Females | |
|---------------------------------|--------|-----|---------|-----|
| | Number | % | Number | % |
| Executive director | 44 | 59% | 30 | 41% |
| President/ chairperson | 61 | 80% | 15 | 20% |
| Treasurer | 56 | 79% | 15 | 21% |
| Secretary | 32 | 53% | 28 | 47% |
| Board/ committee member | 556 | 67% | 271 | 33% |
| State coaching director | 35 | 80% | 9 | 20% |
| State high-performance director | 25 | 81% | 6 | 19% |

(Source: NSW Sports Development Program; excludes peak industry bodies 1998-99)

The New South Wales figures on gender equity in sport compare favourably with the national figures.

- A 1998 NSW Department of Sport & Recreation survey showed that, in New South Wales, 41% of executive director positions were occupied by women, and 20% of president/ chairperson positions. Nationally, the representation of women among these positions was lower. In 1998, women made up 25% of executive directors and 13% of presidents of national sporting organisations.
- Women who do hold the positions of executive director or president are generally in either women-only sports organisations or in small or low-profile sports. This means that these women's decisions have only a limited impact on the sporting industry as a whole.

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Women in Major Government Sporting Organisations

The New South Wales Department of Sport and Recreation and the New South Wales Institute of Sport are the major state government bodies in charge of sport and recreation in New South Wales.

Gender breakdown of employment at the NSW Department of Sport and Recreation and the NSW Institute of Sport, 1998-99

| | DSR | | NSWIS | |
|---|--------|--------|--------|--------|
| | Male | Female | Male | Female |
| Level | Number | % | Number | % |
| Non-decision-making levels (grade 1-8) | 149 | 47% | 165 | 53% |
| Decision-making levels (grades 9-12 and executive) | 25 | 68% | 12 | 32% |
| | 9 | 100% | 0 | 0% |

(Source: NSW Department of Sport and Recreation 1999; and NSW Institute of Sport 1999; DSR = NSW Department of Sport and Recreation, NSWIS = NSW Institute of Sport)

- There are slightly more women (53%) than men employed in the lower grades (non-decision-making roles) at both the New South Wales Department of Sport and Recreation and the New South Wales Institute of Sport.
- Nearly one-third of decision-making positions at the department are occupied by women, but there are no women in these roles at the institute.

Sources

The information on this fact sheet was drawn from these publications and organisations: Active Women National Policy on Women and Girls in Sport, Recreation and Physical activity, 1999-2002 (1999) Canberra: Australian Sports Commission; NSW Department of Sport and Recreation Annual Report 1998/99 (1999) Sydney: NSW Department of Sport and Recreation; NSW Institute of Sport Annual Report 1998/99 (1999) Sydney: NSW Institute of Sport; NSW Sports Development Program 1998-99 (1999[S6]) Sydney: NSW Department of Sport and Recreation