



POSITION OF WOMEN IN JUDO: CAN WE DO BETTER?

Survey results, analysis and recommendations



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1. Introduction and rationale for research

Every day we are witnessing more and more women all over the world that are participating in sport activities, including judo. Still, women are underrepresented not only as competitors, but also in a position of coaches, referees, and especially in leadership roles. Therefore, many international and national sport federations and sport organizations, according to policy proposals (i.e. European Commission and International Olympic Committee) developed many 'gender equality projects and methods' to empower women to be more involved in sport and to prolong their career after competing period.

As a sport judo has all prerequisites for gender equality. For many years now, important international competitions such as continental and world championships are organized for men and women, on the same mats, same rules, same duration of matches and referees. Although in many countries, especially European countries, women started to train judo together with the male athletes, judo for women was included as a sport at the Olympic games program, at 1992 in Barcelona, 28 years after Tokyo 1964, when judo became Olympic sport for men. As a consequence, establishment of the system of national competitions for women in judo, started later than for men.

As a second important barrier, judo as combat and contact sport is (perceived as) male dominated sport. At national federations – IJF members, registered number of competitors and women in all other positions (coaches, referees, administrative staff, commission members) are much smaller than those of men. Therefore, the main rationale for conducting this survey among IJF members was, first, to obtain exact numbers of women in different positions in judo, and secondly, to collect information on already started projects and ideas for empowering women in judo.

This study presents survey results and analysis and give recommendations that are based on the survey but also on the experiences on gender equality issues from other sports. Recommendations are aimed to national federations that could help them to inspire more girls to be involved in judo, and not only on tatami and to the IJF so it can be a leader and to disseminate all relevant information in this area. The position of every sport is not only evaluated by the number of medals, it is also evaluated by the impacts and contribution to the society and in this respect judo as a sport can offer numerous possibilities for both, men and women. But, can we do better when it comes to position of women in judo? Yes, we do, but let's start working together and in the same direction.

2. Research methods and limitations

As there is no evidence on position of women in judo, a first and logical step was to conduct a survey on position of women in judo within national judo federations. A survey was mailed to IJF members during the period of three months, from October to December 2017. Survey consisted of 7 open-ended questions: a first one was on the numbers/shares of women on different positions within federation and at clubs and other questions were focused on the activities, already started or planned on the gender equality in judo.

After sending 3 reminders, a response rate is pretty low- 26% - or 52 national federations out of all IJF members completed the questionnaire. According to the continents IJF Secretary received following number of questionnaires from 5 continents: EUROPA (23), AFRICA (12), AMERICA (6), ASIA (6) and

OCEANIA (5)¹. All open-ended questions are copies from the questionnaires and presented in Appendix 1-4. Those national federations were not randomly selected, so it could be concluded that those national federations that participated in the survey, are ones that are more active. This is the main limitation of this study. But, the most important was to start collecting data on position of women, so in a few years, IJF would be able to make conclusion about the progress achieved.

3. Position of women in judo: quantitative analysis and recommendations

Share of women on different positions in judo

Survey results and analysis

First question was quantitative one, as we asked for the numbers or share of women on different positions within a national federation. In total, 47 national federations, answered this question, but with a lot of missing data. It is obvious that many countries are not collecting data about coaches, referees, and especially club administration officials on gender basis.

Table 1:

Percentages of women on different positions/occupation within national judo federations

Position/Occupation/Leadership role	Average share of women
Competitors - seniors	24%
Coaches	17%
Referees	18%
Club administration officials	24%
National federation presidents	10%
Members of national executive committee	17%
National commissions members	18%

Results are showing that **the biggest share of women are among athletes** and that is expected result. These results correspond with the same share of 24% of women as club administration officials, but when it comes to leadership roles, the underrepresentation of women is obvious. Structures of continental committees shows dominance of men and it is the same case with national commission memberships. **The higher is the position, the less women are engaged** – the number of women as presidents of national federations (10%) is very low.

IJF is not 'alone' in this position regarding gender equality. Statistics in many national sports federations show a significantly lower involvement of women in different sport positions, especially in terms of management positions. It is important to make conclusion about the gap between share of women at the position of competitors and all other positions. If the shares are the same across all the positions different activities can be proposed as in the case where shares are different.

¹ IJF and Commission for Gender Equality would like to thank all the national federations that participated in this survey. The list of the countries that participated are in Appendix 5.

Share of women in judo as competitors is higher than share of women at all other positions; in this case national judo federations and IJF have a task of retaining the women in judo. When the shares are alike and small, the most important is promotion of sport itself. Judo is in both positions: there is need to promote judo as sport for women to get more than 24% of women competitors and also to retain and not to lose the women already involved in judo.

Recommendations:

- ✓ Start collecting data on the number of women in different positions within national judo federation (without data it is not really possible to measure progress regarding the gender issue),
- ✓ When shares of athletes are similar to shares of women on all other positions – this is the case when there is a need for strong general promotion of judo as sport for women (put emphasis on benefits of training judo especially for women),
- ✓ When there is a difference between share of women judo athletes and share of women in other positions there is a need for creating and conducting specific programs to retain the women that are already involved in judo (what can we do to keep women in judo or educate them about the ways of changing their judo careers).
- ✓ Set the goals on the wanted/possible share of women in different positions (national judo federations, continental federations, national judo federations -commissions, boards).

Established Gender Equality Commission and NOC recommendations

Survey results and analysis

Table 2:

National judo federations that established commission for gender equality, follow NOC recommendations and started some activities

Type of activities	Number of federations	Share in total number and in total number of IJF members
NF has Commission for Gender Equality	20	34% (10%)
NF follow NOC recommendations	38	73% (19%)
NF started activities to empower women in judo	30	58% (15%)

Only one third of the respondents – national judo federations have already established a Commission on gender equality (34%) but almost three quarters (73%) are following recommendations from their national Olympic committees and 58% already started some activities.

From this survey we can not be sure if these results can be representative for all the IJF members and this is limitation of the study One of the possible conclusion could be that only small number of countries think and perceive gender equality as an important issue in development of judo in their countries.

Recommendations:

- ✓ Put the issue of gender equality on the agenda as special occasions/projects but also include this issue in the already planned activities (congresses, conferences, festivals, educational seminars)
- ✓ Commissions are important as they are giving the visibility to this issue and as for many judo federations this is still not so important, there is a need of raising the awareness of gender equality (IJF and continental federations should lead the process).

Activities that national federations already started to empower women in judo

Survey results and analysis

Majority of the national federations have already started some activities to empower women in judo; usual activity is 'organization of seminar' for coaches and referees where women are participating with men. Some NJFs also organize seminar for those who would like to work at administrative positions in clubs or federations.

Table 3:

Activities already started by national judo federations

Type of activity	Number (share of NSF's)
• Seminars/trainings for coaches and referees	8 (35%)
• Seminars for administrative positions/management seminars	3 (13%)
• Participation in empowering sport programs (NOC or other organizations)	3 (13%)
• Research, scholarship	2 (7%)
• Special projects to empower women (promotion, encouraging women to take positions, network of women in judo, Open days etc)	7 (30%)
TOTAL	23 answers (44%)

National federations are also organizing special projects focused on women, for example, to promote women in judo like Swedish Federation that has a great success with female management supply program and Judo for women is recognized as an area priority within the federation. France is organizing tours and activities promoting women athletes and judo for women, Croatia conducted research and are forming a network of women in judo within a country and Ireland established a position of Ambassador for Women in Judo. African countries such as Kenya, Ghana and Senegal are active in empowering women but are at the same time fighting for the financial support for their federations. Japan through AJJF has established the Women's Judo Promotion Committee with objective to discuss and implement strategies to improve the status and environment for women so that they are able to continue their sport careers as active coaches and referees.

These are all very good examples but they are only few.

Recommendations:

- ✓ Develop Action plans for improving the position of women in judo (as yearly, two or four year plans with general and specific goals, with a vision, mission, described activities/projects with those who have to implement them and with a source of finance and possible cooperation); IJF, continental federations and national federations
- ✓ Those countries that already conducted special projects and have results, should focus on specific gender issues and specific projects
- ✓ Special emphasis should be on promotion of all the activities in media (off and online)
- ✓ IJF can help in sharing good practices of a few national judo federations that has good results and bigger shares of women on all positions.

Main obstacles for stronger involvement of women in the work of federation

Survey results and analysis

It is obvious from the survey results that there are many obstacles for stronger involvement of women in judo and that they are very diverse; 10 categories were derived from total of 109 obstacles stated by national judo federations in an open-ended question.

Table 4.

Main obstacles for stronger involvement of women in judo

Main obstacles:	Number (share of NJFs)
• Stereotypes (women are not able...not expert same as men...)	7 (6%)
• „There are no obstacles “	5 (5%)
• Perception of judo as a male sport and/or dangerous sport	6 (6%)
• Social engagement of women (family obligations, lack of time, lack of motivation, religion barriers)	18 (17%)
• Absence of women specific training/promotion	4 (4%)
• Tradition and culture	6 (6%)
• Lack of role models; lack of women's network	5 (5%)
• Lack of support (financial resources, support from male colleagues)	11 (10%)
• Overall small participation of women in judo	8 (7%)
• Lack of qualified female officials/lack of sport management knowledge	3 (3%)
• Other obstacles (infrastructure	36 (33%)
TOTAL	109 answers

Answers vary from very general ones like 'tradition and culture' to specific ones like 'absence of specific programs for women'. There is a need to distinguish obstacles that IJF and national judo federations can influence and make a change from those that need more societal engagement. Survey results clearly state that social engagement of women is many (family obligations and as a consequence lack of time and motivation) but still all other obstacles are also very important.

Lack of support is the main obstacle and has many variations – lack of staff, time, finance within federations to create special programs for women in judo. From the survey results it seems that 'the story of women involvement in judo' goes like this – the share of women athletes is much lower and for those that finished their athletes career, there are not so many positions to take; coach and referee positions are most common but management and leadership positions usually are not available. Management and/or leadership programs usually are also - not available. Besides stereotypes that women can not do the job same as men, there is a lack of support from male colleagues within federation. Upon that, there are few role models that could motivate young women to stay in judo. Some federations stated that „there are no obstacles for stronger involvement of women in the work of our federation“ but they are doing nothing to empower women to participate more in different roles and positions. When leadership is involved, some federations stated that „special attention has not been given to recruitment, mentoring, empowerment, rewarding and retention of women leaders“.

Recommendations:

- ✓ Distinguish between the obstacles that are too general to be solved through sport (judo) and those that can be influenced through sport/judo policy activities
- ✓ The activities planned should be developed with the main task to minimize the obstacles that have been defined (from research or experiences); every national federation can work on a few success stories for their women athletes/coaches/referees/club presidents etc. That can act as their role models – NJF can award them; can put on a web page the Action plan for empowering women in judo; in cooperation with NOC, can organize a conference; specific seminars in cooperation with IJF and /or sport international organisations.

Activities planned by national judo federation to empower women to be more involved in judo

Survey results and analysis

After the question about obstacles, we asked about planned activities. Out of total of 52 national judo federations, 32 or 62% explained their activities.

Table 5.

Activities planned by national judo federation aimed at empowering women in judo

Activities planned	Number (share of NJFs)
✓ Referee and coaches seminars	10 (31%)
✓ Management or leadership seminars	6 (19%)
✓ Action plans of federation	4 (12%)
✓ Training courses for women athletes	3 (9%)
✓ Special seminars; special projects	7 (22%)
✓ „We lack resources “	2 (6%)
TOTAL	32 (62%)

As in previous question, majority of those who planned some activities regarding women in judo, planned organization of referee and coaches seminar (31%); only 19% plan to organize management or leadership seminars, but the same number of federations planned some special seminar or projects (encourage continuation of studies, promotion of women in judo in all aspects, management program/courses). Some federations like Great Britain developed Equality and Diversity Action plan or just reserve a part of their budget to promote women judo (Canada).

Recommendations:

- ✓ National judo federations should think of small steps that can be easily achieved and do not cost a lot (activities within already planned usual federations activities (congresses, awards, promotional materials for judo), but with some additional insights important for women
- ✓ Encourage women to participate in the already planned referee or coaching seminar (for example, reduce the fee for women)
- ✓ As already recommended the best way is to develop Action plan and to have the budget (could be small but it is important to be visible).

How can IJF help national federations?

Survey results and analysis:

Last open-ended question in the survey was about possible help of IJF to national federations. Survey results showed that 41 (79%) out of 52 national federations have ideas/proposals for IJF regarding women in judo.

It is important to list majority of the proposed activities in order to capture national federation original ideas:

- ✓ Guidelines for national federations for future work with best practice examples; develop Action plan guiding national judo federations in developing a set of different activities
- ✓ IJF can held special seminars/workshops for empowering women in judo; annual seminars to be settled in IJF Calendar
- ✓ Sponsoring women athletes in international tournaments
- ✓ Create promotional campaign for gender equality to be promoted between all the IJF members
- ✓ Encourage national federations to send women at different training sessions organized by IJF
- ✓ Quota: set a minimum of women working in each commission
- ✓ Assistance in funding women judo instructors; establishing a fund for organizing seminars for women
- ✓ Visits to federation by former female athletes who are important coaches, referees or has key roles at IJF
- ✓ Help in establishing a Commission for gender equality
- ✓ „If the IJF takes a leading role in women's judo promotion, the NFs will surely follow “
- ✓ Making marketing materials with arguments – why judo is so good for women
- ✓ Set targets to achieve gender equality
- ✓ Network activities for women; information about
- ✓ Appoint more female officials within the different commissions of the IJF to give young females more role models for the possibility of an international leadership career for themselves

- ✓ Launch an international leadership trainee program within the IJF with the ultimate goal to recruit women to executive position in national federation and/or commission positions within continental judo federations and the IJF
- ✓ IJF can make it mandatory to have women in certain positions – otherwise men will always dominate
- ✓ Empowerment program, Grants, Career awareness program and Skills acquiring program
- ✓ Have a role model of competitors, referees, coaches and administrators to promote judo to a female audience
- ✓ By ensuring gender equality at international level it provides an example how change can be made.

Recommendations:

- ✓ National judo federations would like to have IJF as a leader in developing many activities
- ✓ Majority of the above proposals are focused on EDUCATION (seminars, workshops), PROMOTION (materials and campaigns, videos, role models) and ACTION PLANNING (guidelines, examples of best practice)
- ✓ Women networks are important because of a small number of women in judo, on national and on international level.

4. Conclusions on gender equality in judo

It is important to highlight the most important issues:

- For the development of judo in the world of sports, it is important to improve the position of women in judo, at all levels (from national to international) and for all positions (from competitor to leader),
- Judo as a sport is in accordance with gender equity when it comes to competitions (system of joint championships for men and women; mix teams; same awards) and it gives a great floor for the improvement in judo management and leadership,
- Only a small number of national judo federations are active in empowering women in judo – many are waiting for IJF to be a leader in gender equality issues,
- Action plan (goals, projects) and a number of promotional activities should be developed fast in order to raise the awareness of this issue. Federations such as Japan and France are already supporting women and they achieved positive results; some other national federations (Sweden, Great Britain) could also serve as best practice examples.

Appendix 1:

Type of activities that national federations already started activities to empower women in judo:

- Seminars for referees and coaches (after competition period women usually continue sports carrier as regional or national referees or trainers – more often on club level)
- Training and building capacity in women to take up officiating roles, event manager, administration, management and serve as committee members in their clubs and as well as on the federation level
- Judo sport activities in Pakistan for women (problem – (culture of the country))
- Women and Sports project – main aim – providing women access to the different bodies of the Federation; Women and Judo Commission a Facebook space has been created as an approaching and knowledge tool – to encourage and promote women judoka's participation in physical activities, competitions and all professional levels of the federation
- Organization of training courses (practical and theoretical sessions) in order to develop qualification of women coaches and referees
- National Federation is organizing tours and activities promoting women athletes and Judo for Women. Taizo and Self Defence activities also allow the federation to develop judo for women
- Research to find out what are the main obstacles for women to be more involved in judo; women network in judo; federation is taking care in promoting female athletes in all promotional materials and in media; next step is to educate mentors that will work on local level to encourage women to stay in judo after active sport carrier
- Open Days to encourage girls to come to judo; girls do not have to pay in clubs their monthly fee; we offer free judogis to girls
- Extreme poverty and low level of education enable a lot of women to succeed in judo – when married female judoka must ensure the smooth functioning of their home instead of practicing judo
- We have given managers and coaches space to our former athletes, we recommend them for national and international scholarships
- We participate in empowering programs organized by the sport association and NOC
- Women are encouraged to continue their education and help colleagues to appreciate judo; also encouraged to take positions as national executive members
- We try to get women judoka to follow coach/trainer/referee courses
- We have started education women on how to develop a sport system and policies that will provide good quality in sports experiences and where women and girls will be actively engaged in drafting policies
- AJJF has established the Women's Judo Promotion Committee with objective to discuss and implement strategies to improve the status and environment for women so that they are able to continue as active coaches and referees
- We reserve a part of our budget to promote women judo in all aspects – competition, coaching and referees
- We have a female management supply program that produces very good results and gives a lot of candidates for assignments within the federation and within clubs; a national project – Judo5 with different activities based upon equal possibilities for individual development for both male and female participants. Judo for women – area priority within the federation in 3-year operational plan

- We have international referees, female national coach, female sports director and a female project manager for the Judo for school project
- The sports ministry has started project called „not one less“ in order to give women tools with the sport of judo – with the purpose of avoiding the abuse and physical abuse
- We have just appointed Lisa Kearney, London 2012 Olympic athlete and multiple IJF/EJU medal winner to the newly formed position of Ambassador for Women in Judo – her role is to promote judo to young girls and women in Ireland. We have also launched Women Only session, coached by a former Irish international female player
- Participation in the Executive Committee and in technical areas
- We train the women to be judo trainer at the club and give support with tatami and judogi to open judo clubs; also we give them training skill to work at the federation office
- We have courses only for women

Appendix 2:

Main obstacles (1-3) for stronger involvement of women in the work of federation

1. Bias and stereotypes; They are not expert same as men; No main obstacles; Does not have any obstacles or any special reasons for women not to be involved in judo; Strict customs and traditions against women; There are no obstacles for stronger involvement of women in the work of our federation; Lack of resources and financial support to implement women's programs – resources should ensure the support is available for sportswomen, women's programs; Culture; General membership population being roughly 70% male and 30% female; Difficulty to create personal time; The number of women participate in judo still limited due to the fact that judo is perceived as dangerous sport; The total number of women; Lack availability; A general lack of implication of the men regarding the matters of developing judo for women; Family obligations; We have no obstacles to the integration of women into the administrative work of the federation; Lack of opportunities for study and training as qualified trainers; Life after judo (education/training/employment); Home occupation; Role models; Time – women find it difficult to find a balance between sport, work and family; Motivation; Working women; Women have less time for meetings after work as they take great burden of responsibilities at home and child care; Lack of support in women life events (pregnancy, child birth, child caring): Only few women involved in judo; 25% of participants are women; Family; Few role models; Unawareness of gender standard in culture/society; Awareness; Family and society; Not so many women in judo generally; Family life, studies; All posts are on voluntary basis (the time remaining after dedicating time to family is very limited; the faculty of culture of judo at national level; very few women come forward to actively participate in day to day work; Men do not want to have women in high positions; Culture; Poor response from women; To have dojo in place so women can participate effectively; Numbers; No obstacle; The parent who thinks judo is only for men; They are not willing to join committees, etc.; Belief they can apply/ nominate for positions.
2. Lack of motivation; Most of them after sport life, stop all activity; The shortage of women training places; Issues related to gender equity and the needs of female athletes, including a safe and secure environment not properly addressed; Lack of incentives for athletes; Lack of staff, time, resources to create and implement female specific strategies/programming;

Other obstacles – childcare, homecare, not compatible hours and employment; Lack of communication; Family responsibilities; Lack of women having a high level of responsibility (these jobs are assumed by men for now); Little support from male colleagues; We did not have many judoka women so the ones who work with us are volunteers but not judokas; the obligations of the home; Socio-cultural challenges (parents not easily letting girls to train); Better task sharing in life between women and men; Education – in terms of no exposure to relevant courses which will help empower women; Employment; Family and children; Lack of money and transport for women with young children, women and girls with disabilities and those in rural areas; Absence of women specific training/promotion systems for women to develop into leaders in the coaching and referee fields; There is an obstacle to promote women to high positions leading to the lack of women's role models; we don't know why they are not involved in our federation; social attitudes; No network/few female colleagues; Older male officials holding a position within clubs or regions without being a tool for change; Time; Volunteering; the link with sport like MMA; Most of women after marriage keep themselves busy in household work; Women are too busy; Security; Lack of facilities; There has to be motivation from women coaches at the highest level; Tradition – it has been a male dominated sport within the country; No material for them (Judogi); Ensuring a culture of inclusion and acceptance.

3. Lack of knowledge about functioning of the system and of the opportunities and options for career continuing; little salary; Lack of qualified female officials; Leadership: special attention has not been given to recruitment, mentoring, empowerment, rewarding and retention of women leaders; Overall small participation in judo in; Centralization of the main activities (training or education sessions) in the capital; Lack of control over the use of technologies; An incentive policy would allow to help changing the gender proportion in the sport (for example by putting an obligatory quota of women as members of the administration committee of our clubs; a more anticipated and planned general organization would allow active women to cumulate their professional, associative and family life; Lack of sport management knowledge; Being a contact sport, judo remains a man's sport in the general idea; the mentality of the sport not to live, economically good; easy access training facilities; (issues with scheduled training times); Better self-confidence of women; Allocation – Quota (e.g. if IJF invites 1 participant to attend specific course it is most likely that a man will be selected, compared to if 1 female and 1 male participant were invited); Social perception; Struggle in identity: less self confidence than male counterparts – they rate their ability and performance less than men hence few women in national executive level to participate in federations' decisions; Perception of judo as dangerous sport; No specific educational programs for women; Lack of adequate support from a candidate's nearest environment, coaches, clubs and/or regional organisations; Commitment; Lack of self-confidence; the lack of promotion of judo at school level; Women are not interested; Religion barriers; Educational issues; Poor funding; Apathy; Creation of specific opportunities for females.

Appendix 3:

Activities planned by national judo federation to empower women to be more involved in judo

- Referee and coaches' seminars,
- We are using the program „Judo for Children in Schools“ to empower girl to take part in judo activities
- Increased training courses for women; participation in local and foreign tournaments
- Opportunities are equal for men and women
- Education, training and development of the female coaches, as well as managers and leader in delivering sport. Our hope is to make sure that education process and experience address issues relating to gender equity and the needs for the female athletes, including secure environment, equitably reflect women's role in sport of judo and take account of women's leadership experience, values and attitudes
- We planned a lot to empower our women to be more involved in judo but due to financial support and home restriction we face difficulty in implementing our plans
- The Women and Judo Commission's main goal is to boost equality projects and activities promoting judo women integration in federation and after their sport retirement –the Commission makes an annual planning to achieve this aims.
- For 2 years we have more young women involved in high level sport – they are even more numerous than men.
- Organization of many training courses and regional meetings and workshops to enhance the ability of women in: training young athletes, training talented athletes and referee training.
- Organizing training initiatives for women athletes and supporting them for a better access to these training initiatives (financial care, detection, capacities tracking, monitoring...); developing a specific communication to highlight judo for women (clips, posters, flyers, social network)
- We are working on Action plan for more involvement of women in judo and trying to find sponsors for that plan
- If we succeed to start a business judo, we can finance internship for them, empower them to manage the administration of judo (marketing of judo on the radio station, communication, etc), financing some profit activity for them at the end of their carrier.
- In addition to giving them training grants as trainers, help them set up their own dojo.
- We have encouraged more women to participate in judo – the emphasis is on coach education and training and refereeing at both, the local and national level.
- Seminar on importance of women to be involved in judo
- Training course for female staff in all areas of judo management
- To introduce judo to women (non judokas) as a way of self-defence and as an empowering tool not only physically but emotionally; some retired athletes are involved in IJF courses; we intend to develop a program to encourage younger female athletes to be interested in refereeing so that they may pursue a career
- By starting educating women of how to start and manage their own judo clubs and how to sustain themselves by fundraising; how to locally make their own tatamis, we have enrolled several women in just started IJF Manager course so that they can enrich themselves with the necessary knowledge
- Encouraging them to get referee and coaching licence, offering seminar and career workshops: Strategies already implemented at national level – establishment of temporary nurseries at the competition venues for female officials, coaches and referees with children.

The AJJF is also working with several local judo organizations to promote women to official positions.

- We reserve part of our budget to promote women judo in all aspects – competition, coaching and referees
- Specific focus on developing female coaches; Encourage female judokas to get involved in refereeing
- We are about to start a new edition of our national female management supply program in October – the program runs for 18 months and the first edition was launched in 2013.
- We have produced an Equality and Diversity Action Plan to develop and promote these areas
- Trainings are offered to allow them to become coaches, referees, administrative or sport commissioners.
- We are trying to promote judo's interest from technicians or referees, inviting women to attend training camps at federal level – unfortunately, this conflicts with their work
- We are planning to organize a seminar only for Estonian judo women to show them other possibilities in judo besides professional sports
- We are preparing a program called „our children, our society“ which will be dedicated by retired athletes, in addition to social responsibility to promote the culture of judo and its values
- We are planning to organize a seminar to involve more and more women players to participate as referees, coaches and administrators
- Yes, but we lack support from the Government – we are also limited with the resources to engage them in any activity – also after the sports, they intend to marry, so there are husband obstacles.
- Ambassador of Women in Judo (Lisa Kearney)
- Work in the technical and administrative areas
- Set up a training program in training or management of sports organisations, improve or support their reintegration projects, according to the means of the federation, encourage the continuation of studies at the superior level

Appendix 4:

How can IJF help national federations?

- IJF can give us guidelines for our future work and to share the best examples from their experience that can help us to establish Gender equality within the Serbian judo federation
- Held the seminar/workshop and push them to grow up on sport and management on sport, educational.....
- Any special project based on women competition
- Support national federations with IJF training courses for women; support national federations for the work of local training and arbitration courses for women
- IJF can assist by providing resources for capacity development, training and awareness program in the following areas: Facilities; Developing participation; Equity and Equality in judo, Leadership (develop policies and programs) and High performance (support elite and professional female judo athletes)
- Because of the budget, priority is given to the potential medalist or the best players and these are male athletes – if there is any possibility of sponsoring few women athletes in

international tournaments, it is expected that women would also put in their best to avail a chance of playing abroad. Secondly, any financial support by IOC to NOC has not been beneficial to judo for almost a decade. IJF may plan to sponsor a program to target young talented female athletes by organizing school competitions to encourage them.

- Resources, including financial, program/content, best practices and marketing.
- To create a Judo institutional campaign for gender equality to be promoted between all the IJF members; to nominate an expert and/or Working group to study and boost equality of opportunity activities and equal gender opportunities; annual seminar for women settled in IJF Calendar; to ensure increase the representation of successfully women in news and marketing media of IJF
- Supporting more activities for women judoka to participate not just only at competition, but shall have some more chance to meet each other
- Maybe help us to promote feminine judo in our small country; video support that would highlight the presence of women in important positions in other countries
- 1) Encourage national federations to send women in different training sessions organized by IJF for Continental Union (for coaches, referees and administration and governance fields) by taking in charge the costs involved. 2) Expanded partnerships at the local and international levels in order to motivate women to be more invested in different positions or roles that suits their profiles (athlete, coach, referee, leader...)
- Setting/requiring a minimum of women working in each commission could help (France)
- IJF can develop Action plan, guiding national judo federations in developing a set of different activities, aimed at empowering women to be more involved in judo.
- IJF needs to hold special women's seminars and encourage federations to send women to these seminars (Refereeing, administration, leadership roles)
- We need facilities, scholarship for at least 2 athletes per category (female and male); we need IJF to forbid the NOC of enroller the federation to political ends, to cause disorder in the federation
- Opening up scholarship opportunities that allow them to be full time coaches and make judo their profession. Organize more congresses of women judoka and give them the vision that they can develop their qualities, as coaches, referees and any roll that they wish to exercise.
- If IJF can directly assist in funding of up to four instructors for a year on a train basis, we can be able to identify more and build capacity of women judokaa in various positions
- Establish a fund for organizing seminars for women
- Training courses for female staff in all areas of judo management
- Since the conditions in life and sports do not change, women will not be able and willing to get more involved in sports
- IJF can develop gender specific program for women not only in management level (when it's not gender specific, it is most likely that men will be selected to attend such courses); IJF can also consider doing visits to federations by former female athletes who are now great coaches or officials or has key role in the IJF – if there are federations with success programs related to this, the IJF can propose these programs to smaller federations like Seychelles.
- Giving women scholarship for continuing education and judo studies; invitation for global seminars

- 1. to help women to establish a Commission for gender equality, 2. Have more women involved in international training programs, 3. Help women based clubs with funds to have better training facilities and equipment
- With the appointment of a woman as executive committee member in Budapest, it is clear that there is a progress in women's judo. If the IJF continues to have women in leadership roles such as executive committee and committee members, the organization will further reflect the opinions of women. If the IJF takes a leading role in women's judo promotion, the NF's will surely follow – leading to the global development of women's judo
- Making marketing materials for why judo is so good for women; making a concept for how to get more women to exercise judo
- Specific programs/network activities for women (leaders/referees/coaches, etc); Information about best practice regarding gender equality or promoting/empowering women in judo
- Promotions, training and set targets to achieve gender equality
- Appoint more female officials within the different commissions of the IJF to give young females more role models for the possibility of an international leadership career for themselves; launch an international female management supply program and/or female leadership trainee program within the IJF with the ultimate goal to recruit women to executive positions in national federation and/or commission position within continental judo federations and the IJF
- International gender training and meeting will enable women to be aware of their capabilities and effectiveness – they will thus ask for certain positions which they think, are reserved for men
- Continuing to promote women's initiatives and stages, funding projects for small federations (
- Promote specific formation in leadership for women; encourage the inclusion of women in executive management and federations boards
- The problem in Malta is not gender equality – the number of women is not big but the federation is practically managed by women – currently, the federation is putting up new systems and strategies to attract more people to judo, both male and female
- Through seminars and economic support to promote this project
- Separate seminars/examinations can be conducted by IJF for Women for Refereeing and Coaching
- IJF can make it mandatory to have women in certain positions – otherwise, men will always dominate
- 1. Empowerment program, 2. Grants, 3. Career awareness program and 4. Skills acquiring program
- The IJF can bring about a lot of seminars to sensitize them and create more administrative courses – local and international. But fully paid for in order to uplift their standard
- Motivation of sending IJF representative women so women can see that women also have potential to train and reach such level
- Have role models of competitors, referees, coach and administrators – to promote the sport to a female audience only
- Increased support (judogis); Support capacity building seminar in the field of leadership or club management; sharing of experience with the other federations having an advance in the promotion of the feminine gender
- By ensuring gender equality at international level it provides an example of how change can be made – specific funding programs to bring females into leadership/coaching positions would also assist

Apendix 5.

LIST OF THE PARTICIPANTS OF THE SURVEY:

Europa: Faroe Islands, Andorra, Ireland, Malta, Portugal, Estonia, San Marino, Great Britain, Sweden, Norway, Belarus, Denmark, Belgium, Austria, Poland, Croatia, France, Spain, Russia, Albania, Bulgaria, Serbia, Latvia.

Africa: Cameroon, Uganda, Nigeria, Senegal, Kenya, Ghana, Seychelles, Mali, Central Africa, Djibouti, Tunisia, Zambia.

Asia; India, Japan, Lao, Pakistan, Yemen, Iran.

America: Mexico, Ecuador, Canada, Venezuela, Panama, USA.

Oceania: Australia, Solomon Islands, Palau, Papua New Guinea, French Ploynesia.