



GENDER EQUALITY COMMISSION REPORT

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Chair: CORAK Sanda

Members: ALLAN Lisa, BIRO Rozalia-Ibolya, CORKERY Kate, KARAKAS Hedvig, KISS Larisa, PRIDGEON Estony, ROUGÉ Jean-Luc, SANTAELLA Katuska, SOUAKRI Salima, WAGNER Anna-Maria

Introduction

Until October 2021 the IJF Gender Equality Commission (GEC) was led by Dr. Lisa Allan, and from that time Dr. Sanda Čorak was appointed as the IJF GEC chair. Two new members joined the GEC: Katuska Santaella, as president of the Venezuela Judo Federation and Anna-Maria Wagner, active judoka with international reputation, because of their contribution to judo development. According to the goals defined by new version of the GEC Strategy, the Commission was re-named, to the IJF Gender Equality Commission.

I take this opportunity to thank Dr. Lisa Allan for her achievements in gender equity and equality in judo and for her continuous support as well as all colleagues and friends for their dedication and their efforts. We are all focused on reaching the GEC goals on national and international levels.

GEC Activities

Virtual meeting of the GEC was held in February 2022. The future activities were discussed all aimed to raise the number of women in judo in different positions. All members agreed about their roles and continuous duties. After the meeting Gender statistics (source – Judo base), that will be renewed every year, was defined and all documents already available as GEC documents were grouped for easier navigation. L. Kiss created the media plan that will ensure visibility of women on IJF web and in social media.

New version of the GEC Strategy

Based on the survey of the national judo federations regarding their gender equality activities and relatively slow growth of the number of women as coaches and officials including women on leadership positions, new Strategy defined several goals within themes: Participation, Media and Social portrayal, Funding, Governance and Planning and monitoring.

As it is difficult for IJF to include more women on different positions, the IJF president Mr. Marius L. Vizer asked National Judo Federations (NJF) to establish gender equality commission on national levels, so that different activities can be realized in cooperation with the NJFs. Until December 2022, 42 federations informed the IJF GEC about the structure and chair of their commissions.

Gender equality as a topic at educational levels of the IJF Academy

Based on the requirements of the IJF Academy, a set of slides on the Gender equality in judo was created with accompanied text (Larisa Kiss and Sanda Čorak), so that the IJF teachers can use them within different educational seminars aimed at coaches as well as judo management courses.

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Coaches programme – WISH

The WISH leadership programme has been developed to target support for Recommendation 6 from the IOC Gender Equality Review Report (March 2018), which states, as an action, to encourage: *‘Balanced gender representation for coaches selected to participate at the Games.’ Specifically, the working group recommends that ‘the IOC coordinates the development of an action plan in collaboration with Olympic Movement stakeholders for more women to be eligible and selected to participate at Olympic Games level. It is also recommended that a baseline for female entourage members at the Olympic Games is established.’*

The programme supports female high-performance coaches to further develop sport-specific skills knowledge and experience; further develop leadership competencies and develop confidence – encouraging them to identify strengths, pursue goals, take opportunities and progress their career path. In 2022, IJF offered this opportunity to 5 women coaches, 1 from each continent, recommended by their respective Continental Union: Takada Chiho (JPN), Catherine Ewa Ekuta (NGR), Automne Pavia (FRA), Veniana Ravesi (FIJ) and Sandra Sanchez (MEX).

IJF supported the participation with flights, accommodation, insurance, and logistics arrangements. In 2023, the IJF will appoint 5 judo mentors (coaches) to accompany the young coaches in the program on their journey to elite level.

I would like to thank Larisa Kiss on all her continuous engagement in realization of this programme.

Media contribution

Inspired by many women judoka, coaches, referees and officials, Jo Crowley and Nicolas Messner wrote a lot of articles published on the IJF web during last year. All the topics were tackled, from gender equality projects, inclusion projects to personal stories of women that are role models for the younger women to come. They all made contribution to development of judo in their countries and through media, to development of judo worldwide.

Some of the articles:

Making Gender Equity the Norm: <https://www.ijf.org/news/show/making-gender-equity-the-norm>

Inclusion – From Equity to Equality : <https://www.ijf.org/news/show/from-equity-to-equality>

When Difference is a Strength: <https://www.ijf.org/news/show/when-difference-is-a-strength>

The PJC Creates Gender Equality and Equity Commission: <https://www.ijf.org/news/show/the-pjc-creates-the-gender-equality-and-equity-commission>

Inclusion: Mongolia's Women Leading the Way: <https://www.ijf.org/news/show/inclusion-mongolia-s-women-leading-the-way>

Overall achievements

With the engagement of the NJFs, the position of women in judo is progressing, although judo is still male dominated sport. Data retrieved from the Judo base has been showing improvements from year to year especially regarding the shares of active athletes, referees, and administration; coaches and women in leadership positions are under 20% and our activities need to be focused on these target groups as we need diverse skills and knowledge to be able to advance judo development globally.