Gender Equality in Table Tennis
Proposal for strategic actions 2017-2021

by Daniela Gomes
ITTF Development and Education & Training Projects Officer
December 2017

Table of contents

1. Preface
2. Gender Equality - FAQ
3. The path to progress so far 2003 - 2016 - History and achievements
4. Gender Mainstreaming Approach
5. 2017 ITTF Self-Assessment
6. Vision, Mission and Strategic Actions

Preface

Although we are witnessing more and more women participating in table tennis activities, a lot remains to be done in the sphere of gender equality. Many girls and women are today still unable to find the right environment in which to develop their full potential within our sport as athletes, match officials, coaches and leaders.

This document provides an overview of the past endeavours and suggests smart and realistic objectives to be achieved in the coming years.

The ITTF Self Assessment has shown that the female participation in all roles and levels is not as high as their male counterpart. At the international level the numbers are particularly harsh for women leaders and umpires. A more detailed research is yet to be conducted for coaches.

There have been many positive actions taken over the last 14 years. It is now time to reinforce measures and adequately institutionalize gender mainstreaming within the ITTF strategy.

The proposed strategic actions aim to strengthen the ITTF Gender Equality strategy and cascade its principles to the key Stakeholders in developing our sport world wide - The National Associations.

Creating the Awareness
Frequently asked questions about gender equality

What is meant by gender?
The term gender refers to the economic, social and cultural attributes and opportunities associated with being male or female. In most societies, being a man or a woman is not simply a matter of different biological and physical characteristics. Men and women face different expectations about how they should dress, behave or work. The fact that gender attributes are socially constructed means that they are also able to change in ways that can make a society more just and equitable.

What is the difference between gender equity, gender equality and women's empowerment?
Gender equity is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field.
Equity leads to equality.
Gender equality requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards.
Achieving gender equality requires women's empowerment to ensure that decision-making at private and public levels, and access to resources are no longer weighted in men's favour, so that both women and men can fully participate as equal partners in life.

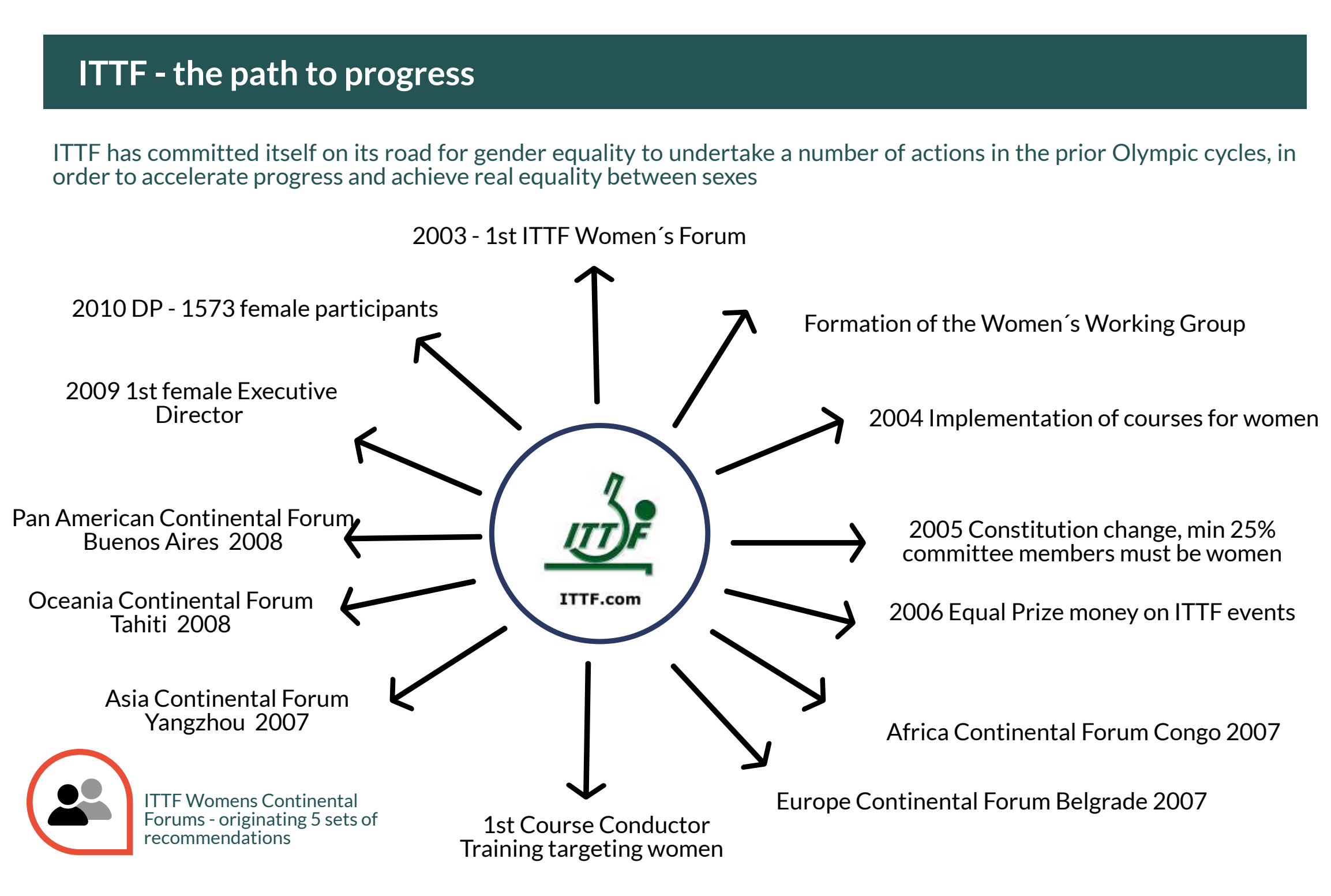
Why is it important to take gender concerns into account in programme design and implementation?
1.There are differences between the roles of men and women, differences that demand different approaches.
2. There is systemic inequality between men and women. Universally, there are clear patterns of women's inferior access to resources and opportunities. Moreover, women are systematically under-represented in decision-making processes that shape their societies and their own lives.
This limits the opportunities of one-half of the world's population. When women are constrained from reaching their full potential, that potential is lost to society as a whole. Programme design and implementation should endeavour to address either or both of these factors.

What is gender mainstreaming?
Gender mainstreaming is a strategy for integrating gender concerns in the analysis, formulation and monitoring of policies, programmes and projects. It is a process, not a goal. The purpose of gender mainstreaming is to promote gender equality and the empowerment of women in population and development activities. Gender mainstreaming, as a strategy, does not preclude interventions that focus only on women or only on men. In some instances, the gender analysis that precedes programme design and development reveals severe inequalities that call for an initial strategy of sex-specific interventions.

Source: United Nations

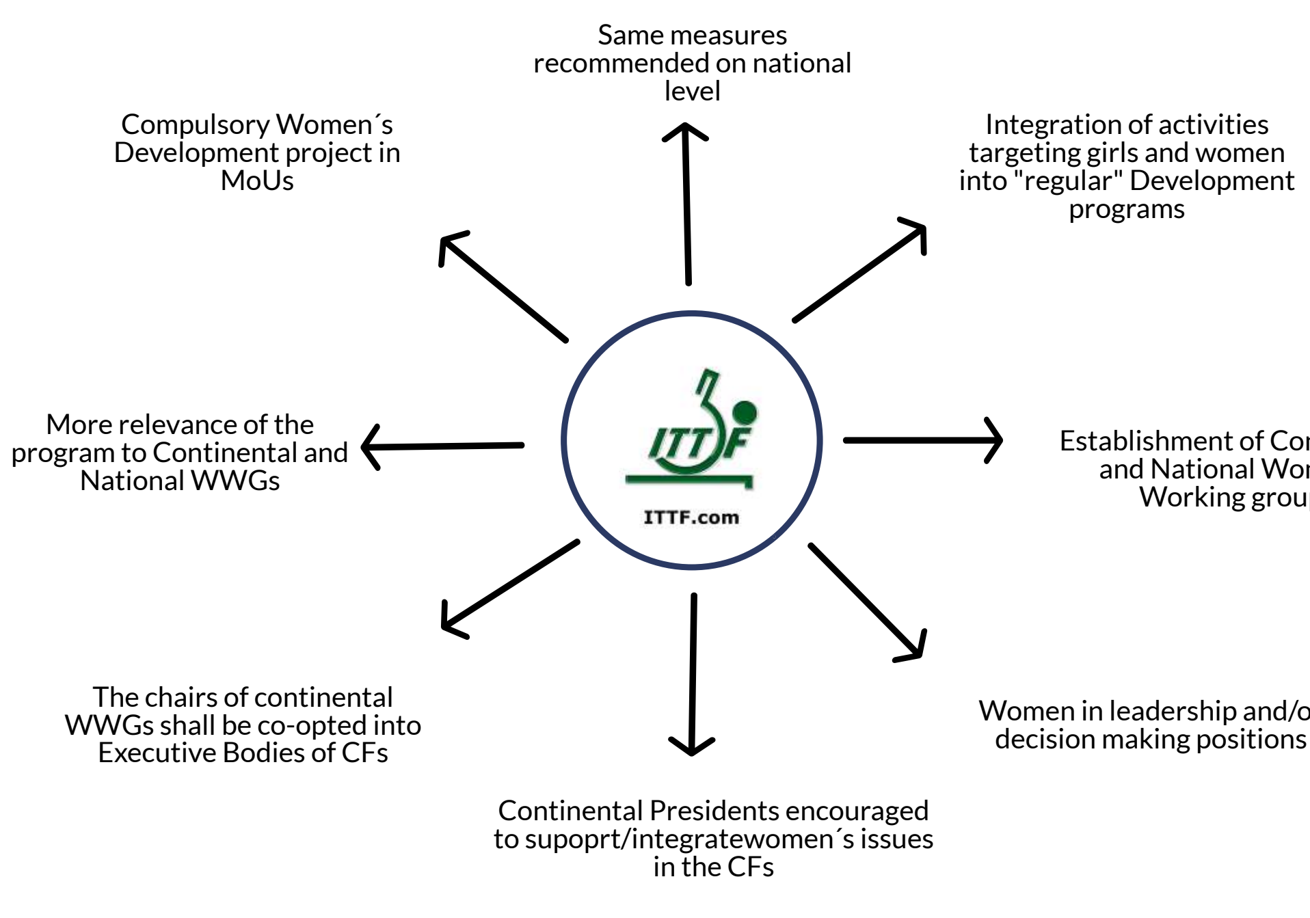
ITTF - the path to progress

ITTF has committed itself on its road for gender equality to undertake a number of actions in the prior Olympic cycles, in order to accelerate progress and achieve real equality between sexes



2003 - 1st ITTF Women´s Forum
Formation of the Women´s Working Group
2004 Implementation of courses for women
2005 Constitution change, min 25% committee members must be women
2006 Equal Prize money on ITTF events
Africa Continental Forum Congo 2007
Europe Continental Forum Belgrade 2007
1st Course Conductor Training targeting women
Asia Continental Forum Yangzhou 2007
Oceania Continental Forum Tahiti 2008
Pan American Continental Forum Buenos Aires 2008
2009 1st female Executive Director
2010 DP - 1573 female participants
ITTF.com
ITTF Womens Continental Forums - originating 5 sets of recommendations

2012 - Gender Mainstreaming strategy



Same measures recommended on national level
Integration of activities targeting girls and women into "regular" Development programs
Establishment of Continental and National Women's Working groups
Women in leadership and/or decision making positions
Continental Presidents encouraged to supoprt/integratewomen´s issues in the CFs
The chairs of continental WWGs shall be co-opted into Executive Bodies of CFs
More relevance of the program to Continental and National WWGs
Compulsory Women´s Development project in MoUs
ITTF.com

Award
ITTF has made progress and was recognized by the Sportaccord Spirit of Sport Awards in 2012

2017 - ITTF Self-Assessment
Governance

Officials
- Executive Committee
- Continental Presidents
- Board of Directors
- Committees
- President Advisory Council

Executive Committe: 1 female member in total 9 members
11% Women

6 male Continental Presidents

Board of Directors
#8 male (Africa)
#6 male (Asia)
#4 female&4 male (Europe)
1 female in 6 (Latin America)
#1 male (North America)
#3 male (Oceania)

16% women BoD

Athletes Commission
#4 female out of 11 members

36% Women

Media

33% Women

Media

Name	Gender		Association
SAN-THIAGO Walquiria		F	BRA
ASH Brian	M		CAN
BAGUEKA ASSOBO Alfred	M		CMR
MADSEN Arne	M		DEN
HAMED Hebatallah		F	EGY
HUGHES Susie		F	ENG
LEGALL Morgane		F	FRA
SCHILLINGS Manfred	M		GER
SO Kan Yuen	M		HKG
GUDKA Madhubala Velji		F	KEN
PARK Jihyun	M		KOR
DE CHADAREVIAN Michel	M		LIB
NORDBY Svenn-Erik	M		NOR
LOMAEV Alexey	M		RUS
SFILIGOJ Tim	M		SLO
HAMRAN Anton	M		SVK
GUSTAFSSON David	M		SWE
CIOROSLAN Sheri		F	USA
Total female - total		6	18
% female	33%		

2017 - ITTF Self-Assessment
Governance

Equipment

Name	Gender		Association
YUAN Hua	M		CHN
MADINA SAID Djama		F	DJI
KUNETH Torsten	M		GER
CHIM Mei Fan Wendy		F	HKG
ABOLHASANI Peyman	M		IRI
HASEGAWA Atsushi	M		JPN
SCHILTZ Paul	M		LUX
WONG Jee Seng	M		MAS
VAN EGMOND Piet	M		NED
RAMOS Rachel		F	PHI
ZUBAR Yan	M		RUS
MCCALLUM Philip	M		SCO
AL SALLAWI Abd Rhman M	M		SUD
LEE Kagin	M		USA
MOTAHAR Ahmed Zabarah	M		YEM
Total female - total	3		15
% female	20%		

Committees

Equipment

20% Women

Rules

Name	Gender		Association
SPORRER Rudolf	M		AUT
LIU Yi		F	CHN
GILLESPIE Stephen	M		AUS
RAMIREZ Yoanna		F	COL
ALMAMOON Nabil	M		EGY
SUTCLIFFE Sara		F	ENG
LAPICQUE Françoise		F	FRA
CHAN Cheong Ki	M		HKG
REZAIE Simin		F	IRI
SETA Yukito	M		JPN
PURINSH Egils	M		LAT
HELLER Igor	M		NED
OBISANYA Babatunde	M		NGR
LENTZ Genevieve		F	RSA
ZARIANOV Alexander	M		RUS
BRAND Katja		F	SUI
BOGREN Ingrid		F	SWE
Total female - total		8	17
% female	47%		

Rules

47% Women

Sports Science and Medical

21% Women

Sports Science and Medical

Name	Gender		Association
MADHOSINGH Chandra	M		CAN
ZHANG Xiaopeng	M		CHN
MUNIVRANA Goran	M		CRO
SELLIEZ Sylvie		F	FRA
FUCHS Michael	M		GER
MOHAMMAD Hossein Zuelm	M		IRI
MATSUO Shiro	M		JPN
YOSHIDA Kazuto	M		JPN
FABER Irene		F	NED
UMMUKULTHOUM Bakare		F	NGR
NICOLAE Ochiana	M		ROU
KONDRIC Miran	M		SLO
DIRECKZE Dilmini		F	SRI
HUNG Tsung Min	M		TPE
REGAIEG Fethi	M		TUN
AK Emre	M		TUR
MIGLIETTI Roberto Jose	M		URU
JACK Tyrone	M		VIN
AL-SUNAINI Essam Ali	M		YEM
Total female - total	4		19
% female	21%		

URC

17% Women

URC

Name	Gender		Association
HOPKINS Alan	M		AUS
THURY Werner	M		AUT
TANG Norm	M		CAN
ZHAO Xia		F	CHN
MOHAMED Segueh Soubane	M		DJI
ALMENDARIZ Freddy	M		ECU
BASSYOUNI Mohamed Refaat	M		EGY
SHERLOCK Stuart	M		ENG
RASINEN Asko Olavi	M		FIN
BLANCHARD Vincent	M		FRA
CZICHUN Lars	M		GER
LEUNG Wan Yin Cindy		F	HKG
NEELAKANTA IYER Ganeshan	M		IND
KATAYAMA Yoshiko		F	JPN
YOUNG-SAM Ma	M		KOR
TAN Kheng Hong	M		MAS
ROOIJMANS Albert	M		NED
PETERS John	M		NGR
VOLKWYN Rodrique	M		RSA
MAZAEV Kirill	M		RUS
KRNC Matija	M		SLO
BERGFELDT Rebecca		F	SWE
TINYSZIN Roman	M		USA
Total female - total	4		23
% female	17%		

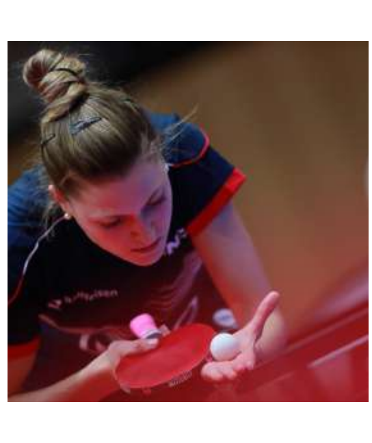
2017 - ITTF Self-Assessment
Events

World Junior Circuit

	2013	2014	2015	2016
Women	923	854	1054	959
Men	1198	1103	1396	1266
Total	2121	1957	2450	2225
%Women	44%	44%	43%	43%

World Tour

Nr players	2012	2013	2014	2015	2016	2017
Women	511	538	544	558	577	599
Men	786	855	834	826	828	873
Total	1297	1393	1378	1384	1405	1472
%Women	39%	39%	39%	40%	41%	41%



2017 - ITTF Self-Assessment
DET

Gender mainstreaming projects

2013- 34,19%
2014 - 38%
2015 - 40,6%
2016 - 36%
2017 - 37,82%
(07.12.17)

Women´s Specific Projects

South East Asia Games on horizon, Cambodia prepares officials

2016 Women Specific Development Program Courses:

Local schools in focus, high numbers attend coaching sessions

2017 - ITTF Self-Assessment
DET

ITTF HOPES 2017

Equal number of 11/12 year old boys and girls are selected

Equal number of boys and girls benefit from WFIM Scholarships

2017 - ITTF Self-Assessment
DET

Equal number of U-15 boys and girls are offered quality coaching and quality training with a strong individual approach

The YUP is an educational project targeting young umpires. One of ITTF goals is to honor the principles of gender equity in the selection of the Young Umpires

Despite progress made over the past years inequalities between women and men still remain in a number of domains. Strategic actions are proposes for 2017-2012 framed under the ITTF Women´s Development Vision

Women´s Development Program Vision

Women are on their way to achieving parity with their male counterparts in as far as training and competition opportunities are concerned, as well as occupying major administrative and coaching positions within their associations and the various International Table Tennis structures.

Women´s Development Program **mission**

The ITTF actively promotes table tennis world-wide by creating a structured, sequential and progressive pyramid development and competition structure for athletes, coaches, administrators, and match officials, from beginner level to Olympic Games.
The ITTF is constantly striving to provide more sequential development pathways to progress our sport

Key Stakeholders

ITTF EC, Committees, General Assembly formed by the Table Tennis National Associacions

Responsible to develop an optimized vision towards excellence by providing holistic pathways for athletes, coaches, leaders and Match Officials development by creating a level playing field for them.

Strategic Actions 2017-2021

To build national monitoring capacity across all areas - Data on National participation is key to allow for countries to evaluate specific needs and policy evaluation.

Objectives and support programs

New Focus on High Performance & Development

The spread of excellence on relative quality of play, also known as competitive balance is Key to keep the dream alive. The necessity of some balance of competition is unique to sport: no contest can be produced if there are no opponents. This is the magic of Sport.

To ensure female athletes are given the opportunity to try and progress in table tennis from grassroots to High Performance

Create a stronger Athlete development model with access to new HP Centres of excellence and cutting-edge coaches

To promote gender specific coaching research and education in partnership with Universities

Empowering Women Coaches

To provide opportunities for women to start and progress in coaching, reinforcing athlete-to-coach pathways and creating more learning and mentorship opportunities

Objectives and support programs

DP Coaching Education and Training Camps

Online Learning

ittfeducation.com
Spins n Skills Coaching Films

Mentorship Program
seamaster

Talent ID

Cutting Edge Coaching Mentorship

High Performance Pathways

Diversity in Leadership: a win-win for the sport

Administrators

To bring more women into leadership positions, reinforcing athlete/umpire/coach/manager-to-leader pathways

Create the Equity Commissioner Concept

Objectives and support programs

Prepare ITTF World Forum Halmstad - Sweden

Create list of potential candidates for consideration for posts of responsibility in the next elections

Fund 3 participants (course fees) to take part in WSLA per year 2018 (11 - 15 June)
Cost of Residential Week £750/975/1900 depending on the country (max USD 7750/year)

Fund the participation of 1 participant per each continent - 450 USD fee + partial 500 USD travel support - Budget 950 USD/year per participant

Fund 1 additional participant to take part in IOC/ASOIF Forum per year
Budget 2500 USD/Year

Promote the ITTF Administration Course and its Gender equality topic to further create awareness and promote change

World Team Championships 2018 - Halmstad - Women´s Forum proposed topics

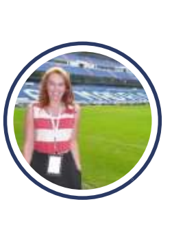
Motto: Advancing Together!

The IOC/ASOIF Women's Forum 2016/2017 Experience

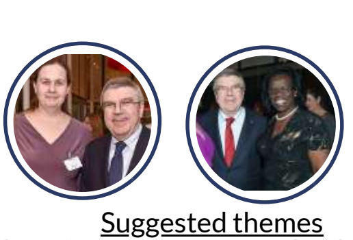
Athletes Education
Olympic Solidarity 2017-2020 Plan

support athletes at various stages of their career with a view to attempting to ensure a successful post-athletic career.

To launch a partnership with a University to conduct gender specific coaching research



ITTF DNA Gender Equity Self-Assessment Tool



Suggested themes
Advancing Women in Leadership Roles
He For She Boardroom Equity
Understanding and redefining the role of men in achieving gender equality and equity in sport leadership /governance
Engaging Men: the shared goal of gender equality

Potential Speakers
Yelena Druzhkova (KAZ)
Sue Stevenson (AUS)
Ina Jozepsone (LAT)
Marguerita Felix (BAR)
Olivier Niamkey (IOC)
Donna de Haan (AUAS)

Advancing Women Match Officials

Match Officials

To ensure women are given the opportunity to try and progress as match officials, reinforcing athlete-to-umpire/referee pathways

Objectives and support programs

Increase the focus on women to overcome the current inequality

Provide Umpire and referee training

YUP - promote new Young Umpires

Increase cooperation with the URC to analyse statistics and follow up actions

Increase cooperation with the National Associations