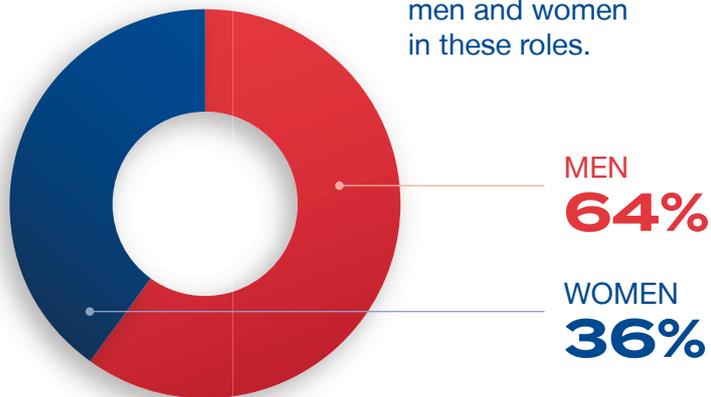


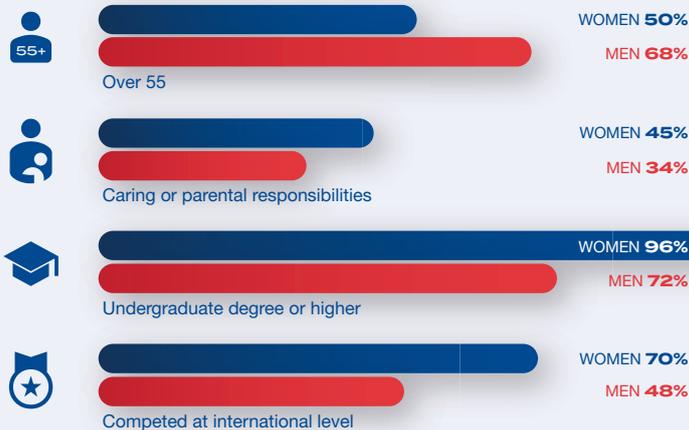
# CAREER PATHWAYS IN INTERNATIONAL SPORT GOVERNANCE

UK Sport commissioned research in August 2022 that examined the career pathways of 55 British leaders serving on boards or committees in international sports organisations.

As was expected, women were significantly underrepresented in the survey sample – but the research also revealed new insights into important differences between men and women in these roles.



Source: Piggott, L., Matthews, J., & Adriaanse, J. (2022). 'Analysis of career pathways of British postholders in international sport governance – Interim Report', Oct 2022.



On average, female postholders were **younger**, more likely to have **caring or parental** responsibilities, and more likely to have a **university education** or **elite athlete** experience.



People from ethnically diverse communities and disabled people were also **significantly underrepresented** across both genders.

“

The only way to overcome is to show you can do it. Sometimes I have to do things under the radar or bully my way in.

You have to work hard to earn respect of some men from other nations.

”

Women shared experiences of **discrimination** and **marginalisation**, and all were using individual strategies to overcome this. Women are placing the burden on themselves to challenge a culture of gender discrimination rather than finding support from those in positions of power.

### Factors more important to women



Motivation to contribute at international level



Sporting achievements



Experience in sport governance

### Factors more important to men



Networking skills



Support from their international federation

On average, women had to rely more heavily on their **personal motivation**, experience in **governance** and **sporting achievements** than men. This suggests that women already have the skills and experience they need to be successful but **need more opportunities** to build their network and reputation within their sport's international federation.

Scan the code to download the full research report for further insights



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