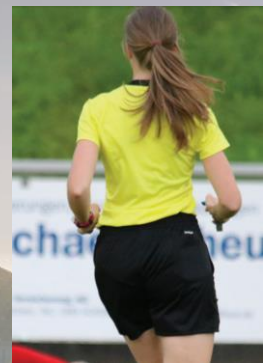


# Research and Women Sports Officials



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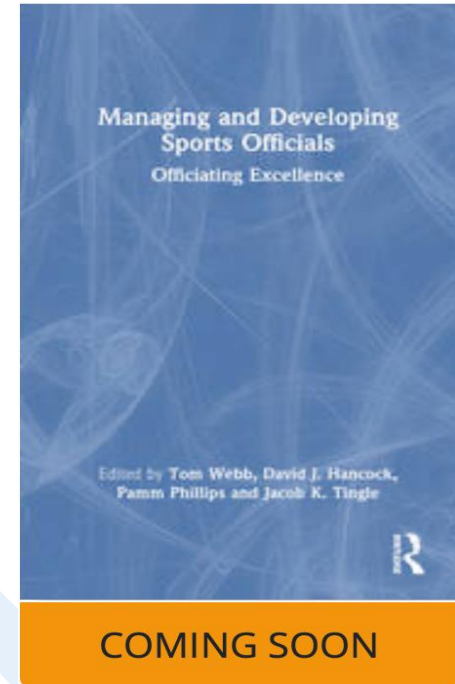
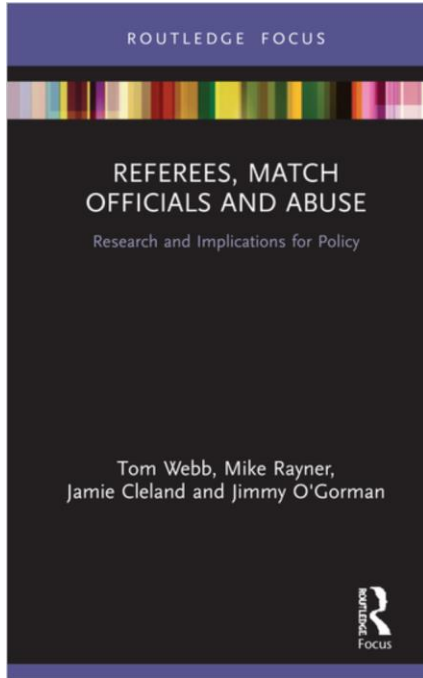
# Introduction

- Overview of the research
- Why it is important
- The WINS project
- Key recent findings from WINS
- Insights from the research



# Books & Projects

Research Centre  
Business in Society



# Reasons for the WINS Project

- From grassroots participation to elite international competitions sport would not exist without sport officials
- We also need sport officials who are representative of the wider population
- In terms of gender equality, sport officiating is trailing behind other occupations and sectors

# Challenges of the Sector

- The sector lacks detailed, valid and reliable information about gender balance in the officiating workforce
- The sector lacks good practice examples in the recruitment and retention of women sport officials
- The sector must improve the way it recruits, retains, and manages women sport officials
- The sector does not yet know how to develop women sports officials in their role or give them the support they need to perform and progress...but we are learning

# WINS Research Overview



The survey reached **64 different countries**



There were **3264 responses** – a very good level of representation across sports



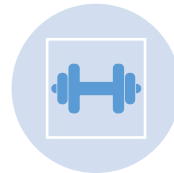
Women officials were generally happy, demonstrating a great enthusiasm and passion for officiating



Our **sample was very educated** - 70% of respondents had either a bachelor or postgraduate degree



Being part of a support network such as an officiating community was particularly important



**78% of women officials strongly agreed or agreed** that they are accepted within their sports as normal practice whilst **78% also strongly agreed or agreed** that organisations treat women and men officials the same

# Results

Figure 13: The ratio of female to male officials in your sport

Figure 23: Training and development opportunities are directed at women in sport

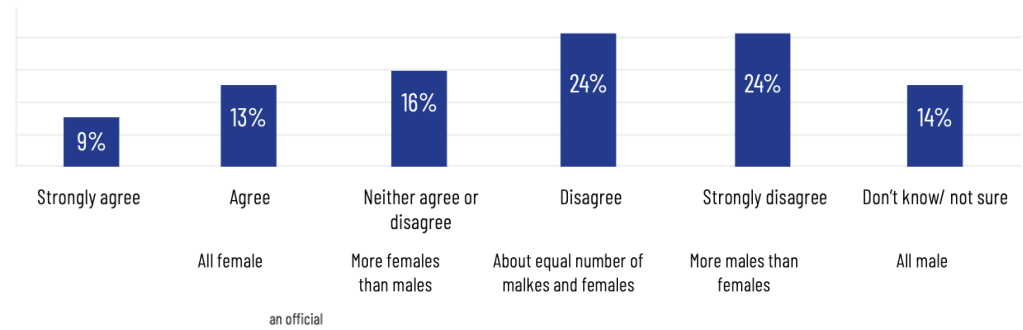
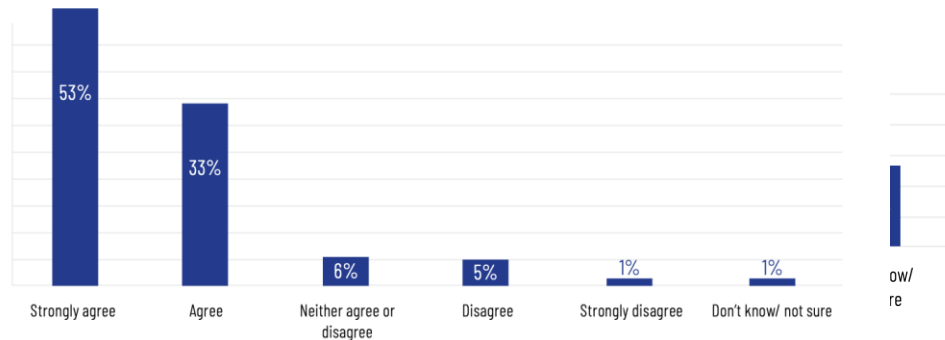


Figure 24: Access to training opportunities is equal for male and female officials



# Results

Figure 30: If you do not have a mentor, is this something you would like to see introduced?

Figure 35: Why are you thinking of leaving?

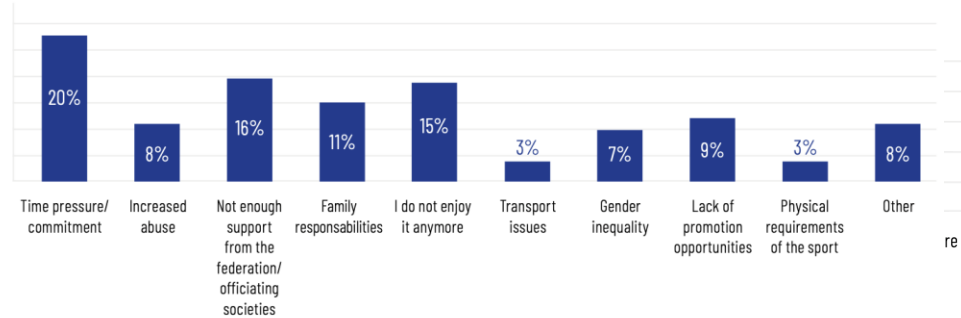
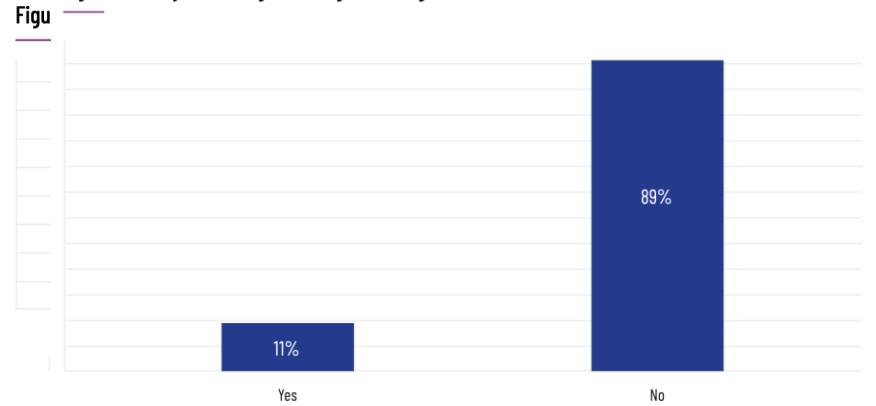


Figure 34: Are you thinking of leaving officiating in the next 12 months?







The more frequently women experienced abuse, the less likely it was that they intended to remain



Regular abuse (women officials experiencing some form of physical or verbal abuse every couple of matches or every match) had the highest ratios and probabilities of expressing turnover intentions



Women with such frequent abuse experiences have turnover intentions that are over 80 percent higher than those of their counterparts who do not experience abuse

Other occupational factors were important including stress, time spent officiating, a lack of progress, and the federation overseeing the sport

These factors resulted in the second highest probabilities of expressing intentions to leave officiating (between 66 and 74 percent)

Officials who disliked the lack of support from the federation were also more likely to express turnover intentions

This project has contributed significantly – still more to do

Thank you  
for listening

Questions?

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