

Appendix 14

Women and Leadership in National Olympic Committees and International Federations 2009

International Federations' Questionnaire

Name of IF International Floorball Federation.....

Name & Position of Person completing the questionnaire John Liljelund, Secretary general.....

Date 15.06.2009

1. The current electoral period for elections to your Executive Board

- 1.1 When was the date of the last elections for the Executive Board? Dec 2008
- 1.2 When will be the next election for the Executive Board? Dec 2010
- 1.3 Do all positions on the Executive Board have the same length of term of office? (Please give details of any variations.)
- Yes all the members of the IFF Central Board have a term of 2 years.

2. The nomination process for candidates

- 2.1 Who is eligible to be nominated for election to the Executive Committee / Board?
- According to statutes only representatives from the ordinary member federations are eligible for election to the Central Board. The candidates have to be members of their national federation.
- 2.2 Who may nominate a candidate?
- The member federations are eligible, in accordance with our Statutes

3. Election regulations

- 3.1 Who oversees/supervises elections to the Executive Board?
- The presidium of the General Assembly and the two scrutinisers elected at the General Assembly
- 3.2 Besides the secret voting at election, do you also accept postal ballots? [No]
- 3.3 Who votes in your elections?
- The representatives of the national member federations participating in the General Assembly



3.4 What is the size of the electorate? At the moment 31 members can vote,
with one vote each.

3.5 Does the incumbent executive have a vote? [No]

4. Positions open for election

4.1 Which positions were open for election at the last election? (Please tick to indicate which positions: President, Secretary General, Treasurer, other named positions (specify), / Committee etc.).

President [Yes]

Secretary General [Yes]

Treasurer [No]

Ordinary members of the Executive Board [Yes]

Other named posts / positions [Yes]

Please indicate which positions

Chair and Members of the Disciplinary Committee and the Appeal Committee

4.2 Which of these elections were competitive (i.e. having more than one candidate per elected position)?

President [single candidate]

Secretary General [single candidate]

Treasurer [elected by the CB]

Ordinary members of the Executive Board [competitive]

Other named posts / positions [competitive]. Please indicate which positions

Chair and Members of the Disciplinary Committee and the Appeal Committee

4.3 Which of the posts were retained by the previous post-holders? (Please specify name of posts only.)

The President, the secretary general, four out of six CB members, three members of the Disciplinary Committee and two members of the Appeal Committee

4.4 Please complete Table 1 (attached) giving details of gender of candidates at last elections.

5. Paid Roles in the NOC

5.1 Please tick the box to indicate the number of paid full time and part-time staff your organisation employs. (Please supply your best estimate if the precise figure is unavailable.)

Number of Employees	< 5	6-10	11-25	26-50	51-100	> 100
Full-time	x					
Part-time						



5.2 Are any paid senior management posts in your organisation held by women? Please specify the titles of the job roles.

The Information Manger/Anti-Doping Manager

.....

6. **Electoral Process**

6.1 How do candidates communicate with or make themselves known to the electorate (e.g. supplying a CV which is circulated to the voters; sending of a CV or message of support from the candidate's nominator; circulation of a personal manifesto; speaking to a meeting of the voters immediately before the election)?

The member federations has to nominate the candidates at least 60 full days prior to the including a CV, which the IFF then publishes on our internet page. The candidates are given a short time to speak to the General Assembly prior to the elections. The candidates are free to promote themselves to the member federations and meetings do occur prior to elections

7. **Details of Female Candidates for the Executive Committee**

7.1 Has the number and proportion of elected female members changed since the last term of office? If so how?

Yes, it has negatively developed. During the last election period before this there was a female member on the Central Board, who decided not to run for office in 2008, due to personal reasons. So before the ratio was 1/6 of the Central Board members including the treasurer.

7.2 What roles do those women who are elected undertake in the Executive (e.g. positions held, Commissions served on, Chair of Commission etc.)?

The past CB member was the chair of the Information function, but in principle all jobs are up for consideration: Treasurer, Vice President, Chair of Rules and Competition Committee, Chair of Referee Committee, Chair of Development Function, Chair of Marketing Function and Chair of Equality Function

7.3 Please supply the details requested in Table 2 (attached) for those women who have been **co-opted** (rather than elected) onto the Executive Committee.

IFF only has three persons co-opted to the Central Board and that is the secretary general, the Information/AD Manager and the Competition Manager.

7.4 Has the number and proportion of female members **co-opted** (rather than elected) onto the Executive changed since the last term of office? If so how?

The number of females co-opted to the Central Board has been the same since 2006, but the number of females in different IFF positions have increased after the last General Assembly 2008, with female representation in the Athletes Commission, the Rules and Competition Committee, the Medical/AD committee and the Appeal Committee



7.5 What roles do those women who are co-opted undertake in the Executive?

Responsibility for Anti-Doping and Information

8. Women and Sport Commission

8.1 Does the Federation have a Working group dedicated to the promotion of gender equity in the sport? *[Yes]* What are the principal activities of this body?

This working group was founded by the Central Board in May 2009 and will present its plan to the CB during 2009. The main idea is to actively spread the sport among females and by doing that grow the number of female athletes. Additionally then also train and support new female referees, coaches and persons volunteering in clubs and federations, in order to strengthen the female representation overall in Floorball. The idea is to start a mentorship program in beginning of 2010.

8.2 Have any members of your Executive or others from your organisation attended any of the IOC / Olympic Solidarity Regional Conferences on Women in Sport, at the IOC World Conference on Women and Sport in Jordan in 2008, or other similar international events dealing with aspects of gender equity? Please give details of which events (and if possible of who attended).

I attended the International Seminar Promoting Equality in Sport - Towards Sydney 2010, in Mikkeli 13.-14.6.2008

9. Organisational Policies

9.1 Has your organisation adopted any formal policies in relation to gender equity (please specify)?

The General Assembly adopted the new strategy for IFF for the period 2009 – 2020 and there it is stated that IFF will work actively to promote female participation in the sport and in the member organisations as well as in the IF organisation. As a step in this direction the Equality function has been appointed, to work with these questions and bringing in more females to the organisation.

9.2 Has your organisation adopted any goals, or objectives (or performance measures) in relation to performance in the field of gender equity. (For example has the IF adopted goals or targets in relation to girls' or women's sport participation, or women's involvement in management and decision-making?

This process is still undergoing and we are focusing to spread the sport equally for both genders, as we do when it comes to the competition system of men and women World Floorball Championships which are equal, played with the same number of teams.



Table 1: Positions on the Executive Committee for which elections were held at the last elections .

Name of Role	No. of positions available	No. of male candidates	No. of female candidates	Gender of Successful candidate(s)
President	1	1	0	Male
Secretary General or equivalent	1	1	0	Male
Treasurer	1	2	0	Male (Elected by CB)
Other named posts (please specify)	10	11	1	Male 9 Female 1
Ordinary Members of the Executive Committee	6	10	0	All Male



Table 2 - Positions held and roles undertaken by women who have been co-opted onto the Executive Committee

Name of individual co-opted onto the Executive Committee	Date of first co-option (and any other subsequent periods as a co-opted member)	Positions held on the Executive Committee , Roles and Commissions served on / activities undertaken
Merita Bruun	26.5.2006 11.12.2008	IFF Anti-Doping Manager, responsible for the IFF Anti-Doping work and secretary of the IFF Medical Committee. participates in the IFF Central Board meetings.

