Good Governance from a SGB perspective

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Marijke Fleuren

- Master in Law
- 12 years Labour Law lecturer University Leiden
- 25 year experience in hockey, national and international, as a player, volunteer and professional
- Inspirator of Dutch respect programs in sport
- Chair Governance Panel FIH
European Hockey Federation

- 43 Member Associations
- +/- 1000,000 hockey players
- 2000+ volunteers
- Budget around 1 million euro
- EB 12 persons from 10 different countries (4/8)
- 6 Staff members under a Director General (3/3)
- 10 committees, 35% women
Key areas

Key areas:

• Competitions
  • Clubs/Nations,
  • Indoor/outdoor,
  • All age groups
  • 34 tournaments/year
• Development/Education
  • Umpires, Coaches and Officials
  • Erasmus+
  • Youth leaders program
  • Give and get
  • Parahockey
Good governance: the way we govern the organisation

- Communication through website
  - Statues
  - GA and agenda
  - EB Members and Committees
  - Bulletins and Minutes
  - Member federations
- Democratic Process
  - Elections EB and President
  - Secret ballots, scrutineers
  - Term limit
  - GA once a year
  - EB meets 5 times/a year
- Checks and balances
  - Internal audit committee and externally audited
  - Integrity Code and Integrity Unit
  - CAS recognised
  - Funding according to preestablished criteria
- Solidarity
  - A clear anti-discrimination policy
  - Parahockey
  - Events + side events +
What is our approach

• Positive
• Dynamic
• Dialogues
• Listening
• Open Window
Hard Law/Soft Law

• Hard Law helps, but no guarantee

• Sport and his contradictions

• Elections e.g.
Missing indicators

- Inclusivity
- Gender Balance
Gender Balance

• Numbers? Quota?

• A strategy

• Important for men and women

• Awareness
Equal, but different

- **Inspiration**
  - To women: Yes you can
  - To men: look around, network, what is the norm?

- **Attention**
  - Preparation
  - In between
  - Repeat

- **Time**
  - ON Time
  - TAKES Time
HOW?

• Together

• Hands and Feet
  • 25 Recommendations IOC
  • SPORT
  • GOVERNANCE
  • PORTRAYALS
  • FUNDING

• Mentors

• Without Gender Balance: no good governance