

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 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