

## CURRENT STATUS OF WOMEN IN SPORT OF VOJVODINA

### Abstract

Women are less physically active than men in all age groups, and are underrepresented in sports, both in active membership and in management positions. At the same time, women's participation in sport can improve sport, as sport can improve the quality of life for women. In order to assess the current state of women's sport in the territory of AP Vojvodina, an analysis of women's sport funding in selected local governments, as well as the analysis of the representation of women in certain sports were conducted. The final sample comprised seven municipalities/cities in Vojvodina and 12 provincial branch associations. The obtained results show that the position of women's sport at the local self-government level and the observed branch associations are still not equal to men's sports positions. Women are less represented than men in the active membership of sports clubs (24-38%), a smaller number of clubs and sports are available to them, and a positive discrimination of women's sports funding is absent. In the observed branch associations, representation of women in different roles varies widely, but in most cases, men dominate in the total membership, especially in management and administration, various committees, as well as coaches and referees. A small number of branch associations shows sensitivity to gender issues, through analysis of women and promoting their participation in sport.

**Key words:** WOMEN / SPORT / AP VOJVODINA / GENDER EQUALITY

### INTRODUCTION

The status of women in sport, in spite of visible progress, is still not satisfactory and it is important to set the current status of women in society at large. Women in many communities are marginalized social groups and are exposed to various forms of discrimination, which takes less explicit forms in recent times, but is still present.

Participation of women in sport is limited by a number of social and intrapersonal factors, such as economic dependence, a deficit of free time, the process of gender typing, increased expectations when it comes to social roles of women, religious beliefs, unfavorable perceptions of physical self and its own movement efficiency, attitudes toward

physical activities and sports, etc. (Nakamura, 2002; Haywood & Getchell, 2005, Brown & Trost, 2003; Ransdell, Vener, & Sell, 2004; Djordjic & Krneta, 2007).

Women are less physically active than men in all age groups (Sallis, 1993; Pate, Long & Heath, 1994; De Knop, Engstrom, Skirstad, & Weiss, 1996; Corbin, Pangrazi, & Le Masurier, 2004; Djordjic, 2010; Djordjic & Matic, 2008; Djordjic & Tubic, 2010), and are also less involved in sport (Bailey, Wellard, & Dismore, 2004; Physical activity and sport in the lives of girls, 1997; Djordjic, 2010). Underrepresentation of women in sport is reflected in particular regarding the management structures,

technical and referee staff. Top prizes in sports are less in women than in men. Inadequately trained coaches often work with girls and women in sports, and sports offer is limited. There is an evident lack of female role models and lack of sports, often-inadequate media presentation of female athletes, which contributes to the fact that the sport sector is dominated by men as journalists, editors, reporters and photographers (Djordjic & Tumin, 2010).

There are opinions that modern sport is an important means of highlighting the differences between men and women, the preservation of these differences and celebration of a certain type of masculinity superiority (hegemonic masculinity type) over other types of masculinity and femininity (Kirk, 2003). The key reason, according to Kirk, is the fact that the genesis of modern sport had a very "gender-inclined" character, and that very sharp differences between "male" and "female" sports have been preserved for more than one hundred years. Women athletes live in two cultures, the sports culture, which is inherently masculine, and the broader social culture that celebrates femininity, which for athletes is a challenge (Krane, Choi, Baird, Aimar, & Kauer, 2004). Media representation of female athletes reflects this dichotomy.

Significant international, regional, and national organizations and institutions have given their contribution to the identification of problems related to women's participation in sport, to development of strategies to overcome existing obstacles and modeling best practices when it comes to women's equality in sports. These processes and, especially, international networking and coordination of efforts in the field of gender equality in sport, are particularly intensified in the last decades of the past century (Djordjic, 2006).

A turning point in establishing strategic and coordinated international efforts to address women's equality in sport is said to be Brighton Conference, held in England in 1994. The Brighton Declaration on Women and Sport (International Working Group on Women and Sport, 1994) extracts "the development of sports culture that allows and appreciates the full involvement of women in all aspects of sport" as the main objective. The declaration indicates an intolerable gap when it comes to women's representation in the population (just over half the world population) and their participation in sports.

Although the percentage varies from country to country, yet in all cases it is lower compared to men. The basic principle advocated by Brighton Declaration is fairness and equality in sport and society. Women must have equal opportunities of taking part in sport, regardless of race, color, language, religion, age, disability, and others. Women's participation in sport can enrich and advance the sport, just as sport can improve the quality of life for women. The principles contained in the Declaration direct action to increase women's participation in sport at all levels and in all functions and roles.

## METHOD

Non-governmental organization "Center for Support of Women" from Kikinda, in cooperation with the Department of Sports of the Municipality of Kikinda, and with the support of the Provincial Secretariat for Sports and Youth, implemented the project "Research on women in sport in the territory of the Autonomous Province of Vojvodina".

In order to obtain as complete a picture of the current situation, issues of women's sports in Vojvodina was discussed from different aspects, different approaches, and methods. An important segment of research was an analysis of women's sport funding in selected local governments, and the analysis of women's representation in particular sports. This part of the research was conducted in cooperation with the authorized persons from local governments or provincial branch associations. For the investigation of funding women's sports at the local level, seven municipalities / cities in Vojvodina were selected: Novi Sad, Kikinda, Sombor, Senta, Zitiste, Indjija and Vrbas. In terms of branch associations, calls for participation in the survey were sent to all branch associations from the electronic database of the Provincial Secretariat for Sports and Youth. However, out of 50 provincial sport associations that were sent questionnaires, only 6 associations initially responded to them (handball, swimming, tennis, badminton, gymnastics and mountaineering-skiing association). Insensitivity of sports associations for the problems of gender equality in sport, as well as the inability of the associations to provide updated and accurate information on the representation of women, is in itself a significant finding. After repeated calls for cooperation,

the final sample of the provincial branch associations encompassed 12 associations: Athletic Association of Vojvodina, Kayak-Canoe Association of Vojvodina, Weightlifting Association of Vojvodina, Wrestling Association of Vojvodina, Vojvodina Handball Association, Gymnastics Association of Vojvodina, Swimming Association of Vojvodina, Tennis Association of Vojvodina, Mountaineering-Skiing Association of Vojvodina, Badminton Association of Vojvodina and Vojvodina Bowling Association.

To obtain a cross section of the current state of women's sport in the AP Vojvodina, there was a quantitative and qualitative analysis of the data. The most important results are presented in the following section.

## RESULTS AND DISCUSSION

Research results will be presented in two separate parts: 1) women's sport funding in local government and 2) representation of women in the provincial branch associations.

### Women's sport financing in local government

The study included seven cities / municipalities in Vojvodina: Zitiste, Vrbas, Sombor, Kikinda, Indjija, Senta and Novi Sad. Table 1 shows the basic demographic and economic characteristics of these self-governments. The city of Novi Sad has the highest population and highest average net income, while the municipality of Zitiste has at least population and the lowest wages. In all areas observed, except in Sombor, women constitute the majority of the population (51.11% to 52.54%). Bearing in mind the demographic characteristics of the observed self-government, we could expect equal (if not slightly larger) representation of women in sport, and adequate support of local government to women's sport.

Table 1. Basic characteristics of local government encompassed by the research

	District	Total number of inhabitants (2002)	Representation of women	Average net wages (October 2010)
<b>Novi Sad*</b>	South Backa District	299,294	157,261 (52.54%)	39,904 dinars
<b>Vrbas</b>	South Backa District	45,852	22,113 (51.77%)	31,176 dinars
<b>Sombor*</b>	West Backa District	97,263	50,424 (48.16%)	31,151 dinars
<b>Indjija</b>	Srem District	53,000	27,300 (51.51%)	28,737 dinars
<b>Zitiste</b>	Central Banat District	20,399	10,471 (51.33%)	27,018 dinars
<b>Kikinda</b>	North Banat District	67,002	34,327 (51.23%)	30,173 dinars
<b>Senta</b>	North Banat District	25,568	13,069 (51.11%)	33,215 dinars

\* City

*Registered clubs.* Very important obtained research data refer to the number and nature of sports clubs in the observed self-governments. As seen from Table 2, the clubs with exclusive women's membership (hereinafter referred to as women's clubs) are the least represented, while the share of clubs with

exclusive men's membership (hereinafter referred to as men's clubs), and clubs with mixed membership (mixed clubs) varies from one municipality to another. At the level of the entire sample, the percentage of women's clubs is 9%, the percentage of men's clubs is 47% while the mixed is 44%.

Table 2. Representation of women's, men's and mixed clubs

	<b>Women's</b>	<b>Men's</b>	<b>Mixed</b>	<b>Total</b>
<b>Zitiste</b>	2 (8%)	22 (85%)	2 (8%)	26 (100.00%)
<b>Vrbas</b>	7 (15%)	24 (51%)	16 (34%)	47 (100.00%)
<b>Sombor</b>	5 (6%)	41 (50%)	36 (44%)	82 (100.00%)
<b>Kikinda</b>	9 (17%)	22 (42%)	21 (41%)	52 (100.00%)
<b>Indjija</b>	3 (6%)	32 (67%)	13 (27%)	48 (100.00%)
<b>Senta</b>	1 (3%)	6 (19%)	24 (77%)	31 (100.00%)
<b>Novi Sad</b>	20 (9%)	94 (41%)	117 (51%)	231 (100.00%)
<b>Total</b>	<b>47 (9%)</b>	<b>241 (47%)</b>	<b>229 (44%)</b>	<b>517 (100.00%)</b>

In all seven municipalities / cities, the representation of the clubs that are available to the female part of the population (women's and mixed clubs) is significantly more unfavourable than the clubs available to men (men's and mixed clubs). In Zitiste, for example, there is one available sports club for 2618 women and 414 men at the same time. In addition, in all monitored areas, men have larger available number of sports, and the differences are most pro-

nounced in Zitiste, Indjija and Vrbas, all of which points to discrimination against women.

*Gender structure of sports active membership.* Based on the obtained data, it is evident that the structure of the active membership of sports clubs is dominated by men (Table 3). The participation of women ranges from 24% in Sombor, over 28% in Senta and 29% in Vrbas, to 37.5% in Novi Sad.

Table 3. Gender structure of sports active membership

	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Zitiste</b>	No data	No data	No data
<b>Vrbas</b>	571 (29%)	1371 (71%)	1942 (100%)
<b>Sombor</b>	1042 (24%)	3287 (76%)	4329 (100%)
<b>Kikinda</b>	No data	No data	No data
<b>Indjija</b>	150*	1508*	No data
<b>Senta</b>	459 (28%)	1180 (72%)	1639 (100%)
<b>Novi Sad**</b>	2291 (37.5%)	3816 (62.5%)	6107 (100%)

\* In clubs for which the data were obtained

\*\* No data for 11 clubs

Men also dominate sports clubs with mixed membership. There are more men in 60% of the total number of mixed clubs. At the same time, speaking about absolute numbers, there are more women involved in sports in mixed than in the women's sports

clubs. The question is whether the attention should be focused on mixed teams when it comes to funding and other types of support. Of course, at present there is no data on the distribution of financial resources within the clubs with mixed membership.

*Funding the sports clubs from the municipal / city budget (2008-2010).* All self-governments, except Zitiste, appropriated a part of the budget funds for sports clubs in the observed period (Table 4). It can be concluded that the structure of financing from

the budget, when it comes to the number of individual sports clubs, corresponds to the participation of particular clubs (women's, men's, mixed clubs). There is no positive discrimination when it comes to women's clubs.

Table 4. Funding the sports clubs from the local self-government budget

	Women's clubs	Men's clubs	Mixed clubs	Total
<b>Zitiste</b>	-	-	-	-
<b>Vrbas</b>	6 (14%)	22 (50%)	16 (36%)	44 (100%)
<b>Sombor</b>	5 (5%)	50 (50%)	46 (45%)	101 (100%)
<b>Kikinda</b>	9 (18%)	24 (46%)	19 (36%)	52 (100%)
<b>Indjija</b>	2 (20%)	7 (70%)	1 (10%)	10 (100%)
<b>Senta</b>	0	6 (19%)	24 (81%)	30 (100%)
<b>Novi Sad</b>	26 (11%)	95 (40%)	117 (49%)	238 (100%)
<b>Total</b>	<b>48 (10%)</b>	<b>204 (43%)</b>	<b>223 (47%)</b>	<b>475 (100%)</b>

Regarding the funds dedicated to certain clubs (women's, men's, mixed), it can be seen that in all areas the percentage of the total funds received by men's clubs exceeds the percentage of men's clubs representation in the total number of sports clubs (Tables 2 and 5). Thus, for example, the percentage of men's clubs Indjija is 67% and the percentage of funds received is 91%; in Vrbas, the ratio is 51% versus 76%; in Sombor it is 50% versus 72% etc. Of

course, the fact that men are represented in the total active membership of sports clubs, largely explains these variations, however, investment in sport is the foundation for achieving good results. Good results, however, justify further investment, attract members, attention of the media, sponsors... Women's sport is in a kind of an enchanted circle; without investment there is no result, the lack of results usually means less investment.

Table 5. Dedicated budget funds (in dinars) in the period 2008-2010

	Women's clubs	Men's clubs	Mixed clubs	Total
<b>Zitiste</b>	-	-	-	-
<b>Vrbas</b>	4.648.200,00 (11%)	33.036.853,00 (76%)	5.743.100,00 (13%)	43.428.153,00 (100.00%)
<b>Sombor</b>	1.728.498,00 (4%)	27.611.046,00 (72%)	8.852.053,00 (24%)	38.191.597,00 (100.00%)
<b>Kikinda</b>	9.912.706,00 (22%)	22.735.022,00 (50%)	13.198.801,00 (28%)	45.846.529,00 (100.00%)
<b>Indjija</b>	4.000.000,00 (8%)	44.300.000,00 (91%)	215.000,00 (0.4%)	48.515.000,00 (100.00%)
<b>Senta</b>	- (0%)	7.403.100,00 (78%)	2.068.700,00 (22%)	9.471.800,00 (100.00%)
<b>Novi Sad</b>	15.092.000,00 (9%)	83.462.000,00 (48%)	73.624.500,00 (43%)	172.178.500,00 (100.00%)
<b>Total</b>	<b>35.381.404,00 (10%)</b>	<b>218.548.021,00 (61%)</b>	<b>103.702.154,00 (29%)</b>	<b>357.631.579,00 (100.00%)</b>

\* The data are given for 2009 and 2010

Lists of 10 sports clubs that received the largest budgetary grants in the observed cities / municipalities, with the sum for the period (2008 +2009 +2010), were determined for the observed period (2008-2010). Based on data presented in Table 6, it can be concluded that men's clubs are dominant in

Vrbas, Sombor, Kikinda and Indjija, while in Novi Sad and Senta there are no women's clubs in the top ten by budget allocations. In addition, there are great differences in the amount of earmarked funds, both within the same community, and between different communities.

Table 6. The largest budgetary grants (the first ten clubs) in the period 2008-2010

	Women's clubs	Men's clubs	Mixed clubs	Range (din.)
<b>Zitiste</b>	-	-	-	-
<b>Vrbas</b>	2	7	1	1,132,000 to 8,558,002
<b>Sombor</b>	1	6	3	577,374 to 13,873,000
<b>Kikinda*</b>	1	6	3	1,074,882 to 7,500,000
<b>Indjija*</b>	2	7	1	215,000 to 33,000,000
<b>Senta</b>	-	3	7	308,000 to 1,548,000
<b>Novi Sad</b>	-	5	5	3,848,000 to 12,700,000

\* The data are given for 2009 and 2010

When it comes to individual annual grants, among the most subsidized clubs from seven observed municipalities / cities there are 4 men's club, 1 mixed club and 1 women's club (Table 7).

The amounts range from about 770,000 dinars to 17,000,000 million dinars, when it comes to individual annual grants.

Table 7. The largest individual annual grants

Club	The largest individual annual grant (in dinars)
<b>Zitiste</b>	-
<b>Vrbas</b>	Basketball club "Vrbas-Carnex" /M/ 4,180,000,00
<b>Sombor</b>	Football club "Radnicki" /M/ 10,065,000,00
<b>Kikinda*</b>	WHC "Kikinda" /W/ 5,700,000,00
<b>Indjija*</b>	Football club "Indjija" /M/ 17,000,000,00
<b>Senta</b>	Wrestling club /MW/ 773,000,00
<b>Novi Sad</b>	Water polo club "Vojvodina" /M/ 10,000,000,00

\* The data are given for 2009 and 2010

### The representation of women in the provincial branch associations

The final number of the provincial branch associations that responded to the research reached 12 or about 27% of the total number of sports associations that are of interest for this study. The above-mentioned branch associations are Athletic Association, Kayak-Canoe Association, the Association for Weightlifting, Wrestling Association, Handball Association, Gymnastics Association, Association of Swimming, Tennis Association, Mountaineering-skiing Association, Badminton Association, and the Bowling Association. In the following text, the branch associations will generally be referred to by short name, i.e. according to the sport to which the clubs and athletes belong. The observed branch associations have a number of specificities, ranging from the characteristics of sport itself, to the organizational structure and representation of women in different roles and at different levels. Likewise, among the branch associations that have been analyzed in the research, there are Wrestling Association and Weightlifting Association, which cover two distinctly "male" sports, thus undoubtedly affecting the overall picture.

According to data provided by the branch associations, in four associations there are teams with male or female members only (weightlifting, wrestling, bowling and gymnastics), while in other associations there are only teams with mixed membership. Handball Association and Mountaineering-skiing Association failed to provide this data.

*The representation of women on the boards of branch associations.* The percentage of women branch officials of the observed associations reached only 13.2% of total official staff (Table 8). The representation of women in sports functions ranges from 0% (wrestling, weightlifting) to 48.4% in gymnastics. Women are very numerous in the mountaineering-skiing association (40%) as well. In the remaining associations, women's representation in leadership positions ranges from 2.1% in rowing up to 20% in tennis. Men are usually present on all available functions, and women in small numbers, mainly in the less important functions. Women are most often members of the assembly (in 7 associations), delegates to the Republican branch associations (4 Association) and members of various commissions (3 associations).

Table 8. The representation of women on the official positions of branch associations

Association	Women	Men	Total
Athletics	8 (12.9%)	54 (87.1%)	62 (100.0%)
Kayak-canoe	4 (5.6%)	68 (94.4%)	72 (100.0%)
Weightlifting	0 (0.0%)	47 (100.0%)	47 (100.0%)
Wrestling	0 (0.0%)	47 (100.0%)	47 (100.0%)
Handball	14 (9.1%)	140 (90.9%)	154 (100.0%)
Gymnastics	15 (48.4%)	16 (51.6%)	31 (100.0%)
Swimming	4 (14.3%)	24 (85.7%)	28 (100.0%)
Rowing	1 (2.1%)	47 (97.9%)	48 (100.0%)
Tennis	11 (20.0%)	44 (80.0%)	55 (100.0%)
Mountaineers/skiers	18 (40.0%)	27 (60.0%)	45 (100.0%)
Badminton	3 (9.7%)	31 (90.3%)	34 (100.0%)
Bowling	8 (8.7%)	84 (91.3%)	92 (100.0%)
<b>Total:</b>	<b>96 (13.2%)</b>	<b>629 (86.8%)</b>	<b>725 (100.0%)</b>

Only 1 woman (9.1%) from our branch association sample is a functionary – the President of the Association (gymnastics). On the level of the Province, according to data from e-database of the Provincial Secretariat for Sports and Youth, there are only 4 branch associations, out of 49 for which data are available, in which there are women with the presidential function (8.2%). These are the Dance Association, Bodybuilding and Fitness Association, Aerobic Association and the Gymnastics Association of Vojvodina. There is only 1 woman secretary of the branch association in our sample (kayak-canoe). According to the Provincial Department of Sport and Youth data, there are 13 women in 49 sports associations with the function of the Secretary or the Director (i.e., the Secretary-General). At the same time, there are 39 men with the function of the Secretary (three times more than women). Among the 11 full-time employees in the branch associations involved in our research, the Secretary of the Association in all cases, there is only one woman (9.1%). The obtained data show that there is only one woman president of the Board of Directors (gymnastics), as well as the president of the Assembly (gymnastics). None of the women is a President of the sub-associations, and

there are a total of 28 such functionaries in athletics, rowing, handball, bowling, weightlifting and wrestling. None of the women holds the position of the President of the association/community judges, or coaches. Also, there are no women coaches association secretary. To sum up, women in our study make up about 6% of the members of supervisory boards, 9% of board members, 13% of assembly members, 9% of committee chairpersons, 14% of commission members, and 19% of the delegates to the Republic branch associations.

*Representation of women in the referee staff.* Women make up a quarter of the referee staff (25.6%) in the branch associations surveyed (Table 9). Regarding the associations, women are most represented in the Gymnastics Association (68.6%) and lowest in wrestling and weightlifting, then rowing, (4% and 9.1%). In tennis, women account for 55.6% of the referee staff, 35% in swimming, 25.9% in athletics, 23.6% in bowling and so on. The fewer women referees, in relation to the total number of referees, can be found in the class of international referees (24%), more of them are in the level of the Republic (about 27%), and most of the judges are of the provincial level (31%).

Table 9. Representation of women in the branch associations' referee staff

<b>Branch association</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Athletics</b>	140 (25.9%)	400 (74.1%)	540 (100.0%)
<b>Kayak – canoe</b>	5 (11.9%)	37 (88.1%)	42 (100.0%)
<b>Weightlifting</b>	1 (9.1%)	10 (90.9%)	11 (100.0%)
<b>Wrestling</b>	1 (4.0%)	23 (96.0%)	24 (100.0%)
<b>Handball</b>	20 (15.2%)	112 (84.8%)	132 (100.0%)
<b>Gymnastics</b>	24 (68.6%)	11 (31.4%)	35 (100.0%)
<b>Swimming</b>	7 (35.0%)	13 (65.0%)	20 (100.0%)
<b>Rowing</b>	1 (9.1%)	10 (90.9%)	11 (100.0%)
<b>Tennis</b>	30 (55.6%)	24 (44.4%)	54 (100.0%)
<b>Badminton</b>	0 (0.0%)	18 (100.0%)	18 (100.0%)
<b>Bowling</b>	26 (23.6%)	84 (76.4%)	110 (100.0%)
<b>Total</b>	<b>255 (25.6%)</b>	<b>742 (74.4%)</b>	<b>997 (100.0%)</b>

*Total active membership (non-ranked and ranked athletes).* The representation of women ranges from 4-6% in wrestling and weightlifting, over

20% in rowing, up to 50% in athletics, 65% in the mountaineering-skiing, and up to 74% in gymnastics (Table 10).

Table 10. Representation of women in active membership of branch associations

<b>Non-ranked and ranked athletes</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Gymnastics</b>	634 (72.4%)	242 (27.6%)	876 (100.0%)
<b>Mountaineering / skiing</b>	1769 (65.2%)	942 (34.8%)	2711 (100.0%)
<b>Athletics</b>	439 (49.4%)	450 (50.6%)	889 (100.0%)
<b>Rowing</b>	99 (20.2%)	391 (79.8%)	490 (100.0%)
<b>Weightlifting</b>	10 (6.3%)	148 (93.7%)	158 (100.0%)
<b>Wrestling</b>	33 (3.6%)	880 (96.4%)	913 (100.0%)

*The representation of women in the coaching staff.* Eight associations submitted data relating to this aspect of the representation of women in sport (Table 11). As expected, in weightlifting and wrestling there are no women coaches, and the percentage of women coaches is the highest in gymnastics (56.8%), fol-

lowed by swimming (39.5%), badminton (33.3%), tennis (32.2%), mountaineering-skiing (26.7%), bowling (22%) and athletics (19.6%). Women make up less than one-third of the total number of coaches in the observed branch associations (30.7%).

Table 11. Representation of women in the coaching staff of branch associations

	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Gymnastics</b>	21 (56.8%)	16 (43.2%)	37 (100.0%)
<b>Swimming</b>	17 (39.5%)	26 (60.5%)	43 (100.0%)
<b>Badminton</b>	2 (33.3%)	4 (66.7%)	6 (100.0%)
<b>Tennis</b>	38 (32.2%)	80 (67.8%)	118 (100.0%)
<b>Mountain.-skiing</b>	12 (26.7%)	33 (73.3%)	45 (100.0%)
<b>Bowling</b>	18 (22.0%)	64 (78.0%)	82 (100.0%)
<b>Athletics</b>	11 (19.6%)	45 (80.4%)	56 (100.0%)
<b>Total:</b>	<b>119 (30.7%)</b>	<b>268 (69.3%)</b>	<b>387 (100.0%)</b>

*The representation of women in the role of selectors in the branch associations.* Based on data obtained from the branch association for gymnastics, kayak-canoeing, wrestling, weightlifting, handball, rowing, and bowling, it was noted that there are only two women in the position of a selector of the provincial selections in the observed associations. These are women's selection. None of the women is a selector

of men's teams. At the same time, 16 men served as a provincial selector of women's teams and 22 more male selectors led the men's provincial teams.

*Promotion of women's sport in branch associations.* Branch associations' sensitivity to gender issues and taking distinct measures towards the promotion of women's sports can be seen from the data on undertaking analysis/research of women's par-

ticipation in a given sport, or, on the basis of data on the involvement in some of the provincial, national or international programs/projects for the development and promotion of women's sport. From a total of 10 branch associations that have submitted the requested information, in 4 associations there were analysis and/or research relating to the participation of women and girls in a given sport (athletics, handball, gymnastics, rowing). Five branch associations (canoe-kayak, wrestling, gymnastics, rowing, and tennis) were included in the programs/projects for the development and promotion of women's.

## CONCLUSION

The positions of women's sport at the level of local self-government, as well as the observed provincial branch associations, are still not equal to the position of men's sport. Although in all the local self-

governments encompassed by the survey (except in Sombor), women constitute the majority of the population, they are significantly less represented than men in the active membership of sports clubs (24-38%). A small number of clubs (women's and mixed clubs) and a small number of sports are still available to women. Women's clubs on average receive 10% of the total budget grants for sports clubs, men's clubs receive about 61%, and mixed clubs receive 29% of the grants, while the positive discrimination of women's sports is missing. In 12 branch associations surveyed, representation of women in different roles (active membership, management positions, coaches, referees, and others) varies widely. In most cases, men dominate in the total membership, especially in management, administration, commissions, as coaches, referees, and selectors of provincial teams. A small number of branch associations shows sensitivity to gender issues through analysis of women's representation and promotion of their participation in sport.

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