



# Tunisian woman leader: Profile and constraints

**Elaborated by:**

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# Introduction

- Today, women still rarely occupy the top of the hierarchy of sports organizations and often remain isolated from functions for which they are attributed qualities that are not always linked to professional skills.
- In any case, we do not talk about **athletes** or **coaches**, we talk about **women leaders**, a race undeveloped in Tunisia.

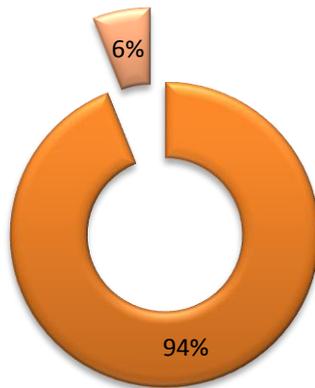
# Problematic

The idea defended is to highlight **the profile** of the **woman leader**, its motivations as well as its perspectives but also the inequalities of access and the **problems encountered** to access management positions.

# Sample identification

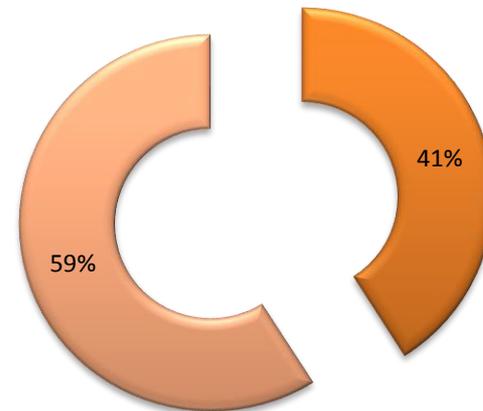
## Professional situation of the sample

■ Active women   ■ unemployed women



## Family situation of the sample

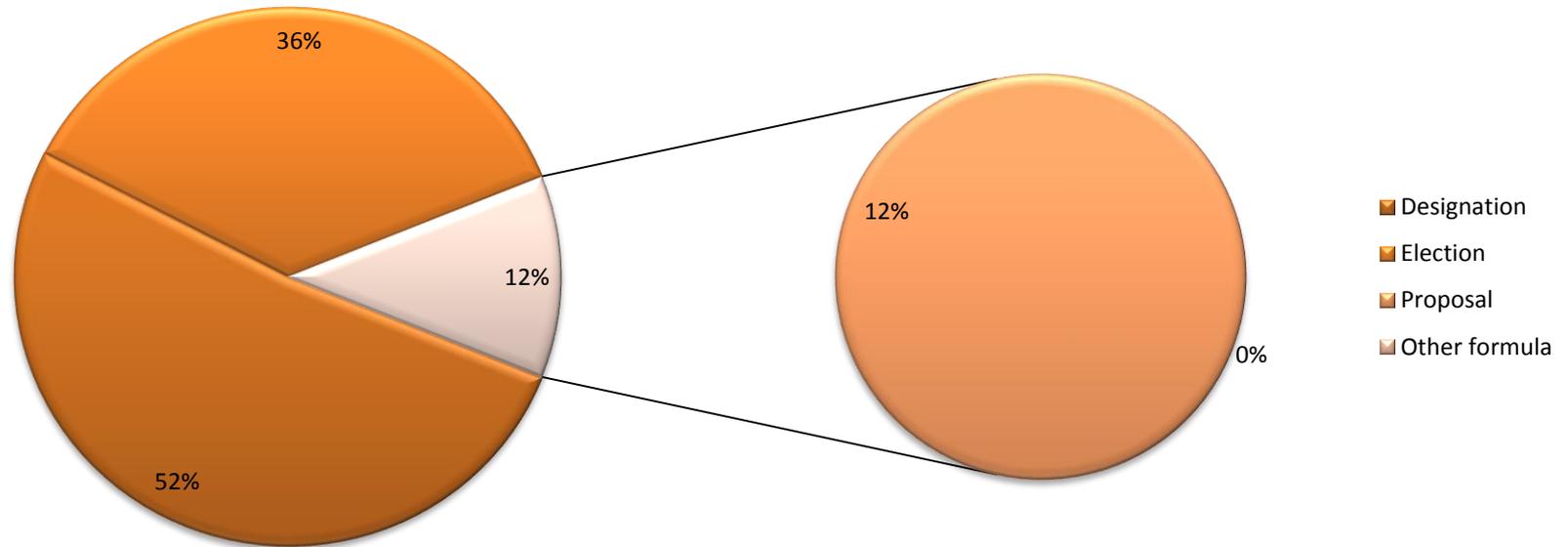
■ Single women / widowed women   ■ Married women



# *Results interpretation*

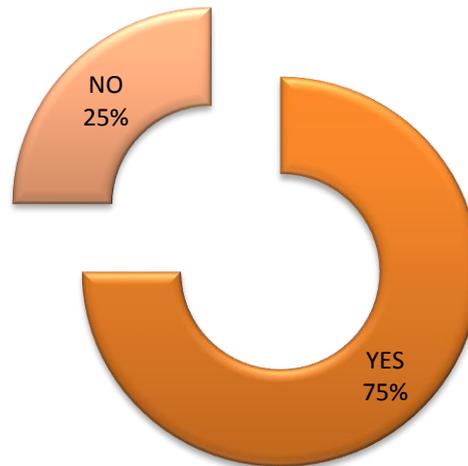
# 1. Admission to the sports structure

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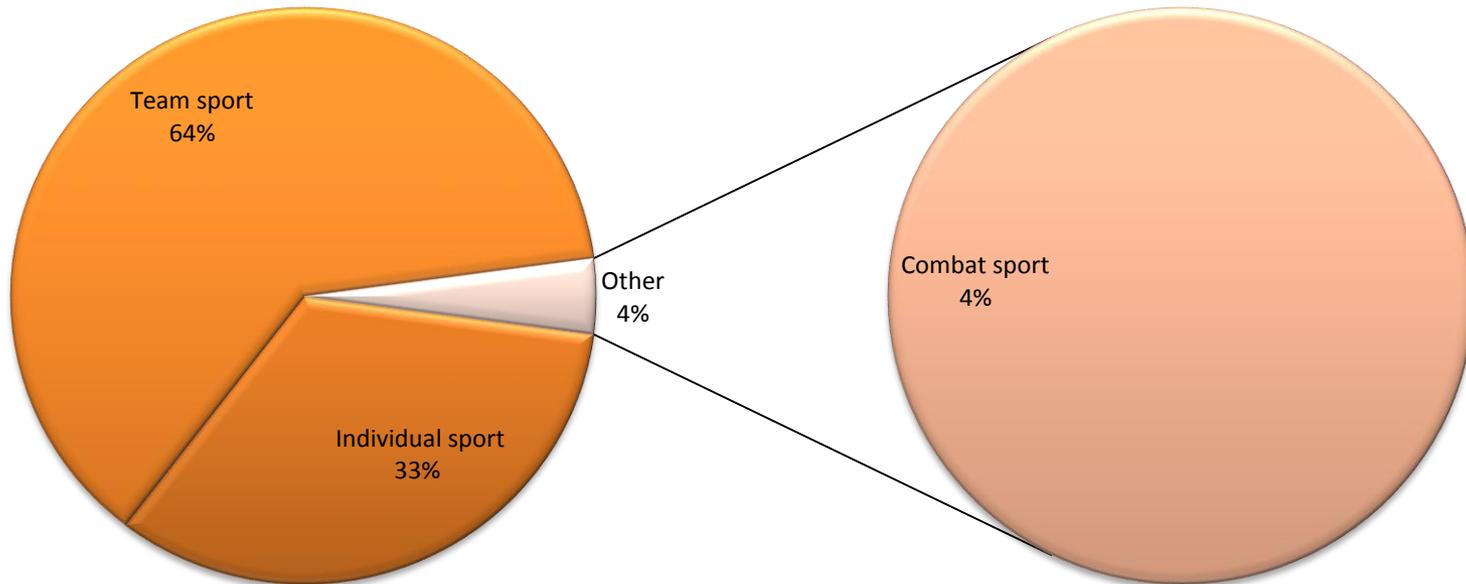
## 2. Sports seniority :

Are you a former sportswomen?



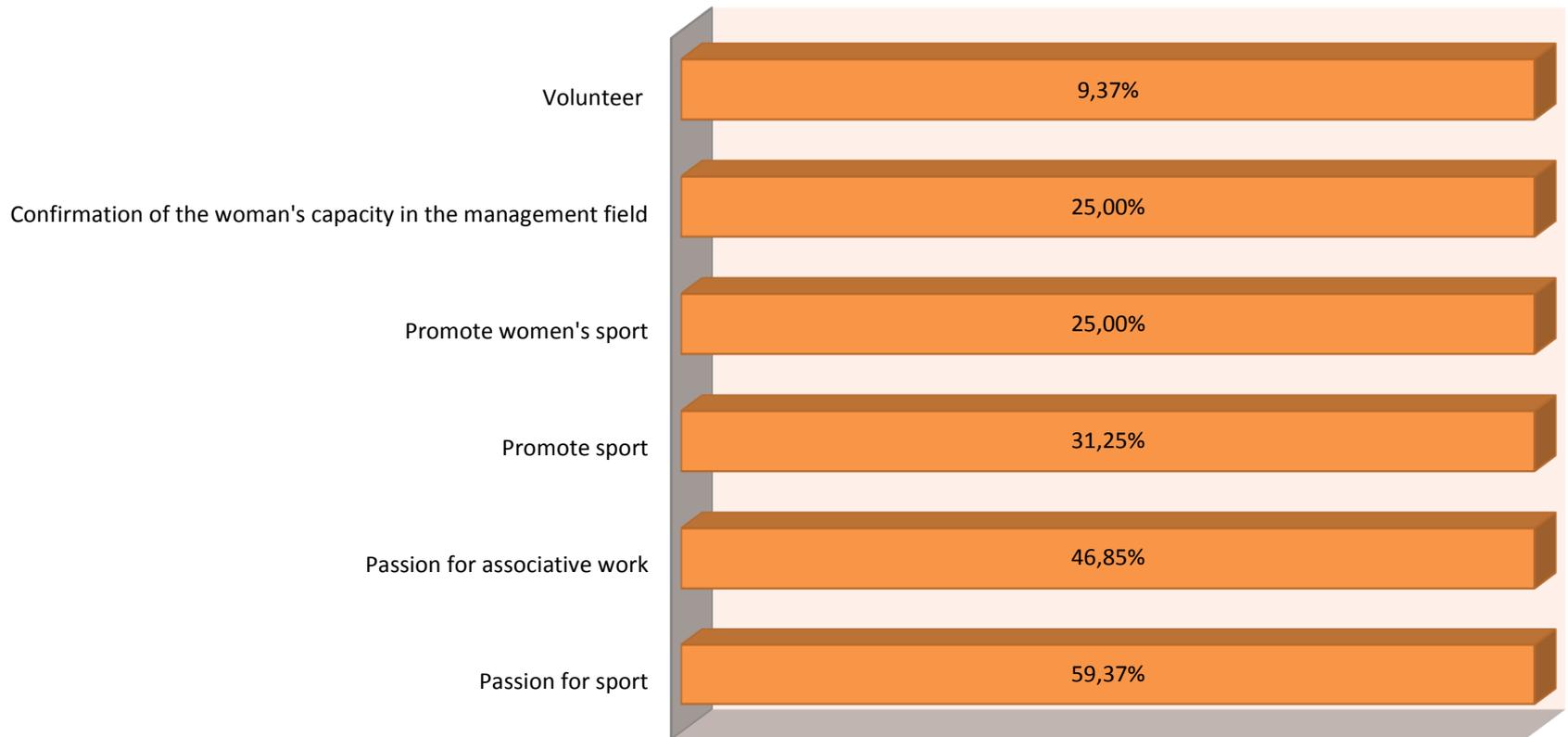
### 3. Kind of sport :

What sport did you practice ?



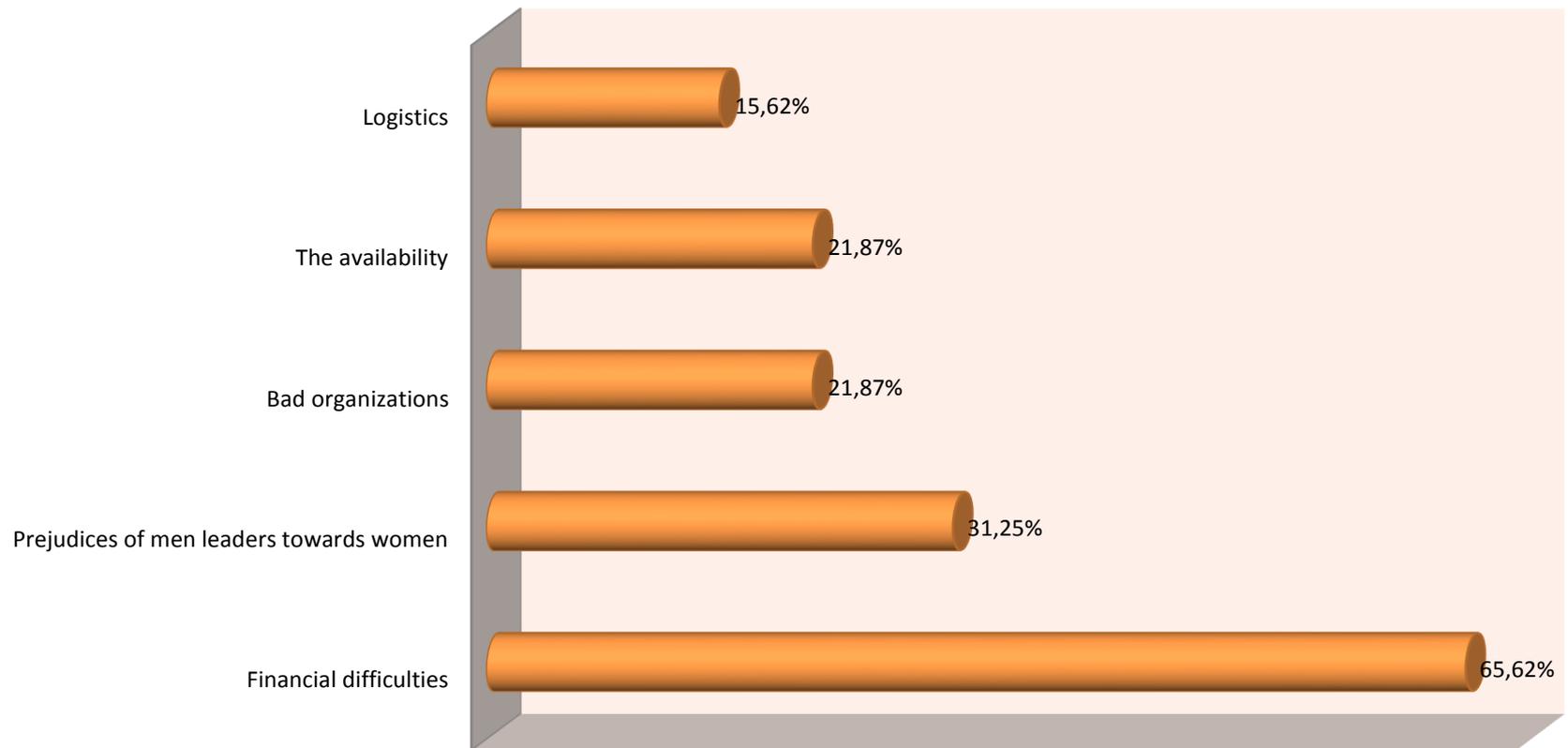
## 4. Reasons for affiliation to the sports association :

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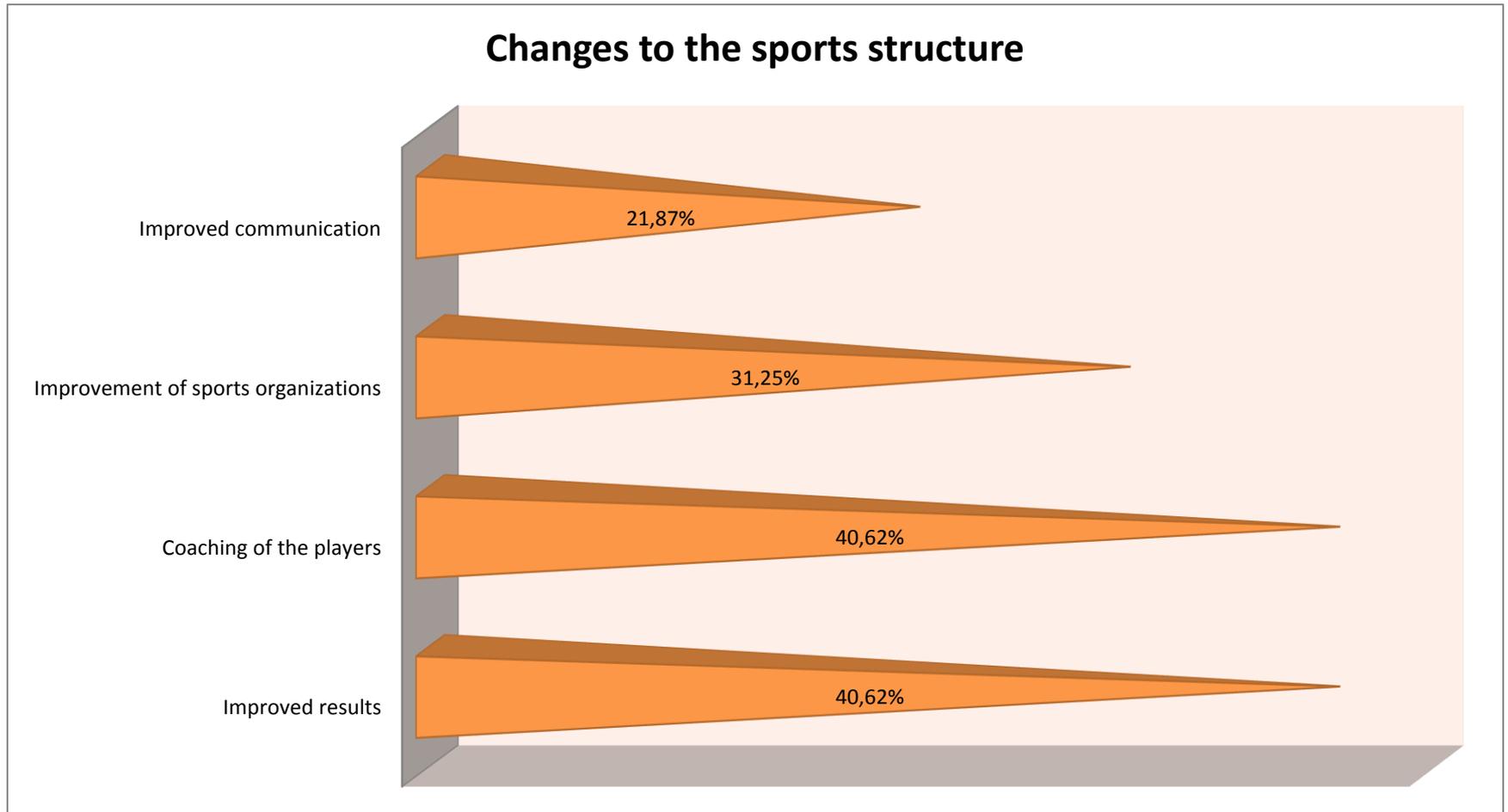


# 5. Main difficulties in the execution of the work

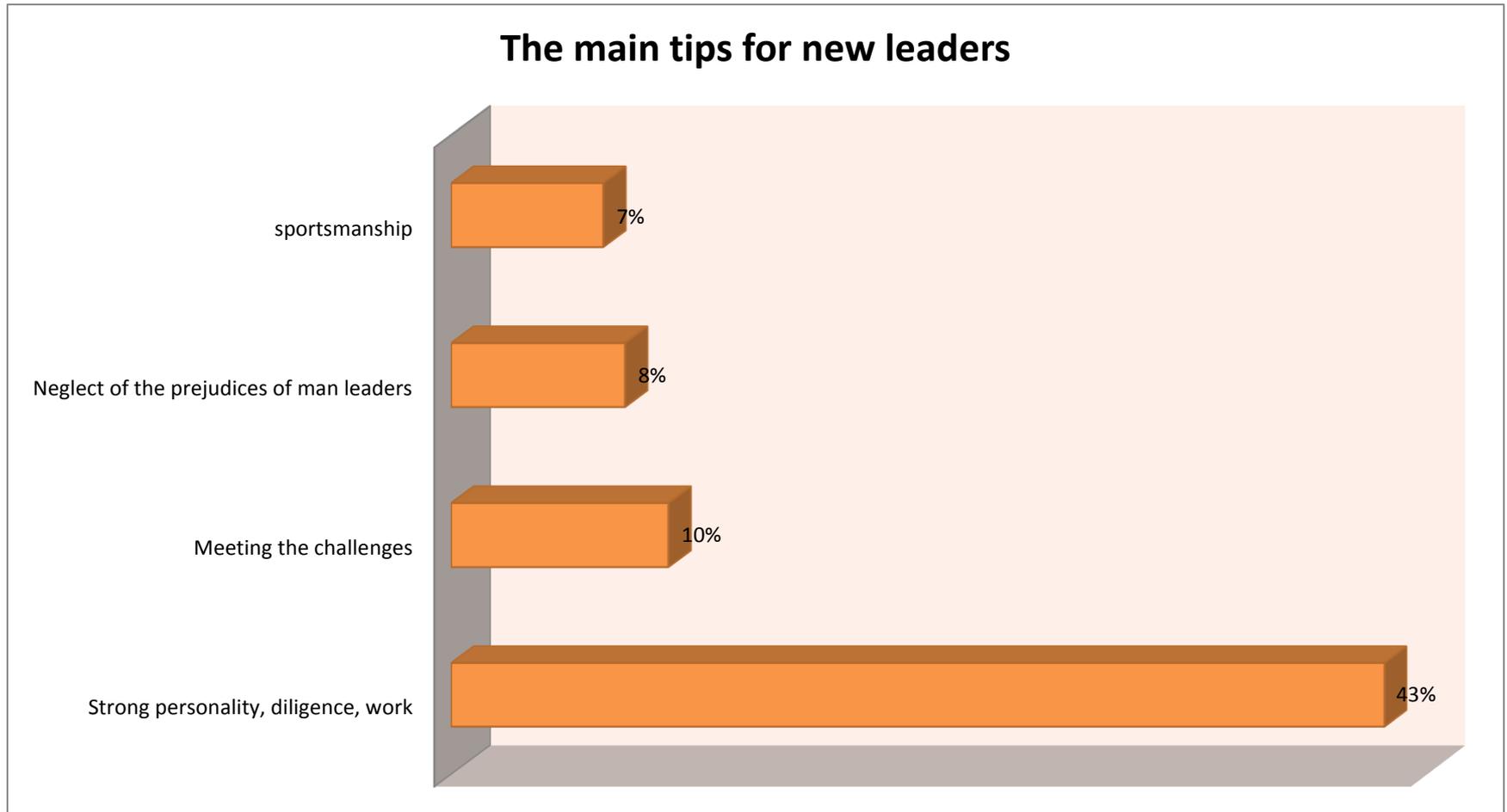
**Reasons for the affiliation to the sports association**



# 6. Changes to the sports structure

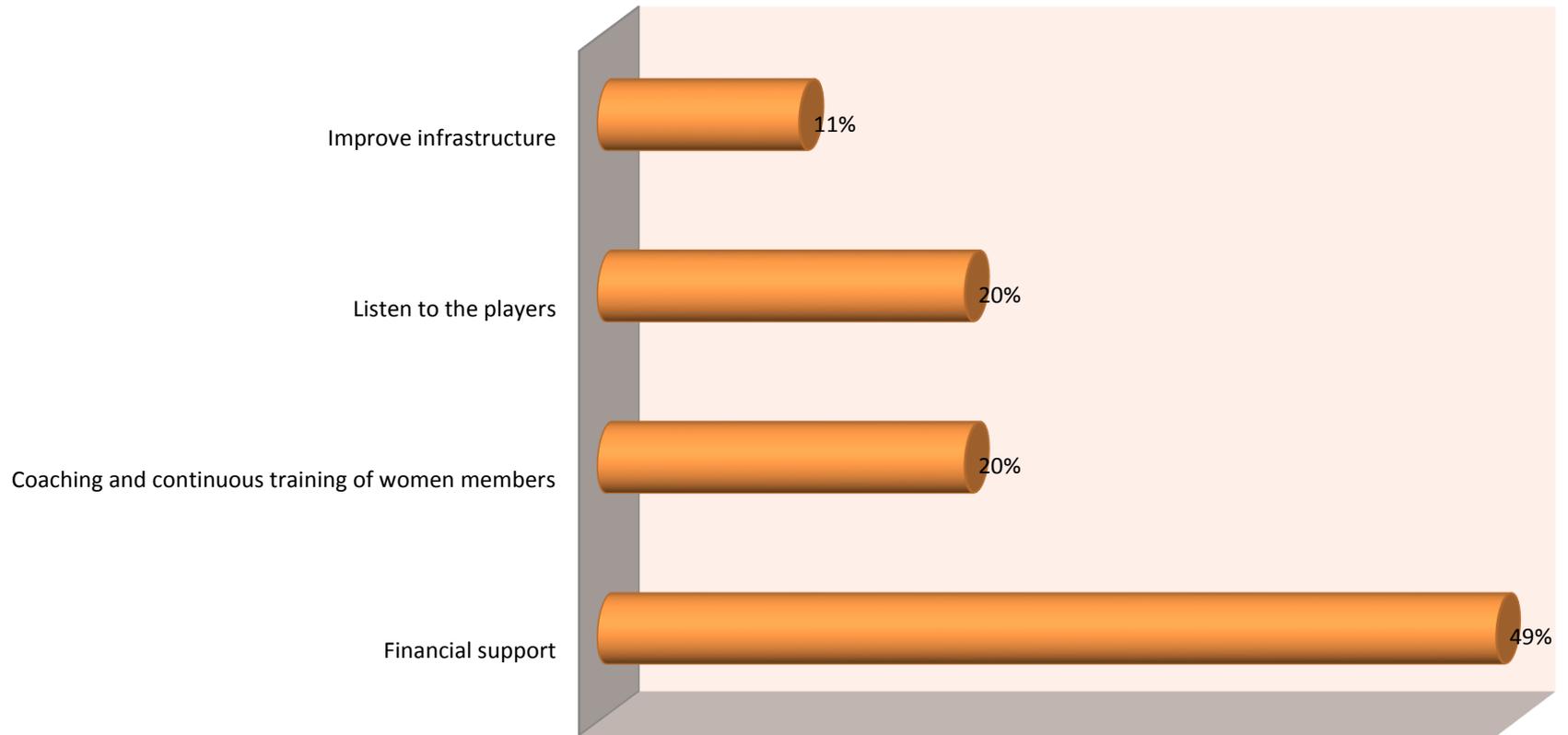


## 7. The main tips for new leaders:



# 8. Suggestions:

**Suggestions for promoting women's sport**



# ***Discussion and synthesis***

# 1- The profile of the woman leader:

- The active woman (with a 94% rate) carries more sense of responsibility through the forms of authority and decision-making mechanisms that they perform within her work. these results have just confirmed the work of **(Guérin, 2003)**.
- Married women (59%) are more involved in sports organizations because they are female pilots, leaders of their home this result is consistent with the work of **(Fortino ,2002)**.
- Being a former athlete (75%) is an opportunity to be a leader; sport is an emancipator for women and helps develop the social spectrum. **(Bourdieu , 1998)**.

## 2. The added value to the sports structure:

- In accordance with the work of **(Bourdieu, 1998 ; Davisse & Louveau, 1998)**:
  - The female presence in sport has often given her a soothing and consensual touch.
  - Increased participation of women in sport can promote a positive evolution of sport, by providing new norms, values, attitudes, knowledge, abilities and experiences.
  - The ruling woman always has a sense of dialogue and openness more than the man.

- In accordance with the work of **(Hirata and Zarifian, 2000)**, the contribution of women, especially to management positions, can be a source of diversity in order to increase sports management.
- Women leaders can affect attitudes as a facilitator and decision maker particularly in traditionally male areas.

# 3. Perspectives of the woman leader :

The perspectives of women leaders are consistent with the report of **B. Deydier (2004)** in particular :

- Promote the commitment of women in community life via:
  - Your trophies women and sport
  - Days dedicated to sport to promote diversity
  
- Promote women's sport.
  
- Feminize all the federations to know:
  - Promote taking responsibility in clubs
  - Create an official network of women leaders.
  - Set up a leadership training plan.
  - Sponsor new leaders.

# 4. The hazards and difficulties encountered:

## ➤ Inequalities of access:

Based on the survey conducted in 2003 by **C. Chimot :**

### **Brakes inherent to women themselves**

- Systematic questioning of his skills.
- Recurring problem of availability.
- Careful to do a meticulous and completed work.
- Motivation problem with respect to positions with power.
- Need friendly support and encouragement.
- Difficulty acquiring male social codes she is used to.

## ➤ Structural Brakes: A Male Environment

- The functioning of the sports system: a problem of availability (nocturnal activity)
- The reception of the structure: indifference of the milieu in relation to the place of women; hence the need to possess a sporting baggage; very eloquent professional.
- Labeling of women in administrative positions (female) or in positions without issues (women's commission).
- Mode of election based on the maintenance of dominant positions.

# CONCLUSION

- Sport remains "**a sexed territory**" both at the level of practice and at the level of sports structures.
- Inequality of access and male dominance in management positions is a real difficulty for the execution of women's managerial work..

**THANK YOU FOR YOUR  
Attention**