

GENDER EQUALITY AND THE PROMOTION OF WOMEN



Fédération Suisse de Ski nautique et Wake
Federazione Svizzera di Sci nautico e Wake
Schweizerischer Wasserski und Wake Verband
Federaziun Svizra da Ski nautic e Wake



Swiss Waterski & Wake

people on the water since 1947



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Objectives

- Promote gender equality in water sports
- Foster representation of women and in leadership and judging roles
- Create an inclusive and inspiring environment
- Encourage women to take on roles as coaches or judges
- Develop mentorship programs and inclusive training opportunities

Transgender Inclusion

- Alignment with IOC guidelines and Swiss Sport Integrity
- Confidentiality and respect

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Benefits

- Improved performance
- Increased innovation
- Greater inclusion
- Enhanced public image

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Gender equality and promotion of women

Requirements

- Swiss Olympic gender quotas (40% / 60%)

Since January 1, 2025, Swiss Olympic requires at least:

- 40% men and 40% women on executive committees

Non-compliance may result in reduced funding

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Concrete Actions

Mandatory balanced representation in:

- Governance (Executive committee)
- Commissions
- Judges
- Coaches

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Governance

- Update of Federation statutes to ensure at least 40% representation of the same gender
- Succession planning of vacant seats
- Promotion of women's leadership

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Judges and Officials

- Recruitment of women judges and officials
- Structured training pathways
- Co-coaching and mentorship Women to women

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Female Coaches

- Recruitment of women coaches and officials
- Structured training pathways
- Co-coaching and mentorship Women to women

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Indicators 2025

- 56% women on the Executive Committee
- 55% certified female judges
- 50% national-level female coaches
- Strong participation in Women's Days (June 30 – July 1, 2025)
- High participant satisfaction at 20025 Women's Days

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Women's Days – Summer 2025

- National event to celebrate female participation and promote diversity.
- Activities include time on the water and off the water:
- Workshops, health and fitness, discussions, and shared moments.

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Women's Days – Program

- Health & Nutrition: light, balanced meals
- Stretching: injury prevention
- Pilates: stability, pelvic floor & lower back injury prevention

Women's Days – Program

- Warm-up: muscle activation before getting on the water
- Swimming: contact with the element H₂O, relaxation of the shoulders

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Action Plan 2026

- Recruitment of female judges and Federal Officials
- Women's Day 2026 and training sessions
- Mentorship for judges and coaches
- Review and reporting

Questions & Discussion

