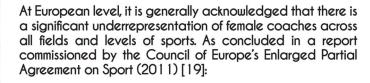


Knoppers' application of Kanter's theory to understand the under-representation of women Coaches, adds to other possible institutional barriers that include 'the old boy's network' [15], an inadequate pool of women candidates [2, 16], treatment and access discrimination [3], and Witz's model of occupational closure [17]. Within this model, as in Kanter's theory, gender (as well as social class) serves to create hierarchies within the workplace and the dominant group (in this case, men) utilise exclusionary mechanisms to preserve their privileged status [17]. Subsequently, West et al. [18] have applied Witz's theory of occupational closure to the context of coaching. Their conclusions were that the exclusionary mechanisms employed in coaching to maintain the profession as a male domain include gendering coaching in favor of male attributes and preventing women from accessing coaching circles [18].



- Women represent a small minority of the coaches employed in elite sports
- The percentage of female coaches tends to decrease the higher the level of performance
- Female coaches are more likely to train athletes enrolled in typical women's sports rather than in traditional men's sports
- Female coaches are almost exclusively training either women, youth or children

In some areas of the world, qualified women coaches are plentiful, especially in places with high-density populations or where women's sport has a strong presence and history. However, women's sport is still not fully and universally embraced [20]. There is a scarcity of women who have the skills to play sport and the competency, confidence and knowledge to coach.

Coaching in varsity and professional sports has consistently been dominated by men, even on women's teams. While professions that have been historically dominated by men, like medicine or law, have been working to increase the number of employed women, professional coaching has not had the same progress.

As of now, women only account for 16 per cent of coaches at the university level, and that number has been declining in recent years.