
**WORLD
SQUASH**

WSF

WSF VOTING STRUCTURE & REPRESENTATION REPORT



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INTRODUCTION

A Motion was proposed by Sweden and Belgium for a one vote for all members at the WSF AGM of 3rd December 2017 in Marseille, with up to two additional votes based upon participation and hosting. The motion was not successful.

Belgium and India requested that the Executive Board initiate a review of the voting structure.

The Chief Executive reported to the AGM that, recognising the importance of equality to good governance, the Board had decided to set up a working group to review the WSF's voting structure at its meeting on 29 November 2017.

Members of the Review Group



Huang Ying How
- VP WSF



Andrew Shelley
- CEO WSF



HRH Prince Tunku Imran
- Past President and
Patron WSF

Members of the Review Group



Sir John Curtice

- Professor of Politics at the University of Strathclyde(Scotland) and Senior Research Fellow at the National Centre for Social Research.



Jean Christophe Rolland

- IOC member,
- President of FISA, the International Rowing Federation.



Diogo Jurema

- sport management specialist, master thesis with the IOC NOC Relations department about the governance standards of a set of selected NOCs. Recently, as Head of Development of the International Volleyball Federation.



Dr Chris Prosser

- is a Research Fellow on the British Election Study at the University of Manchester.

APPROACH

The working group considered not only the question of the voting system but also the following:

1. Compliance with the objectives of the WSF, the M&AA and the WSF Vision and Mission; **The Group's view was that this is a key criteria.**
2. Case studies;
3. To conduct a survey;
4. To organise a discussion at the AGM conference session;
5. To consider Voting Model(s); **It was agreed that the Group should look for a model that receives the widest possible acceptance across the breadth of membership after feedback was received from membership.**
5. To recommend a voting model;
6. Review by the WSF Governance & Audit Commission and;
7. Submission to WSF Executive Board.

COMMUNICATION STRATEGY

The objective was to engage, educate and inform WSF members through:

- Periodic release of information at critical phases through the Membership information e.g. instant update, email and interaction;
- a Questionnaire developed and issued to membership:
 - Implemented and released 5 September 2018;
 - Conference discussion topic in Cairo;
 - Closing date: 3 December 2018.
- Conference topic at the October 2018 WSF AGM.

COMMUNICATION STRATEGY

WSF INSTANT UPDATE

ISSUE 73

MARCH / APRIL 2018

To: ALLWSF MEMBER NATIONAL FEDERATIONS

cc: WSF Regional Vice-Presidents, WSF Commssion Members, PSA members, Accredited Products and Companies

WSF MEMBER NATION VOTING REVIEW

Following the WSF AGM last year in Marseille the WSF Board decided to initiate a review of the WSF voting structure that will consider possible alternatives that best fit with our mission, provide good governance and fair representation too. Vice President Huang Ying How was asked to lead it.

The intention was that a number of specialists with wide knowledge of governance and electoral systems would look at the WSF Articles, WSF and National Federation needs, take submissions from Member Federations views on the subject and bring forward recommendations for the WSF Board and Member Federations to review and consider.

The Review Group has been formed using the above criteria and comprises:

Huang Ying How (Chair): WSF Vice President
Andrew Shelley (coordinator): WSF Chief Executive
HRH Prince Tunku Imran: IOC member, President Olympic Council Malaysia, Past President of

Commonwealth Games Federation and WSF. Now, Patron WSF.

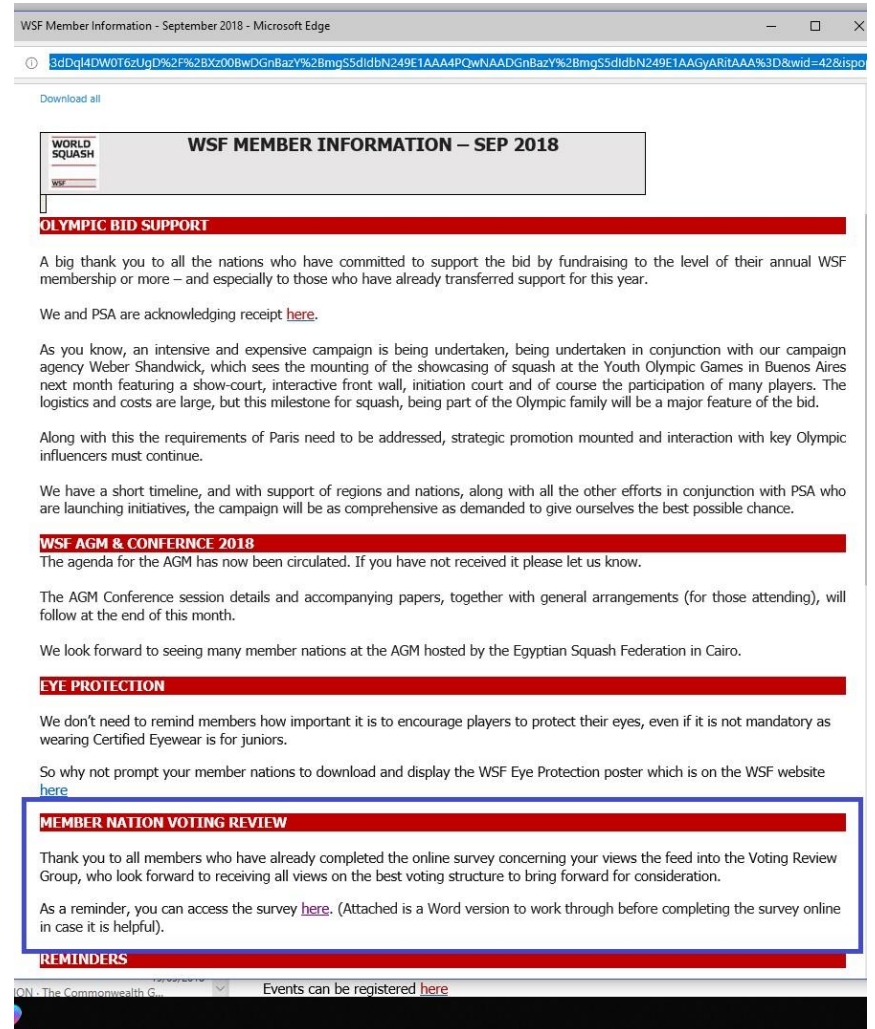
Sir John Curtice: Professor of Politics at the University of Strathclyde (Scotland) and Senior Research Fellow at National Centre for Social Research.

Jean Christophe Rolland: IOC member, President of FISA, the International Rowing Federation.

Diogo Jurema: Brazilian sport management specialist, Masters thesis for the IOC NOC Relations department about the governance standards of a set of selected NOCs. Past Head Of Development of the International Volleyball Federation.

Dr Chris Prosser: Research Fellow on the British Election Study at the University of Manchester.

The group will consider the way that they wish to carry out the review and the timeline, so that Member Federations can be updated with these details and the form - in which submissions of views can be made to the Group to ensure that the fullest possible opportunity to provide perspectives - is available.



CASE STUDIES – ASOIF Voting Systems

ASOIF (Association of Summer Olympic International Federations) IF Voting Systems		
1	IGF - Golf	Each Delegate One Vote(Multi-representation)
1	WA - World Archery	One Nation One Vote
2	FIVB - Volleyball	One Nation One Vote
3	IAAF - Athletics	One Nation One Vote
4	AIBA - Boxing	One Nation One Vote
5	FEI - Equestrian	One Nation One Vote
6	FIBA - Basketball	One Nation One Vote
7	FIE - Fencing	One Nation One Vote
8	FIFA - Football	One Nation One Vote
9	FIH - Hockey	One Nation One Vote
10	ICF - Canoe	One Nation One Vote
11	IHF - Handball	One Nation One Vote
12	IJF - Judo	One Nation One Vote
13	WR - Rugby	One Nation One Vote
14	ISAF - Sailing	One Nation One Vote
15	ITU - Triathlon	One Nation One Vote
16	IWF - Weightlifting	One Nation One Vote
17	UIPM - Modern Pentathlon	One Nation One Vote
18	WTF - Taekwondo	One Nation One Vote
19	UWW - Wrestling	One Nation One Vote
20	ITTF - Table Tennis	One Nation One Vote
1	FIG - Gymnastics	One Nation One Vote for elections
1	ISSF - Shooting	One Nation Two Votes
2	FINA - Aquatics	One Nation Two Votes (each delegate has one vote) in General Congress
1	BWF - Badminton	Weighted
2	FISA - Rowing	Weighted
3	ITF - Tennis	Weighted
4	UCI - Cycling	Weighted



CASE STUDIES

– Complex / Multi-representation

BWF - Badminton	Weighted	1 to 5 votes per NF in accordance with objective criteria applied over the Assessment Period:-1 vote: a member of the federation;-1 additional vote: more than 10,000 registered players in each of the 4 years of the Assessment Period: Sudirman Cup (2 events), Individual Continental Championships (maximum 2 events), World Championships (3 events), Olympic Games (1 event), World Junior Team Championships (4 events);-1 additional vote: participation in 7 out of the 12 major events during the Assessment Period;-1 additional vote: 1 player or more in the top 40 world ranking in any of the 5 disciplines;-1 additional vote: hosting at least one(1) of these events in 3 out of the 4 years of the Assessment Period: Super Series, Grand Prix or International Challenge.
FEI - Equestrian	One Nation One Vote	Each NFs may be represented by another NFs; a NF may not represent more than 2 NFs.Proxy voting is permitted
FINA - Aquatics	One Nation Two Votes	2 votes per NF in Technical Congress.Decisions by Technical Congress may be overruled by General Congress.
FISA - Rowing	Weighted	Each NF at least has one vote. If a NF fulfils the following criteria, it shall be entitled to 3 votes for a period of 4 years starting 1st January of the year following the Summer Olympics:1. It has been a member for at least 3 years;2. It has competed at any of the following regattas with a total of at least 12 crews during the previous Olympic period: - World Championships; - U23 World Championships; - Junior World Championships; - Olympic or Paralympic qualifications; - Continental Games recognised by FISA - and for all crews competed in the above events during the previous Olympic period, excluding mixed crews, at least 25% shall be female and at least 25% shall be male.Where an NF has more than one vote (based on the criteria such as participation in major events), all votes must be consistent. (i.e., no split voting)
IAAF - Athletics	One Nation One Vote	NFs can be deprived of voting rights if they do not participate in major events.

CASE STUDIES

– Complex / Multi-representation

IGF - Golf		<p>Each delegate has one vote: Administrative Committee is responsible for the development of golf, and administration of IGF; Olympic Executive Committee is responsible for the matters regarding golf as an Olympic Sport. Each Zone has at least one woman delegate. Administrative Committee: 2 delegates from R&A, 2 from USGA, 1 Woman's Chairman; 5 from Asia-Pacific Zone, 4 from American Zone, 4 from European-African Zone Olympic Executive Committee: 1 delegate from each 22 Professional Members (e.g., R&A, USGA, PGA, etc.)</p>
ISSF - Shooting	One Nation Two Votes	<p>One NF representing one country has 2 votes and can hold 2 proxy votes. Two NFs representing one country, each has 1 vote and can hold 1 proxy vote.</p>
ITF - Tennis	Weighted	<p>One vote per allotted share for Class B members under fixed share category: 1, 3, 5, 7, 9 and 12. Number of shares allotted based on criteria such as participation in major events, ranking, organisation of events, development of the sport. 2 delegates per NF. 3 delegates of the NFs who have 12 shares.</p>
UCI - Cycling	Weighted	<p>Votes are attributed to delegates who represent their continents; continents are attributed votes according to the development and performance of cycling in those continents. Each delegate shall have 1 vote.</p> <ul style="list-style-type: none"> - Africa: 9 delegates; - America: 9 delegates; - Asia: 9 delegates; - Europe: 15 delegates; - Oceania: 3 delegates.
WTF - Taekwondo	One Nation One Vote	<p>Each nation must have sent at least two athletes to a world championship in the last two years to be eligible to vote.</p>

CASE STUDIES – PROXY VOTING

Proxy voting is permitted.		
1	FIE - Fencing	One Nation One Vote
2	WA - World Archery	One Nation One Vote
3	ICF - Canoe	One Nation One Vote
4	WR - Rugby	One Nation One Vote
5	ISSF - Shooting	One Nation Two Votes
6	ITTF - Table Tennis	One Nation One Vote
7	FEI - Equestrian	One Nation One Vote
Proxy voting is not permitted.		
1	AIBA - Boxing	One Nation One Vote
2	FIBA - Basketball	One Nation One Vote
3	FIFA - Football	One Nation One Vote
4	ITU - Triathlon	One Nation One Vote
5	UIPM - Modern Pentathlon	One Nation One Vote
6	IJF - Judo	One Nation One Vote
7	FISA - Rowing	Weighted

QUESTIONNAIRE

- https://goo.gl/forms/7lwn_gdi8Nk4r665r1
- Developed by **Sir John Curtice** and **Dr Chris Prosser**
- An important element of the membership engagement strategy.

Squash Voting Review Survey

The Working Party on the World Squash Federation's constitution has been tasked to review the voting system detailed in the WSF Articles and to make recommendations on how votes should be allocated in future to national members. As part of its inquiry, the working party now wishes to ascertain the views of each national member on some of the options and issues that it is considering.

Please find below, a short survey designed to ascertain your national federation's views. Some of the questions simply require you to tick one box in order to give your answer, while others invite you to express your views more fully by providing a written response.

* Required

Email address *

Your email

This is a required question

National Federation *

Your answer

This is a required question

Submitted by *

Your answer

This is a required question

NEXT

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Squash Voting Review Survey

* Required

First of all, we would like to ask what you think are good or bad measures for comparing the strength of squash between countries.

For each option please tick one box to show how good or bad a measure of the strength of squash it is.

How good or bad a measure of the strength of squash in a country is... *

	Very bad	Quite bad	Neither good nor bad	Quite good	Very good
The total number of squash courts it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The proportion of a country's players that are women?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of junior players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of masters players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of PSA ranked players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Its level of participation in WSF World Junior or Senior Team Championships?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Could you please give the reasons for your answers to these questions?

Your answer


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Squash Voting Review Survey

* Required

If more than one vote is given to any nation, there are a number of different criteria that could be used to determine how many WSF votes a national federation should have. Some are listed below.

For each one could you tick one box to show how much you agree or disagree that that criterion should be reflected in how many votes a national federation is given. In answering, you might like to bear in mind that more than one criterion could be used in any future voting scheme.

To what extent do you agree or disagree that the number of votes a national federation has should reflect... *

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly Agree
The total number of squash courts it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The proportion of a country's players that are women?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of junior players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of masters players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of PSA ranked players it has?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Its level of participation in WSF World Junior or Senior Team Championships?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whether the country has recently hosted a WSF World Championship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Could you please give the reasons for your answers to these questions?

Your answer


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Squash Voting Review Survey

* Required

If it is recommended that the WSF continues to have a system whereby some national federations have more votes than others, what would you say should be the maximum number of votes that a federation should have? *

- Two
- Three
- Four
- Five
- More than five

Again, if it is recommended that that the WSF continues to have a system whereby some national federations have more votes than others, should the federation have to cast all of its votes the same way, or should it be allowed to split its votes in a way that it votes reflects the diversity of views in that federation? For example, if a nation has four votes, could it split them in an election between different candidates rather than have to give all four votes to one candidate? *

- Should have to cast all of its votes the same way
- Should be allowed to split its votes

Here are a few other questions about the WSF's voting system. For each one, please tick one box to say how much you agree or disagree with each. To what extent do you agree or disagree that... *

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Every national federation should each have one vote?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of votes a national federation has should reflect the size of the membership fee that it pays?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A motion should only be capable of being passed if at least half of the national federations attending a meeting vote for it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Could you please give your reason for your answer to these questions?

Your answer

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* Required

Untitled Section

Please put these various criteria for allocating votes to national federations in order of importance, indicating which one that you think is most important by ticking the box in the '1' column, which you think is second most important by ticking the box in the '2' column and so on. *

	1	2	3	4	5	6	7	8	9
The number of players a country has	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The proportion of a country's players that are women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of junior players a country has	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of masters players a country has	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of PSA ranked players a country has	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A country's level of participation in WSF events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whether a country has recently hosted a WSF event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of squash courts there are in the country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One federation, one vote	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Could you please give your reason for your answer to this question?

Your answer

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Squash Voting Review Survey

Do you think that SPIN is a good or bad measure of the number of squash players in a country?

- Very good
- Quite good
- Neither good nor bad
- Quite bad
- Very Bad

If you do not think SPIN is a good measure of the number of squash players in a country, what alternative measure would you propose?

Your answer

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Squash Voting Review Survey

Finally, do you have any other comments on how votes should be allocated in future to national federations?

Your answer

A copy of your responses will be emailed to the address you provided.

BACK

SUBMIT

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Squash Voting Review Survey

Thank you for completing the survey. The Squash Voting Review Working Group is grateful to have received the views of your Federation

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Google Forms

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

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Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

1 Introduction

As part of its review of the WSF's voting structure, the Review Group invited member federations to share their views about potential changes to the WSF voting system through a survey. The survey was designed by Professor Sir John Curtice and Dr Chris Prosser in consultation with other members of the Review Group.

The survey was fielded between September and December 2018 and received responses from representatives of 23 member federations:

Australia	Bangladesh	Brazil	Canada
Cyprus	Czech Republic	Ecuador	England
France	Ireland	Japan	Jordan
Macau	Malaysia	Mauritius	New Zealand
Pakistan	Portugal	Russia	South Africa
Tahiti	USA	Wales	

Using a series of closed-form (multiple choice) questions, the survey asked respondents their views on a different potential methods of measuring the strength of squash in a country, whether votes should reflect these criteria, whether member federations should have the same number of votes, and a number of other aspects of potential voting systems.

Respondents were also asked to elaborate on their responses in open-ended questions if they so wished. These responses have been lightly edited for spelling and punctuation, and appear in the order they were received.

This document summarises the results of the closed-form questions and reports all responses that were received to the open-ended questions.

RESPONSE BREAKDOWN

VOTING BY NATION BREAKDOWN

VOTING BAND	NATIONS IN BAND	% IN BAND	RESPONDING NATIONS	% RESPONDED
6	6	8	4	66
5	2	3	2	100
4	4	5	2	50
3	7	9	2	26
2	22	28	4	18
1	37	47	9	24
	78	23		

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

WSF

2. Measuring the strength of squash in a country

The first set of questions in the survey asked respondents their opinion about a number of different ways that the strength of squash could be measured.

The question asked:

First of all, we would like to ask what you think are good or bad measures for comparing the strength of squash between countries.

For each option please tick one box to show how good or bad a measure of the strength of squash it is.

How good or bad a measure of the strength of squash in a country is...

The total number of squash courts it has?

The number of players it has?

The proportion of a country's players that are women?

The number of junior players it has?

The number of masters players it has?

The number of PSA ranked players it has?

Its level of participation in WSF World Junior or Senior

Team Championships?

The response options were a five-point scale:

*1 Very bad – 2 Quite bad – 3 Neither good nor bad – 4 Quite good
– 5 Very good*

Figure 1 summarises the answers to this question, showing the mean (average) rating for each option, ordered from the best rated option at the top of the graph, to the worst rated option at the bottom.

The best rated option was the total number of squash courts a country has, with a mean rating of 3.9. The number of courts was rated as being either a 'quite good' or 'very good' measure of the strength of squash by 70% of the respondents. Only 17% of respondents said the number of courts was a 'quite bad' measure, and no respondents said it was a 'very bad' measure.

Four options were given a net-positive rating on average: the number of courts a country has, the number of junior players it has, its participation in WSF championships, and the number of players it has. The other three options were given a net-negative rating: the number of PSA ranked players, the number of masters players, and the proportion of players that are women.¹

¹A net-positive rating is one where the average rating is higher than three ('Neither good nor bad'), indicating that, on average, respondents thought the option was a good measure of the strength of squash in a country. A net-negative rating is one where the average rating is lower than three, indicating that, on average, respondents thought the option was a bad measure of the strength of squash

Results of the Squash Voting Review Survey

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How good or bad a measure of the strength of squash in a country is...

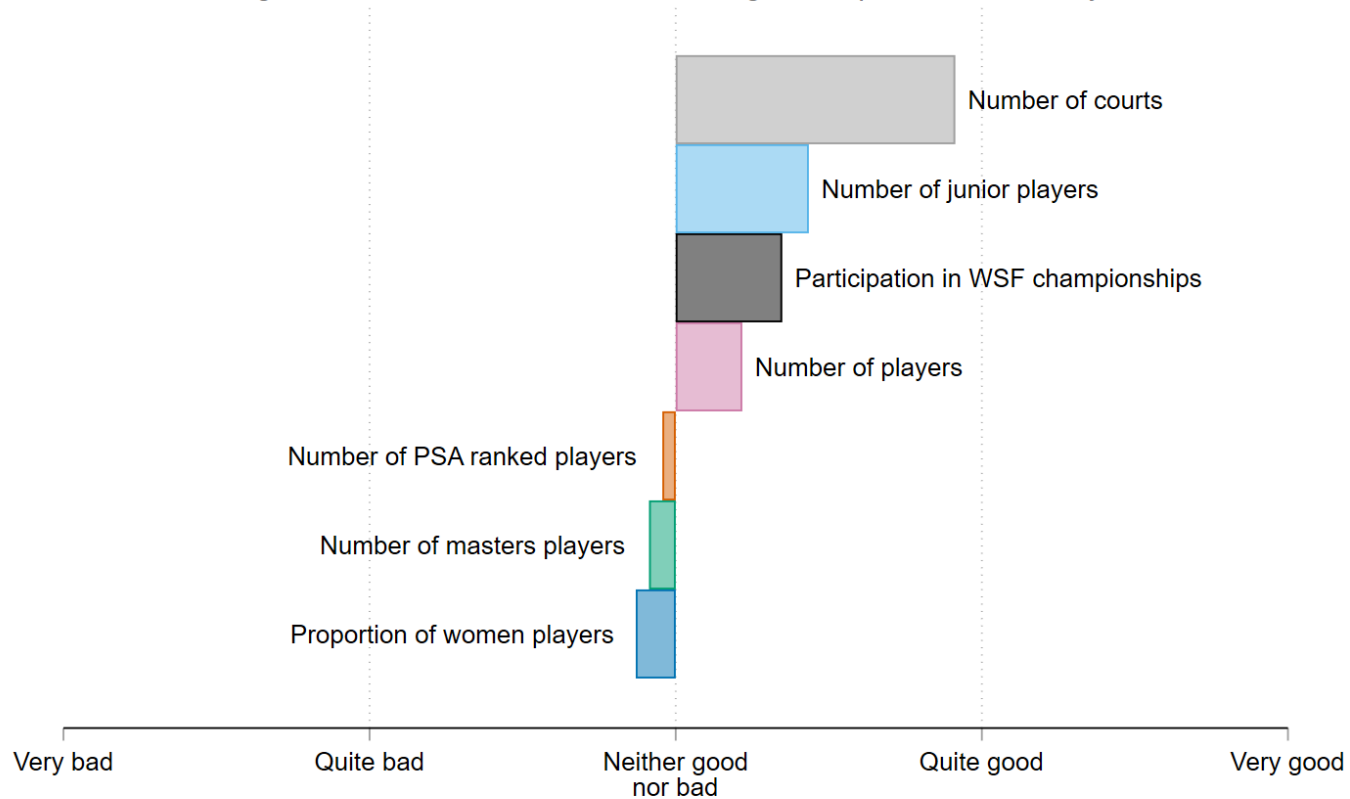


Figure 1

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

2.1 Open-ended responses

The closed-form questions were followed by a question asking respondents to give reasons for their answers. This question received an open-ended response from 14 of the respondents.

1 Number of squash courts is representative of squash activity in a country because it represent the number of all the players, not only competitors. The participation in WSF Championship show the investment of the country in the WSF activity. Also it can be easily controlled eventually by a dedicated commission.

2 There isn't an obvious or outstanding item here, given the contextual factors within each one. Perhaps the word 'strength' isn't specific enough.

3 Facility provision and number of world level provision are blunt measures of "strength". Whilst there is an assumption that higher level ranked players is a product of a significant player base, this is a dangerous inference. A significant participation base without extensive international representation is arguably healthier for the longevity of the sport than 2 or 3 international players and very few recreational players. Similarly a large amount of dilapidated, under utilised, under threat courts is not a measure of strength when contrasted to a lower number of very busy, oversubscribed courts in a few locations.

4 I believe the number of courts is the most exact criterion of the strength of squash in the country much more than ability to participate at international tournaments or number of SPIN players.

5 Weak support for our sport at the state level. Only in 3-4 large megacities squash develops well, but our country is very large.

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

6 *The number of courts existing in a member country is a good indicator of the potential number of participants in that country and therefore the potential strength of that nation's squash. After all, if there are no courts, there can't be any SPIN -registered squash players actually in the country to play.*

7 *You need to see the strength of the country from its performance in the International Tournaments and the overall attitude of the Federation officials.*

8 *Small countries do not have the same opportunities and financial strength.*

9 *In Ecuador the most players are between 13-17.*

10 *We believe that total number of courts is a good proxy for participation in the sport. The other measures are also helpful.*

11 *All of the above measures reflect different facets of the sport in any country.*

12 *Suggest timelines on these matrix- eg. within the last 3 years etc.*

13 *The number of courts and players reflects strength of squash in the country.*

14 *Development of infrastructure plays an important role in the promotion of squash. Similarly number of registered player needs to be increased to provide maximum opportunities to excel in the game at international level.*

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

3. Criteria for allocating votes to national federations

The respondents were then asked a series of questions which asked whether they agreed or disagreed that a set of potential criteria should be reflected in the number of votes allocated to a national federation if more than one vote is given to any federation. The set of options were the same as the potential measures of the strength of squash used in the previous set of questions, with the addition of whether a country had recently hosted a WSF championship event.

The question asked:

If more than one vote is given to any nation, there are a number of different criteria that could be used to determine how many WSF votes a national federation should have. Some are listed below.

For each one could you tick one box to show how much you agree or disagree that that criterion should be reflected in how many votes a national federation is given. In answering, you might like to bear in mind that more than one criterion could be used in any future voting scheme.

To what extent do you agree or disagree that the number of votes a national federation has should reflect...

The total number of squash courts it has?

The number of players it has?

The proportion of a country's players that are women?

The number of junior players it has?

The number of masters players it has?

The number of PSA ranked players it has?

Its level of participation in WSF World Junior or Senior Team Championships?

Whether the country has recently hosted a WSF World Championship?

The response options were a five-point scale:

1 Strongly disagree – 2 Disagree – 3 Neither disagree nor agree – 4 Agree – 5 Strongly Agree

Figure 2 summarises the results from this question showing the mean agreement for each option, ordered from the best rated option at the top of the graph, to the worst rated option at the bottom.

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

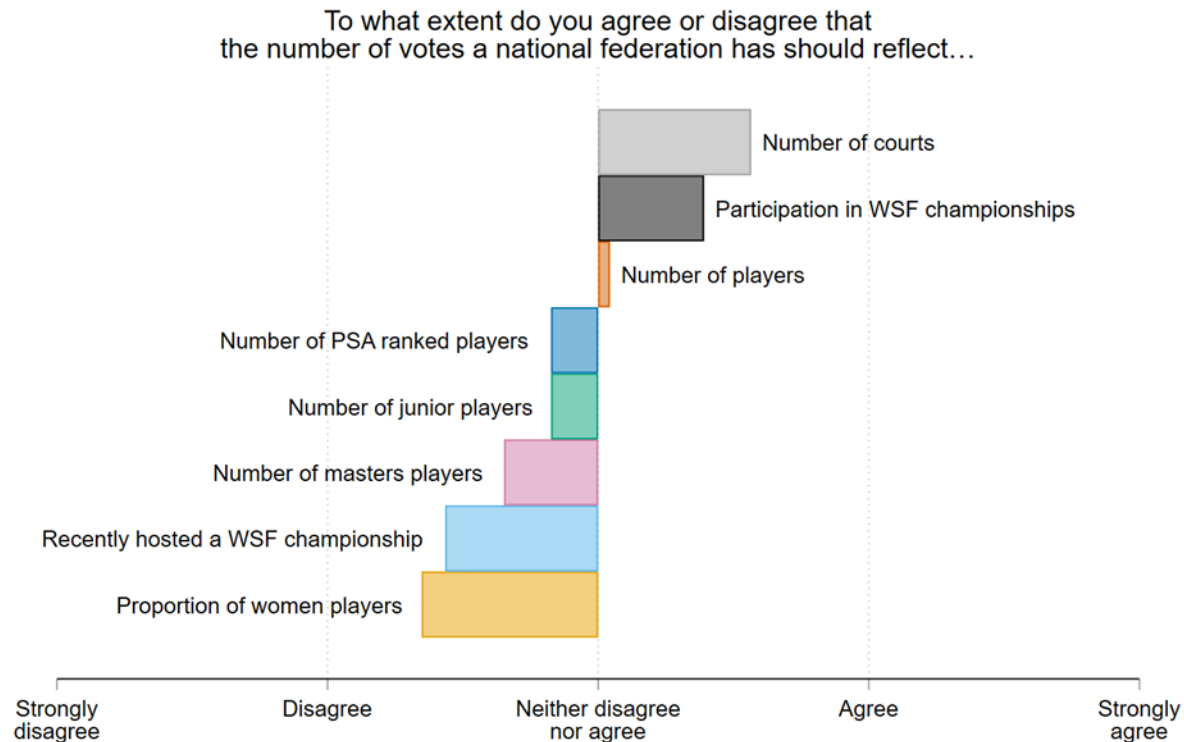


Figure 2

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

WSF

As with the previous set of questions, the best rated option was the total number of squash courts a country has, with a mean rating of 3.6. Overall, 65% either 'agreed' or 'strongly agreed' that the number of a votes allocated to a federation should reflect the number of courts in the country. Only 26% of respondents 'disagreed' or 'strongly disagreed' that this should be the case.

Three criteria received a net-agree response: the number of courts a country has, its participation in WSF championships, and the number of players it has (though only marginally in this case). The options had a net-disagree response: the number of PSA ranked players, the number of junior players, the number of masters players, whether the country had recently hosted a WSF championship, and the proportion of players that are women.

3.1 *Open-ended responses*

The closed-form question were followed by a question asking respondents to give reasons for their answers. This question received an open-ended response from 12 of the respondents.

- 1 *Hosting a WSF championship show the possibility for a country to invest on the squash awareness. Number of squash court represent in a country not only the competitors, but all the players even the non-registered by the federation.*
- 2 *Why not use a ratio of inhabitants/number of squash courts to have a better idea of the strength of our sport in any country?*
- 3 *There is an inherent link between a number of the above and per-capita wealth and advancement of the particular nation. We believe this is neither fair nor representative of a world body. Similarly, simply basing on pushing players to SPIN registration (particularly masters or juniors) can lead to manipulation of the ability to gain more votes. The one exception to the above is the participation and engagement with World level events as this does demonstrate commitment to higher level squash and the world game. PSA players may well move countries and are not subject to the same eligibility requirements as WSF events.*

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

4 *Same as previous answer.*

5 *The reasons for my answers on this question would obviously be the same as for the previous question.*

6 *Federations giving priorities to players participating in International Tournaments should be encouraged.*

7 *It should be based on the country population basis with a minimum number for small countries.*

8 *We believe we should be striving for a weighted voting system that reflects a member nation's level of investment, success and participation in the sport. The simplest proxy for this would be the number of courts.*

9 *I'm not sure that accurate figures for player numbers, percentage of female players and numbers of masters/juniors are available in every country; recent hosting of world c'ship automatically favours a fixed smaller number of countries; 'agree' where criteria are more likely to be easily calculated for each country*

10 *Again suggest timelines for last 3*

11 *The countries who hold Major Championships or have many pro players may be on top of the knowledge and experience, so that they can give good influence to others but the number of votes should not be different.*

12 *These projects involve a huge amount of funds. This needs to be acknowledged through allocation of voting rights in WSF management.*

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

WSF

4. Voting rights

The next section of the survey asked respondents a series of questions related to different aspects of the voting process and the allocation of votes.

The first question asked:

If it is recommended that the WSF continues to have a system whereby some national federations have more votes than others, what would you say should be the maximum number of votes that a federation should have?

The answer options were:

Two – Three – Four – Five – More than five

Figure 3 shows the proportion of answers given to each response. The most popular response was two votes, which was given by 48% of the respondents, with a further 22% saying the number of votes should be limited to three. Roughly a quarter (26%) of respondents thought the maximum number of votes allocated to a federation should be more than five.

If it is recommended that the WSF continues to have a system whereby some national federations have more votes than others, what would you say should be the maximum number of votes that a federation should have?

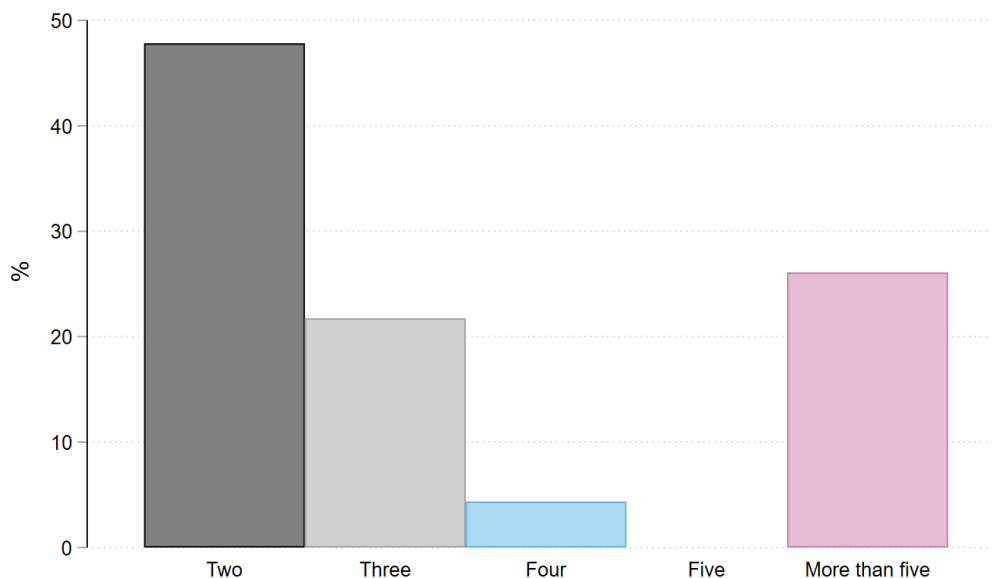


Figure 3

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

Next, respondents were asked:

Again, if it is recommended that that the WSF continues to have a system whereby some national federations have more votes than others, should the federation have to cast all of its votes the same way, or should it be allowed to split its votes in a way that it votes reflects the diversity of views in that federation? For example, if a nation has four votes, could it split them in an election between different candidates rather than have to give all four votes to one candidate?

Figure 4 summarises the results from this question and shows that 61% of respondents thought a country should have to cast all of its votes the same way.

If it is recommended that that the WSF continues to have a system whereby some national federations have more votes than others, should the federation have to cast all of its votes the same way, or should it be allowed to split its votes in a way that it votes reflects the diversity of views in that federation?

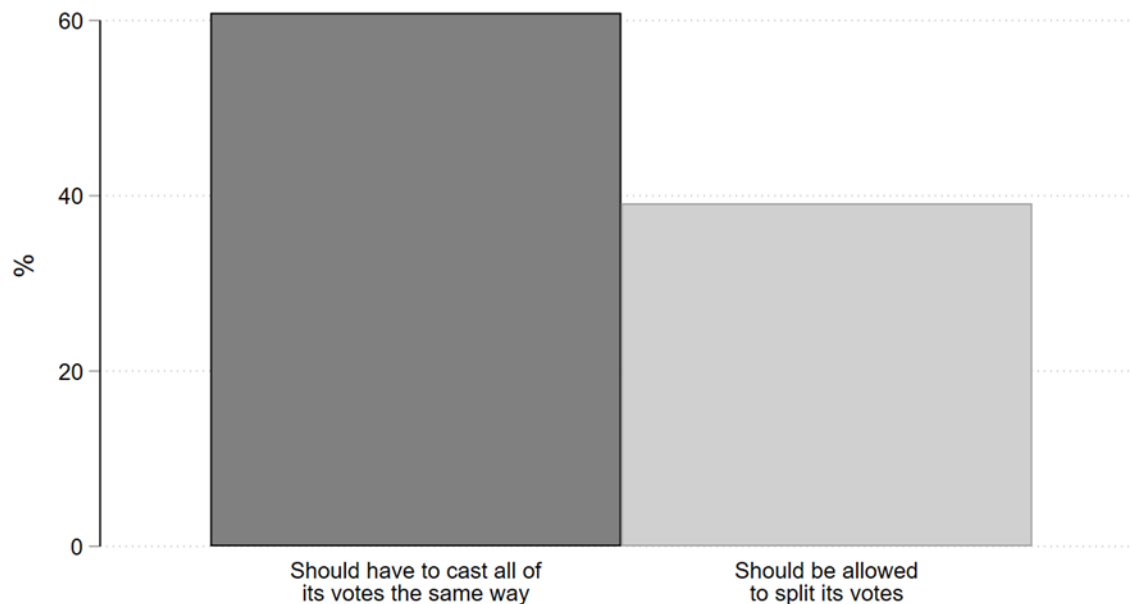


Figure 4

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

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Following this, the respondents were asked a battery of three agree/disagree questions about different aspects of the voting process:

Here are a few other questions about the WSF's voting system. For each one, please tick one box to say how much you agree or disagree with each. To what extent do you agree or disagree that...

Every national federation should each have one vote?

The number of votes a national federation has should reflect the size of the membership fee that it pays?

A motion should only be capable of being passed if at least half of the national federations attending a meeting vote for it?

As previously, the response options were a five-point scale:

1 Strongly disagree – 2 Disagree – 3 Neither disagree nor agree – 4 Agree – 5 Strongly Agree

Figure 5 illustrates the results for the question asking whether every national federation should have one vote. More respondents 'strongly disagreed' or 'disagreed' with this notion (48%) than 'agreed' or 'strongly agreed' (39%). A further 13% of respondents neither agreed nor disagreed.

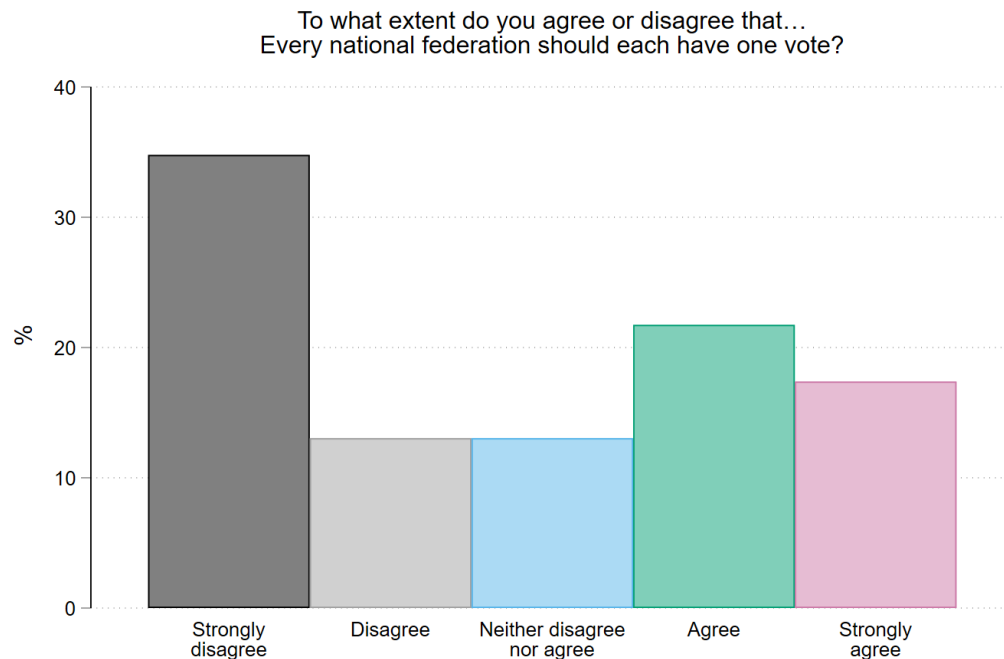


Figure 5

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

Figure 6 illustrates the results for the question asking whether the number of votes allocated to a federation should reflect the membership fees it pays. A majority of respondents (57%) 'agreed' or 'strongly agreed' with this question, with 30% saying they 'disagreed' or 'strongly disagreed'.

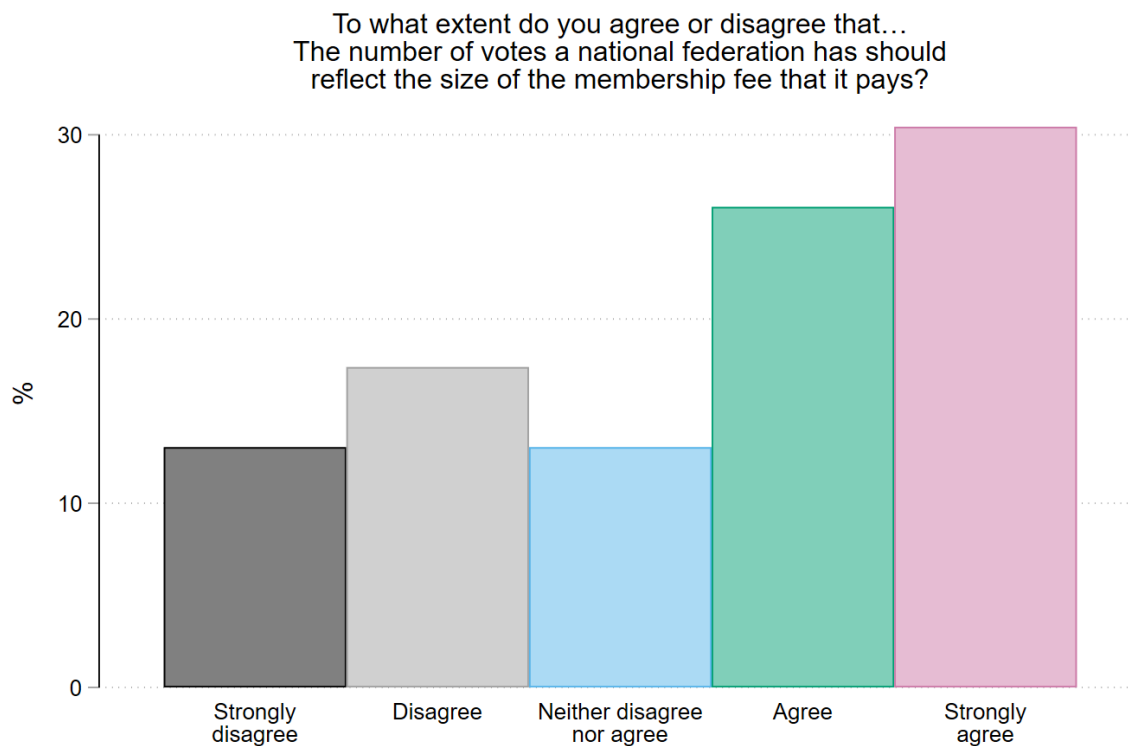


Figure 6

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

Figure 7 illustrates the results for the questioning asking about the principle that in order for a motion to pass, at least half of national federations attending a meeting should have voted for it. A majority of respondents (61%) 'agreed' or 'strongly agreed' with this notion.

This notion was endorsed by all but one (who neither disagreed nor agreed) of the respondents who had previously agreed or strongly agreed with the idea that every federation should have one vote. It was also endorsed by 45% of the respondents who previously rejected the one-nation-one-vote principle. The combination of these results suggests there might be a majority in favour of some form of qualified majority voting whereby a motion is only passed if a majority of both the number of (unequally distributed) votes and federations attending a meeting vote in favour of it.

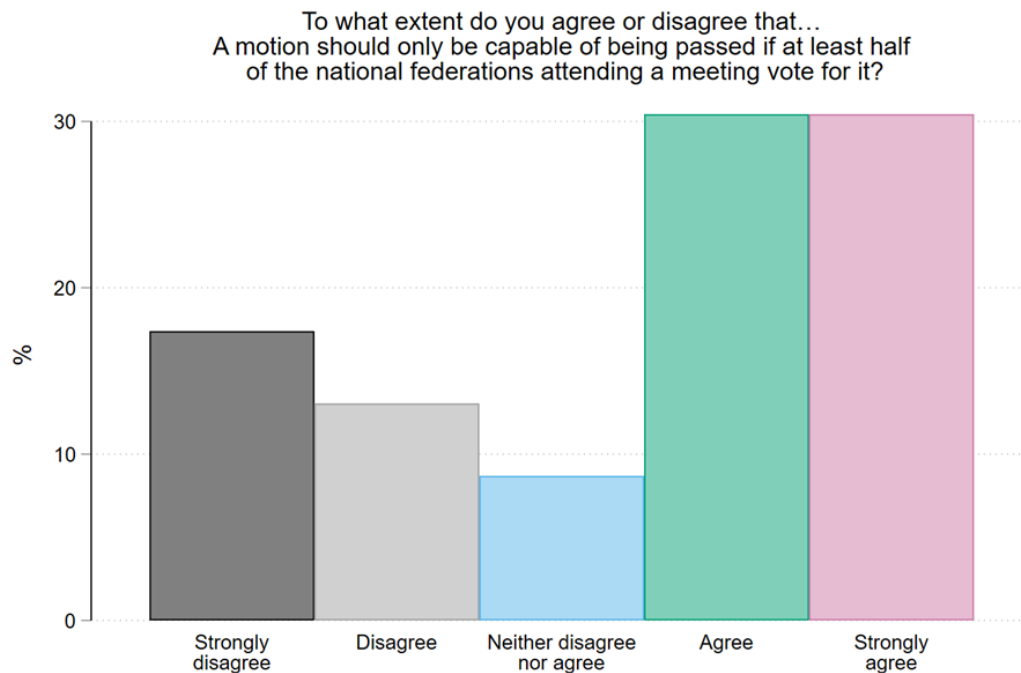


Figure 7

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

4.1 Open-ended responses

The closed-form question were followed by a question asking respondents to give reasons for their answers. This question received an open-ended response from 11 of the respondents.

1 One nation, one vote is bad, because it give too much power to network of influence. But the power of big nation has to be limited.

2 For the number of votes, a ratio inhabitants/number of courts could give a fair view of the strength of our sport in any country

3 More than 50% of the votes counted. The question above is totally misleading to those that do not fully understand the electoral system.

4 Moving to greater equality of "influence and power" will remove some of the issues raised and experienced previously regarding significant block voting. This does not need to mean that the voting system becomes strictly one-vote , one-nation (the only option given in the agree-disagree questions above), but a move towards greater parity between "small" and "large" nations would be welcomed, particularly noting the cost to "small" nations to engage with WSF voting currently and the lack of proxy or remote voting. Some suggestions for better measures to allocate a number of votes per nation include compliance with independently audited international governance standards, financial stability of the NGB, engagement with CPD for coaches, WADA compliance and similar.

5 I am happy with the current system of number of votes and connected fees and quorum for passing the motion.

6 Where there are more professional players - there the sport is better developed. Those countries should be given priority in voting.

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

- 7 *The present voting system appears fine as it is now: voting power and membership fees should remain based on the number of courts and players.*
- 8 *In order to globalize squash all National Federations should be given priority, and not the develop countries only!*
- 9 *Favour a weighted system that does not have a wide range of votes available (so max. 3 votes/country); voting should be consistent within each country (so no splitting of votes - too complicated!)*
- 10 *Regardless of the total # of votes a country has, WSF should still require a minimum % of the total number of countries at an AGM must support the motion to pass such that example 3 countries alone could pass the vote*
- 11 Same as previous comments

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

5. Ranking of criteria for allocating votes

The respondents were then asked to rank the potential criteria for allocating votes to member federations:

Please put these various criteria for allocating votes to national federations in order of importance, indicating which one that you think is most important by ticking the box in the '1' column, which you think is second most important by ticking the box in the '2' column and so on.

The number of players a country has

The proportion of a country's players that are women

The number of junior players a country has

The number of masters players a country has

The number of PSA ranked players a country has

A country's level of participation in WSF events

Whether a country has recently hosted a WSF event

The number of squash courts there are in the country

One federation, one vote

The respondents ranked the criteria from one to nine.

In order to ascertain the overall collective ranking of these criteria, the [Borda count](#) system was used. To calculate the Borda count, for each respondent's ranking, a number of points is given to option, with the maximum number of points (n) being allocated to the first ranked option, $n-1$ points being allocated to the second ranked option, $n-2$ points being allocated to the third ranked option, and so on. The maximum number of points is determined by the number of items being ranked.

In this case So the first ranked option is given nine points, the second ranked option eight points, the third ranked option seven points.... and so on until the ninth ranked option is even one point. With 23 respondents, the minimum number of points an option could theoretically receive is 23 (if everyone ranked the same option last), and the theoretical maximum 207 (if everyone ranked the same option first).

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

Figure 8 shows the total number of points allocated to each option, ordered from the first ranked option at the top of the graph and the last ranked option at the bottom.

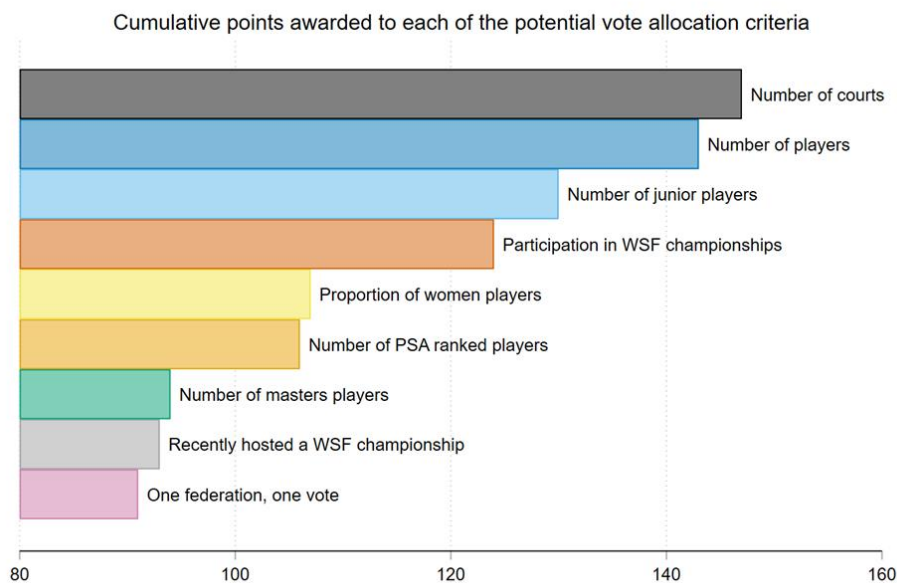


Figure 8

The results show that the number of courts is the most preferred option for allocating votes, with 43% of respondents ranking this option first, with a further 13% ranking it second, and 9% ranking it third. This was followed by the total number of players (9% ranked first, 35% ranked second, 13% ranked third), the number of junior players (4% first, 13% second, 13% third), and participation in WSF championships (9% first, 18% second, 4% third).

The bottom ranked option was one federation, one vote. Although, one federation, one vote was the first ranked option for 26% of the respondents, a majority (52%) ranked one federation, one vote last, with a further 9% ranking it second last. There was also little support for whether a country had recently hosted a WSF championship, with no respondents ranking this option first or second, and a majority (52%) ranking it in the bottom three. Similarly, there was little support for the number of masters players, with 35% ranking it in the bottom three, and only one respondent ranking it first, and another second.

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

5.1 Open-ended responses

The ranking question was followed by a question asking respondents to give reasons for their ranking. This question received an open-ended response from 10 of the respondents.

1 *The WSF vote cannot be given to the competitors or even worse to the professional. We know that the squash activity in a country include all the players.*

2 *Where is disability squash?*

3 *Same answer as before. I believe the strength of squash in countries strongly correlates with the number of courts. And I think the strongest countries should have more influence on decision making.*

4 *We have to equalise things. We all want squash to be an Olympic sport and we all have to work together to make it happen. no one federation is more important than another. This isn't cricket!*

5 *The country that builds the most squash courts, which hosts the largest number of squash events and has a largest number of players, must be able to have the maximum number of votes.*

6 *All Federations must get importance in terms in order to promote squash in their respective countries.*

7 *As other sports...*

8 *Links back to my previous answers in this survey*

9 *Difficult to define player- active plays once a year, 3 times per week, pays a membership due etc. Hosting a WSF Event within the last 10 years. Some countries could never never host a WSF event.*

10 *Participation is important and so is number of players, but overall one federation one vote.*

6. SPIN as measure of the number of squash players

Following feedback on the questionnaire at the WSF conference in Cairo, the original version of the survey, was modified to remove references to SPIN (Squash Personal Identification Number) in questions relating the number of players. Those who had already responded to the survey were invited to modify their answers if they so wished, and an additional question was added to the survey which asked:

Do you think that SPIN is a good or bad measure of the number of squash players in a country?

The response options were a five-point scale:

*1 Very bad – 2 Quite bad – 3 Neither good nor bad
– 4 Quite good – 5 Very good*

Nine respondents answered this question. Figure 9 summarises the results. A majority (5) of the respondents thought SPIN was either a 'quite good' or 'very good' measure of the number of squash players in a country. Three respondents thought it was a 'quite bad' measure. No respondents thought SPIN was a very bad measure.

Those who thought SPIN was a bad measure of the number of squash players in a country were invited to propose an alternative measure of the number of players.

- 1 Not all the players has spin number.*
- 2 Verifiable individual federation individual membership data or number of courts.*
- 3 WSF is world governing body for all squash from development to competition. SPIN only reflects the competitive player which is no doubt less than 20% of the countries playing population. Courts are a realistic, tangible and quantifiable measure.*

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

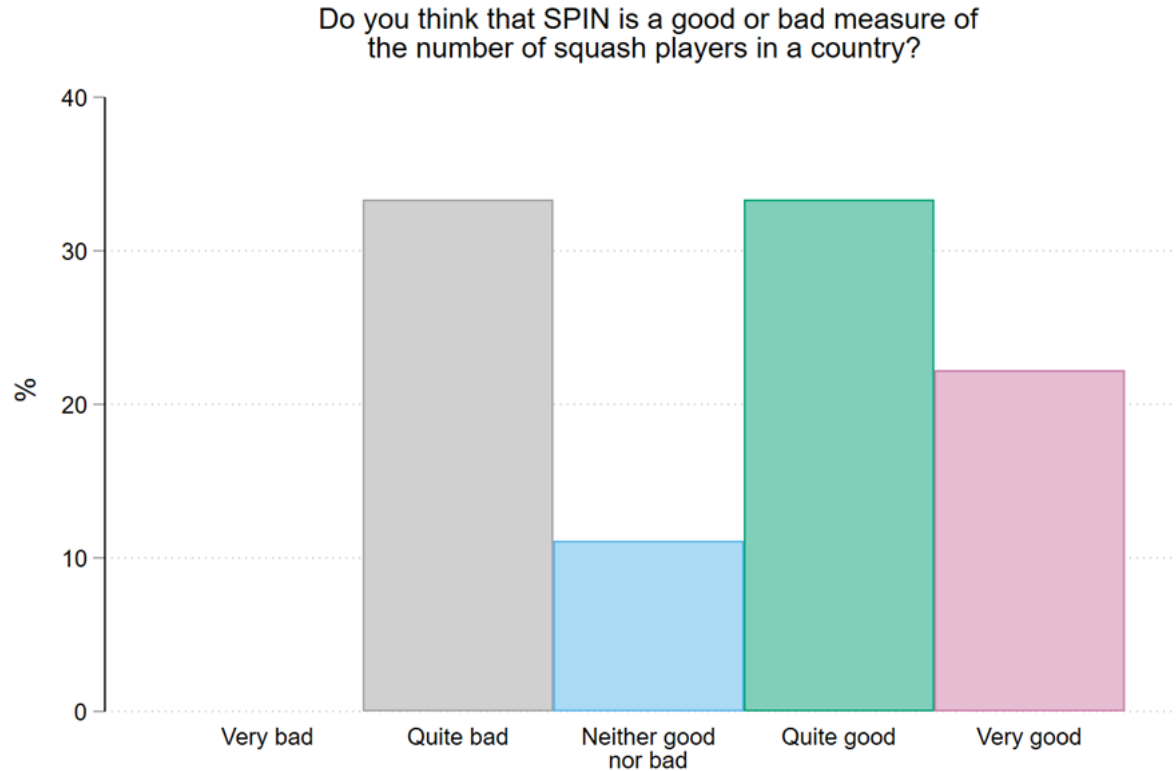


Figure 9

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

WSF

7 Additional open-ended comments

The last question of the survey gave the opportunity for respondents to give any other comments on how votes should be allocated in future to national federations. This question received an open-ended response from 12 of the respondents.

1 A more dynamic approach should be taken into account. The number of courts does not always reflect the strength of our sport in a specific country as it can happen that many courts are not maintained due to lack of interest. Countries with a fewer number of court could be in the same time much more active.

2 I do feel we have other more important things to be getting on with at the moment (Olympics and related activities) and that there is next to nothing wrong with the current electoral system so confused how/why resource is being spent there.

4 Suggestions for better measures include compliance with independently audited international governance standards, financial stability of the NGB, engagement with CPD for coaches, WADA compliance etc etc. Moving away from a "# of facilities" and "# of players model", which in many cases is inherently linked to the developmental stage and wealth of the nation and open to greater interpretation. There has to my knowledge never been an independent audit of the "number of courts" measure currently used. This is a volatile figure in many areas of the world as squash popularity changes.

5 I think the current structure of allocation of votes is correct. But I think we should change the election system which is too slow and complicated.

6 More professional players, more courts for the game, the organization of international tournaments.

7 One country one vote.

Results of the Squash Voting Review Survey

Prepared by Dr Chris Prosser

8 *The system in place seems to be working quite well. Our federations therefore supports the existing voting structure.*

9 *No Federations should have more than two votes. This will ensure the rich and powerful countries/Federations help other member nations to grow squash in their countries.*

10 *Not sure that you have offered enough options in this survey. There seems to be no recognition of per capita or national membership numbers.*

Strongly disagree with 1 vote / 1 nation. It potentially allows the door to be opened for the manipulation (buying) of votes. A small nation with very few members would have the same voting power as a large member nation and that nation might become the target of political pressure or persuasion. It has happened in other sports and while it might seem to be democratic in reality it unrealistically increases the worth of member nations at the expense of those who have contributed far more.

11 *All of the above measures reflect different facets of the sport in any country.*

12 *We strongly believe a professionally facilitated total governance audit is required far before any consideration being given to voting and/or membership dues models.*

We totally support a weighted democracy.

Did this Committee research how each squash country allocates votes and assesses membership dues versus what other sports do? Was is ever considered that WSF Board appointed this "Review Committee" and that is should also include representatives from all 5 Regions.

Thoughts include Increasing dues decentisizes increasing membership # and participations. There should be consideration to % of players to the overall population of a country to allow the smallest countries to be equal to massively populated countries. We all should want increases in number of players and participation worldwide.

13 *We have no problem with current system, however, if you ask us for the general opinion about voting, these are our answers.*

14. The concept of “one-country, one-vote” is an appealing one on the surface. It is however a flawed idea at its core since it allows for countries with very little participation in the sport to have the same legislative power as countries which have developed and grown the sport for decades.

- The concept allowed a scenario (i.e. FIFA) where a presidential candidate stayed in power by providing incentives to smaller countries and securing their vote, leaving countries with high number of athletes, and participation unrepresented. Arguably in fact FIFA collapsed amidst widespread corruption as a direct result of its shift to “one country, one vote”.
- It is the explicit duty of the WSF Board to engage and serve all member countries of all sizes. There should be a proactive effort to ensure that committees have representatives across the globe. Engagement of regional federations is also crucial and insures that smaller countries have a meaningful voice and role.
- In squash for example, a country like El Salvador, that has approximately 200 squash players registered in their federation, would have the same influence over the organization as a country like Egypt or England, where more than 15,000 people play the sport. This makes no sense in terms of sound governance.

- A one-country, one-vote system lends itself to corruption, as proposals to institute term limits restrictions can be voted down by small countries persuaded by current officers in order to maintain their positions as has been the case with FIFA.
- German soccer federation president Wolfgang Niersbach emphasized the need to change the current FIFA voting system on his 10-point plan proposal to clean up FIFA. Niersbach is in favor of democratic participation but thinks a certain weight of each vote based on the size and sporting relevance of the federations would be going in the right direction.
- Finally, the one-country, one-vote system perpetuates a cycle of inequity. Squash power in smaller nations concentrates itself in fewer officials and stakeholders, which makes it more prone to corruption. This leaves little room for new leaders and ideas to have a positive impact in the organization.
- A lot has been written about the failure of the idea of “one country one vote” in the context of international governing bodies of all kinds. The consensus is that it is not an effective mechanism for sound governance. Careful research is required.

SUMMARY

The results from the first two items in the questionnaire indicate that most respondents were satisfied with the use of squash courts as a criteria for determining the allocation of voting rights, as part of a set of factors.

The number of Junior players, Participation in WSF Championships and Number of players also received a positive response in the first question and Participation in WSF Championships and Number of players received a positive response in the second question.

Our view is that participation in World Team Championships signals the greatest level of involvement and could be used as a criteria to gain an additional vote. Where nations participate in both Male & Female categories of Senior & Junior World Championships regularly they are demonstrating a level of maturity as a squash nation that merits an increase in voting rights.

Although item 6 of the questionnaire shows that there are nearly as many respondents who are against and for SPIN. Our view is that SPIN should be used as the barometer for determining the number of participants (players, officials, coaches etc) to obtain reliable data on national individual participation in squash activities.

Voting Model

- **The voting model proposed for consideration is:**
- 1 vote for full members and up to a maximum of 5 votes based on a weighted index comprising 2 votes based on the number of courts, 1 vote for minimum participation in WSF Championships and 1 for a minimum number of SPINs.

VOTES	DETAILS
1	All Full members
2	Verified court numbers: <ul style="list-style-type: none">• 1 additional vote 501 – 1,000 courts (<i>Current bands 3 & 4 votes</i>)• 1 additional vote 1,001 + courts (<i>Current bands 5 & 6 votes</i>)
1	A minimum of 80% participation in each of the WSF World Senior & Junior Team Championships in the ten years preceding the year of the AGM i.e. four out of five of each of the four events, calculated separately, held during the period.
1	For nations who have 750+ SPINs on 31 December of the year preceding the AGM

- **Background:**
- Verified Court numbers. Using the 2018 figure of 78 full members, 11 fell into bands 3 & 4 and so would have one extra vote, while 8 were in bands 5 & 6 so would have two extra votes.
- SPINs. Currently 6 nations exceed the 750 threshold.
- **Note:** If a weighted index / revised bands for voting are adopted, WSF needs to review the basis / levels of subscriptions.

Review by the Governance & Audit Commission

To: The Board of the World Squash Federation

The Governance & Audit Commission has been requested to review the process implemented relating to the WSF Voting Structure & Representation Report.

A presentation was made to the Governance & Audit Commission on May 22, 2019 by Huang Ying How with respect to the composition of the people involved within the Review Group, the process implemented and the final report.

The Governance & Audit Commission supports the process implemented which included the following:

- 1.Representatives of the WSF and independent people with applicable skills composing the Review Group.
- 2.A thorough outreach to the WSF members via survey created and overseen by parties with expertise.
- 3.A discussion on the matter at the Cairo AGM in November 2018.
- 4.The sharing of the survey results.
- 5.The sharing of the proposed voting model as well as a graph describing current voting numbers and proposed voting numbers
- 6.The consistency between the data collected from the survey and the recommendations from the Review Group.

We commend the Review Group on its process.

Sincerely

The WSF Governance & Audit Commission

APPENDIX

- VOTING BAND BASED ON VRG WEIGHTED MODEL
USING 2018 WSF REGISTRATION INFORMATION

WSF VOTING REVIEW GROUP BACKGROUND - OPTION COMPARISONS

Nation	Proposed Breakdown (Max 5)				World Champs, 80%		SPIN 1 Vote 750+	PROPOSAL VOTES
	Current Vote (Max 6)	Full Member 1 Vote	Court Numbers 1 Vote 501 - 1000	Court Numbers 1 Vote 1001+	i.e four out of five of each of the four events, calculated separately, held ten years preceding the year of the AGM			
Australia	6	1	1	1	1		1	5
Egypt	6	1	1	1	1		1	5
England	6	1	1	1	1		1	5
South Africa	5	1	1	1	1		1	5
USA	6	1	1	1	1		1	5
Canada	5	1	1	1	1			4
France	6	1	1	1	1			4
Germany	6	1	1	1	1			4
Hong Kong China	3	1	1				1	3
India	4	1	1			1		3
Malaysia	3	1	1				1	3
New Zealand	4	1	1			1		3
Czech Republic	3	1	1					2
Kuwait	4	1	1					2
Mexico	3	1	1					2
Netherlands	3	1	1					2
Pakistan	4	1	1					2
Poland	3	1	1					2
Switzerland	3	1	1					2
Bahrain	1	1						1
Barbados	1	1						1
Belgium	2	1						1
Bermuda	1	1						1
Botswana	1	1						1
Brazil	2	1						1
British Virgin Islands	1	1						1
Cayman Islands	1	1						1
China	2	1						1
Chinese Taipei	2	1						1
Colombia	2	1						1

APPENDIX

- EXISTING VOTING BAND BASED ON COURTS

WSF VOTING REVIEW GROUP BACKGROUND - OPTION COMPARISONS				
(Bands used to compile the chart are at the base)				
Nation	Current Voting Band (based upon the number of courts in the country)	SPIN Band (based upon Registered players from the country)	Participation Band (based upon World Team Championship entries in last 10 years)	Event / Meeting hosting A=AGM B=Coaching/Ref Conf C=World Team Champ (last 10 years)
Australia	6	5	6	
Egypt	6	5	6	B, C
England	6	6	6	A
France	6	3	6	A, A, C, C, C, C
Germany	6	4	6	B, C
USA	6	5	6	A, C
Canada	5	3	6	C
South Africa	5	6	6	
India	4	4	6	A, C
Kuwait	4	1	3	
New Zealand	4	3	6	A, C, C
Pakistan	4	2	4	
Czech Republic	3	3	2	
Hong Kong China	3	6	6	A, B
Malaysia	3	6	6	A, B
Mexico	3	1	3	
Netherlands	3	2	5	A, C
Poland	3	3	1	B, C, C
Switzerland	3	2	4	C
Argentina	2	1	3	
Austria	2	1	4	
Belgium	2	2	1	
Brazil	2	2	1	
China	2	1	2	
Chinese Taipei	2	1		
Colombia	2	1	4	B
Denmark	2	1	2	B, C
Finland	2	2	3	
Hungary	2	2	1	
Ireland	2	3	5	
Italy	2	3	2	
Japan	2	3	4	
Korea	2	2	2	
Norway	2	2		
Qatar	2	1	1	C
Saudi Arabia	2	1		
Scotland	2	2	2	
Singapore	2	3		
Spain	2	3		
Sweden	2	2	2	A, B
Wales	2	2	4	
Bahrain	1	1		

WSF VOTING REVIEW GROUP BACKGROUND - OPTION COMPARISONS

(Bands used to compile the chart are at the base)

Nation	Current Voting Band (based upon the number of courts in the country)	SPIN Band (based upon Registered players from the country)	Event / Meeting hosting A=AGM B=Coaching/Ref Conf C=World Team Champ (last 10 years)
South Africa	5	6	
Malaysia	3	6	A, B
Hong Kong China	3	6	A, B
England	6	6	A
USA	6	5	A, C
Egypt	6	5	B, C
Australia	6	5	
India	4	4	A, C
Germany	6	4	B, C
Spain	2	3	
Singapore	2	3	
Poland	3	3	B, C, C
New Zealand	4	3	A, C, C
Japan	2	3	
Italy	2	3	
Ireland	2	3	
France	6	3	A, A, C, C, C, C
Czech Republic	3	3	
Canada	5	3	C
Wales	2	2	
Ukraine	1	2	
Switzerland	3	2	C
Sweden	2	2	A, B
Scotland	2	2	
Russia	1	2	
Portugal	1	2	
Pakistan	4	2	
Norway	2	2	
Netherlands	3	2	A, C
Korea	2	2	
Iran	1	2	
Hungary	2	2	
Finland	2	2	
Brazil	2	2	
Belgium	2	2	
Zimbabwe	1	1	

NOTIONAL SPIN BAND	
SPINS	No. of Votes
0-100	1
101-250	2
251-400	3
401-600	4
601-850	5
851+	6

APPENDIX

- VOTING BAND BASED ON PARTICIPATION

WSF VOTING REVIEW GROUP BACKGROUND - OPTION COMPARISONS

(Bands used to compile the chart are at the base)

Nation	Current Voting Band (based upon the number of courts in the country)	Participation Band (based upon World Team Championship entries in last 10 years)	Event / Meeting hosting A=AGM B=Coaching/Ref Conf C=World Team Champ (last 10 years)
South Africa	5	6	
Malaysia	3	6	A, B
Hong Kong China	3	6	A, B
England	6	6	A
USA	6	6	A, C
Egypt	6	6	B, C
Australia	6	6	
India	4	6	A, C
Germany	6	6	B, C
New Zealand	4	6	A, C, C
France	6	6	A, A, C, C, C, C
Canada	5	6	C
Ireland	2	5	
Netherlands	3	5	A, C
Japan	2	4	
Wales	2	4	
Switzerland	3	4	C
Pakistan	4	4	
Colombia	2	4	B
Austria	2	4	
Finland	2	3	
Mexico	3	3	
Kuwait	4	3	
Guatemala	1	3	
Argentina	2	3	
Italy	2	2	
Czech Republic	3	2	
Sweden	2	2	A, B
Scotland	2	2	
Korea	2	2	
Zimbabwe	1	2	
Venezuela		2	
Namibia	1	2	C
Denmark	2	2	B, C
China	2	2	
Poland	3	1	B, C, C

NOTIONAL PARTICIPATION BAND

Events	No. of Votes
0-3	1
4-5	2
6-7	3
8-10	4
11-14	5
15+	6

Squash Voting Review Working Group: Benchmarking

With the aim to explore how some organisations have defined their voting regulations and showcase different models and how they work, the Squash Voting Review Working Group (SVRWG) have mandated a benchmarking summary. This document details the voting system of five international Olympic sport federations which display the diversity of solutions organisations may choose to adopt.

International Table Tennis Federation (ITTF)	226	- Each Association not in arrears (1.16.3.3) shall have 1 vote	Decision-making equality among all members regardless of development levels of the sport. Fits organizational reality whereas all members are equal.	Allows for political arrangements and equalizes members that do not invest in development of the sport with others who do.
International Tennis Federation (ITF)	211 148 Class B 63 Class C	- Class B (6 different levels of 'shares' – 12, 9, 7, 5, 3 and 1) and Class C membership (Class C has no voting rights) - Criteria for increasing and decreasing Share allocations <u>Participation</u> - Performance and participation in the Davis Cup and Fed Cup, Junior Davis Cup and Junior Fed Cup, World Junior Tennis and Wheelchair World Team Cup. - Performance in the ATP / WTA rankings, Junior World Rankings and Wheelchair World Rankings. <u>Organisation</u> - Organisation of national and international tournaments. <u>Development, Administration and Competitions</u> - Commitment and capability in tennis development (players, coaches and participation), administration (staffing, planning and facilities) and national competitions.	Three clear assessment criteria for voting rights allocation. Voting representation according to the member contribution to the organizational developmental priorities. Voting weight criteria allow for different organizational realities and benefits those who are active. Weights are reviewed every four-year period.	Rich and well-developed nations are most likely to control voting outcomes. Voting shares might create imbalance of forces.
International Volleyball Federation (FIVB)?	222	- 1 NF, 1 vote	Decision-making equality among all members regardless of development levels of the sport.	Allows for political arrangements and equalizes members that do not invest in development of the sport with those who do.
World Taekwondo Federation (WTF)	209 members 36 Council members	- One member, one vote. - One council member, one vote	Allows for the Council to exercise voting voice, beyond member interest.	Misrepresentation of membership interest by giving voting rights to council membership.

Organisation	Members	Main Features	Pros	Cons
Badminton World Federation (BWF)	176	<ul style="list-style-type: none"> - 1 vote A Member of the Federation - 1 additional vote More than 10,000 registered players in each of the four years of the Assessment Period. - 1 additional vote Participation in 7 out of these 12 events during the Assessment Period: Sudirman Cup (2 events), Individual Continental Championships (a maximum of 2 events), World Championships (3 events), Olympic Games (1 event), World Junior Team Championships (4 events) - 1 additional vote Having one player or more in the top 40 world ranking in any of the five (5) disciplines as per the world ranking list for the qualification for the most recent Olympic Games held. - 1 additional vote Hosting at least one (1) of these events in three (3) out of the four (4) years of the Assessment Period: Super Series, Grand Prix or International Challenge). - The number of votes a Member is entitled to is fixed for a four (4) year period starting after the end of the Assessment Period. - The voting strength of a Member in Good Standing as described in Clause 15.21 shall apply to any proposal to the AGM under the Constitution of the Federation with the exception of Clauses 12 Admission to Membership, Clause 13.11 Expulsion, and Clause 36 Dissolution. For a proposal under Clauses 12, 13.11 or 36, each Member in Good Standing shall be entitled to one vote only 	<p>Voting representation according to the member contribution to the organizational developmental priorities.</p> <p>Voting weight criteria allow for different organizational realities and benefits those who are active on different areas.</p> <p>Weights are reviewed every four-year period.</p>	<p>Well-developed nations are most likely to control voting outcomes.</p> <p>Additional vote is not necessarily an incentive for membership activity.</p>

Commission composition pre 2018 AGM.

Athletes Commission, WSF Board and staff excluded.

People	– vote nation
25	– 6 vote
5	– 5 vote
14	– 4 vote
13	– 3 vote
10	– 2 vote
4	– 1 vote
2	– Associate

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