



# ALBANIA

## GENDER EQUALITY IN SPORT

LEAFLET 2019<sup>1</sup>



TOTAL POPULATION  
**2.888.514**  
MEDIAN AGE  
**36.2** YEARS



GDP PER CAPITA  
**15.778** €<sup>2</sup>



POPULATION

**50.1%**

MALE



FEMALE

**49.9%**

LIFE EXPECTANCY

**74.8** YEARS

MALE

FEMALE

**80.3** YEARS

Sources: Countrymeters 2019

### “ALL IN: TOWARDS GENDER BALANCE IN SPORT”

The data in this factsheet is from the “ALL IN: Towards gender balance in sport”, a European Union (EU) and Council of Europe joint project. Its aim is to provide support to public authorities and sport organisations when adopting gender mainstreaming strategies and in designing and implementing policies and programmes to address gender inequality in sport. The project **covers and standardises data collection in 18 countries, based on a set of commonly agreed “basic” gender equality indicators** in six strategic fields: leadership; coaching; participation; gender-based violence; media/communication; and policies and programmes addressing gender equality in sport.

- To find more results for Albania, and the other countries involved in the project, as well as examples of good practice and a toolkit on gender equality in sport, have a look at the project website: [www.coe.int/sport/ALLIN](http://www.coe.int/sport/ALLIN)

ALL IN: Towards gender balance in sport (Erasmus +)

Funded  
by the European Union  
and the Council of Europe



EUROPEAN UNION

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Implemented  
by the Council of Europe

1. The results are based on 22 Olympic sport federations plus the Ministry of Education, Sport and Youth, and the Olympic Committee. All data was collated on 31 December 2018 except for the area of participation in sport, which was collated on 31 December 2017
2. Estimated for 2019

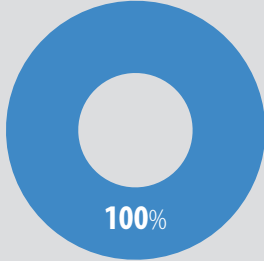


# LEADERSHIP

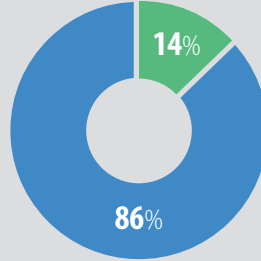
## DATA SEPARATED BY GENDER



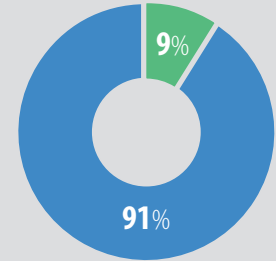
**1** FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



**2** FEMALE AND MALE VICE-PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



**3** PERCENTAGE OF FEMALE AND MALE EXECUTIVE HEADS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)

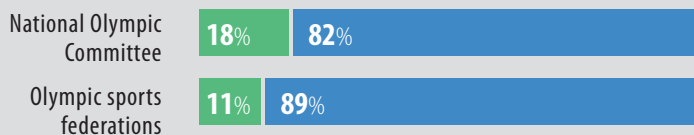


- ▶ All 22 Olympic sport federations have a male president **1**.
- ▶ 14% (n=2) of the 14 vice presidents are women **2**.
- ▶ Only one federation, taekwondo, has the same number of male and female vice-presidents.
- ▶ 9% (n=2) of the sport federations have a female executive head **3**.

**THE MINISTRY OF EDUCATION, SPORT AND YOUTH** has five females and six males in administrative/managerial positions.

**THE OLYMPIC COMMITTEE** is chaired by a male president and a male vice president. The executive head of the Olympic Committee is a male.

**4** FEMALE AND MALE BOARD MEMBERS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS AND THE NATIONAL OLYMPIC COMMITTEE (%)



The representation of women on the boards of both the Olympic sport federations and the Olympic Committee is low, respectively at 11% and 18% **4**.

Only the gymnastics federation has a balanced representation of men and women on its board.

**41%** (n=9) of the federations have no female board members.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN IN DECISION-MAKING POSITIONS

**55%** (n=12) of the sport federations have implemented

**actions/measures to recruit or increase the number of women in elected/appointed decision-making positions in sport since 2015.** These federations are archery, athletics, badminton, basketball, boxing, canoeing, football, judo, shooting, swimming, taekwondo and volleyball.

**77%** (n=9) of these sport federations have established transparent, clear and gender-friendly election/appointment procedures. 50% (n=6) have included a gender balanced representation on boards/committees in their statutes.

The Olympic Committee has taken many actions, and used different tools, to recruit or increase the number of women in decision making positions including: producing a written action plan/strategy to increase the number of women in leadership positions; organising transparent, clear and gender-friendly election and appointment procedures; including gender representation in the statutes in relation to its boards/committees; establishing gender quotas/targets in election/appointment procedures; developing education/training courses on leadership for women only; running training seminars, workshops, etc. for decision makers; and organising awareness raising campaigns to encourage women to stand for decision making positions.

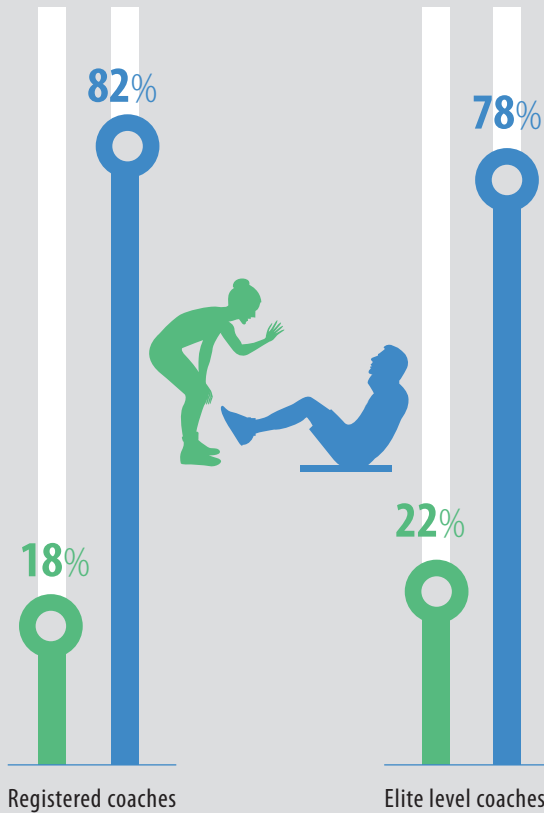


# COACHING<sup>3</sup>

## DATA SEPARATED BY GENDER

5

**FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)**



In the Olympic sport federations, female coaches account for **18%** (n=149) of registered coaches and **22%** (n=25) of employed elite level coaches.

### ALL REGISTERED COACHES

**Federations with the highest percentage of registered female coaches:**

- ▶ Gymnastics: 60% (n=18)
- ▶ Athletics: 40% (n=20)
- ▶ Archery: 38% (n=6)

**Federations with the highest percentage of registered male coaches:**

- ▶ Boxing (n=20), cycling (n=15), handball (n=6), rowing (n=4), weightlifting (n=14), and wrestling (n=32). All these federations have only male registered coaches.



*No federation has a gender balance in their registered coaches.*

### ELITE LEVEL COACHES

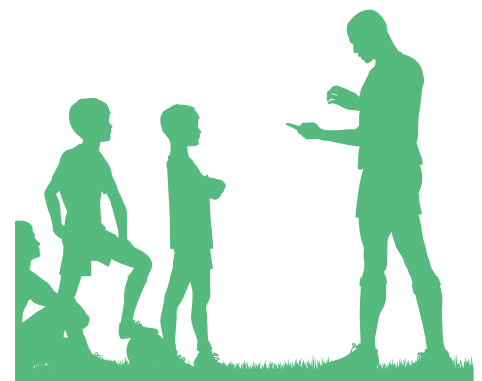
- ▶ **50%** (n=11) of the federations have employed elite level female coaches.
- ▶ The number of female elite level coaches employed varied from 1-8 – a total of 25.
- ▶ **73%** (n=16) of the federations have employed between 1-23 male elite level coaches – a total of 88.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

**41%** (n=9) of the **sport federations** have implemented actions/measures to recruit or increase the number of female coaches since 2015. These federations are archery, badminton, canoeing, equestrian, football, judo, swimming, taekwondo, and tennis.

There are two actions that more than half of these federations have used to recruit or increase the number of female coaches. These are transparent, clear and gender friendly recruitment procedures (78%, n=7) and education/training courses for female coaches only (56%, n=5).

The **Olympic Committee** has developed a written action plan/strategy, arranged awareness raising campaigns targeting females, and held education/training courses for women only in order to recruit or increase the number of female coaches.



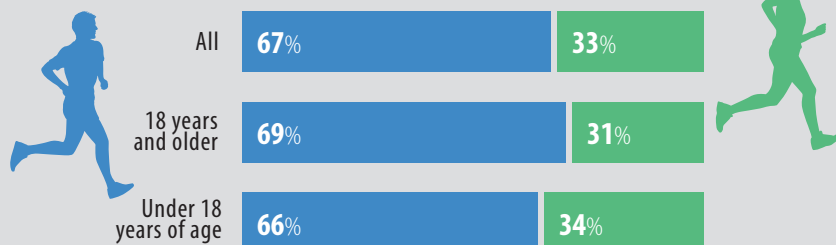
3. In the following section, the term "coaches" also covers trainers and instructors



# PARTICIPATION<sup>4</sup> (from grassroots to elite sport)

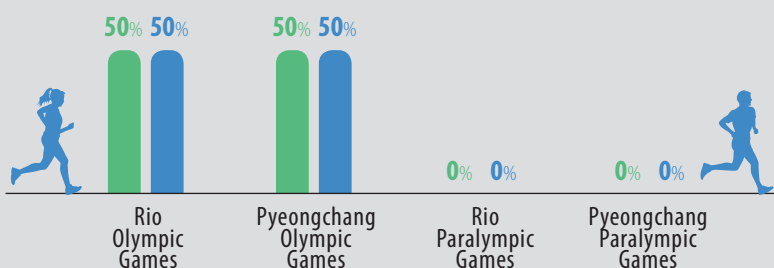
## DATA SEPARATED BY GENDER

### 6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



- ▶ Girls (34%) and women (31%) are less likely to be members of a sport club/federation than boys (66%) and men (69%) (Figure 6). 81% (n=17) of the sport federations have fewer than 40% female members.
- ▶ Gymnastics and volleyball are the sports with the largest proportion of women with, respectively, 72% and 62%, while wrestling (99%) and skiing (94%) have nearly all male members.
- ▶ Only the badminton federation is close to reaching a gender balance with 54% (n=27) female and 46% (n=23) male members.

### 7 FEMALE AND MALE PARTICIPANTS AT THE OLYMPIC AND PARALYMPIC GAMES IN RIO (2016) AND IN PYEONGCHANG (2018) (%) - (SOURCE: INTERNATIONAL OLYMPIC COMMITTEE (IOC))



**7** shows that the Albanian delegations had an equal number of female and male athletes participating in both the Olympic Games in Rio (n=3) and in Pyeongchang (n=1).

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF GIRLS AND WOMEN ACTIVE IN SPORT AND/OR IN PHYSICAL ACTIVITY

**55%** (n=12) of the sport federations have implemented actions/measures to increase the number of girls and women active in sport and/or in physical activity, since 2015. These federations are badminton, basketball, canoeing, cycling, equestrian, football, judo, swimming, taekwondo, tennis, volleyball and weightlifting.

**75%** (n=9) of those who have implemented actions/measures to get more girls and women active in sport and physical activity have organised awareness raising campaigns, targeting girls and women and ensured equal access to sport facilities for both genders.

The **Ministry of Education, Sport and Youth** has organised awareness raising campaigns, targeting girls and women, worked to improve girls/women's access to sport facilities and have adapted competitions and championships so that they better suit females.

The **Olympic Committee** has also taken a number of measures in this area including: organising awareness raising campaigns; providing training seminars, workshops, etc. for coaches and/or for decision makers; improving access to sports' facilities for both genders; running taster sessions for girls and women only; and offering changes to sporting opportunities, such as the introduction of new sports, activities or ways of practising them, tailored to girls and women.

## ACTIONS/MEASURES TAKEN TO IMPROVE THE SITUATION FOR FEMALE ELITE LEVEL ATHLETES

**41%** (n=9) of the sport federations have implemented actions/measures to improve the situation for female elite level athletes since 2015. These include archery, basketball, football, gymnastics, judo, skiing, swimming, tennis and wrestling.

Some of the actions are, in different ways, related to the opportunities female athletes are offered to compete internationally. The tennis federation, for example, has put in place a programme to prepare its female athletes for the Federation Cup 2020 and the gymnastics federation is proposing to organise training camps for female elite gymnasts only.

The **Ministry of Education, Sport and Youth** believes that the new Law for Sport (nr.79), introduced in 2017, should contribute to improving the position for female elite athletes.

4. The Football Federation did not answer the questions about membership

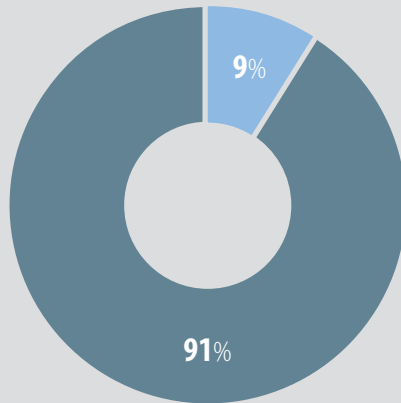


# GENDER-BASED VIOLENCE

## ACTION PLAN

8

NATIONAL OLYMPIC SPORT FEDERATIONS THAT HAVE A POLICY/ACTION PLAN TO PREVENT AND COMBAT GENDER BASED VIOLENCE IN SPORT (%)

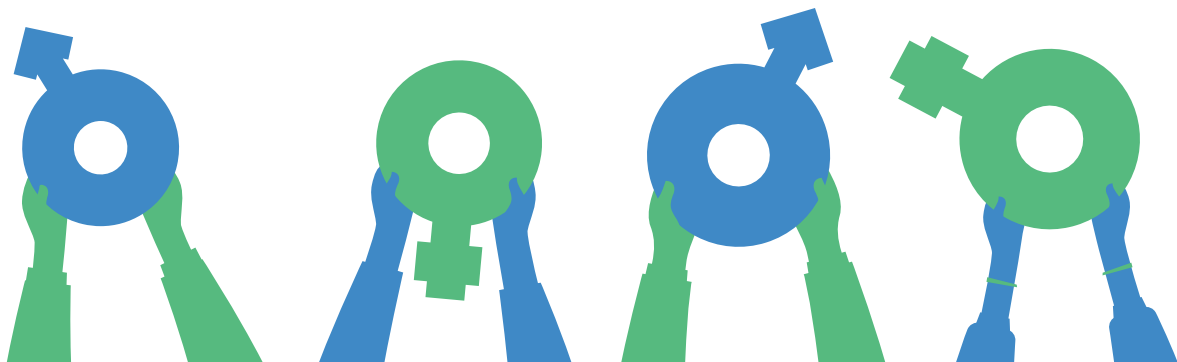


● Have a policy and/or action plan  
● Don't have a policy and/or action plan

**8** shows that only two sport federations (9%), football

and weightlifting, have a written policy and/or action plan for preventing and combating gender-based violence in sport. They were both adopted in 2016.

Of these two federations, only football has a monitoring and evaluation mechanism to assess progress, as well as human resources dedicated to the implementation of the policy/action plan.



## ACTIONS/MEASURES TAKEN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE

14%

(n=3) of the sport federations have implemented actions/measures to prevent and combat gender-based violence in sport since 2015. These federations are football, taekwondo and volleyball.

All three federations forbid gender-based violence in the organisation's statutes/rules/laws and they have developed codes of conduct/ethical guidelines for coaches and people in managerial and decision-making positions. The football federation has been particularly active in this field and has implemented several measures, in addition to those already mentioned above. For example, it has organised courses and workshops and has introduced formal complaint procedures and guidelines for handling cases.

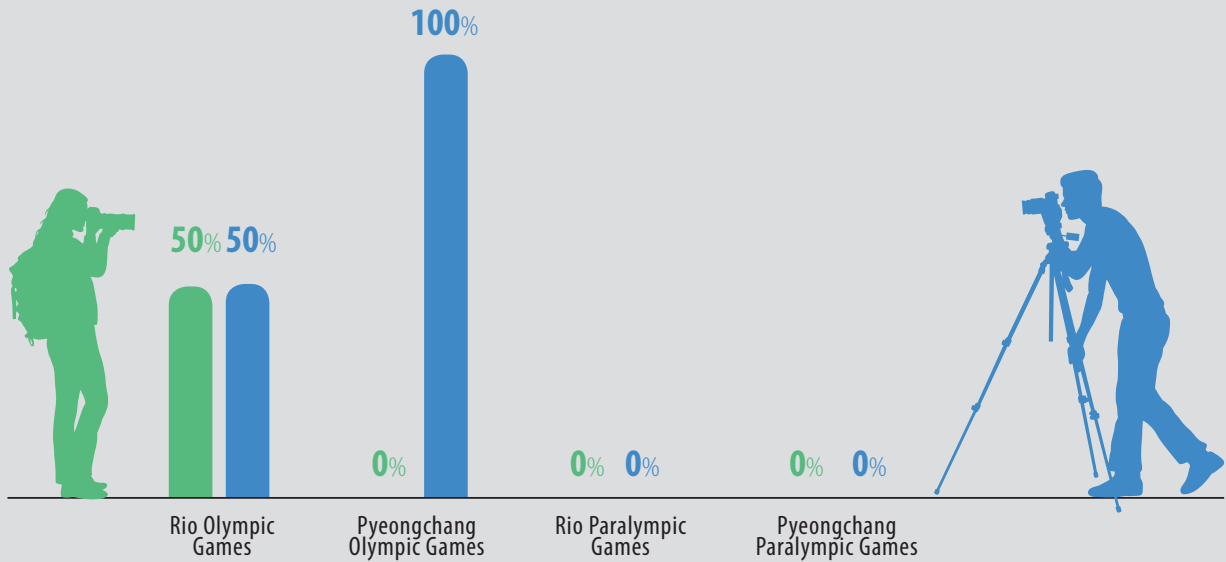


# MEDIA/COMMUNICATION

## DATA SEPARATED BY GENDER

9

FEMALE AND MALE JOURNALISTS/  
REPORTERS ACCREDITED TO THE OLYMPIC AND  
PARALYMPIC GAMES (%) (SOURCE: IOC)



There was a gender balance among the Albanian journalists and reporters at the Rio Olympic Games. Only one male reporter attended the Olympic Games in Pyeongchang **9**.

## COMMUNICATION GUIDELINES

**14%** (n=3) of the **sport federations** have **guidelines for ensuring a gender balanced representation in their communication materials, including social media.** As an example, the skiing federation states that images of both genders are to be used in their social network posts.





# GENDER EQUALITY POLICIES AND PROGRAMMES

## LONG-TERM BUSINESS PLAN AND ACTION PLAN



Athletics, canoeing, cycling, football, handball, judo, rowing, skiing, swimming, table tennis, taekwondo, tennis, volleyball, and weightlifting

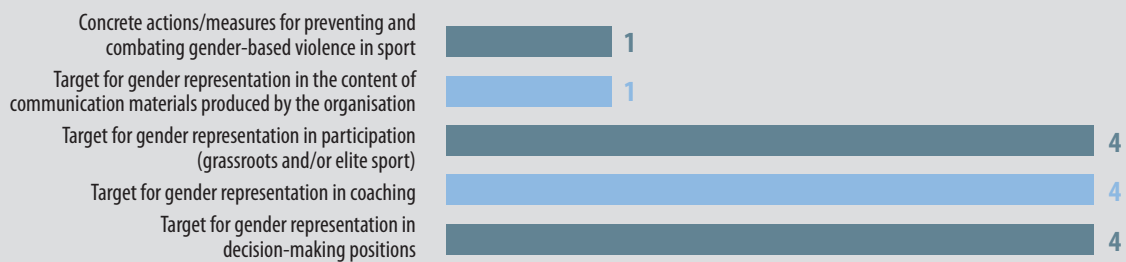


Football, judo, swimming, and taekwondo

- ▶ As seen on the left side, gender equality is mentioned in 64% (n=14) of the sport federations' long term or business plans. 18% (n=4) have a written policy/action plan for advancing towards equality between women and men in sport, which were adopted in either 2016 or 2017.
- ▶ The **Ministry of Education, Sport and Youth** includes gender equality in its long term or business plan but does not have a specific action plan for gender equality in sport.
- ▶ The **Olympic Committee** refers to gender equality in its long term or business plan and has also developed a specific policy for advancing towards gender equality in sport.

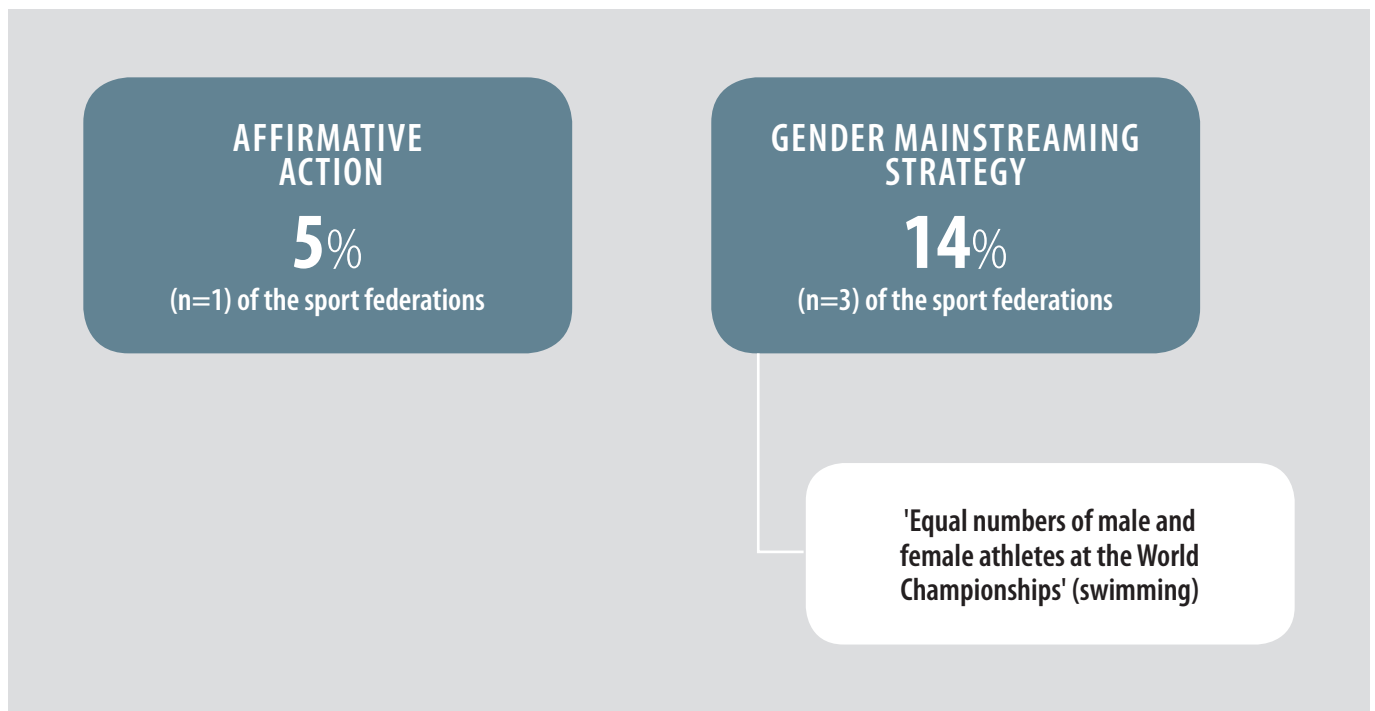
### 10

#### CONTENT OF THE SPECIFIC POLICY/ACTION PLAN FOR GENDER EQUALITY AMONG THE NATIONAL OLYMPIC SPORT FEDERATIONS (N=4)



- ▶ **10** shows that those federations with a specific policy/action plan for gender balance in their sport have targets for gender representation in decision making positions, coaching and active participation (n=4). Only one has a target for gender balanced representation in its communication materials and only one federation includes concrete actions/measures for preventing and combating gender-based violence in their policy/action plan for gender equality.
- ▶ The **Olympic Committee** mentions all five areas in Figure 10 in its specific policy/action plan for gender equality in sport.

# AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



**5%** of the **sport federations** are taking affirmative action and 14% have adopted a gender mainstreaming strategy. Examples of strategies used are mentioned above.

## THE OLYMPIC COMMITTEE

is using both affirmative action and a gender mainstreaming strategy. Examples:

*'From 1998, three national conferences about "Females and Sport" have been organised, where different issues have been addressed.'*

*'The Olympic Committee is committed to having the right ratio of women in their decision-making positions, as well as involving them in the national representative teams and on training courses, seminars, forums, etc.'*

## CONCLUSION

Men hold the most powerful positions in Albanian sport. All presidents of the 22 Olympic sport federations are men, while 14% of the vice-presidents are women. Women account for 18% of all registered coaches and 22% of the employed elite level coaches.

About half of the federations have been working to change the situation in relation to leadership and membership. Almost two thirds of the sport federations have gender equality mentioned in their overall long-term plans, but only three have a specific written policy for advocating gender equality in their sport.

41% have implemented measures to increase the number of female coaches. However, only 14% have initiated work to prevent and combat gender-based violence in sport. Football stands out as the sport that has been the most active in preventing and combating gender-based violence.

The Albanian Olympic Committee and the Ministry of Education, Sport and Youth have, in different ways, been very active in promoting gender equality in sport, particularly in decision making, coaching and participation.