



GENDER EQUALITY IN SPORT

ALBANIA



FACTSHEET



TOTAL POPULATION

2.7 MILLION

MEDIAN AGE

36.7 YEARS



GDP PER CAPITA

€6,265

POPULATION

49.9%

WOMEN

MEN

50.1%

LIFE EXPECTANCY

81.6 YEARS

WOMEN

MEN

77.9 YEARS

Sources: World Bank Open Data and Worldometer 2023

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of **six gender equality indicators** for sport in Albania:

1. Gender equality in leadership
2. Gender equality in coaching and officiating
3. Gender equality in participation (from grassroots to elite sport)
4. Preventing gender-based violence in sport
5. Gender equality in media/communication
6. Policies and programmes to address gender equality in sport

The results are based on 20 respondents from Albania – 19 sport federations and the Albanian Olympic Committee. The 19 sports federations include Special Olympics Albania, as well as four non-Olympic/Paralympic sport federations – Federation of University Sports, Federation of Bodybuilding and Fitness, and Chess Federation. Data was collated between May and September 2024 on the basis of 2023 data. The data presented is based on responses to the relevant questions, including those who selected 'don't know' or did not provide a specific answer. As a result, percentages may not always total 100%.

The data in this factsheet is from **"All In Plus: Promoting greater gender equality in sport"**, a European Union (EU) and Council of Europe (CoE) joint project. The overarching goal of **"All In Plus"** is to highlight the benefits of greater gender equality in sport. The key objectives are to ensure that the relative invisibility of women in sport and the ongoing lack of awareness about gender imbalance in sport and related issues are brought clearly to the forefront.

The project covers and standardises data collection in 20 countries and Kosovo,* based on a set of commonly agreed gender equality indicators in six strategic fields: **leadership; coaching and officiating; participation; gender-based violence; media/communication; gender equality policies and programmes.**

► **To find more results for Albania and the other countries involved in the project have a look at the project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport/home>**

* All references to Kosovo, whether the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

All In Plus: Promoting greater gender equality in sport

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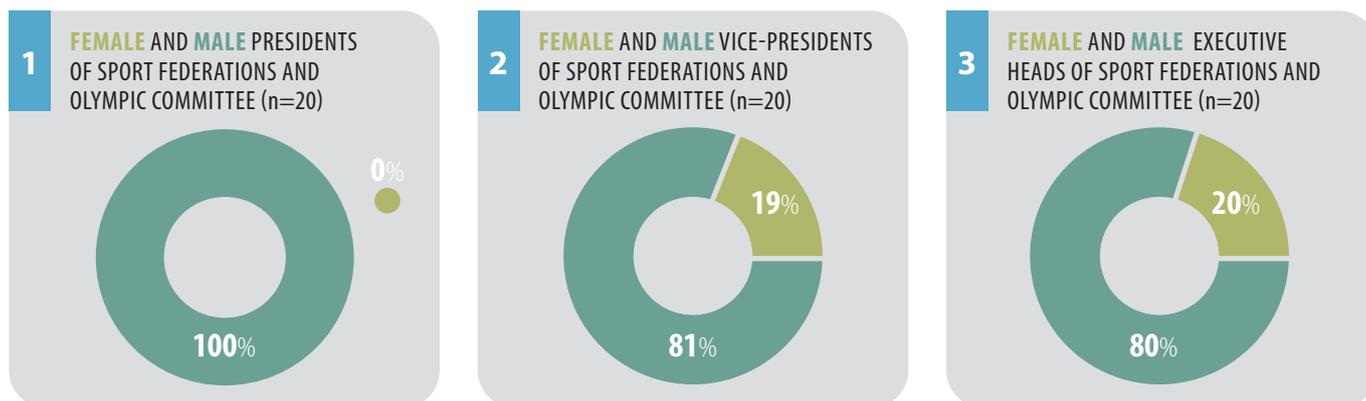
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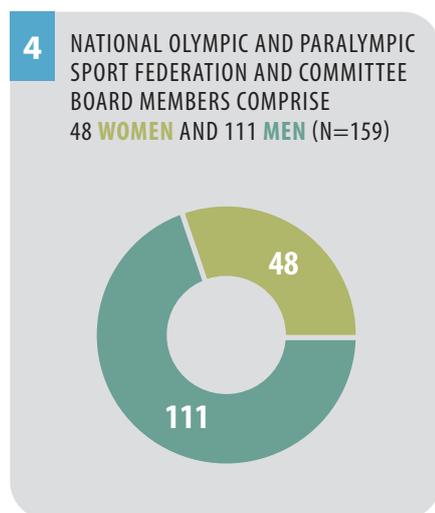
GENDER EQUALITY IN LEADERSHIP



n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members etc.)

- ▶ None (0%) of the national sport federations have a female president. A man also presides the Olympic Committee **1**.
- ▶ Among the 26 vice-presidents of the 20 respondents, 19% (N=5) are women and represent the federations for basketball, gymnastics, swimming, volleyball and chess **2**.
- ▶ In national sport federations, only a fifth of executive heads (N=4) are women as men hold the majority (79%) of positions.
- ▶ Among the 20 federations and the Olympic Committee that responded to the question, there were 357 voting members of the (general) assembly in 2023 – 25% of whom were women (N=91).

▶ **THE OLYMPIC COMMITTEE** is chaired by a male president and 13 male vice-presidents. The committee has 10 board members, of whom three are women and seven are men. Within the Olympic Committee, one woman and one man chair sports commissions/committees.



There is low representation of female board members among sports federations and the Olympic Committee in Albania, reaching 30% **4**.

No federation reported a higher representation of women compared to men.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

80% (n=16) of the respondents, including 15 sport federations and the Olympic Committee, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

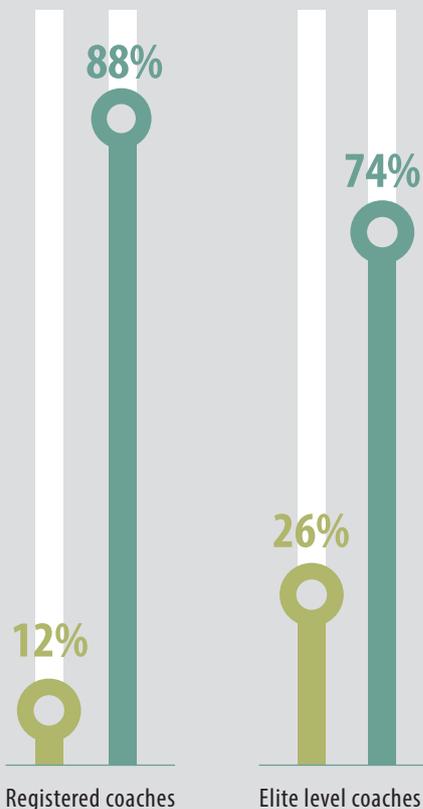
Exceptions are the canoe, equestrian and volleyball federations, and the federation representing university sport.

- ▶ **62.5%** (n=10) have developed an action plan to increase the number of women in decision-making positions.
- ▶ **56%** (n=9) have transparent, clear and gender friendly election/appointment procedures.
- ▶ **50%** (n=8) have adopted gender quotas/targets in elections or appointment procedures, mention gender representation in the organisation's statutes and have organised awareness-raising campaigns to encourage women to run for decision-making positions.
- ▶ **31%** (n=5) have seats reserved for women and have a network of women in decision-making positions.
- ▶ **25%** (n=4) have organised training courses on leadership for women only, training seminars, workshops, etc. for decision-makers on this topic and initiated and/or supported research/studies on gender equality in decision-making positions.

GENDER EQUALITY IN COACHING

There are **293 women (12%)** and **2,190 men (88%)** among registered coaches, trainers and instructors in Albania **5**.

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



ALL REGISTERED COACHES

Women are severely underrepresented among coaches in Albania, reaching only 12% **5**.

Federations with the highest percentage of female coaches:

- ▶ Gymnastics: 57%
- ▶ Tennis: 48%.

Federations with the highest percentage of male coaches (90-100%):

- ▶ Boxing: 100%
- ▶ Wrestling: 97%
- ▶ Football: 95.5%
- ▶ Table tennis: 91%.

ELITE LEVEL COACHES

▶ **57 women (26%)** and **164 men (74%)** coach elite level athletes or national teams **5**. Of the 57 women, 14 coach men's national teams/athletes – of the 164 men, 14 coach women's national teams/athletes.

- ▶ **32%** (n=6) of the federations do not employ a female elite level coach.
- ▶ **58%** (n=11) of the federations employ at least one female elite level coach.
- ▶ **74%** (n=14) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

75% (n=15) of the respondents, including **14 sport federations and the Olympic Committee, have taken measures to recruit or increase the number of females coaches since 2020.**

- ▶ **84%** (n=16) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **74%** (n=14) have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

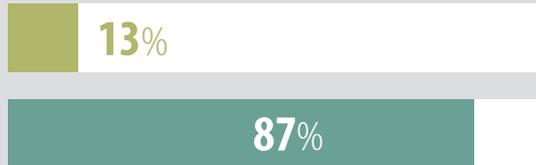
- ▶ A written action plan/strategy to increase the number of female coaches (86%, n=13)
- ▶ Education/training courses for female coaches (73%, n=11)
- ▶ Positions reserved for female coaches in education/training courses (53%, n=8)
- ▶ Transparent, clear and gender-sensitive recruitment procedures (40%, n=6)
- ▶ Awareness-raising campaigns targeting women, mentoring programme for (future) female coaches and initiation and/or support of research/studies on gender equality in coaching (33%, n=5)
- ▶ Establishing a database of female coaches (27%, n=4)
- ▶ Dedicated resources for female coaches (earmarked money, childcare when attending training seminars, and/or coaching in competition, etc.) (20%, n=3).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

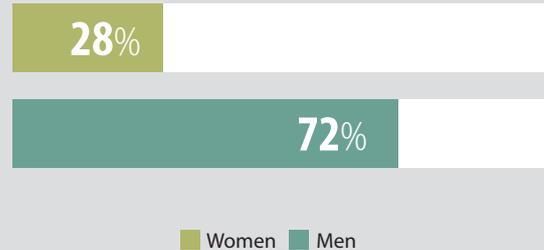
There are **243 women (28%)** and **612 men (72%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Albania **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 58 women officiating in elite level competitions in 2023, of whom 19 (33%) officiated games where men were competing. In contrast, there were 392 (10%) men officiating in elite level competitions, of whom 40 officiated games where women were competing. In other words, of the total 450 sports officials who officiated elite games, 13% were women and 87% were men.

7 REGISTERED REFEREES, JUDGES, UMPIRES, RACE COMMISSIONERS ETC.



- ▶ In the Tokyo Olympic Games (2020) and the Tokyo Paralympic Games (2020), 23 Albanian sports officials officiated – two were women and the rest were men.

Since 2020, **79%** (n=15) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

- ▶ **67%** (n=10) have developed an action plan to increase the number of female sports officials and reserved positions for female sports officials in education/training courses
- ▶ **47%** (n=7) have adopted transparent, clear and gender-sensitive recruitment procedures and report offering training courses for female sports officials only
- ▶ **40%** (n=6) have offered mentoring programme for (future) female sports officials
- ▶ **33%** (n=5) have established a network of female sports officials
- ▶ **27%** (n=4) have implemented awareness-raising campaigns targeting women, report offering them education/training courses, have dedicated resources for female sports officials, have established a database of female sports officials and initiated and/or have supported research/studies on gender equality in officiating
- ▶ **20%** (n=3) have dedicated resources for female sports officials.

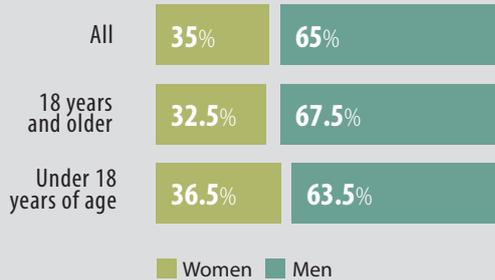


84% (n=16) of the federations have reported offering their sports officials training courses on the topic of gender equality in sport.

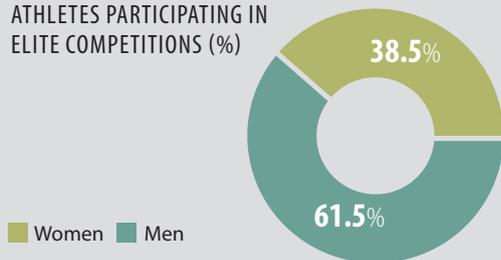
79% (n=15) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

8 MEMBERSHIP OF THE NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (%)



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 17 national federations reported 3,399 girls as members of their sports clubs – this number accounts for 36.5% of young people who are members of sports clubs out of 9,310 members² 8.
- ▶ Boys account for 5,911 (63.5%) of young people who are members of sports clubs 8.
- ▶ There are more girls than women active in sport clubs/federations with 3,399 (66%) girl members, compared with 1,762 (34%) women.
- ▶ Boys represent the majority of male members of sports federations at 5,911 (62%) compared with 3,655 (38%) men.
- ▶ In the adult category, women's participation reaches 32.5% compared to 67.5% men 8.
- ▶ When we count all members from all categories, boys represent the highest percentage with 40% compared to men (25%), girls (23%), and women (12%).
- ▶ The sport with the highest representation of women is gymnastics (84%). Boxing and wrestling (both 97%) have the most male members, followed by judo (87%) and taekwondo (80%). The basketball federation is more gender balanced with 53% women and 47% men.
- ▶ There are 140 female (38.5%) and 223 male (61.5%) athletes participating in elite competitions 9.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

75% (n=15) of the respondents, including 14 sport federations and the Olympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

These federations include athletics, basketball, boxing, equestrian, gymnastics, skiing, swimming, table tennis, tennis, wrestling and four non-Olympic sport federations.

- ▶ **87%** (n=13) have ensured equal access to sport facilities for girls/women and other participants.
- ▶ **60%** (n=9) have a written action plan/strategy to increase the number of active girls and women in sport and have implemented awareness-raising campaigns targeting girls and women.
- ▶ **53%** (n=8) have offered training seminars for coaches and decision-makers.
- ▶ **33%** (n=5) have dedicated financial resources to girls' and women's sport and/or physical activity (funding specific projects, etc.).
- ▶ **27%** (n=4) have offered taster sessions for girls and women and initiated and/or supported research/studies on gender equality in participation.
- ▶ **20%** (n=3) have changed the competition/championship offer to be more tailored to girls and women.

▶ The president of the **tennis federation** has signed the "Advantage All" statement to guarantee an increase in the participation of girls and women in tennis as well as gender equality; part of the gender equality programme by the International Tennis Federation.

▶ The **athletics federation** collaborates with sports clubs and associations to improve hygiene in restrooms and showers during and after training, as well as on the communication and interaction of coaches with athletes, especially with younger ages, to eliminate bullying and mistreatment.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **45%** (n=9) of respondents have taken action to allocate resources equally among women and men.

These include the athletics, basketball, boxing, chess, gymnastics, swimming, special Olympics, and table tennis federations, as well as the Olympic Committee.

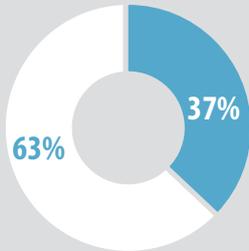
In the **boxing federation**, women are included among members of the commissions of judges.

2. The federations for football and volleyball did not provide gender-disaggregated data regarding membership of young people and adults in sports federations.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

NATIONAL OLYMPIC AND PARALYMPIC 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

37% (n=7) of the sport federations have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport. This is a significant increase from the 2019 data (9%, n=2).

The majority (n=5) adopted their policy/action plan from 2022 onwards. The Albanian University Sport Federation was the first to put its policy in place in 2017 and the most recent were athletics, table tennis and Special Olympics Albania in 2023.

For all federations, the policy is associated with the national mechanisms on prevention of gender-based violence in sport.

Among those that have a policy and/or action plan:

- ▶ **71%** (n=5) have human resources dedicated to its implementation
- ▶ **86%** (n=6) have a monitoring and evaluation mechanism in place
- ▶ **29%** (n=2) have funds allocated to its implementation.



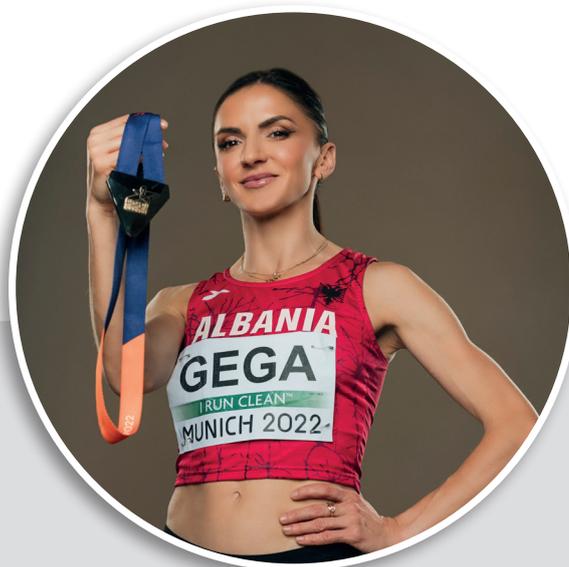
PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

45% (n=9) of the respondents have implemented specific actions/measures to prevent and combat gender-based violence in sport.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions (89%, n=8)
- ▶ Training seminars for athletes (78%, n=7)
- ▶ Provision of safe (public) transport services to/from sport and/or physical activity venues, guidelines for handling cases of gender-based violence and training seminars for coaches and/or for decision-makers (67%, n=6)
- ▶ Over half of the respondents (56%, n=5) have also run awareness-raising campaigns on this topic.

GENDER EQUALITY IN MEDIA/COMMUNICATION

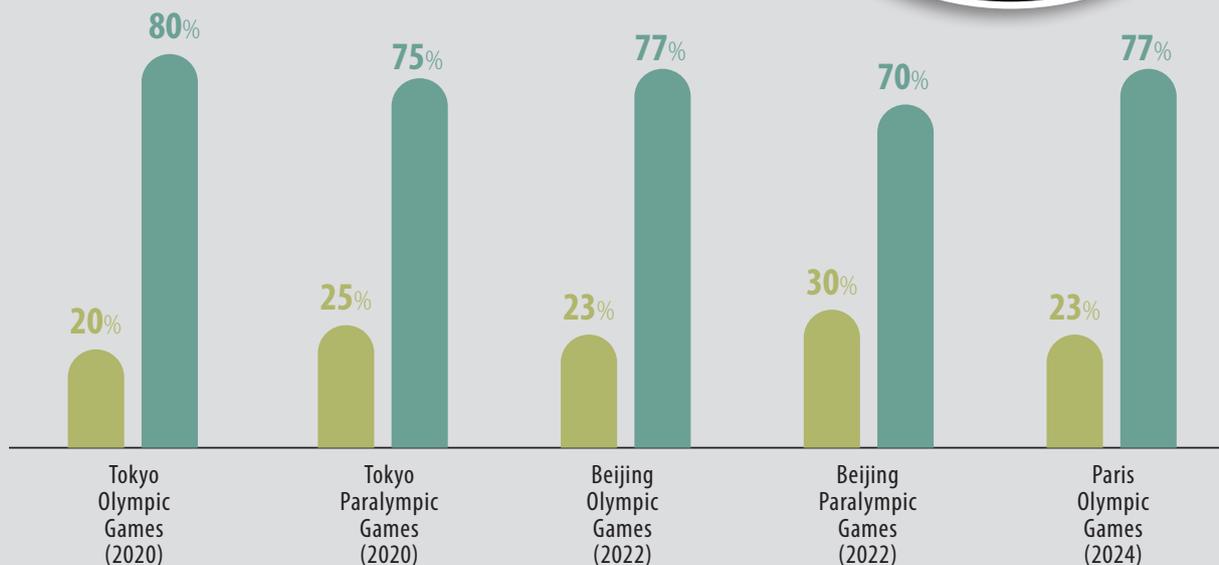


11

PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%) ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the International Sports Press Association (AIPS) issued **1** membership for women and **26** for men in Albania.

Since 2020, **10%** (n=2) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

30% (n=6) have focused on social media for a gender-balanced representation of athletes.

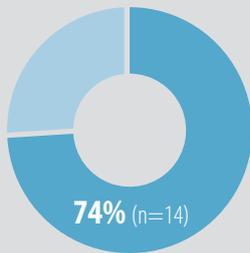
35% (n=7) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **gymnastics federation** publicises the results of athletes of both genders and informs traditional printed media and social media about their activities, without a distinction.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

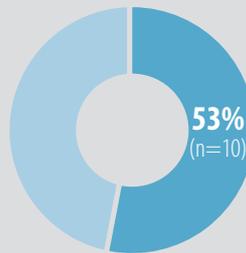
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Basketball, boxing, canoe, chess, equestrian, gymnastics, judo, skiing, special olympics, swimming, taekwondo, tennis, university sport, wrestling

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

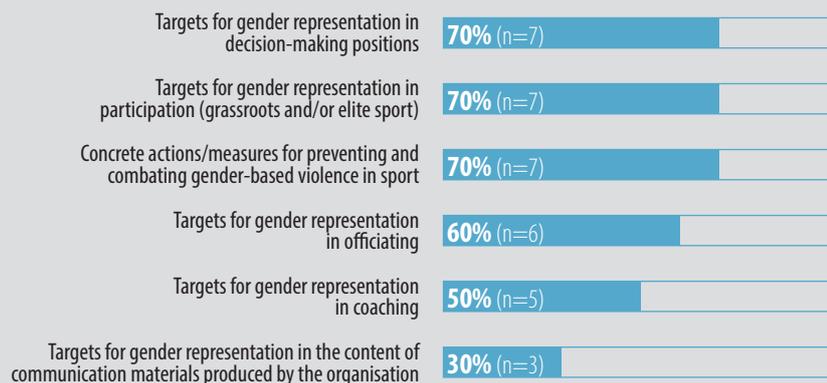


Athletics, basketball, chess, judo, skiing, swimming, table tennis, tennis, university sport, and bodybuilding and fitness

- ▶ Gender equality is included in 74% (n=14) of the sport federations' long-term plans and 53% (n=10) have a policy for advancing gender equality in sport. Most action plans were introduced between 2021 and 2023 **12 | 13**.
- ▶ The basketball, chess, judo, skiing, swimming and tennis federations, as well as university sport, have a policy and include gender equality in their overall long-term goals.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (n=10)



- ▶ Seven respondents (**70%**) report having a mechanism for monitoring and evaluating their action plan.
- ▶ Seven respondents (**70%**) dedicate human resources.
- ▶ Seven respondents (**70%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.
- ▶ Four respondents (**40%**) allocate funds to the implementation of the policy/action plan.

Among respondents that have an action plan for gender equality, seven target gender representation in decision-making positions and in grassroots or elite sport participation and have concrete guidelines for preventing and combating gender-based violence in sport.

Six target gender representation in officiating, five target gender representation in coaching and only three target gender representation in communication materials **14**.

GENDER EQUALITY STRATEGIES

16% of the sport federations are taking affirmative action and **48%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
16% (n=3)

GENDER MAINSTREAMING STRATEGY
48% (n=9)

ALBANIA: CONCLUDING POINTS

Since 2020, steps have been taken to improve the situation of gender equality in sport in Albania.

Gender equality is included in 74% (n=14) of the sport federations' long-term plans and 53% (n=10) have a **policy for advancing gender equality**.

16% of federations use affirmative action measures, and 48% have a **gender mainstreaming strategy**, compared with only 5% and 14% respectively in 2019. Significantly, 37% of sport federations have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, a significant increase since 2019 (9%, n=2).

Overall, **men dominate leadership positions** in Albanian sports organisations.

None (0%) of the national sports federations report having a **female president**.

Women comprise **20% of all board members** in sport federations and **only 21% of vice-presidents**. Out of the federations surveyed, 32% do not employ a female elite level coach.

Finally, of the total 450 sports officials who officiate elite games, **13% are women** and 87% are men.

In terms of **women's participation in sports**, the rate is **35%** across all sports, with a **2% improvement since 2019**.