



GENDER EQUALITY IN SPORT

AUSTRIA



FACTSHEET



TOTAL POPULATION

9.1 MILLION

MEDIAN AGE

43.4 YEARS



GDP PER CAPITA

€52,084

POPULATION

50.7%

WOMEN

MEN

49.3%

LIFE EXPECTANCY

84.4 YEARS

WOMEN

MEN

79.8 YEARS

Sources: Eurostat (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

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

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 34 respondents from Austria – 31 sport federations, the Austrian Olympic Committee, the Austrian Paralympic Committee and the Austrian Federal Ministry for Arts, Culture, Public Service and Sport, the national agency responsible for sports. 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 “basic” 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 Austria 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

Co-funded
by the European Union

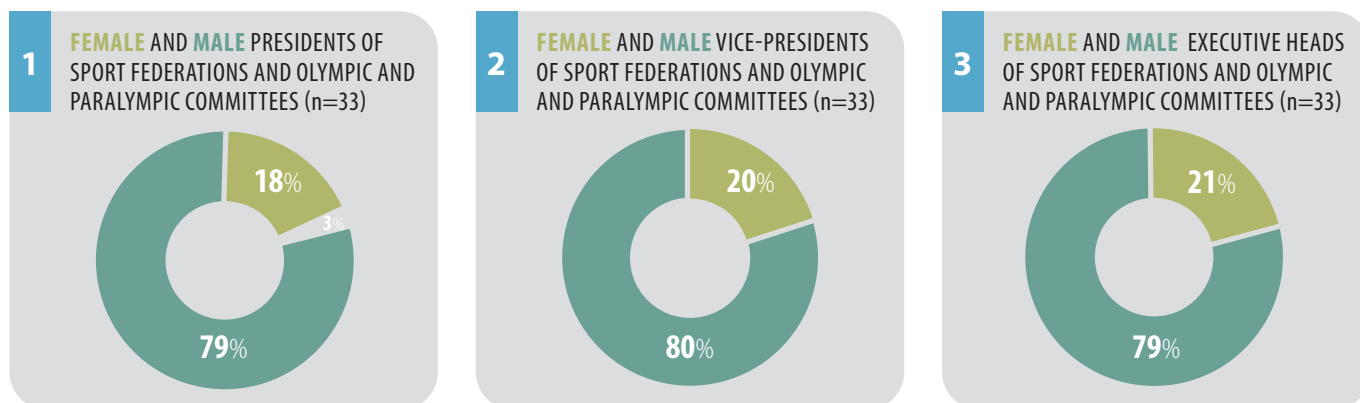


COUNCIL OF EUROPE



Co-funded and implemented
by the Council of Europe

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.)

- ▶ Only six (18%) respondents report having a female president. These include the federations for athletics, curling, equestrian, figure skating, and skiing (including biathlon), as well as the Paralympic Committee **1**.
- ▶ Among the 105 vice-presidents of the 33 respondents, 20% (N=21) are women **2**.
- ▶ Three federations have an equal balanced representation of female and male vice-presidents: sailing, rugby, and fencing.
- ▶ As of 31 December 2023, men held the majority (79%) of the positions of executive heads of sport federations and Olympic and Paralympic Committees. This rate reached 81% for the sport federations alone **3**.
- ▶ In the Federal Ministry for Arts, Culture, Public Service and Sport there are equal numbers of women (N=3) and men (N=3) in managerial positions.
- ▶ Among the 33 federations and the Olympic and Paralympic Committee that responded to the question, there were 1,132 voting members of the (general) assembly in 2023 – 26% of whom were women (N=294).

▶ THE OLYMPIC COMMITTEE

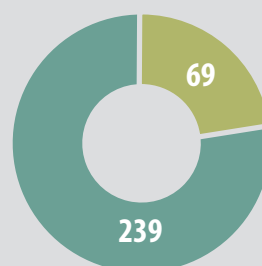
is chaired by a male president and three vice-presidents, of whom two are women. Its executive head is a man, and its sports commissions/committees are chaired by two women.

▶ THE PARALYMPIC COMMITTEE

is chaired by a female president and three vice-presidents, of whom one is a woman. Its executive head is a woman, while the chair of a sport commission/committee is a man.

- ▶ The two Committees combined have 41 board members, of whom 11 are women and 30 are men.

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 69 WOMEN AND 239 MEN (N=308)



Women comprise less than ¼ (22%) of all board members in sport federations and the Olympic & Paralympic Committees **4**.

Only the gymnastics and rowing federations have an equal representation of women and men on their board.

23% (n=8) of the federations have no female board members.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

53% (n=18) of the respondents, including 15 sport federations, the Olympic and Paralympic Committees, and the Austrian Federal Ministry for Arts, Culture, Public Service and Sport, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport since 2020.

These sport federations are: judo, modern pentathlon, skiing, sailing, athletics, speed skating, gymnastics, table tennis, rowing, swimming, volleyball, triathlon, ice hockey, wrestling and shooting.

- ▶ **72%** (n=13) of these have put in place transparent, clear and gender-friendly election/appointment procedures.
- ▶ **33%** (n=6) have organised awareness-raising campaigns to encourage women to stand for decision-making positions.
- ▶ **22%** (n=4) have organised training seminars and workshops for decision makers.
- ▶ **22%** (n=4) have developed a written action plan to increase the number of women in decision-making positions.
- ▶ **22%** (n=4) have established a mentoring programme for (future) women leaders.

GENDER EQUALITY IN COACHING

There are **2,464 women (25.5%)** and **7,200 men (74.5%)** among registered coaches, trainers and instructors in Austria **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 underrepresented among coaches in Austria at 25.5% **5**.

Federations with the highest percentage of female coaches:

- ▶ Figure skating: 82%
- ▶ Gymnastics: 70%.

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

- ▶ Football 92%, fencing and skiing both 91%.
- ▶ The canoe and curling federations both have 100% (n=5) male coaches.

The swimming federation has a gender balance among its registered coaches with 50% women and 50% men.

ELITE LEVEL COACHES

▶ **69 women (17%)** and **339 men (83%)** coach elite level athletes or national teams. Of the 69 women, 25 coach men's national teams/athletes – of the 339 men, 152 coach women's national teams/athletes **5**.

- ▶ **23%** (n=7) of the federations do not employ a female elite level coach.
- ▶ **68%** (n=21) of the federations employ at least one female elite level coach.
- ▶ **87%** (n=27) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

53% (n=18) of the respondents, including **16 sport federations, the Olympic Committee and the Federal Ministry for Arts, Culture, Public Service and Sport, have taken measures to increase the number of female coaches since 2020.**

This is an increase of 13 points compared to previous data (40%, n=12).

- ▶ **62%** (n=21) of the federations surveyed offered their coaches training courses on the topic of gender equality in sport.
- ▶ **76.5%** (n=26) offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

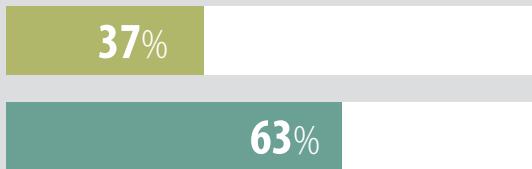
- ▶ Transparent, clear and gender-friendly recruitment procedures to increase the number of female coaches/trainers/instructors (89%, n=16)
- ▶ Mentoring programmes for (future) female coaches/trainers/instructors (22%, n=4)
- ▶ Dedicated resources for female coaches/trainers/instructors (17%, n=3)
- ▶ A written action plan/strategy to increase the number of female coaches/trainers/instructors (17%, n=3).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **18,969 women (8%)** and **208,527 men (92%)** among registered referees, judges, umpires, race commissioners etc., supervising compliance with rules during sporting events in Austria **7**.

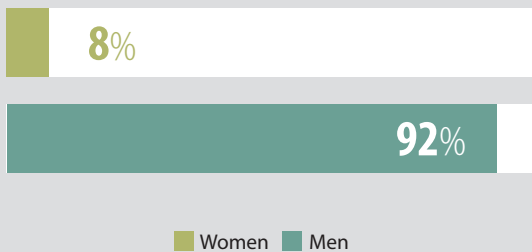
6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 172 women officiating in elite level competitions in 2023, of whom 127 (74%) officiated games where men were competing. In contrast, there were 284 men officiating in elite level competitions, of whom 180 (63%) officiated games where women were competing. In other words, of the total 456 sports officials who officiated elite games, 37% were women and 63% were men.



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



■ Women ■ Men

- ▶ In the Tokyo Olympic Games (2020), 22 Austrian sports officials officiated – seven women and 15 men.
- ▶ In the Tokyo Paralympic Games (2020), one woman and two men officiated.
- ▶ In the Beijing Olympic Games (2022), 12 Austrian sports officials officiated – five women and seven men.
- ▶ In the Beijing Paralympic Games (2022), there was a gender balance as two women and two men officiated.

53% (n=18) of the respondents, including 17 sport federations and the Federal Ministry for Arts, Culture, Public Service and Sport, have implemented measures to increase the number of female sports officials since 2020.

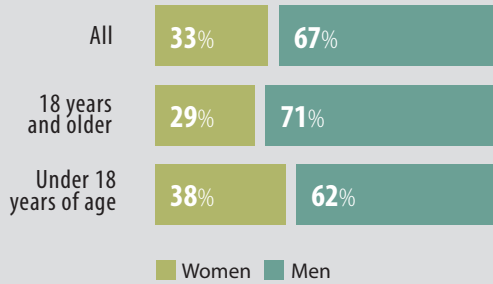
- ▶ **72%** (n=13) have adopted transparent, clear and gender-friendly recruitment procedures
- ▶ **33%** (n=6) have established mentoring programmes for (future) female sports officials
- ▶ **28%** (n=5) reported having a written action plan/strategy to increase the number of female sports officials, have introduced training courses for female sports officials only, and have created a database of female sports officials.

48% (n=15) of the federations have reported offering their sports officials training courses on the topic of gender equality in sport.

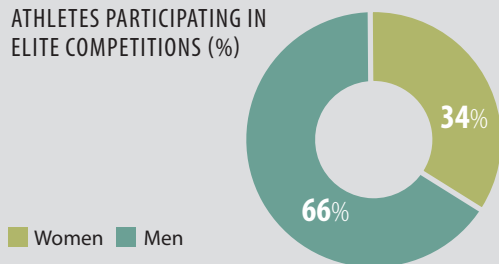
45% (n=14) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 30 national federations reported 150,398 girls as members of their sports clubs – this number accounts for 38% of young people who are members of sports clubs out of 397,802 members **8**.
- ▶ Boys account for 247,404 (62%) of young people who are members of sports clubs **8**.²
- ▶ Women's numbers are slightly higher than that for girls, with 154,580 reported women members compared to 150,398 girls.
- ▶ Men represent the majority of male members of sport federations at 61% (N=385,532).
- ▶ In the adult category, women's participation reaches 29% compared to 71% men **8**.
- ▶ When we count all members from all categories, men represent the highest percentage with 41% over boys (26%), and women and girls (both 16%).
- ▶ The sports with the highest representation of women are equestrian (87%) and gymnastics (75%). Football and tennis have the most male members with 94% and 89% respectively. Only swimming is gender balanced with 50% women and 50% men.
- ▶ There are 1,680 female (34%) and 3,178 male (66%) athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

59% (n=20) of the respondents, including 18 sport federations, the Paralympic Committee and the Federal Ministry for Arts, Culture, Public Service and Sport, have implemented measures to promote women' and girls' access to participation in sport and/or in physical activity since 2020.

These federations are: basketball, boxing, canoe, fencing, football, handball, ice hockey, judo, rowing, rugby, sailing, skiing, speed skating, table tennis, triathlon, volleyball and wrestling.

- ▶ **70%** (n=14) have ensured equal access to sport facilities for girls/women and other participants.

- ▶ **60%** (n=12) have dedicated financial resources for girls and women's sport and physical activity.
- ▶ **50%** (n=10) have offered taster sessions for women and girls only.
- ▶ **45%** (n=9) have offered training seminars for coaches and decision-makers.
- ▶ **40%** (n=8) have a written action plan/strategy to increase the number of active girls and women in sport.
- ▶ **30%** (n=6) have changed the competition offers to be more tailored to girls and women.
- ▶ **20%** (n=4) have changed the provision of sport by introducing new sports, activities or ways of practising them.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **59%** (n=20) of the respondents have implemented measures to ensure gender equal resource allocation among elite level athletes.

These include the athletics, basketball, canoe, fencing, figure skating, football, handball, hockey, modern pentathlon, rowing, rugby, sailing, skiing, speed skating, table tennis, triathlon, volleyball and wrestling federations, as well as the Paralympic Committee and the Federal Ministry for Arts, Culture, Public Service and Sport.

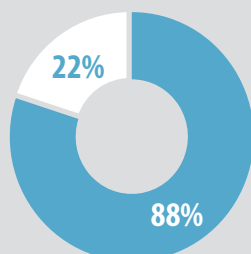
- ▶ The **Paralympic Committee** ensures gender equal resource allocation by securing equal presence and representation of women and men in their media campaigns and raising awareness among sponsors for female athletes.
- ▶ The **Federal Ministry for Arts, Culture, Public Service and Sport** reported offering equal bonus amounts for men and women participating in major events. The Ministry, among several actions, has also developed the programme "Come-Stay-Win" to support clubs participating in the highest female leagues from the 2021/2022 season onwards.

2. The following federations have not provided data regarding membership numbers of young people and adults in sport: cycling, rugby, volleyball, taekwondo and golf.

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

88% (n=30) of respondents including sport federations, the Olympic and Paralympic Committees and the Austrian Federal Ministry for Arts, Culture, Public Service and Sport have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=18) adopted their policy/action plan from 2020 onwards. The archery federation was the first to put its policy in place in 2001 and the most recent was figure skating in 2024. For all federations and committees, 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:

- ▶ **63%** (n=19) have a monitoring and evaluation mechanism in place
- ▶ **67%** (n=20) have human resources dedicated to its implementation
- ▶ **47%** (n=14) have funds allocated – in 2023, the budget reached €50,850.

The **Olympic Committee** has a monitoring and evaluation mechanism, as well as human resources and funds dedicated to the policy's implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

85% (n=29) 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:

- ▶ The appointment of a welfare or a protection officer (90%, n=26)
- ▶ The development of codes of conduct/ethical guidelines for people in managerial and decision-making positions (83%, n=24)
- ▶ A reference in the organisation's statutes/rules/laws on prohibition of gender-based violence (72%, n=21)
- ▶ Training seminars, workshops, etc. for athletes as well as coaches, sports officials and/or decision makers (72%, n=21).

The **Olympic and Paralympic Committees** as well as the **Austrian Federal Ministry for Arts, Culture, Public Service and Sport** have launched a number of initiatives to prevent gender-based violence beyond those mentioned above, such as implementing guidelines for handling cases of gender-based violence and adopting procedures to minimise risk such as criminal record checks, risk assessments, etc.

GENDER EQUALITY IN MEDIA/COMMUNICATION

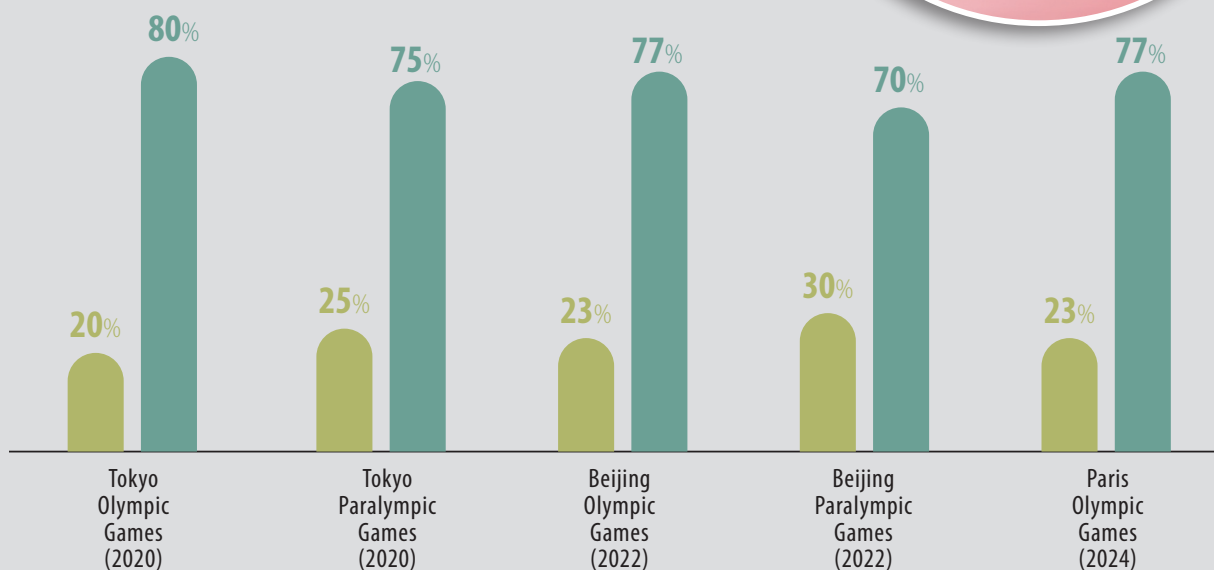


11

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 **25** memberships for women and **230** for men in Austria.

Since 2020, **65%** (n=22) of the respondents have taken action targeting the media (public and/or private) for a gender-balanced representation of those practising sport.

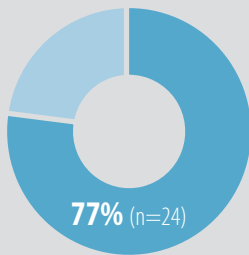
However, only **23.5%** (n=8) have guidelines for gender-balanced representation in the content of communication materials (texts, pictures, etc.) produced.

The **hockey federation** has an agreement with the national broadcasting channel (ORF) to schedule an equal number of broadcasts for women's and men's hockey games. The majority of the other federations take measures to ensure a 50:50 gender balance when showcasing athletes and sports teams' news (including the photos that are being posted, behind-the-scenes content, etc.).

GENDER EQUALITY POLICIES AND PROGRAMMES

12

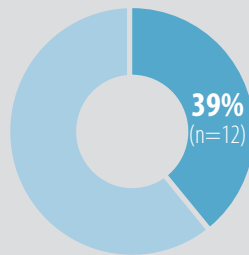
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Archery, athletics, badminton, bobsleigh, boxing, curling, figure skating, football, handball, hockey, ice hockey, judo, luge, modern pentathlon, rowing, sailing, shooting, skiing, speed skating, table tennis, tennis, triathlon, volleyball, wrestling

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



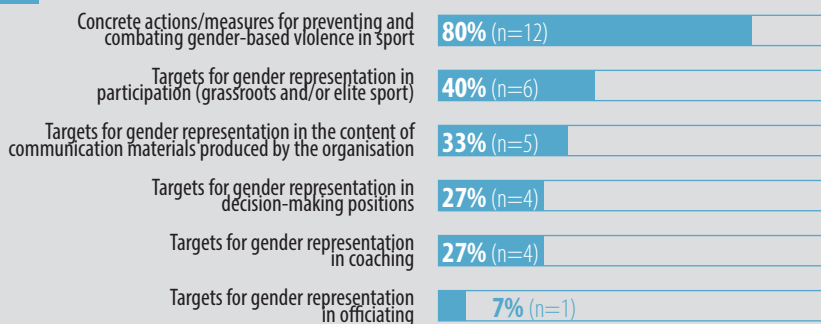
Boxing, ice hockey, judo, modern pentathlon, rowing, rugby, sailing, skiing, speed skating, swimming, table tennis, wrestling

► Gender equality is included in 77% (n=24) of the sport federations' long-term plans but only 39% (n=12) have a written policy for advancing gender equality. **The Olympic and Paralympic Committees** as well as **the Austrian Federal Ministry for Arts, Culture, Public Service and Sport** have both a long-term plan and a written policy for advancing gender equality. Most action plans were introduced between 2018 and 2022 **12 13**.

► All the federations that have a written policy also include gender equality in their long-term plans, except for the rugby and the swimming federations.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, COMMITTEES AND THE MINISTRY OF CULTURE AND SPORT (n=15)



Among the respondents that have an action plan for gender equality, 12 have concrete guidelines for preventing and combating gender-based violence in sport, six target gender representation in participation (grassroots and/or elite sport), five have targets for gender representation in communication materials, four target gender representation in decision-making positions as well as coaching and one targets gender representation in officiating **14**.

► Seven federations (**44%**) have a monitoring and evaluation mechanism, including a yearly reporting analysis and a "Balanced Score Card" which monitors the interim status of the strategic goals for the Executive Board.

► Ten (**63%**) dedicate human resources and funds to the implementation of the policy/action plan, and the budget allocated for 2023 was calculated at €4,266,499, of which €4,250,000 is the government agency's budget.

► Fourteen federations (**93%**) are seeking partnerships/cooperation with other stakeholders in the implementation of the policy/action plan.

GENDER EQUALITY STRATEGIES

41% of the sport federations are taking affirmative action and **62%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
41% (n=14)

GENDER MAINSTREAMING STRATEGY
62% (n=21)

Examples of the actions taken and strategies used involve the **badminton federation**, which allocates funds to young talent in order to keep girls/women in elite sport into adulthood, and the **tennis federation**, which is implementing a project that supports the promotion of female coaches and referees through workshops, mentoring programmes and other actions.

The **Austrian Federal Ministry for Arts, Culture, Public Service and Sport** provides incentives (e.g. financial, awards etc.) with regard to organisations introducing a gender equality policy, developing a gender mainstreaming strategy, or achieving the targets of a gender equality action plan. As part of the new good governance funding programme launched in 2024, equality measures are also included in the assessment. Sports organisations that achieve the necessary points in the assessment are entitled to two different "seals of approval", which are awarded depending on the number of points achieved.

AUSTRIA: CONCLUDING POINTS



Since 2020, significant action has been taken to improve the situation of gender equality in sport in Austria.

Gender equality is included in 70% (n=24) of the sport federations' long-term plans but only 39% (n=12) have a written policy for advancing gender equality. In great contrast to 2019, where no federation reported using affirmative action measures, 41% now do use such measures, and 62% have a gender mainstreaming strategy, as opposed to 23% in 2019.

More than half (53%) of the sport federations report taking measures to recruit or increase the number of women in elected/appointed decision-making positions in sport, 53% are working on recruiting or increasing the number of female coaches, and 59% have plans to increase active participation in sport and in physical activity. Significantly, **85% are involved in preventing and combating gender-based violence, an increase of almost 50% on the figure reported in 2019 (47%).**

Despite not being active in all areas, the **Austrian Olympic Committee** has worked towards improving the situation for female elite level athletes and to having gender-balanced representation in its communication materials, specifically through the development of image guidelines. It has also developed an action plan to prevent and combat gender-based violence in sport.

Men dominate leadership positions in Austrian sports organisations. Only five national sports federations as well as the Paralympic Committee (**18%**) report having a **female president. Women comprise less than ¼ (22%) of all board members** in sport federations and the Olympic & Paralympic Committees and **only 20% of vice-presidents.**

Out of the federations surveyed, **21% do not employ a female elite level coach.**

Finally, of the total **456 sports officials** who officiate elite games, **37% are women** and 63% are men.

In terms of **women's participation in sports**, the rate is **33%** across all sports.