



GENDER EQUALITY IN SPORT

CYPRUS



FACTSHEET



TOTAL POPULATION

920,701

MEDIAN AGE

38.2 YEARS



GDP PER CAPITA

€35,800

POPULATION

51%

WOMEN

MEN

49%

LIFE EXPECTANCY

83 YEARS

WOMEN

MEN

79 YEARS

Source: Eurostat (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

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

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 24 respondents from Cyprus – 22 sport federations, the Cyprus Paralympic Committee and the Cyprus Sport Organisation, 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 Cyprus 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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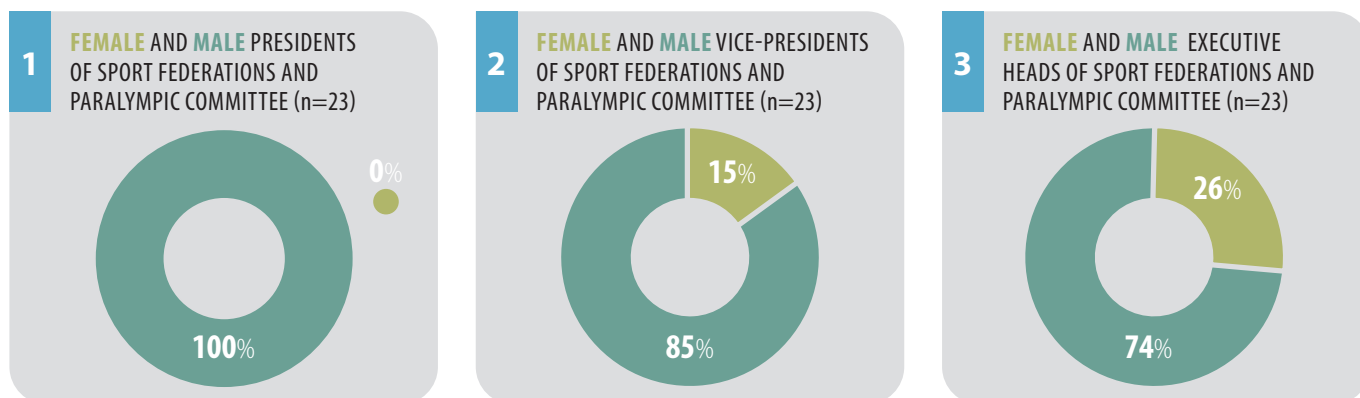
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GENDER EQUALITY IN LEADERSHIP



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.)

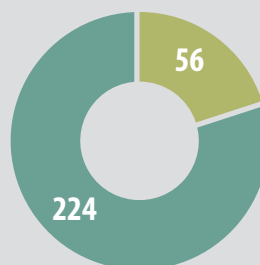
- ▶ None (0%) of the national sport federations have a female president. A male president also heads the Paralympic Committee **1**.
- ▶ Among the 27 vice-presidents of the 23 respondents, 15% (N=4) are women and represent the federations for canoe, skating, rowing and triathlon **2**.
- ▶ In national sport federations, less than a third of executive heads (N=6) are women, while men hold a majority (73%) of the positions.

▶ THE PARALYMPIC COMMITTEE

is chaired by a male president and vice-president. The Committee has nine board members, of whom one is a woman and eight are men. Three men chair sports commissions/committees.

- ▶ In the Cyprus Sports Organisation, there are equal numbers of women and men in managerial positions (N=7).
- ▶ Among the 22 federations and the Olympic Committee that responded to the question, there were 689 voting members of the (general) assembly in 2023 – 32% of whom were women (N=223).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 56 WOMEN AND 224 MEN (N=280)



There is a low representation of female board members among sport federations and the Paralympic Committee in Cyprus, reaching 20% **4**.

The gymnastics federation reported a higher representation of women (N=14) compared to men (N=11).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

50% (n=12) of the respondents, including 10 sport federations, the Paralympic Committee and Cyprus Sport Organisation, have implemented measures to increase the number of women in elected/appointed decision-making positions in sport.

These sport federations are: athletics, basketball, boxing, fencing, football, golf, hockey, rugby, taekwondo and triathlon.

- ▶ **67%** (n=8) have reserved seats for women.
- ▶ **58%** (n=7) have transparent, clear and gender-friendly election/appointment procedures.
- ▶ **50%** (n=6) include gender equal representation in decision-making in their statutes.
- ▶ **17%** (n=2) have initiated and/or supported research/studies on gender equality in decision-making positions.
- ▶ **8%** (n=1) have developed an action plan to increase the number of women in decision-making positions, organised awareness-raising campaigns to encourage women to run for decision-making positions, established a mentoring programme for (future) women in decision-making positions and organised training seminars, workshops, etc. for decision-makers on this topic.

The Cyprus Sport Organisation

has adopted a Good Governance Code of Conduct, which is to be adopted and applied by all sport federations, that includes specific provisions to promote gender balance in the composition of their governing boards.

GENDER EQUALITY IN COACHING

There are **401 women (14.5%)** and **2,360 men (85.5%)** among registered coaches, trainers and instructors in Cyprus **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 Cyprus, reaching only 14.5% **5**.

Federations with the highest percentage of female coaches:

- ▶ Rowing: 75%
- ▶ Pentathlon: 60%
- ▶ Gymnastics: 57%.

Federations with the highest percentage of male coaches (89-99%):

- ▶ Football: 92%
- ▶ Golf: 89%
- ▶ Fencing: 89%
- ▶ Athletics: 89%.

ELITE LEVEL COACHES

▶ **55 women (19%)** and **229 men (81%)** coach elite level athletes or national teams **5**.

▶ Of the 55 women, 12 coach men's national teams/athletes – of the 229 men, 44 coach women's national teams/athletes.

▶ **27%** (n=6) of all the federations who responded do not employ a female elite level coach.

▶ **64%** (n=14) of the federations employ at least one female elite level coach.

▶ **77%** (n=17) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

42% (n=10) of the respondents, including 9 sport federations and the Paralympic Committee, have implemented measures to recruit or increase the number of female coaches since 2020.

50% (n=11) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport and have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

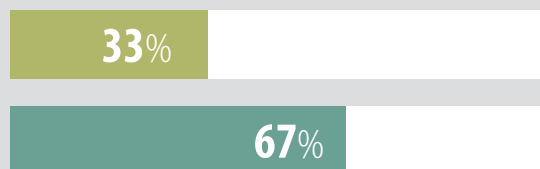
- ▶ Transparent, clear and gender-sensitive recruitment procedures and reserved positions for female coaches in education/training courses (50%, n=5)
- ▶ A written action plan/strategy to increase the number of female coaches and setting up a network of women coaches (20%, n=2)
- ▶ Education/training courses for female coaches, running awareness-raising campaigns targeting women and initiating and/or supporting research/studies on gender equality in coaching (10%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

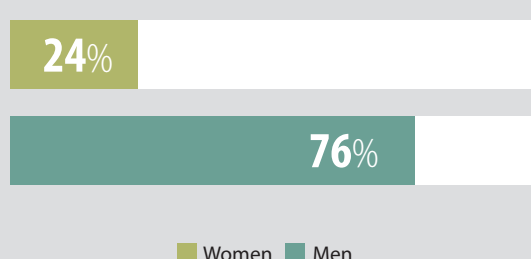
There are **244 women (24%)** and **780 men (76%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Cyprus **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 115 women officiating in elite level competitions in 2023, of whom 49 (43%) officiated games where men were competing. In contrast, there were 234 men officiating in elite level competitions, of whom 131 (56%) officiated games where women were competing. In other words, of the total 349 sports officials who officiate elite games, 33% were women and 67% were men.

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



■ Women ■ Men

► In the Beijing Olympic Games (2022), one Cypriot man officiated.

Since 2020, **32%** (n=7) of the sport federations have reported implementing measures to recruit or increase the number of female sports officials:

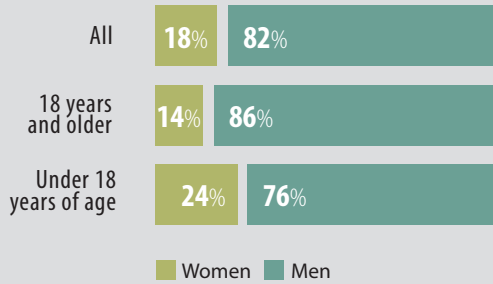
- **71%** (n=5) report having transparent, clear and gender-sensitive recruitment procedures
- **43%** (n=3) have a written action plan to increase the number of female sports officials and reserved positions for female sports officials in education/training courses
- **14%** (n=1) report offering education/training courses and offer mentoring programme for (future) female sports officials.

50% (n=11) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

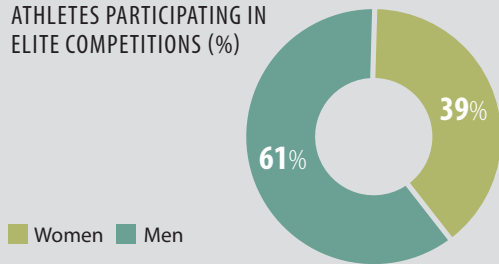
54.5% (n=12) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 19 national federations reported 5,985 girls as members of their sports clubs – this number accounts for 24% of young people who are members of sports clubs out of 25,173 members **8**.
- ▶ Boys account for 19,188 (76%) of young people who are members of sports clubs **8**.
- ▶ There are more girls than women active in sport clubs/federations with 5,985 (58%) members compared to 4,357 (42%) women.
- ▶ Men represent the majority of male members of sports federations at 58.5% (N=27,146).
- ▶ In the adult category, women's participation reaches 14% compared to 86% men **8**.
- ▶ When we count all members from all categories, men members dominate with 48% over boys (34%), girls (10.5%) and women (7.5%).
- ▶ The sports with the highest proportion of women compared to men are skating (96%), volleyball (67%) and gymnastics (66%). Football (97%) and hockey (86%) have the most male members, followed by canoe (83%) and rugby (81.5%). The athletics federation is more gender balanced with 49% female and 51% male members.
- ▶ There are 159 female (39%) and 248 male (61%) athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

50% (n=12) of the sport federations surveyed, as well as the Paralympic Committee and the Cyprus Sport Organisation, 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, cycling, fencing, football, golf, hockey, rugby and taekwondo.

- ▶ **75%** (n=9) of these federations have ensured equal access to sport facilities for girls/women and other participants.

- ▶ **33%** (n=4) of these federations have a written action plan/strategy to increase the number of active girls and women in sport, have changed the competition offers to be more tailored to girls and women and have implemented awareness-raising campaigns targeting girls and women.
- ▶ **17%** (n=2) of these federations have allocated financial resources to girls' and women's sport and/or physical activities and offered taster sessions for women and girls.
- ▶ **17%** (n=2) have offered training seminars for coaches and decision-makers and initiated and/or supported research/studies on gender equality in participation.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **37.5%** (n=9) of respondents have taken steps to allocate resources equally among women and men.

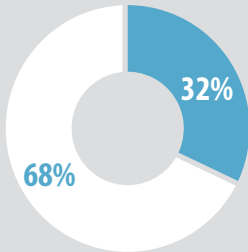
These include the athletics, basketball, football, rugby, swimming, taekwondo and triathlon federations, as well as the Paralympic Committee and the Cyprus Sport Organisation.

- ▶ The **basketball federation** highlights the successful hosting of two FIBA Women's European Championships in Cyprus with the aim of promoting the participation of women in the sport.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

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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

33% (n=8) of respondents, including sport federations and the Cyprus Sport Organisation, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The taekwondo federation was the first to put its policy in place in 2013 and the most recent was swimming in 2024.

For most federations (n=5) as well as for the Cyprus Sport Organisation, 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:

- ▶ **62.5%** (n=5) have human resources dedicated to its implementation
- ▶ **50%** (n=4) have a monitoring and evaluation mechanism in place
- ▶ **12.5%** (n=1) have funds allocated to its implementation.

The **Cyprus Sport Organisation** has dedicated €18,000 for the implementation of its action plan to prevent and combat gender-based violence in sport.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

25% (n=6) of the respondents, including five sport federations and the Cyprus Sport Federation, 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 (67%, n=4)
- ▶ Appointment of a welfare or a protection officer and inclusion of a mention in the organisation's statutes/rules/laws that forbids gender-based violence (67%, n=4)
- ▶ Training seminars for athletes (50%, n=3), and training seminars for coaches and/or for decision-makers (50%, n=3)
- ▶ Guidelines for handling cases of gender-based violence, minimising risks procedures (criminal record checks, risk assessment procedure, etc.), provision of support services for affiliated organisations and provision of formal complaint procedure for reporting gender-based violence (33%, n=2).



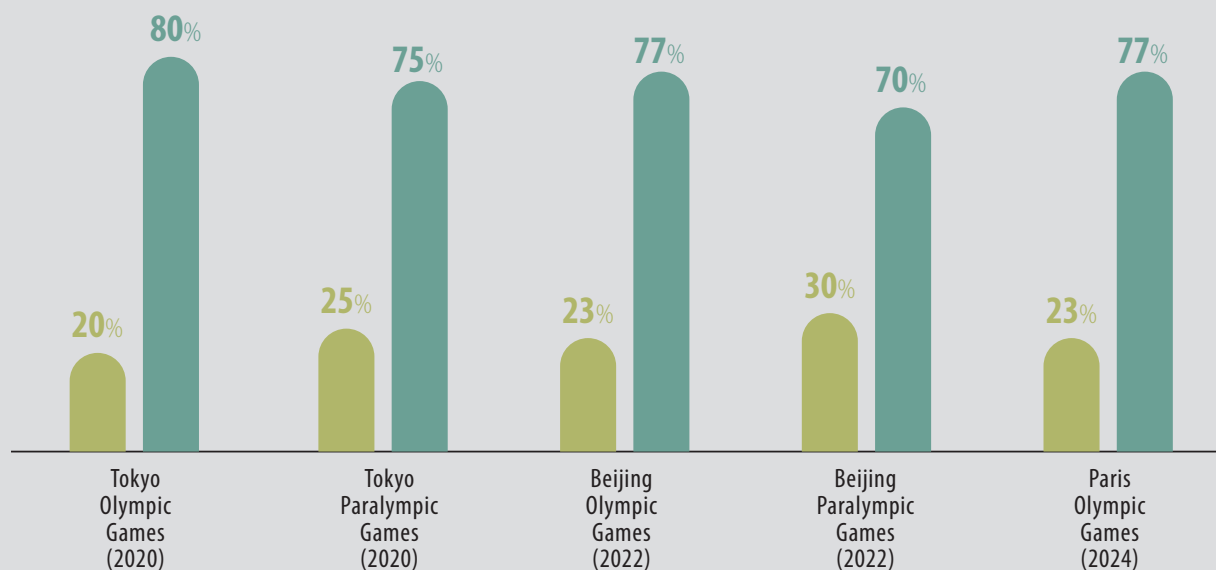
GENDER EQUALITY IN MEDIA/COMMUNICATION

11

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

(Source: IOC & IPC)

Women Men



Since 2020, **25%** (n=6) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

17% (n=4) have focused on social media for a gender-balanced representation of athletes.

Only **12.5%** (n=3) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

In 2022-2023, the International Sports Press Association (AIPS) issued **10** memberships for women and **81** for men in Cyprus.

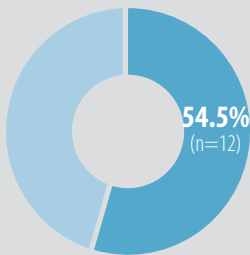
The **basketball federation** reports that to improve the promotion of the women's championship, statistics have been made public, all matches have been broadcast via live streaming, separate articles for women's and men's matches are published and, finally, campaigns have been carried out through social media with the aim of promoting women's basketball.

The **Cyprus Sport Organisation** co-produces "Sport Panorama", a new sports show of the Cyprus Broadcasting Corporation (CyBC) which presents all sports, except football, and aims to promote women's and men's sports equally. It includes interviews with athletes and coaches, special features and archive material from CyBC's rich archive.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

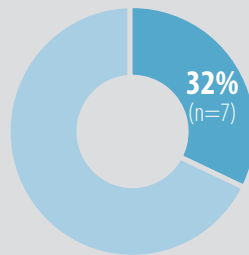
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, basketball, boxing, fencing, golf, hockey, pentathlon, rugby, skiing, taekwondo, tennis, volleyball

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

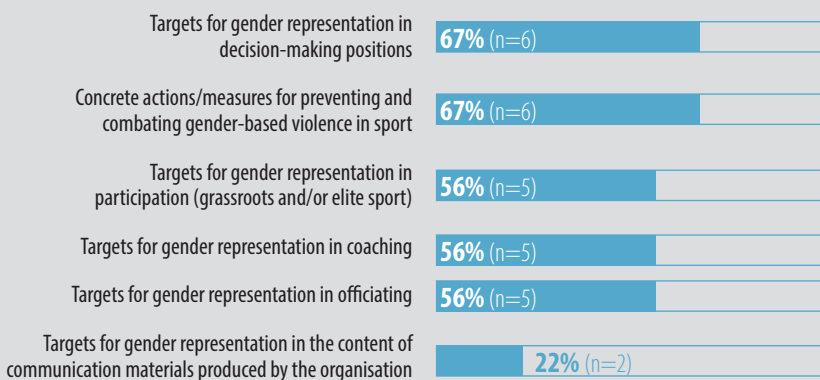


Athletics, basketball, golf, rugby, taekwondo, triathlon, volleyball

- ▶ Gender equality is included in 54.5% (n=12) of the sport federations' long-term plans but only 32% (n=7) have a policy for advancing gender equality in sport. Most action plans were introduced in 2023 **12 13**.
- ▶ Six federations, including athletics, basketball, golf, rugby, taekwondo and volleyball, have both a policy and include gender equality in their overall long-term goals.
- ▶ Gender equality is included in both the **Paralympic Committee** and the **Cyprus Sport Organisation's** long-term plans, which include a policy for advancing gender equality.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, PARALYMPIC COMMITTEE AND THE CYPRUS SPORT ORGANISATION (n=9)



- ▶ Six respondents (**67%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.
- ▶ Five respondents (**56%**) dedicate human resources
- ▶ Three respondents (**33%**) report having a mechanism for monitoring and evaluating their action plan
- ▶ Two respondents (**22%**) allocate funds to the implementation of the policy/action plan

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

- ▶ In 2023, the **rugby federation** allocated **€2,500** to implement the gender equality plan while the **Cyprus Sport Organisation** allocated **€7,000**.
- ▶ The **Cyprus Sport Organisation** has a gender equality plan and targets gender representation in its communication materials.
- ▶ The **Paralympic Committee** also has a gender equality plan, targets for gender representation in decision-making, coaching and participation, and has concrete policies for preventing and combating gender-based violence.

GENDER EQUALITY STRATEGIES

- ▶ **18%** of the sport federations are taking affirmative action and **9%** have a gender mainstreaming strategy.
- ▶ The **Cyprus Sport Organisation** and the **Paralympic Committee** are using mainstreaming strategies.

AFFIRMATIVE ACTION
18% (n=4)

GENDER MAINSTREAMING STRATEGY
9% (n=2)

On 1 November 2023, the Cypriot Council of Ministers approved the new **National Strategy for Gender Equality** for the period 2024-2026 which entered into force in January 2024. Its co-ordination, monitoring and evaluation – as decided by the Council of Ministers – has been assigned to the Commissioner for Gender Equality and is carried out in close cooperation with all Ministries and Deputy Ministries. Objective 8 “Gender and Sport: empowerment and equal recognition of women’s participation in sport and deconstructing gender stereotypes in sport” of the National Strategy contains two actions, the implementation of which will contribute to achieving its objectives by integrating the gender dimension into public policies: Action 8.1 – Training programmes for sports federations’ executives on gender equality. Action 8.2 – Appointment, every two years, of an **Ambassador for gender equality in sport**.



CYPRUS: CONCLUDING POINTS

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

Gender equality is included in 54.5% (n=12) of the sport federations' long-term plans but only 32% (n=7) have a **policy for advancing gender equality**.

18% of federations use affirmative action measures, and 9% have a **gender mainstreaming strategy**. The Cyprus Sport Organisation and the Paralympic Committee are using mainstreaming strategies in their policies and programmes.

Significantly, 33% of respondents, including sport federations and the Cyprus Sport Organisation, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Cyprus sports organisations. **None of the national sports federations nor the Paralympic Committee report having a female president**. Women comprise 20% of all board members in sport federations and the Paralympic Committee and **only 15% of vice-presidents**.

Women are severely underrepresented among coaches in Cyprus at **14.5%** and, out of the federations surveyed, **27%** do not employ a **female elite level coach**.

Finally, of the total 349 sports officials who officiate elite games, **33% are women** and 67% are men.

In terms of **women's participation in sports**, the rate is **18%** across all sports.