



# GENDER EQUALITY IN SPORT

CZECHIA



## FACTSHEET



TOTAL POPULATION

**10.8 MILLION**

MEDIAN AGE

**43.2 YEARS**



GDP PER CAPITA

**€19,185**

POPULATION

**51%**

WOMEN

MEN

**49%**

LIFE EXPECTANCY

**82.7 YEARS**

WOMEN

MEN

**77.2 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 Czechia:

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 38 respondents from Czechia – 32 sport federations, the Czech Olympic Committee, the Czech Paralympic Committee and four national agencies responsible for sports including the Czech National Sports Agency, the Olymp Sports Centre of the Ministry of Interior, the Victoria University Sports Centre of the Ministry of Education, and the DUKLA Army Sports Centre. 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 Czechia 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



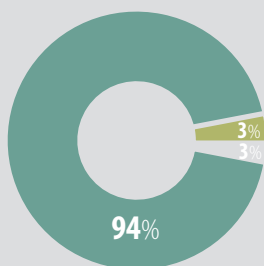
COUNCIL OF EUROPE



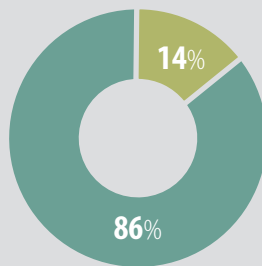
Co-funded and implemented  
by the Council of Europe

# GENDER EQUALITY IN LEADERSHIP

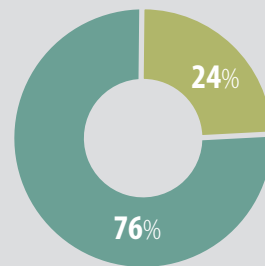
## 1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=34)



## 2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=34)



## 3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=34)



**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.)

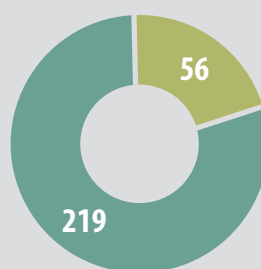
- ▶ Only one (3%) national sports federation has a female president, representing the federation for speed skating.
- ▶ Among the 70 vice-presidents of the 34 respondents, 14% (N=10) are women and represent the federations for boccia, curling, gymnastics, pentathlon, shooting, skateboarding, table tennis and the Paralympic Committee **2**.
- ▶ In national sport federations, 25% of executive heads are women (N=8).

### ▶ THE OLYMPIC AND PARALYMPIC COMMITTEES are both chaired by male presidents.

- ▶ The **OLYMPIC COMMITTEE** has five male vice-presidents whereas the **PARALYMPIC COMMITTEE** has both a female and a male vice-president.
- ▶ The two Committees combined have 30 board members, of whom eight are women and 22 are men. Seven women chair sports commissions/committees compared to 12 men.

- ▶ Among the 25 respondents, there were 22,746 voting members of the (general) assembly in 2023 – 22% of whom were women (N=5,095).
- ▶ Among the four national sports authorities that responded, there were 16 women and 37 men in managerial positions.

## 4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 56 WOMEN AND 219 MEN (N=275)



There is a low representation of women board members among sports federations and the Olympic & Paralympic Committees in Czechia, reaching 20% **4**.

The figure skating federation reported a slightly higher representation of women (N=3) compared to men (N=2), as did ice hockey with 11 and 10 board members, respectively.

## WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

**39.5%** (n=15) of the respondents, including 12 sport federations, the Olympic Committee, the National Sports Agency, and the Victoria University Sports Centre, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions.

These federations are: athletics, biathlon, bobsleigh, canoe, cycling, football, hockey, modern pentathlon, mountaineering, rowing, shooting, and triathlon.

- ▶ **53%** (n=8) have transparent, clear and gender-friendly election/appointment procedures.
- ▶ **20%** (n=3) have developed an action plan to increase the number of women in decision-making positions, organised

awareness-raising campaigns to encourage women to stand for decision-making positions, adopted actions to facilitate the reconciliation of private life and professional obligations, and established a mentoring programme for (future) women in decision-making positions.

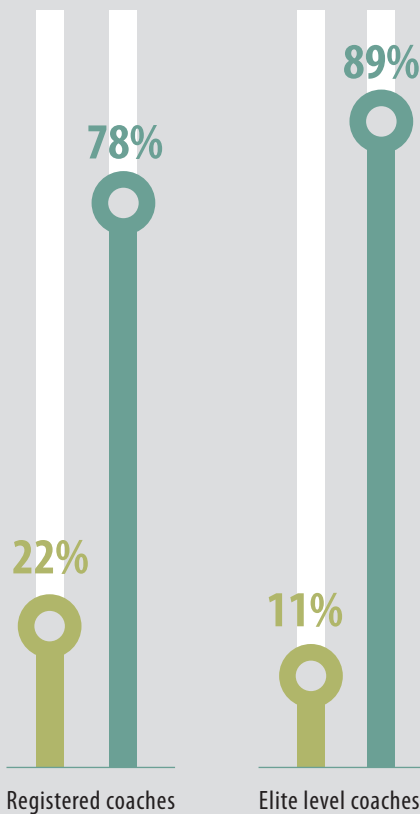
- ▶ **13%** (n=2) have included gender equal representation in decision-making in their statutes, have organised education/training courses on leadership for women only, set up a network of women in decision-making positions, and initiated and/or supported research/studies on gender equality in decision-making positions.
- ▶ **7%** (n=1) have organised gender equality training for decision-makers.

# GENDER EQUALITY IN COACHING

There are **8,422 women (22%)** and **29,386 men (78%)** among registered coaches, trainers and instructors in Czechia **5**.

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**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 Czechia, reaching only 22%.

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

- ▶ Figure skating: 89%
- ▶ Gymnastics: 70%
- ▶ Swimming: 57%.

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

- ▶ Ice hockey: 98%
- ▶ Bobsleigh: 93%
- ▶ Cycling: 95%,
- ▶ Wrestling: 91%.
- ▶ Football: 95%

## ELITE LEVEL COACHES

▶ **62 women (11%)** and **520 men (89%)** coach elite level athletes or national teams **5**.

Of the 62 women, only seven coach men's national teams/athletes – of the 520 men, 62 coach women's national teams/athletes.

- ▶ **31%** (n=10) of the federations do not employ a female elite level coach.
- ▶ **44%** (n=14) of the federations employ at least one female elite level coach.
- ▶ **59%** (n=19) of the federations employ at least one male elite level coach.

## WOMEN IN COACHING: ACTIONS & MEASURES

**29%** (n=11) of the respondents, including **9 sport federations, the Olympic Committee, and the Olymp Sports Centre of the Ministry of Interior, have implemented measures to recruit or increase the number of female coaches since 2020.**

- ▶ **37.5%** (n=12) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **28%** (n=9) have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

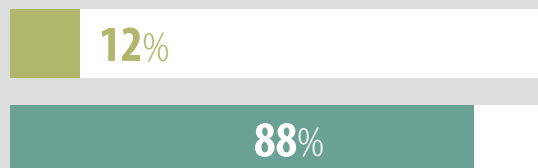
- ▶ Transparent, clear and gender-sensitive recruitment procedures (45.5%, n=5).
- ▶ Awareness-raising campaigns targeting women (36%, n=4).
- ▶ Mentoring programme for (future) female coaches and reserved positions for female coaches in education/training courses (27%, n=3).
- ▶ Setting up a network of female coaches, establishing a database of female coaches, offering education/training courses for female coaches, providing dedicated resources for female coaches, and initiating and/or supporting research/studies on gender equality in coaching (18%, n=2).
- ▶ A written action plan/strategy to increase the number of female coaches (9%, n=1).

# GENDER EQUALITY IN OFFICIATING

## SPORTS OFFICIALS

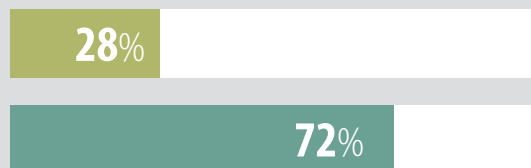
There are **4,977 women (28%)** and **12,971 men (72%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Czechia **7**.

### 6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 506 women officiating in elite level competitions in 2023, of whom 443 (87.5%) officiated games where men were competing. In contrast, there were 3,721 men officiating in elite level competitions, of whom 3,521 (95%) officiated games where women were competing. In other words, of the total 4,227 sports officials who officiate elite games, 12% were women and 88% were men.

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



■ Women ■ Men

- ▶ In the Tokyo Olympic Games (2020), 41 Czech sports officials officiated – eight women and 33 men.
- ▶ In the Tokyo Paralympic Games (2020), 11 Czech sports officials officiated – three women and eight men.
- ▶ In the Beijing Olympic Games (2022), 15 Czech sports officials officiated – five women and 10 men.
- ▶ In the Beijing Paralympic Games (2022), one man officiated.

Since 2020, out of the **25%** of federations (n=8) that reported implementing measures to recruit or increase the number of female sports officials:

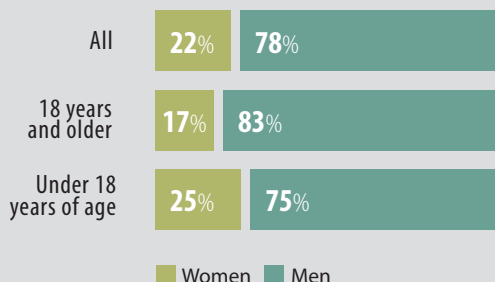
- ▶ **37.5%** (n=3) have adopted transparent, clear and gender-sensitive recruitment procedures and offer education/training courses for female sports officials
- ▶ **25%** (n=2) have established a mentoring programme for (future) female sports officials
- ▶ **12.5%** (n=1) report having a written action plan to increase the number of female sports officials, implement awareness-raising campaigns targeting women, have established a network of female sports officials, and set up a database of female sports officials.

**34%** (n=11) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

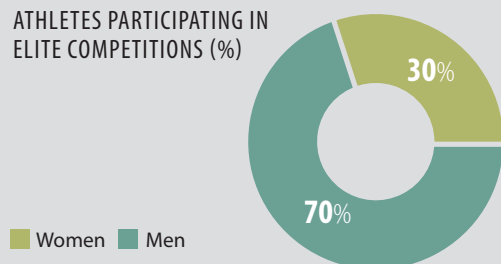
**25%** (n=8) have offered training pertaining to gender-based violence in sport.

# 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 108,812 girls as members of their sports clubs – this number accounts for 25% of young people who are members of sports clubs out of 431,004 members **8**.
- ▶ Boys account for 322,192 (75%) of young people who are members of sports clubs **8**.
- ▶ There are more girls than women active in sport clubs/federations with 108,812 (65%) members compared to 59,130 (35%) women.
- ▶ Boys represent the majority of male members of sports federations at 322,192 (53%) compared to 289,798 (47%) men.
- ▶ In the adult category, women's participation reaches 17% compared to 83% men **8**.
- ▶ When we count all members from all categories, boys dominate by 41% over men (37%), girls (14%), and women (8%).
- ▶ The sports with the highest proportion of women compared to men are figure skating (91%) and gymnastics (67%). Ice hockey and football (both 94%) have the most male members, followed by wrestling (91%). The swimming, speed skating and pentathlon federations are more gender balanced with 5-6% difference between women and men.
- ▶ There are 1,422 women (30%) and 3,258 men (70%) among athletes participating in elite competitions **9**.

## GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

**39.5%** (n=15) of sport federations surveyed as well as the National Sports Agency, the Olymp Sports Centre, 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 bobsleigh, canoe, football, hockey, ice hockey, judo, pentathlon, rowing, skiing, table tennis, wheelchair basketball and wrestling.

- ▶ **47%** (n=7) offer equal access to sport facilities for girls/women and other individuals and allocate financial resources to girls' and women's sport and/or physical activities.

- ▶ **33%** (n=5) have offered training for coaches and/or for decision-makers on this topic, as well as taster sessions for girls and women only and have changed the competition offers to be more tailored to girls and women.
- ▶ **27%** (n=4) have a written action plan/strategy to increase the number of active girls and women in sport.
- ▶ **20%** (n=3) have organised awareness-raising campaigns targeting girls and women.
- ▶ **7%** (n=1) have changed the provision of sport by introducing new sports, activities or ways of practising them and initiated and/or supported research/studies on gender equality in participation.

## FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **42%** (n=16) of respondents have taken action to allocate resources equally among women and men.

These include the federations for archery, athletics, basketball, biathlon, bobsleigh, canoe, curling, cycling, hockey, pentathlon, rowing and table tennis, as well as the National Sport Agency, the Victoria University Sports Centre, the DUKLA Army Sports Centre, and the Olympic Committee.

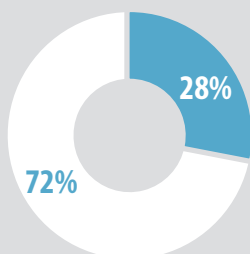
- ▶ The **athletics federation** reports that resources are allocated according to individual performance, which is roughly balanced between men and women. In terms of international events, women are slightly more successful and therefore receive a larger percentage of the total funding.



# 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

**26%** (n=10) of respondents, including sport federations and the National Sports Agency, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

All respondents (n=10) adopted their policy/action plan from 2019 onwards.

The athletics federation was the first to put its policy in place in 2019 and the most recent was the National Sports Agency in 2024.

Only for the biathlon federation and the National Sports Agency is the policy associated with the national mechanisms on prevention of gender-based violence in sport.

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

- ▶ **70%** (n=7) have human resources dedicated to its implementation.
- ▶ **60%** (n=6) have a monitoring and evaluation mechanism in place.
- ▶ **10%** (n=1) have funds allocated to its implementation.



## PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

**42%** (n=16) of the respondents, including 13 sport federations, the Olympic Committee, the National Sport Agency, and the Olymp Sports Centre of the Ministry of Interior, 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 (81%, n=13)
- ▶ Provision of formal complaint procedure for reporting gender-based violence (31%, n=5)
- ▶ Training seminars for athletes, a mention in the organisation's statutes prohibiting gender-based violence, guidelines for handling cases of gender-based violence, minimising risks procedures, and provision of safe venues (lighting, separate locker-rooms, etc.) (25%, n=4)
- ▶ Establishment of a helpline (19%, n=3)
- ▶ Written action plan to prevent and combat gender-based violence in sport and provision of safe (public) transport services to/from sport and/or physical activity venues (12.5%, n=2)
- ▶ Awareness-raising campaigns on this topic, provision of support services for victims/survivors and for affiliated organisations, and initiation of and/or support for research/studies on gender-based violence in sport (6%, n=1).

# GENDER EQUALITY IN MEDIA/COMMUNICATION

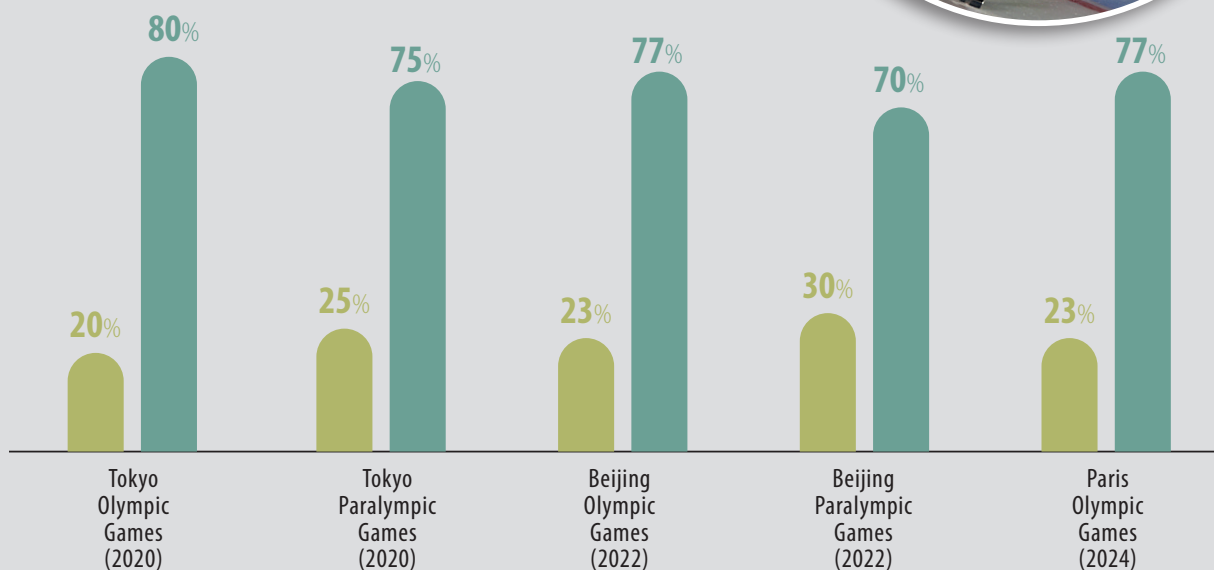


11

## 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 **12** memberships for women and **147** for men in Czechia.

Since 2020, **18%** (n=7) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

**21%** (n=8) have focused on social media for a gender-balanced representation of athletes.

However, only **10.5%** (n=4) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

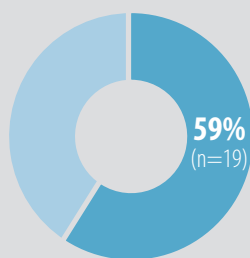
Regarding media coverage, the **Olympic Committee** has organised Media Guide Seminars for sports journalists and university students of Journalism Studies.

The **canoeing association** reports organising specialised trainings as well as briefings for the media staff.

# GENDER EQUALITY POLICIES AND PROGRAMMES

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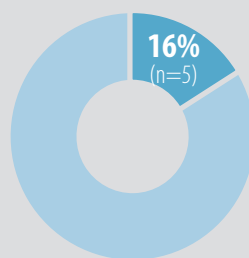
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, basketball, biathlon, bobsleigh, boccia, canoe, curling, cycling, football, golf, hockey, mountaineering, pentathlon, rowing, skateboarding, skiing, triathlon, weightlifting, wheelchair basketball

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

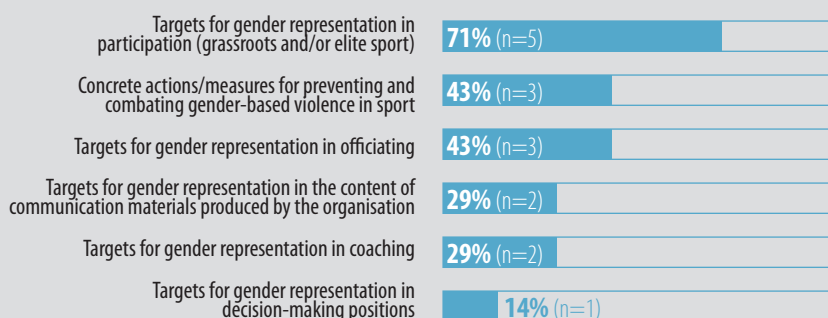


Bobsleigh, cycling, football, hockey and rowing

- ▶ Gender equality is included in 59% (n=19) of the sport federations' long-term plans but only 16% (n=5) have a policy for advancing gender equality in sport. All action plans were introduced between 2011 and 2023 **12 13**.
- ▶ The bobsleigh, cycling, football, hockey and rowing federations both have a policy and include gender equality in their overall long-term goals.
- ▶ Gender equality is included in the **Olympic Committee's** long-term plans; the Committee also has 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, OLYMPIC COMMITTEE AND THE NATIONAL SPORTS AGENCY (n=7)



- ▶ All seven (**100%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.
- ▶ Three respondents (**43%**) report having a mechanism for monitoring and evaluating their action plan.
- ▶ Three respondents (**43%**) dedicate human resources and one respondent (**14%**) allocates funds to the implementation of the policy/action plan.

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

- ▶ The **Olympic Committee's** gender equality policy targets gender representation in decision-making and includes concrete actions/asures for preventing and combating gender-based violence in sport.
- ▶ The **National Sports Agency's** gender equality policy targets gender representation in officiating and also includes concrete actions/asures for preventing and combating gender-based violence in sport.

## GENDER EQUALITY STRATEGIES

- ▶ **19%** of the sport federations are taking affirmative action and **9%** have a gender mainstreaming strategy.
- ▶ The **Olymp Sports Centre** uses affirmative action and has a gender mainstreaming strategy, while the **Olympic Committee** has only a gender mainstreaming strategy.

AFFIRMATIVE ACTION  
19% (n=6)

GENDER MAINSTREAMING STRATEGY  
9% (n=3)

Both the **curling** and **cycling associations** report that mainstreaming strategies are unnecessary, given that in their sport disciplines, there are equal numbers of female and male athletes, and participation is overall gender equal.



## CZECHIA: CONCLUDING POINTS

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

**Gender equality is included in 59% (n=19) of the sport federations' long-term plans** but only 16% (n=5) have **a policy for advancing gender equality**.

19% of federations use **affirmative action** measures, and 9% have a **gender mainstreaming strategy**. The Olymp Sports Centre is using affirmative action and has adopted a gender mainstreaming strategy to make up for past gender discrimination and inequality in sport. Significantly, 26% of respondents, including sport federations and National Sports Agency, have adopted a policy and/or action plan for preventing and **combating gender-based violence in sport**.

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

Only **one** (3%) national sports federation reports having a **female president**.

**Women** comprise **20%** of all **board members** in sport federations and the Olympic & Paralympic Committees, and **only 14% of vice-presidents are women**.

**Women** remain underrepresented among **coaches** at **22%** and, out of the federations surveyed, **31% do not employ a female elite level coach**.

Finally, of the total **4,227 sports officials** who officiate elite games, **12% are women** and 88% are men.

In terms of **women's and girls' participation in sports**, the rate is only **21%** across all sports.