



GENDER EQUALITY IN SPORT

GEORGIA



FACTSHEET



TOTAL POPULATION

3.8 MILLION

MEDIAN AGE

37 YEARS



GDP PER CAPITA

€7,558

POPULATION

52%

WOMEN

MEN

48%

LIFE EXPECTANCY

79 YEARS

WOMEN

MEN

71 YEARS

Sources: World Bank Open Data and Worldometer 2024

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

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

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 Georgia – 32 sport federations, the Georgian Paralympic Committee and the Ministry of Culture 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 Georgia 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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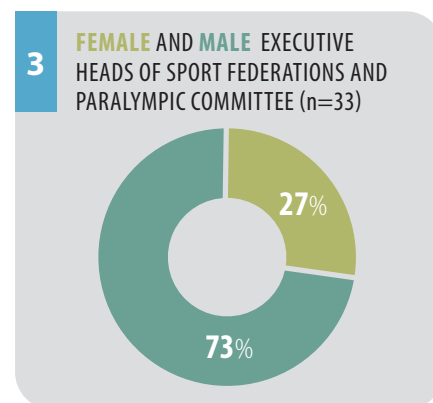
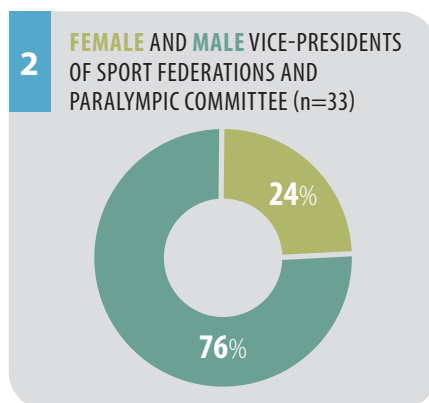
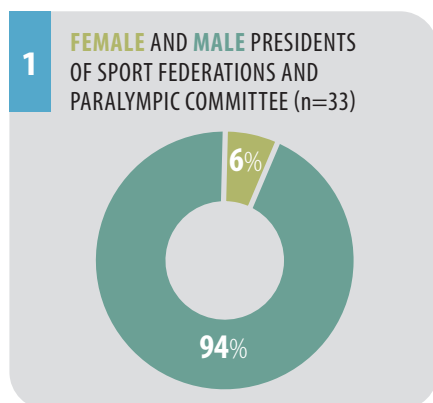


COUNCIL OF EUROPE



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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.)

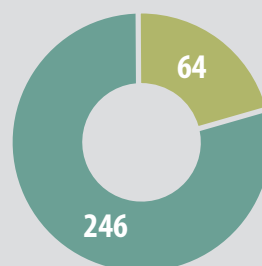
- ▶ Only two (6%) national sport federations have a female president. These are the federations for badminton and figure skating.
- ▶ Among the 86 vice-presidents of the 33 respondents, 24% (N=21) are women and represent the archery, equestrian, fencing, gymnastics, shooting, skiing and wrestling federations **2**.
- ▶ In national sport federations, less than a third of executive heads (N=9) are women.

▶ THE PARALYMPIC COMMITTEE

is chaired by a male president and two vice-presidents. Five men chair sports commissions/committees. There is no woman in a decision-making position in the organisation.

- ▶ In the Ministry of Culture and Sport, there was one woman and three men in managerial positions.
- ▶ Among the 32 federations which responded to the question, there were 344 voting members of the (general) assembly in 2023 – 19% of whom were women (N=64).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 64 WOMEN AND 246 MEN (N=310)



There is low representation of female board members among sports federations in Georgia, reaching 21% **4**.

Two federations reported a higher representation of female board members compared to male: the badminton federation reported three women and one man, and the figure skating federation reported eight women and three men.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

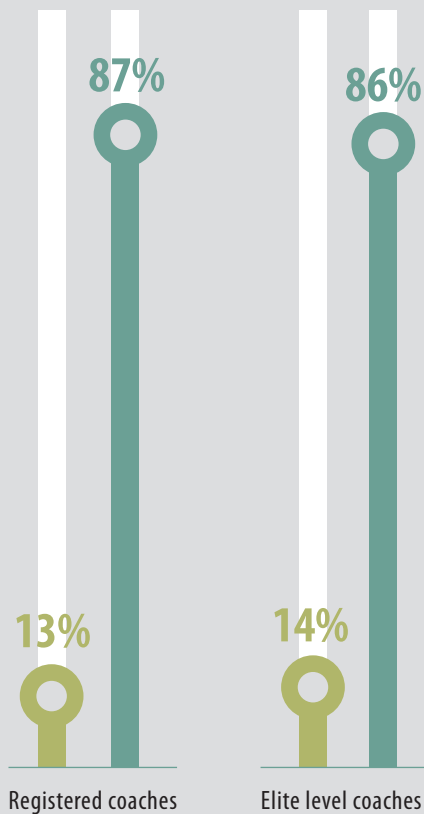
50% (n=17) of the respondents, including 16 sports federations and the Ministry of Culture and Sport, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

- ▶ **47%** (n=8) have developed an action plan to increase the number of women in decision-making positions
- ▶ **29%** (n=5) have adopted gender quotas/targets in elections or appointment procedures, facilitated the reconciliation of private life and professional or elective obligations, e.g. childcare services when meetings are held, and/or have transparent, clear and gender friendly election/appointment procedures
- ▶ **18%** (n=3) have organised leadership education and training for women and gender equality training for decision-makers, awareness-raising campaigns to encourage women to stand for decision-making positions, and/or have initiated and/or supported research/studies on gender equality in decision-making positions
- ▶ **12%** (n=2) include gender equal representation in decision-making in their statutes and have reserved seats for women.

GENDER EQUALITY IN COACHING

There are **353 women (13%)** and **2,317 men (87%)** among registered coaches, trainers and instructors in Georgia **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 Georgia at **13%** **5**.

Federations with the highest percentage of female coaches:

- ▶ Figure skating: 91%
- ▶ Gymnastics: 70%.

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

- ▶ Seven federations have only (100%) male coaches. These are the boxing, canoe, curling, cycling, golf, ice hockey and sailing federations.
- ▶ Other federations include football 98.5%, judo 97.5%, weightlifting 95%, basketball 93%, and taekwondo 91%.

ELITE LEVEL COACHES

- ▶ **87 women (14%)** and **514 men (86%)** coach elite level athletes or national teams **5**.
- ▶ Of the 87 women, 35 coach men's national teams/athletes – of the 514 men, 77 coach women's national teams/athletes.
- ▶ **37.5%** (n=12) of the federations do not employ a female elite level coach.
- ▶ **56%** (n=18) of the federations employ at least one female elite level coach.
- ▶ **91%** (n=29) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

50% (n=17) of the respondents, all of which are sport federations, have taken measures to recruit or increase the number of female coaches since 2020.

69% (n=22) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.

56% (n=18) offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

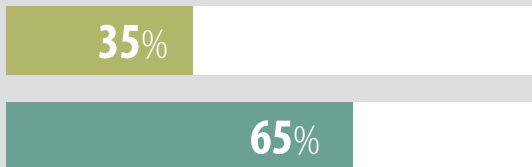
- ▶ Positions reserved for female coaches in education/training courses and transparent, clear and gender-sensitive recruitment procedures (47%, n=8)
- ▶ Education/training courses for female coaches (41%, n=7)
- ▶ Awareness-raising campaigns targeting women (35%, n=6)
- ▶ Mentoring programme for (future) female coaches (29%, n=5)
- ▶ A written action plan/strategy to increase the number of female coaches (23.5%, n=4)
- ▶ Establishing a database of female coaches/trainers/instructors and offering dedicated resources for female coaches (earmarked money, childcare when attending training seminars, and/or coaching in competition, etc.) (18%, n=3)
- ▶ Initiation and/or support of research/studies on gender equality in coaching and/or setting up a network of female coaches (12%, n=2).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **501 women (37%)** and **846 men (63%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Georgia **7**.

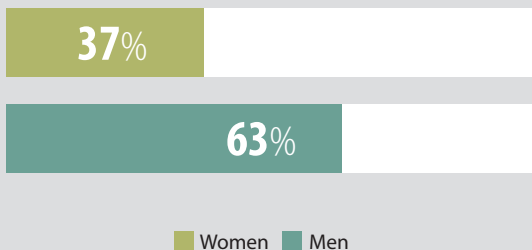
6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 88 women officiating in elite level competitions in 2023, of whom 61 (69%) officiated games where men were competing. In contrast, there were 165 men officiating in elite level competitions, of whom 87 (53%) officiated games where women were competing. In other words, of the total 253 sports officials who officiated elite games, 35% were women and 65% were men.



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



- ▶ In the Tokyo Olympic Games (2020), four Georgian sports officials officiated – two women and two men.
- ▶ In the Tokyo Paralympic Games (2020), one woman officiated.

Since 2020, **59%** (n=19) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

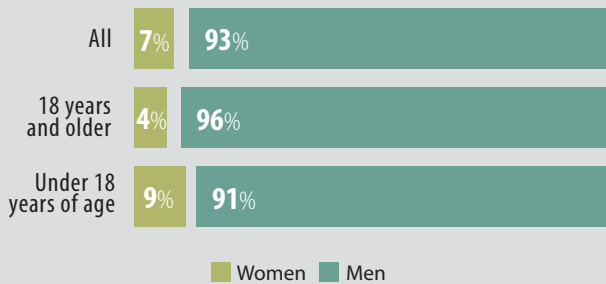
- ▶ **47%** (n=9) have reserved positions for female sports officials in education/training courses
- ▶ **37%** (n=7) have adopted transparent, clear and gender-sensitive recruitment procedures
- ▶ **26%** (n=5) have a written action plan to increase the number of female sports officials
- ▶ **21%** (n=4) have dedicated resources for female sports officials
- ▶ **16%** (n=3) have initiated and/or supported research/studies on gender equality in officiating, and have reported offering female sports officials education/training courses and a mentoring programme.

56% (n=18) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

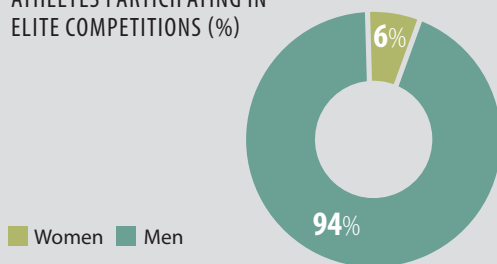
53% (n=17) have offered sports officials training pertaining to gender-based violence.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 32 national sport federations reported 3,890 girls as members of their sports clubs – this number accounts for 9% of young people who are members of sports clubs out of 44,362 members **8**.
- ▶ Boys account for 40,472 (91%) of young people who are members of sports clubs **8**.
- ▶ There are more girls than women active in sports clubs/federations with 3,890 (76%) members compared to 1,207 (24%) women.
- ▶ Boys represent the majority of male members of sport federations at 40,472 (60%) compared to 26,921 men.
- ▶ In the adult category, women's participation reaches 4% compared to 96% men **8**.
- ▶ When we count all members from all categories, boys dominate with 56% over men (37%), girls (5%), and women (2%).
- ▶ The sports with the highest proportion of women compared to men are gymnastics (72%), hockey and figure skating (both 58%). Curling and golf reported having only male members (100%), followed by rugby (99%), football and weightlifting (97.5%), wrestling (95%), and ice hockey (93%). The badminton, fencing and volleyball federations report having equal numbers of women and men.
- ▶ There are 859 women (6%) and 12,578 men (94%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

71% (n=24) of the respondents, including 22 sport federations, the Paralympic Committee and the Ministry of Culture and Sport, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **46%** (n=11) have implemented awareness-raising campaigns targeting girls and women

- ▶ **42%** (n=10) have offered training seminars for coaches and decision-makers, and/or ensured equal access to sport facilities for girls/women and other participants
- ▶ **29%** (n=7) have a written action plan to increase the number of active girls and women in sport
- ▶ **25%** (n=6) have allocated financial resources to girls' and women's sport and/or physical activities
- ▶ **12.5%** (n=3) have initiated and/or supported research/studies on gender equality in participation.

Equestrian sport is the only Olympic discipline where women and men compete equally and in mixed competitions. Every project undertaken by the **equestrian federation** is designed to promote the sport among women and ensure their maximum involvement.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

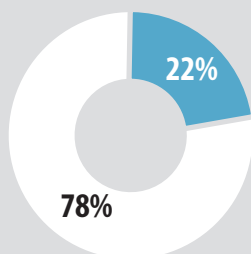
Since 2020, **29%** (n=10) of respondents have taken action to allocate resources equally among women and men. These are the badminton, biathlon, boxing, equestrian, figure skating, football, sailing, tennis and wrestling federations, and the Ministry of Culture and Sport.

According to the **Ministry of Culture and Sport**, a reform of the scholarship programme has been implemented, ensuring that scholarships are awarded to both women and men based on the same criteria.

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

23.5% (n=8) of respondents, including seven sport federations and the Paralympic Committee, 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=3).

Half of the respondents (n=4) adopted their policy/action plan from 2023 onwards. The hockey federation was the first to put its policy in place in 2010, and the most recent was football in 2024. For all federations and the Paralympic Committee, the policy is associated with the national mechanism on prevention of gender-based violence in sport.

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

- ▶ **100%** (n=8) have human resources dedicated to its implementation
- ▶ **100%** (n=8) have a monitoring and evaluation mechanism in place
- ▶ **25%** (n=2) have funds allocated to its implementation.

The **athletics federation** has dedicated **€1,000** and the **boxing federation** **€70,000** for the implementation of their action plan to prevent and combat gender-based violence.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

26.5% (n=9) of the respondents, all of which are sport federations, 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:

- ▶ Training seminars for athletes (78%, n=7)
- ▶ Training seminars for coaches and/or for decision-makers (56%, n=5)
- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions, inclusion of a mention in the organisation's statutes/rules/laws that forbids gender-based violence and a written action plan to prevent and combat gender-based violence in sport (44%, n=4)
- ▶ Awareness raising campaigns on this topic (22%, n=2)
- ▶ Minimising risk procedures (criminal record checks, risk assessment procedure, etc.), provision of support services for victims/survivors, safe venues (lighting, separate locker-rooms, etc.), a formal complaint procedure for reporting gender-based violence, as well as the appointment of a welfare or a protection officer (11%, n=1).

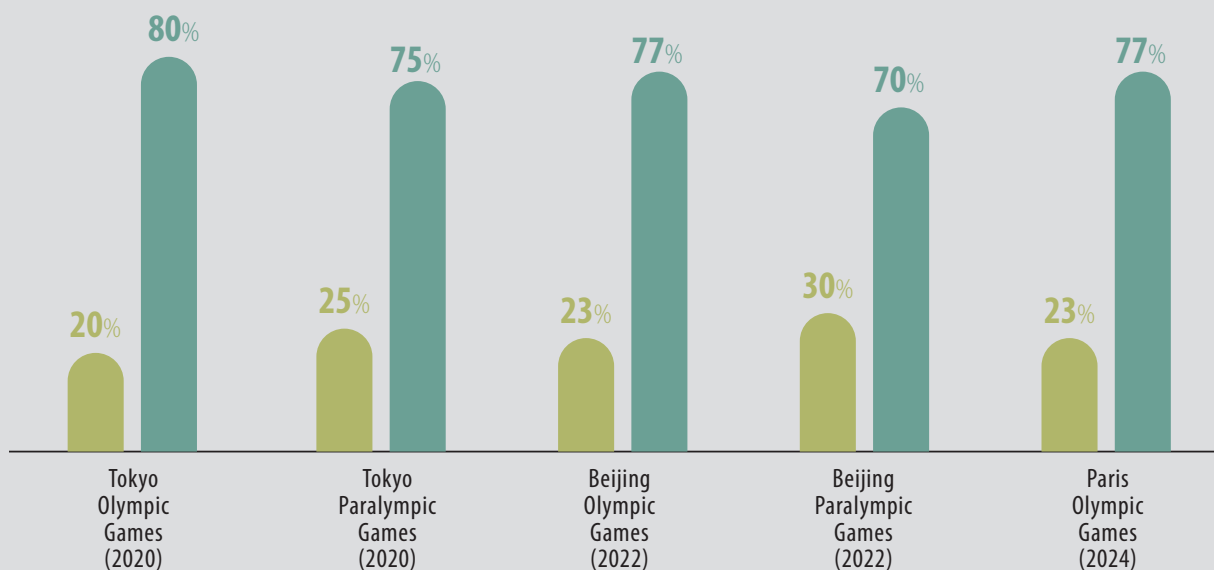
GENDER EQUALITY IN MEDIA/COMMUNICATION

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 **10** memberships for women and **19** for men in Georgia.

Since 2020, **32%** (n=11) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

29% (n=10) have focused on social media for a gender-balanced representation of athletes.

However, only **12%** (n=4) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **football federation** reports running awareness raising campaigns on women's football on television, broadcast national team games as well as women's league matches. It has also created social media channels that are dedicated specifically to women's football.

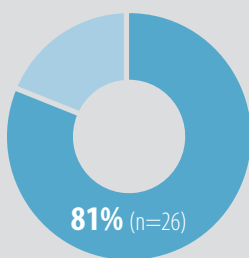
The **handball federation** promotes girls' youth teams through social networks as well as their involvement in the talent programme.

The **sailing federation** has emphasised how interviews during sports competitions are used to highlight girls' achievements.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

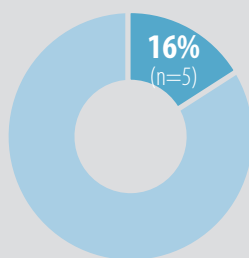
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, badminton, basketball, biathlon, boxing, curling, cycling, equestrian, fencing, gymnastics, skating, football, golf, hockey, ice hockey, judo, luge, rugby, sailing, shooting, skiing, swimming, taekwondo, volleyball, weightlifting, wrestling

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

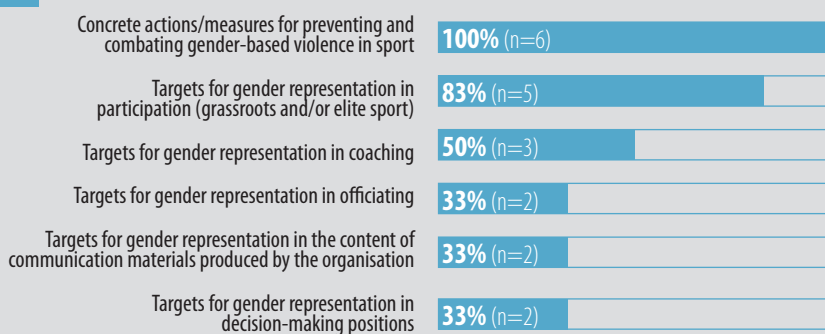


Boxing, football, luge, sailing and weightlifting

- ▶ Gender equality is included in 81% (n=26) of the sport federations' long-term plans but only 16% (n=5) have a policy for advancing gender equality in sport **12 13**. All action plans were introduced between 2016 and 2024.
- ▶ The boxing, football, luge, sailing and weightlifting federations 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 **Ministry of Culture and Sport's** long-term plans, and the latter's includes 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 AND THE MINISTRY OF CULTURE AND SPORT (n=6)



- ▶ Three respondents (**50%**) report having a mechanism for monitoring and evaluating their action plan.
- ▶ Four (**67%**) dedicate human resources and one (**17%**) allocates funds to the implementation of the policy/action plan.
- ▶ All respondents (**100%**, n=6) are seeking partnerships/cooperation with other stakeholders in the implementation of the policy/action plan.

- ▶ Among those respondents that have an action plan for gender equality, 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 three target gender representation in coaching. Two have targets for gender representation in decision-making positions, in officiating, and in communication materials **14**.
- ▶ The **Ministry of Culture and Sport** targets gender representation in its gender equality plan. In addition, it sets out measures for preventing and combating gender-based violence in sport.

GENDER EQUALITY STRATEGIES

12.5% of the sport federations are taking affirmative action and have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
12.5% (n=4)

GENDER MAINSTREAMING STRATEGY
12.5% (n=4)

In 2020, the **wrestling federation** amended its statutes, becoming the first sports federation in Georgian history to include a provision stating that any form of discrimination, including on the basis of gender, can be appealed to the Court of Arbitration for Sport (CAS) in Lausanne.

The **Ministry of Culture and Sport** is using affirmative action to make up for past gender discrimination and inequality in sport and provides financial incentives to sport associations that promote gender equality.

GEORGIA: CONCLUDING POINTS

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

Gender equality is included in 81% (n=26) of the sport federations' long-term plans but only 16% (n=5) have **a policy for advancing gender equality**.

12.5% of federations use **affirmative action** measures and have a **gender mainstreaming strategy**, compared to 0% and 9% respectively in 2019. The **Ministry of Culture and Sport** is using affirmative action to make up for past gender discrimination and inequality in sport.

Significantly, 23.5% of respondents, including seven sport federations and the Paralympic **Committee**, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, an increase since 2019 (9%).

Overall, **men dominate leadership positions** in Georgian sports organisations. Only two (6%) national sports federations report having a female president. **Women comprise 21% of all board members** in sport federations and the Paralympic Committee and **only 24% of vice-presidents**.

Women are severely underrepresented among coaches in Georgia at 13% and, out of the federations surveyed, 37.5% do not employ a female elite level coach.

There is **better gender representation in sports officiating**, with 35% women and 65% men officiating elite level games.

In terms of **women's participation** in sports, the rate is **7%** across all sports, a slight decrease since 2019 (11%).