



GENDER EQUALITY IN SPORT

GREECE



FACTSHEET



TOTAL POPULATION

10.4 MILLION

MEDIAN AGE

46.3 YEARS



GDP PER CAPITA

€25,300

POPULATION

51%

WOMEN

MEN

49%

LIFE EXPECTANCY

84.5 YEARS

WOMEN

MEN

79.5 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 Greece:

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 27 respondents from Greece – 24 sport federations, the Greek Olympic Committee, the Greek Paralympic Committee and the Hellenic General Secretariat for Sport, the national agency responsible for sport. 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 Greece 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

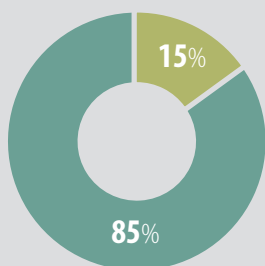
Co-funded
by the European Union



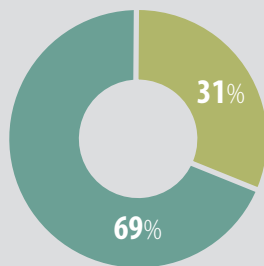
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GENDER EQUALITY IN LEADERSHIP

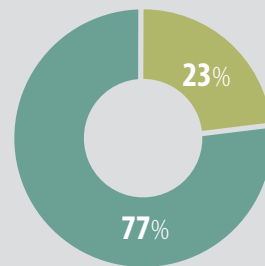
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=26)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=26)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=26)



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.)

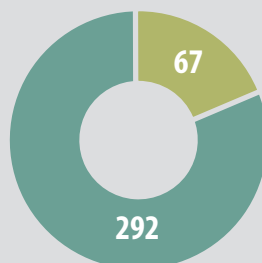
- ▶ Only four (17%) national sports federations have a female president. These are the federations for athletics, pentathlon, sailing and weightlifting.
- ▶ Among the 77 vice-presidents of the 26 respondents, 31% (N=24) are women and represent the federations for cycling, fencing, gymnastics, judo, pentathlon, swimming, table tennis, taekwondo and weightlifting **2**.
- ▶ In national sport federations, less than a third of executive heads (N=5) are women.

- ▶ **BOTH THE OLYMPIC AND PARALYMPIC COMMITTEES** are chaired by male presidents and one and two male vice-presidents respectively.

- ▶ The two Committees combined have 19 board members, of whom three are women and 16 are men. Three women chair a sports commission/committee compared to 14 men.

- ▶ In the Hellenic General Secretariat for Sport, there are 26 women and 23 men in managerial positions.
- ▶ Among the 19 federations that responded to the question, there were 1,823 voting members of the (general) assembly in 2023 – 18% of whom were women (N=335).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 67 WOMEN AND 292 MEN (N=359)



There is a low representation of female board members among sports federations and the Olympic & Paralympic Committees in Greece, reaching 19% **4**.

The equestrian and football federations reported that all their board members, 12 and 17 respectively, were men.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

63% (n=17) of the respondents, including 15 national federations, the Olympic Committee, and the Hellenic General Secretariat for Sport, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

- ▶ **76.5%** (n=13) have adopted gender quotas/targets in elections or appointment procedures and include gender equal representation in decision-making in their statutes
- ▶ **71%** (n= 12) have transparent, clear and gender friendly election/appointment procedures
- ▶ **59%** (n=10) have reserved seats for women
- ▶ **23.5%** (n=4) have organised awareness-raising campaigns to encourage women to run for decision-making positions
- ▶ **18%** (n=3) have established a mentoring programme for women in decision-making positions and initiated and/or supported research/studies on gender equality in decision-making positions
- ▶ **12%** (n=2) have organised training leadership education and training for women, developed an action plan to increase the number of women in decision-making positions, and/or established a network of women in decision-making positions
- ▶ **6%** (n=1) have organised gender equality training for decision-makers.

GENDER EQUALITY IN COACHING

There are **1,268 women (13%)** and **8,380 men (87%)** among registered coaches, trainers and instructors in Greece **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 Greece at **13%** **5**.

Federation with the highest percentage of female coaches:

- ▶ Pentathlon: 60%
- ▶ Equestrian: 53%
- ▶ Gymnastics: 53%.

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

- ▶ Sailing: 100%
- ▶ Football: 98.5%
- ▶ Golf: 95%
- ▶ Wrestling: 95%
- ▶ Boxing: 93%.

ELITE LEVEL COACHES

- ▶ **77 women (20%)** and **315 men (80%)** coach elite level athletes or national teams **5**. Of the 77 women, only 12 coach men's national teams/athletes – of the 315 men, 129 coach women's national teams/athletes.
- ▶ **25%** (n=6) of the federations do not employ a female elite level coach.
- ▶ **58%** (n=14) of the federations employ at least one female elite level coach.
- ▶ **87.5%** (n=21) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

48% (n=13) of the respondents, including 12 sport federations and the Olympic Committee, have taken measures to recruit or increase the number of female coaches since 2020.

These are the most to least commonly used measures:

- ▶ Transparent, clear and gender-sensitive recruitment procedures (54%, n=7)

- ▶ Reserved positions for female coaches and training courses for female coaches (46%, n=6)
- ▶ Establishing a database of female coaches (39%, n=5)
- ▶ Establishing a mentoring programme for female coaches (31%, n=4)
- ▶ Awareness-raising campaigns targeting women (23%, n=3)
- ▶ A written action plan/strategy to increase the number of female coaches, initiation and/or support of research/studies on gender equality in coaching (15%, n=2).

42% (n=10) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.

33% (n=8) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **901 women (24%)** and **2,850 men (76%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Greece **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS

48%

52%

There were 206 women officiating in elite level competitions in 2023, of whom 58 (28%) officiated games where men were competing. In contrast, there were 221 (52%) men officiating in elite level competitions, of whom 115 officiated games where women were competing. In other words, of the total 427 sports officials who officiated elite games, 48% were women and 52% were men.



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

24%

76%

Women Men

- ▶ In the Tokyo Olympic Games (2020), 18 Greek sports officials officiated – two women and 16 men.
- ▶ In the Tokyo Paralympic Games (2020), four Greek sports officials officiated – all men.
- ▶ In the Beijing Olympic Games (2022), six Greek sports officials officiated – one woman and five men.

Since 2020, **52%** (n=13) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

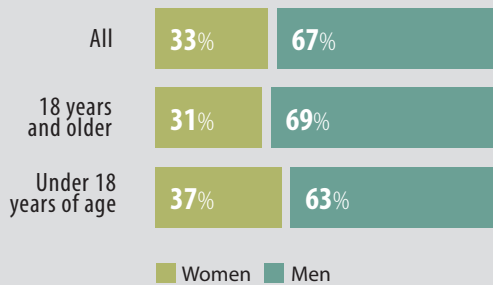
- ▶ **61.5%** (n=8) have adopted transparent, clear and gender-sensitive recruitment procedures
- ▶ **54%** (n=7) have reserved positions for female sports officials in education/training courses
- ▶ **46%** (n=6) report offering them education/training courses
- ▶ **38.5%** (n=5) have established a database of female sports officials and a mentoring programme for future female sports officials
- ▶ **31%** (n=4) implement awareness-raising campaigns targeting women
- ▶ **15%** (n=2) have established a network of female sports officials
- ▶ **8%** (n=1) have dedicated resources for female sports officials.

33% (n=8) of the federations surveyed report offering their sports officials training courses on the topic of gender equality in sport.

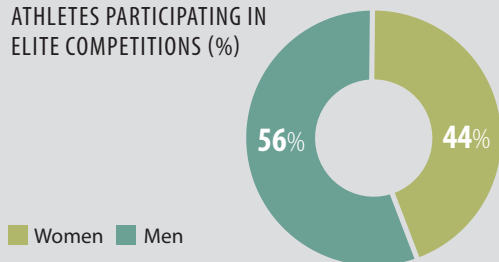
37.5% (n=9) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 21 national federations reported 41,905 girls as members of their sports clubs – this number accounts for 37% of young people who are members of sports clubs out of 113,506 members **8**.
- ▶ Boys account for 71,601 (63%) of young people who are members of sports clubs **8**.
- ▶ There are more women than girls active in sports clubs/federations with 53,407 (56%) members compared to 41,905 (44%) girls.
- ▶ Men represent the majority of male members of sports federations at 63% (N=119,672).
- ▶ In the adult category, women's participation reaches 31% compared to 69% men **8**.
- ▶ When we count all members from all categories, men members represent the highest percentage with 42% over boys (25%), women (19%) and girls (15%).
- ▶ The sports with the highest proportion of women compared to men are volleyball (92%), gymnastics (90%) and equestrian (81%). Football (96%) and wrestling (91%) have the most male members, followed by boxing (90%) and cycling (85%). The winter sports and pentathlon federations are more gender balanced with 44-45% female and 55-56% male members.
- ▶ There are 898 women (44%) and 1,136 men (56%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

48% (n=13) of the respondents, including 11 sport federations, the Olympic Committee and the Hellenic General Secretariat for Sport, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

The federations are athletics, basketball, boxing, cycling, football, gymnastics, handball, judo, sailing, shooting and weightlifting.

During the last 5 years, the **handball federation**, in collaboration with the International Handball Federation, the handball federation in France, and the Hellenic Olympic Committee, has entrusted the balanced development and promotion of the sport, both geographically and between women and men, to a specially appointed Strategic Advisor.

- ▶ **92%** (n=12) have ensured equal access to sport facilities for girls/women and other participants
- ▶ **77%** (n=10) have implemented awareness-raising campaigns targeting girls and women
- ▶ **54%** (n=7) have offered training seminars for coaches and decision-makers
- ▶ **46%** (n=6) have offered taster sessions for girls and women
- ▶ **38.5%** (n=5) have changed the competition offers to be more tailored to girls and women
- ▶ **23%** (n=3) have allocated financial resources to girls' and women's sport and/or physical activities and changed the provision of sport by introducing new sports, activities or ways of practising them
- ▶ **15%** (n=2) have a written action plan/strategy to increase the number of active girls and women in sport, and initiated and/or supported research/studies on gender equality in participation.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

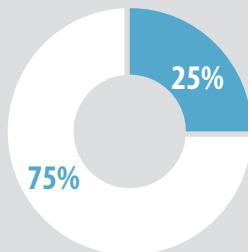
Since 2020, **30%** (n=8) of the respondents have taken action to allocate resources equally among women and men. These are the athletics, fencing, gymnastics, handball, judo, sailing, shooting and swimming federations.

The **swimming federation** ensures that participation requirements as well as rewards are equal for women and men.

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

30% (n=8) of respondents, including sport federations, the Olympic Committee and the Hellenic General Secretariat for Sport, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=7) adopted their policy/action plan from 2022 onwards. The basketball federation was the first to put its policy in place in 2021, and the most recent was football in 2024. For all the aforementioned respondents, 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:

- ▶ **50%** (n=4) have human resources dedicated to its implementation.
- ▶ **62.5%** (n=5) 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 its action plan to prevent and combat gender-based violence.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

30% (n=8) of the respondents, including six sport federations, the Olympic Committee and the Hellenic General Secretariat for Sport, 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 and training seminars for coaches and/or for decision-makers (75%, n=6)
- ▶ Training seminars for athletes (50%, n=4)
- ▶ Guidelines for handling cases of gender-based violence, appointment of a welfare or a protection officer, mention in the organisation's statutes/rules/laws that forbids gender-based violence, and/or a written action plan to prevent and combat gender-based violence in sport (37.5%, n=3).

GENDER EQUALITY IN MEDIA/COMMUNICATION

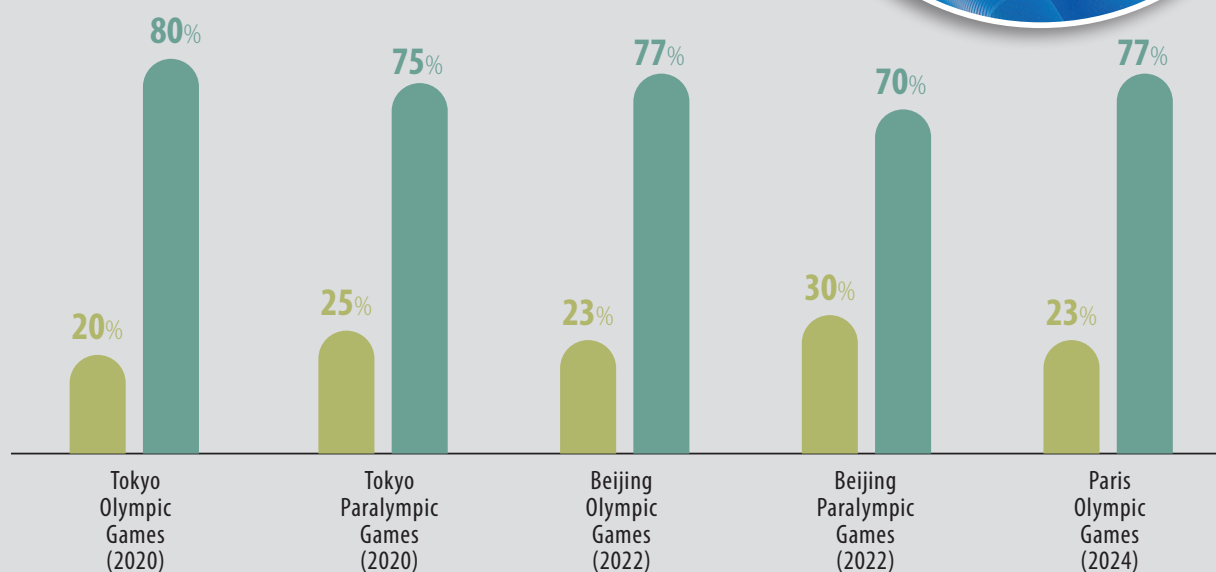


11

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 **6** memberships for women and **50** for men in Greece.

Since 2020, **37%** (n=10) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

30% (n=8) have focused on social media for a gender-balanced representation of athletes and have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

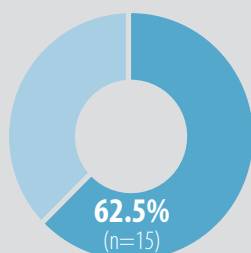
The **sailing federation** has dedicated pages on social media platforms highlighting the women's sailing programme "Sailing: Gender Female" that aims to promote gender equality through sport. Female athletes are showcased as role models holding various positions within the sport sector – coaches, athletes, competitive judges etc.

The **judo federation** features female athletes through the media, highlighting mainly their training and competitive activities.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

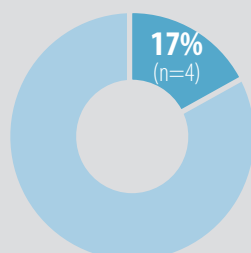
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, badminton, basketball, boxing, cycling, fencing, football, golf, gymnastics, judo, pentathlon, shooting, swimming, volleyball and weightlifting

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Athletics, basketball, cycling and weightlifting

► Gender equality is included in 62.5% (n=15) of the sport federations' long-term plans but only 17% (n=4) have a policy for advancing gender equality in sport. Most action plans were introduced between 2023 and 2024

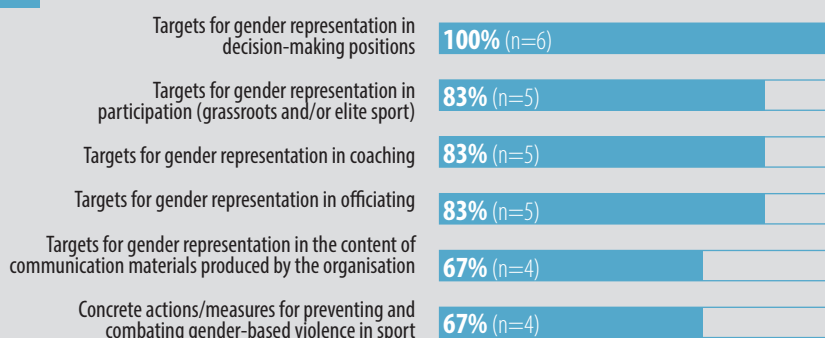
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► The athletics, basketball, cycling and weightlifting federations have both a policy and include gender equality in their overall long-term goals.

► Gender equality is included in both the **Olympic and Paralympic Committees'** and the **Hellenic General Secretariat for Sport's** long-term plans. The Olympic Committee's and the Hellenic General Secretariat for Sport's long-term plans also include a policy for advancing gender equality.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND THE MINISTRY OF CULTURE AND SPORT (n=6)



► Two respondents (33%) report having a mechanism for monitoring and evaluating their action plan.

► Three (50%) dedicate human resources and one (17%) allocates funds to the implementation of the policy/action plan.

► Five (83%) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

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

► The **Hellenic General Secretariat for Sport** targets gender representation in decision-making and sets out measures for preventing and combating gender-based violence in sport.

► The **Olympic Committee** also has a gender equality plan, targets for gender representation in decision-making, coaching and officiating, and grassroots and elite participation, as well as gender-balanced representation in communication materials.

GENDER EQUALITY STRATEGIES

AFFIRMATIVE ACTION
12.5% (n=3)

GENDER MAINSTREAMING STRATEGY
17% (n=4)

► 12.5% of the sport federations are taking affirmative action to advance gender equality and 17% have a gender mainstreaming strategy.

► The **Hellenic General Secretariat for Sport** and the **Olympic Committee** are using both affirmative action and mainstreaming strategies.

GREECE: CONCLUDING POINTS

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

Gender equality is included in 62.5% (n=15) of the sport federations' long-term plans but only 27% (n=4) have **a policy for advancing gender equality**.

12.5% of federations use **affirmative action** measures, and 17% have a **gender mainstreaming strategy**. The **Hellenic General Secretariat for Sport** and the **Olympic Committee** are using both affirmative action and mainstreaming strategies.

Notably, 30% of respondents, including sport federations, the Olympic Committee and the Hellenic General Secretariat for Sport, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Greek sports organisations. Only four (15%) national sports federations report having a female president. **Women comprise less than 20% of all board members** in sport federations and the Olympic & Paralympic Committees as well as **only 31% of vice-presidents**.

Women are severely underrepresented among coaches in Greece at 13% and, out of the federations surveyed, 25% do not employ a female elite level coach.

Finally, of the total 427 sports officials who officiate elite games, **48% are women and 52% are men**.

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