



# GENDER EQUALITY IN SPORT

## ICELAND



## FACTSHEET



TOTAL POPULATION

**387,758**

MEDIAN AGE

**36 YEARS**



GDP PER CAPITA

**€73,984**

POPULATION

**48.5%**

WOMEN

MEN

**51.5%**

LIFE EXPECTANCY

**84.5 YEARS**

WOMEN

MEN

**81.6 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 Iceland:

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 21 respondents from Iceland – 18 sport federations, the Icelandic Olympic Committee, the Icelandic Paralympic Committee and the Icelandic Ministry of Education and Children's Affairs, 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 Iceland 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



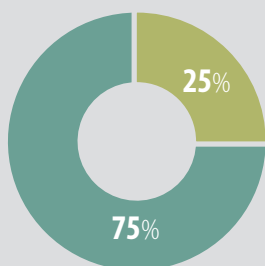
COUNCIL OF EUROPE



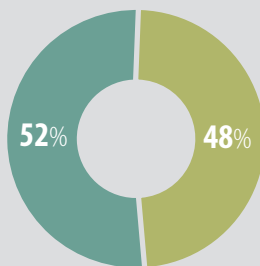
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by the Council of Europe

# GENDER EQUALITY IN LEADERSHIP

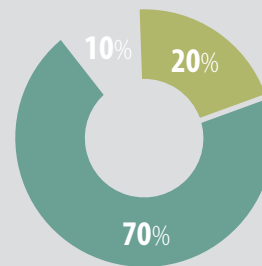
## 1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (N=20)



## 2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (N=20)



## 3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (N=20)



**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.)

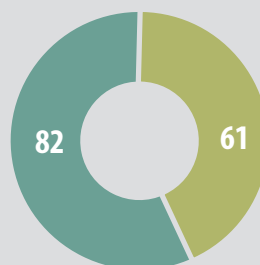
- Only five (25%) national sports federations have a female president. These are the federations for football, golf, ice skating, taekwondo, and weightlifting.
- Among the 23 vice-presidents of the 20 respondents, 48% (N=11) are women and represent the athletics, badminton, equestrian, fencing, football, ice hockey, ice skating, shooting and tennis federations, and the Paralympic Committee **2**.
- In national sport federations, there are only four female executive heads (25%). Two federations reported that they do not have the position of Executive Head within their structures.

► **THE OLYMPIC COMMITTEE** is chaired by a male president and a female vice-president, whereas the **PARALYMPIC COMMITTEE** is chaired by a male president and vice-president.

► The two Committees combined have 26 board members, of whom 10 are women and 16 are men. Thirty-two women (46%) and thirty-seven men (54%) chair sports commissions/committees.

- In the Icelandic Ministry of Education and Children's Affairs, there was one woman and one man in managerial positions.
- Among the 18 federations which answered the question and the Olympic and Paralympic Committees, there were 855 voting members of the (general) assembly in 2023 – 36% of whom were women (N=311).

## 4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 61 WOMEN AND 82 MEN (N=143)



There is a relatively balanced representation of female and male board members among sports federations in Iceland with 43% women and 57% men **4**.

Three federations reported a higher representation of female board members compared to male; the federation for golf, tennis, equestrian, and ice skating reporting female-only board members.

## WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

**29%** (n=6) of the sport federations have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

These include the federations for badminton, fencing, football, golf, shooting and tennis.

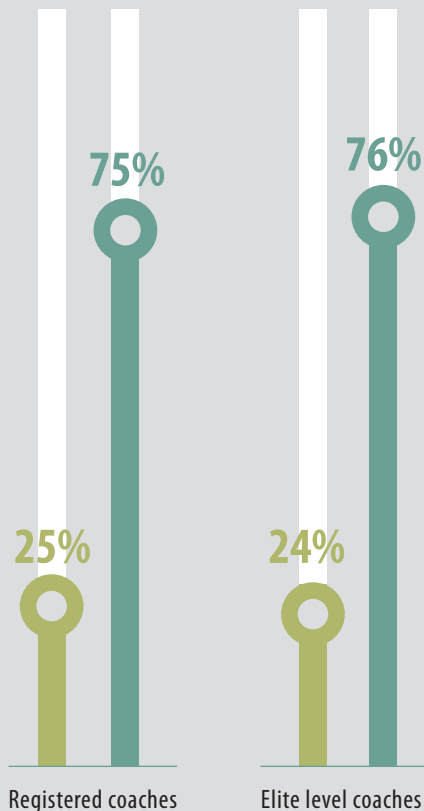
- **83%** (n=5) have transparent, clear and gender-sensitive election or appointment procedures.
- **33%** (n=2) have a written action plan/strategy to increase the number of women in decision-making positions, have gender quotas/targets in elections or appointment procedures, and provide education/training courses on leadership for women only.
- **17%** (n=1) mention gender representation in the organisation's statutes, conduct awareness-raising campaigns to encourage women to stand for decision-making positions, have a network of women in decision-making, and initiate and/or support research/studies on gender equality in decision-making positions.

# GENDER EQUALITY IN COACHING

There are **27 women (25%)** and **81 men (75%)** among registered coaches, trainers and instructors in Iceland<sup>1</sup> **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 Iceland at **25%** **5**.
- ▶ No federation has a higher percentage of female coaches compared to male coaches.

### Federations with the highest percentage of male coaches:

- ▶ Equestrian: 100%
- ▶ Weightlifting: 100%
- ▶ Athletics: 86%
- ▶ Handball: 84%
- ▶ Taekwondo: 80%.

## ELITE LEVEL COACHES

- ▶ **18 women (24%)** and **56 men (76%)** coach elite level athletes or national teams **5**.
- ▶ **28%** (n=5) of the federations do not employ a female elite level coach.
- ▶ **56%** (n=10) of the federations employ at least one female elite level coach.
- ▶ **83%** (n=15) of the federations employ at least one male elite level coach.

According to **World Archery Iceland**, while there are more men than women practising the sport of archery, women are in the majority when it comes to officiating, registration in competitions and national teams' projects.

## WOMEN IN COACHING: ACTIONS & MEASURES

**29%** (n=6) of the respondents, including five sport federations and the Icelandic Ministry of Education and Children's Affairs, have taken measures to recruit or increase the number of female coaches since 2020.

**56%** (n=10) 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:

- ▶ Dedicated resources for female coaches (33%, n=2)
- ▶ A written action plan/strategy to increase the number of female coaches, transparent, clear and gender-sensitive recruitment procedures, awareness-raising campaigns targeting women, establishment of a network of female coaches (17%, n=1).
- ▶ The **Icelandic Athletic Federation** cooperates with other national sport federations and the Olympic Committee to reduce dropout of female coaches from grassroots sports to elite level.

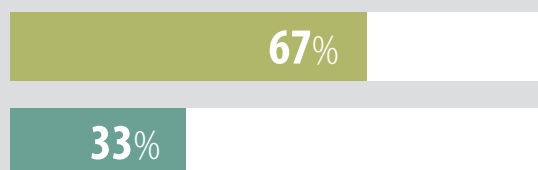
1. 18 sport federations responded to questions on coaching and officiating.

# GENDER EQUALITY IN OFFICIATING

## SPORTS OFFICIALS

There are **109 women (40%)**, **161 men (59%)** and **one person of other/undisclosed gender (<1%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Iceland **7**.

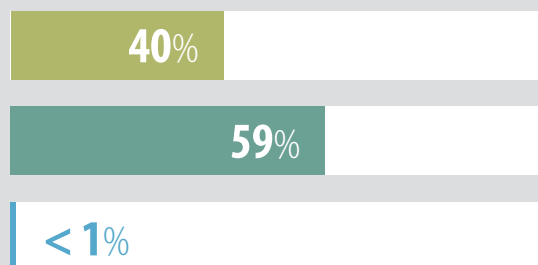
### 6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 52 women officiating in elite level competitions in 2023, of whom 44 (85%) officiated games where men were competing. In contrast, there were only 26 men officiating in elite level competitions, of whom 21 (81%) officiated games where women were competing. In other words, of the total 78 sports officials who officiated elite games, 67% were women and 33% were men.



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



■ Women ■ Men ■ Other/undisclosed gender

- ▶ In the Tokyo Olympic Games (2020), one man officiated.
- ▶ In the Beijing Olympic Games (2022), one woman and two men officiated.

Since 2020, **22%** (n=4) of federations reported implementing measures to recruit or increase the number of female sports officials:

- ▶ **100%** (n=4) have adopted transparent, clear and gender-sensitive recruitment procedures.
- ▶ **25%** (n=1) have a network of female sports officials, carry out awareness-raising campaigns targeting women, and have a written action plan/strategy to increase the number of female sports officials.

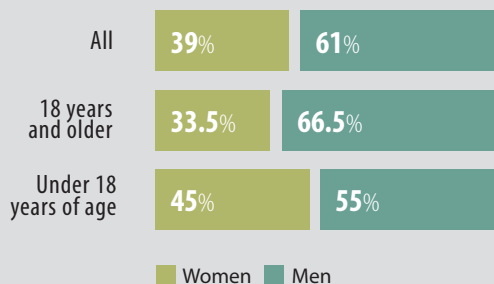
**33%** (n=6) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

**43%** (n=9) of all respondents, including eight federations and the Icelandic **Ministry of Education and Children's Affairs**, have offered sports officials training pertaining to gender-based violence.

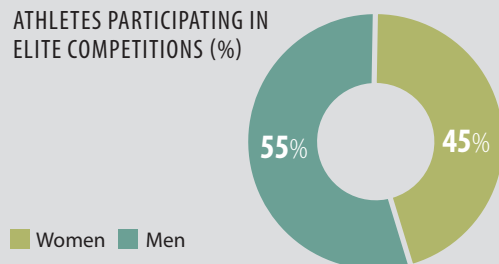


# GENDER EQUALITY IN PARTICIPATION

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



## 9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 13 national federations reported 9,841 girls as members of their sports clubs – this number accounts for 45% of young people who are members of sports clubs out of 21,865 members **8**.
- ▶ Boys account for 12,021 (55%) of young people who are members of sports clubs **8**.
- ▶ There are more girls than women active in sports clubs/federations with 9,841 (55%) members compared to 8,145 (45%) women.
- ▶ Men represent the majority of male members of sports federations at 16,188 (57%).
- ▶ In the adult category, women's participation reaches 33.5% compared to 66.5% men **8**.
- ▶ When we count all members from all categories, men dominate with 35% over boys (26%), girls (21%) and women (18%).
- ▶ Three federations reported members of other gender identities. Among the 46,208 members, 10 were of other gender identity (0.0028%).
- ▶ The sports with the highest proportion of women compared to men are tennis (54%), equestrian (53%), and skiing (51%). Shooting reported the highest number of male members (94%), followed by taekwondo (71.5%), golf (71%), archery and ice hockey (66%). The federation for athletics reported an equal number of women and men.
- ▶ There are 318 women (45%) and 12,578 men (55%) among athletes participating in elite competitions **9**.

## GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

**29%** (n=6) of the respondents, including five sport federations and the Icelandic Ministry of Education and Children's Affairs, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **83%** (n=5) have conducted awareness-raising campaigns targeting girls and women.
- ▶ **50%** (n=3) have organised taster sessions for girls and women only.
- ▶ **33%** (n=2) have dedicated financial resources to girls' and women's sport and/or physical activity and have ensured equal access to sport facilities for girls/women and other participants.
- ▶ **17%** (n=1) have a written action plan/strategy to increase the number of active girls and women in sport, and have introduced new sports, activities or ways of practising them tailored to girls and women.

The **Golf Union of Iceland** and the **Icelandic Ice Hockey Federation** organise promotional days for women and girls.

**World Archery Iceland** has added a "non-gendered" category to all its competitions, in addition to the gendered categories (women and men), in order to enable everyone to participate. All athletes are automatically entered into the "non-gendered" category, regardless of whether they are also in gendered categories. This also includes the national championships, where official national titles for the "non-gendered" class and official national records for "non-binary/other" were added in 2022.

## FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

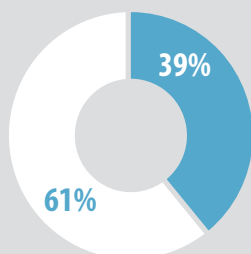
Since 2020, **33%** (n=7) of respondents have taken action to allocate resources equally among women and men. These are the federations for archery, golf, handball, ice hockey, sailing, skiing, and tennis.

The **Icelandic Tennis Association** considers gender balance in all projects the federation organises, and the **Icelandic Handball Association** provides equal financial support to men and women.

# 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

**43%** (n=9) of the respondents, including seven sport federations, the Olympic Committee and the Icelandic Ministry of Education and Children's Affairs, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=8) adopted their policy/action plan from 2020 onwards. The Icelandic Ministry of Education and Children's Affairs was the first to put its policy in place in 2019, and the most recent was the equestrian federation in 2023. For most federations (89%), as well as the Icelandic Ministry of Education and Children's Affairs, 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:

- ▶ **44%** (n=4) have human resources dedicated to its implementation;
- ▶ **56%** (n=5) have a monitoring and evaluation mechanism in place;
- ▶ **33%** (n=3) have funds allocated to its implementation.

The **Icelandic Ministry of Education and Children's Affairs** has dedicated **€200,000** and the **National Olympic Committee** **€84,000** for the implementation of their action plan to prevent and combat gender-based violence.

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

**33%** (n=7) of the respondents have implemented specific actions/measures to prevent and combat gender-based violence in sport.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Written action plan/strategy to prevent and combat gender-based violence in sport; codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions; mention in the organisation's statutes/rules/laws that forbids gender-based violence; guidelines for handling cases of gender-based violence (57%, n=4)
- ▶ Minimising risks procedures (criminal record checks, risk assessment procedure, etc.) and awareness-raising campaigns on the topic (43%, n=3)
- ▶ Provision of support services for victims/survivors and for affiliated organisations (29%, n=2)
- ▶ Provision of safe venues, and training seminars, workshops, etc. for coaches and/or for decision-makers (14%, n=1).

The **Icelandic Ministry of Education and Children's Affairs** has established the "Sports and Youth Activities Communication Counsellor" with the aim of contributing to a safe environment free of violence and harassment in sport and youth activities.

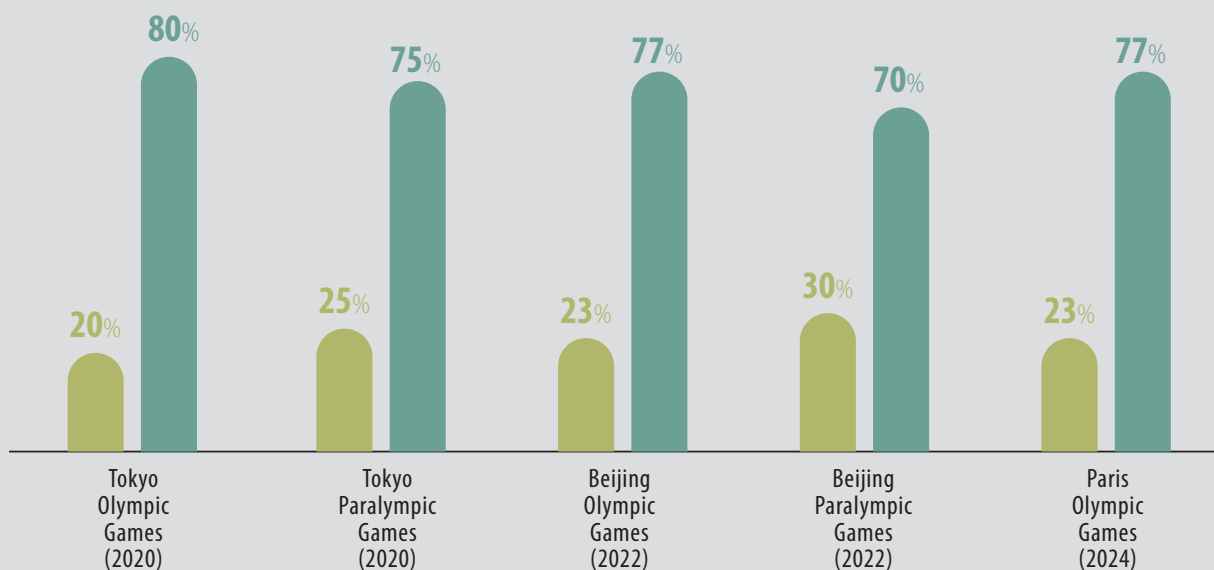
# GENDER EQUALITY IN MEDIA/COMMUNICATION

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## 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 **2** memberships for women and **10** for men in Iceland.

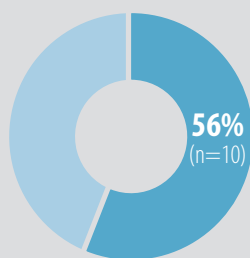
- ▶ Since 2020, **24%** (n=5) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.
- ▶ **19%** (n=4) have focused on social media for a gender-balanced representation of athletes.
- ▶ However, only **9.5%** (n=2) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **Olympic Committee** ensures a gender balance in all its published materials.

# GENDER EQUALITY POLICIES AND PROGRAMMES

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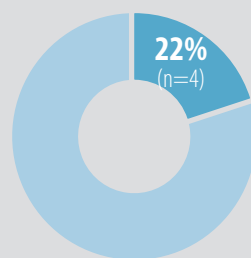
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Archery, athletics, badminton, fencing, golf, handball, ice hockey, sailing, skiing, tennis

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

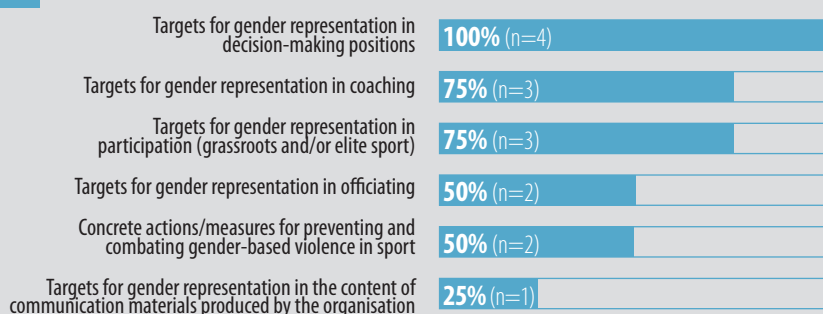


Athletics, fencing, golf, tennis

- ▶ Gender equality is included in 56% (n=10) of the sport federations' long-term plans but only 22% (n=4) have a policy for advancing gender equality in sport **12 13**.
- ▶ The athletics, fencing, golf and tennis federations have both a policy and include gender equality in their overall long-term goals.
- ▶ Gender equality is included in both the **Olympic Committee's** and the **Icelandic Ministry of Education and Children's Affairs** long-term goals.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (n=4)



- ▶ Two respondents (**50%**) dedicate human resources and one (**25%**) allocates funds to the implementation of the policy/action plan.

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

## GENDER EQUALITY STRATEGIES

- ▶ None (**0%**) of the sport federations are taking affirmative action and **17%** have a gender mainstreaming strategy.

The **Icelandic Ministry of Education and Children's Affairs** incorporates a gender mainstreaming strategy to reach gender equality in sport.

AFFIRMATIVE ACTION 0%

GENDER MAINSTREAMING STRATEGY 17% (n=3)



## ICELAND: CONCLUDING POINTS

Gender equality in the sports sector in Iceland has seen significant progress in recent years.

**Affirmative action** measures are not used by sports federations in Iceland, and only three report having a **gender mainstreaming strategy**.

Significantly, 43% of respondents, including seven sport federations, the Olympic Committee and the Icelandic Ministry of Education and Children's Affairs, **have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport**.

However, **men are still overrepresented in leadership positions** with only five women (25%) among presidents of national sports federations and the Olympic and Paralympic Committees.

**There is more gender balance among vice-presidents with 48% women, and among board members with 43% women.**

**Women are underrepresented among coaches in Iceland at 25%**, and no federation has a higher percentage of female coaches compared to men.

There are only 24% of women among elite level coaches and 28% (n=5) of the federations do not employ a female elite level coach.

Finally, of the total 78 sports officials who officiated elite games in 2023, **67% were women** and 33% were men.

In terms of **female participation in sports, the rate is 39% across** all sports federations surveyed.

However, only 29% of the sport federations surveyed, as well as the Icelandic Ministry of Education and Children's Affairs, have taken action to promote women and girls' access to participation in sport since 2020.

Similarly, while **gender equality is included in 56% of the sport federations' long-term plans, only 22% have a policy for advancing gender equality in sport.**