



GENDER EQUALITY IN SPORT

ISRAEL



FACTSHEET



TOTAL POPULATION
9.281 MILLION
MEDIAN AGE
30.2 YEARS



GDP PER CAPITA
€52,084

POPULATION

50.6%

WOMEN

MEN

49.4%

LIFE EXPECTANCY

83.2 YEARS

WOMEN

MEN

78.8 YEARS

Sources: World Bank Open Data and Worldometer (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

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

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 30 respondents from Israel – 27 sport federations, the Israeli Olympic Committee, the Israeli 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 Israel 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



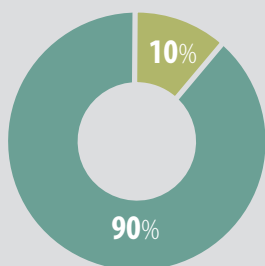
COUNCIL OF EUROPE



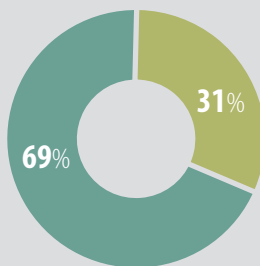
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by the Council of Europe

GENDER EQUALITY IN LEADERSHIP

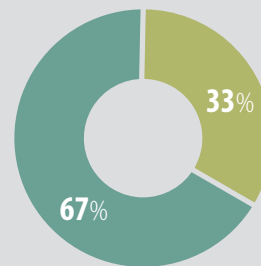
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (N=29)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (N=29)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (N=29)



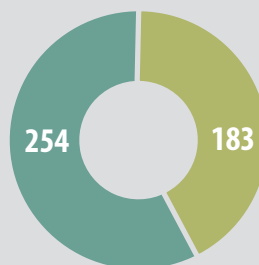
n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Only three (11%) national sports federations have a female president. These include the federations for archery, cycling, and volleyball. A female president also heads the Olympic Committee **1**.
- ▶ Among the 26 vice-presidents of the 30 respondents, 31% (N=8) are women and represent the federations for boxing, fencing and taekwondo, and the Olympic Committee **2**.
- ▶ In national sport federations, just over a third of executive heads are women (N=10).

- ▶ **THE OLYMPIC COMMITTEE** is chaired by a female president and vice-president whereas both the president and the vice-president of the **PARALYMPIC COMMITTEE** are men.
- ▶ The two committees combined have 50 board members, of which 33 are men and 17 are women. Seven women chair sports commissions/committees compared to nine men.

- ▶ In the Israeli Ministry of Culture and Sport, there were two women and six men in managerial positions.
- ▶ Among the 29 respondents, there were 4,981 voting members of the (general) assembly in 2023 – 32.5% of whom were women (N=1,622).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 183 WOMEN AND 254 MEN (N=437)



There is a high representation of female board members among sports federations and the Olympic & Paralympic Committees in Israel, reaching 42% **4**.

The tennis federation reported a higher representation of women (N=35) compared to men (N=24).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

90% (n=27) of the respondents, including 24 sport federations, the Olympic and Paralympic Committees, 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.

Exceptions are the gymnastics, sailing and shooting federations.

- ▶ **56%** (n=15) include gender equal representation in decision-making in their statutes, and have reserved seats for women

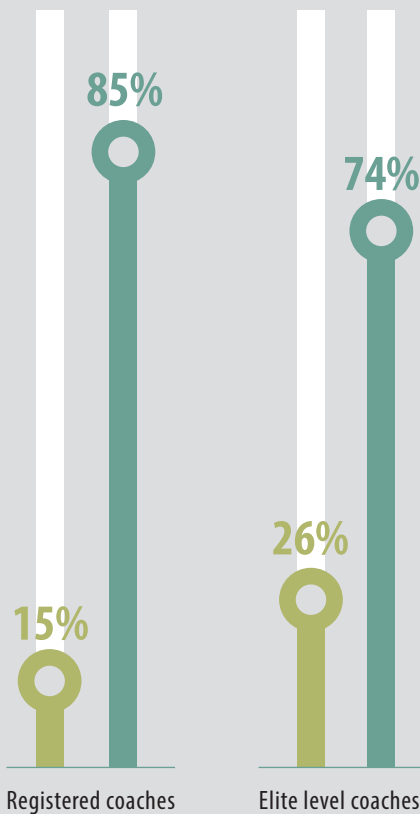
- ▶ **48%** (n=13) have adopted gender quotas/targets in elections or appointment procedures
- ▶ **41%** (n=11) have transparent, clear and gender friendly election/appointment procedures
- ▶ **37%** (n=10) have organised training leadership education and training for women
- ▶ **22%** (n=6) have organised gender equality training for decision-makers, and have developed an action plan to increase the number of women in decision-making positions
- ▶ **15%** (n=4) have organised awareness-raising campaigns to encourage women to run for decision-making positions.

GENDER EQUALITY IN COACHING

There are **1,269 women (15%)** and **7,142 men (85%)** among registered coaches, trainers and instructors in Israel **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 severely underrepresented among coaches in Israel at **15%** **5**.

Federations with the highest percentage of female coaches:

- ▶ Gymnastics: 77%
- ▶ Cycling: 65%
- ▶ Figure skating: 61%

Federations with the highest percentage of male coaches (90-99%):

- ▶ Ice hockey: 100%
- ▶ Football: 97%
- ▶ Wrestling: 95%
- ▶ Sailing: 92%
- ▶ Handball: 91%.

ELITE LEVEL COACHES

▶ **70 women (26%)** and **201 (74%) men** coach elite level athletes or national teams **5**. Of the 70 women, only 5 coach men's national teams/athletes – of the 201 men, 33 coach women's national teams/athletes.

- ▶ **33%** (n=9) of the federations do not employ a female elite level coach.
- ▶ **56%** (n=15) of the federations employ at least one female elite level coach.
- ▶ **78%** (n=21) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

67% (n=20) of the respondents, including 18 sport federations, the Olympic Committee and the Ministry of Culture and Sport, have taken measures to recruit or increase the number of female coaches since 2020.

These are the most to least commonly used measures:

- ▶ Education/training courses for female coaches/trainers/instructors (75%, n=15)

- ▶ Dedicated resources for female coaches/trainers/instructors (55%, n=11)
- ▶ A written action plan/strategy to increase the number of female coaches/trainers/instructors (35%, n=7)
- ▶ Initiation and/or support of research/studies on gender equality in coaching (10%, n=2)
- ▶ Setting up a network of female coaches/trainers/instructors (15%, n=3)
- ▶ Establishing a database of female coaches/trainers/instructors (20%, n=4).

60% (n=18) of the respondents have offered their coaches training courses on the topic of gender equality in sport.

53% (n=16) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **620 women (22%)** and **2,226 men (78%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Israel **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS

21%

79%

There were 63 women officiating in elite level competitions in 2023, of whom 40 (63.5%) officiated games where men were competing. In contrast, there were 243 men officiating in elite level competitions, of whom 73 (30%) officiated games where women were competing. In other words, of the total 306 sports officials who officiated elite games, 21% were women and 79% were men.



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

22%

78%

Women Men

- ▶ In the Tokyo Olympic Games (2020), seven Israeli sports officials officiated – one woman and six men.
- ▶ In the Beijing Olympic Games (2022), two Israeli sports officials officiated – one woman and one man.
- ▶ In the Beijing Paralympic Games (2022), one male sports official officiated.

Since 2020, out of the 12 federations **(44%)** that have reported implementing measures to recruit or increase the number of female sports officials:

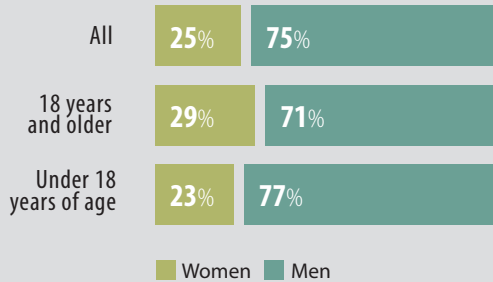
- ▶ **42%** (n=5) report offering them education/training courses.
- ▶ **33%** (n=4) have adopted transparent, clear and gender-sensitive recruitment procedures.
- ▶ **25%** (n=3) have dedicated resources for female sports officials, and have implemented awareness-raising campaigns targeting women.

33% (n=9) of the federations surveyed have offered their sports officials training courses on the topic of gender equality in sport.

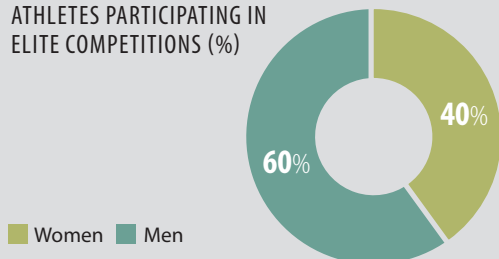
33% (n=9) have offered sports officials training pertaining to gender-based violence.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 27 national federations reported 26,243 girls as members of their sports clubs – this number accounts for 23% of young people who are members of sports clubs out of 113,281 members **8**.¹
- ▶ Boys account for 87,038 (77%) of young people who are members of sports clubs.
- ▶ There are more girls than women active in sport clubs/federations with 26,243 (70%) members compared to 11,038 (30%) women.
- ▶ Boys represent the majority of male members of sports federations at 87,038 (76%) compared to 27,295 (24%) men.
- ▶ In the adult category, women's participation reaches 29% compared to 71% men **8**.
- ▶ When we count all members from all categories, boys dominate with 57% over men (18%), girls (17%), and women (7%).
- ▶ The sports with the highest proportion of women compared to men are gymnastics (92%), figure skating (86%) and equestrian (77%). Football (94%) and ice hockey (91%) have the most male members, followed by wrestling and boxing. The swimming, fencing and volleyball federations are more gender balanced with 45% female and 55% male members.
- ▶ There are 720 women (40%) and 1,065 men (60%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

80% (n=24) of the respondents, including 21 sport federations, the Olympic and Paralympic Committees, 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.

- ▶ **67%** (n=16) have a written action plan/strategy to increase the number of active girls and women in sport, and have allocated financial resources to girls' and women's sport and/or physical activities
- ▶ **58%** (n=14) have implemented awareness-raising campaigns targeting girls and women
- ▶ **50%** (n=12) have offered training seminars for coaches and decision-makers and ensured equal access to sport facilities for girls/women and other participants
- ▶ **38%** (n=9) have changed the competition offers to be more tailored to girls and women
- ▶ **20%** (n=4) have changed the provision of sport by introducing new sports, activities or ways of practising them.

ATHENA is a national programme for promoting women's sport according to a strategic multiyear plan of the **Ministry of Culture and Sport**. ATHENA operates professional multiyear programmes intended to create opportunities for girls, young women, and women in sports. ATHENA acts to recruit, retain, and promote girls, young women, and women in the various sports from elementary school to elite competitive levels as part of the elite competitive sports programmes in all sports bodies.

The **Paralympic Committee** supports and upgrades professional programmes for female athletes from the beginning of the competitive path to participation in the Paralympic Games.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **73%** (n=22) of all respondents have taken action to allocate resources equally among women and men.

These are the archery, athletics, basketball, cycling, equestrian, fencing, football, golf, gymnastics, judo, rugby, sailing, shooting, table tennis, tennis, triathlon, volleyball, weightlifting, and wrestling federations, the Olympic and Paralympic Committees and the Ministry of Culture and Sport.

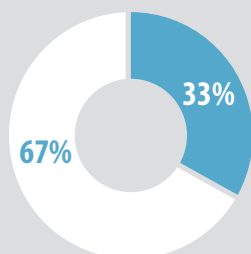
The **Paralympic Committee** ensures equal distribution of financial scholarships according to sports achievements and pre-defined criteria.

1. The following federations have not provided data regarding membership numbers of young people and adults in sport: cycling, rugby, volleyball, taekwondo and golf.

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

40% (n=12) of respondents, including sport federations, the Olympic and Paralympic Committees and the Ministry of Culture and Sport, 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 (15%).

The majority (n=9) adopted their policy/action plan from 2020 onwards. The wrestling federation was the first to put its policy in place in 2013 and the most recent were basketball and swimming in 2024. For all federations and committees, 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:

- ▶ **100%** have human resources dedicated to its implementation
- ▶ **67%** (n=8) have a monitoring and evaluation mechanism in place
- ▶ **67%** (n=8) have funds allocated to its implementation

The **Ministry of Culture and Sport** has dedicated €1.5 million for the implementation of its action plan to prevent and combat gender-based violence.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

43% (n=13) of the respondents, including 10 sport federations, the Olympic and Paralympic Committees, and the Ministry of Culture and 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 for coaches and/or people in managerial and decision-making positions (85%, n=11)
- ▶ Training seminars for athletes (69%, n=9)
- ▶ Training seminars for coaches and/or for decision-makers, and guidelines for handling cases of gender-based violence (61.5%, n=8)
- ▶ Over half of the respondents (54%, n=7) have also appointed a welfare or a protection officer.

The **Ministry of Culture and Sport** has actively promoted legislation on safeguarding in sport and on the prevention of sexual harassment in sports organisations. It has applied conditions to sports bodies for receiving support, including the appointment of an officer for safeguarding and sexual harassment.

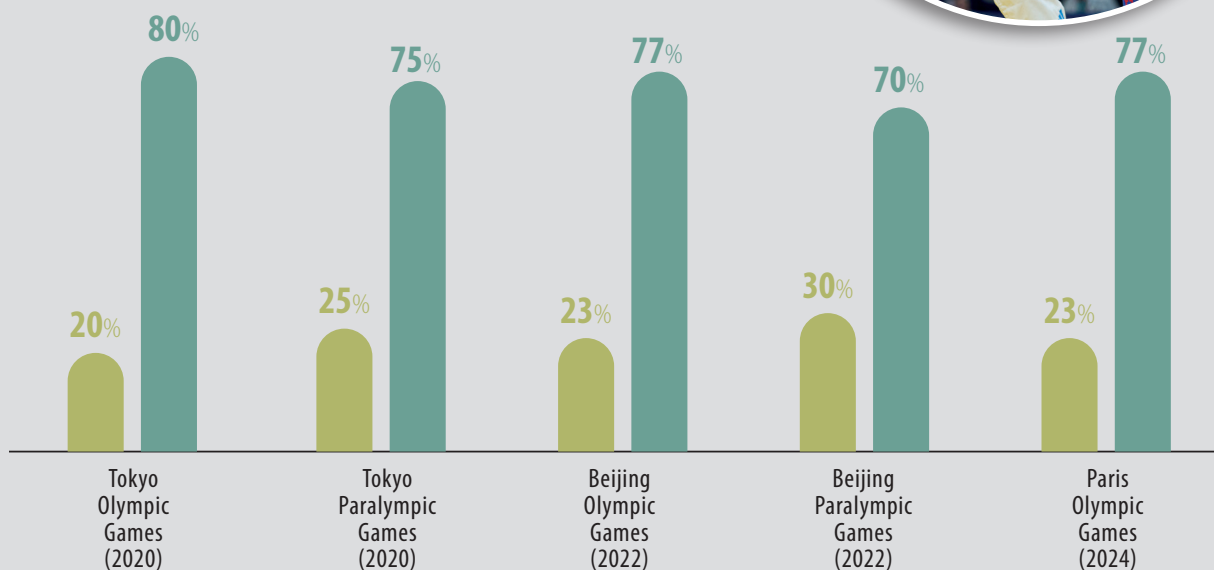
GENDER EQUALITY IN MEDIA/COMMUNICATION

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 men but none for women in Israel.

Since 2020, **53%** (n=16) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

33% (n=10) have focused on social media for a gender-balanced representation of athletes.

However, only **23%** (n=7) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

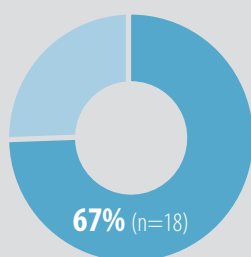
The **Football Association** has appointed a dedicated spokesperson for the women's team, has created dedicated social media pages for women's football, and has made an agreement with a sports channel to broadcast the women's Premier League games.

The **Ministry of Culture and Sport** provides a financial incentive for associations that promote broadcasts of women's games, the budget allocated according to the number of broadcasts across media platforms.

GENDER EQUALITY POLICIES AND PROGRAMMES

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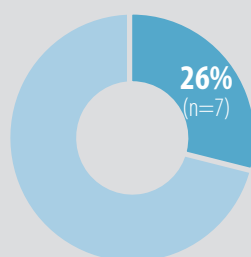
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Basketball, cycling, equestrian, fencing, figure skating, gymnastics, handball, judo, rugby, sailing, speed skating, swimming, table tennis, taekwondo, triathlon, volleyball, weightlifting, wrestling

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SPECIFIC WRITTEN POLICY FOR ADVANCING GENDER EQUALITY IN SPORT



Basketball, cycling, equestrian, sailing, swimming, triathlon, wrestling

► Gender equality is included in 67% (n=18) of the sport federations' long-term plans but only 26% (n=7) have a policy for advancing gender equality in sport. Most action plans were introduced between 2016 and 2024

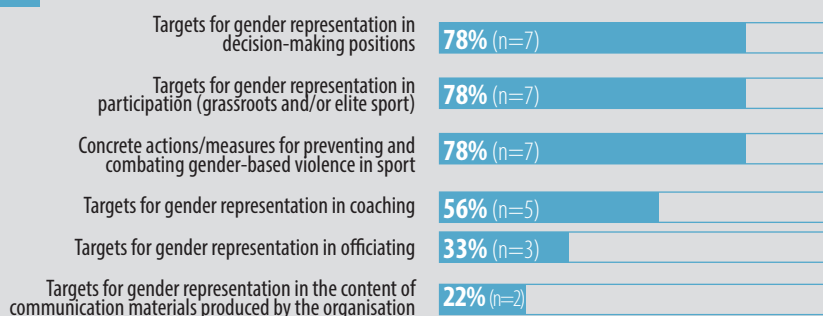
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► Seven federations have both a policy and include gender equality in their overall long-term goals.

► Gender equality is included in both the **Olympic Committee's** and the **Ministry of Culture and Sport's** long-term plans, which include a policy for advancing gender equality.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, COMMITTEES AND THE MINISTRY OF CULTURE AND SPORT (N=9)



► Six respondents (67%) report having a mechanism for monitoring and evaluating their action plan.

► Eight respondents (89%) dedicate human resources and six respondents (67%) allocate funds to the implementation of the policy/action plan.

► Seven respondents (78%) 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, seven target gender representation in decision-making positions, have targets for gender representation in participation (grassroots and/or elite sport), and have concrete guidelines for preventing and combating gender-based violence in sport. Five target gender representation in coaching, three have targets for gender representation in officiating, and only two target gender representation in communication materials

14

► The **Ministry of Culture and Sport** targets both gender representation in decision-making and participation in their equality plan. In addition, it targets gender representation in its communication materials and sets out measures for preventing and combating gender-based violence in sport.

► The **Olympic Committee** targets for gender representation in decision-making and coaching, and has concrete policies for preventing and combating gender-based violence.

In 2023, the **Ministry of Culture and Sport** allocated €6,500,000 to implement the gender equality plan.

GENDER EQUALITY STRATEGIES

► 37% of the sport federations are taking affirmative action and 26% have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
37% (n=10)

GENDER MAINSTREAMING STRATEGY
26% (n=7)

- An example of the actions taken and strategies used is using the **ATHENA platform** to allocate more financial funds to women, and especially young women, and to the organisation of training for female athletes.
- The **Ministry of Culture and Sport** and the **Olympic Committee** are using both affirmative action and mainstreaming strategies.
- The **Ministry of Culture and Sport** provides financial incentives to sport associations that promote gender equality through upgrading sports facilities, developing women's leadership, and promoting women in coaching.

ISRAEL: CONCLUDING POINTS

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

Gender equality is included in 67% (n=18) of the sport federations' long-term plans but only 26% (n=7) have a **policy for advancing gender equality**.

37% of federations use **affirmative action** measures, and 26% have a **gender mainstreaming strategy**, compared to only 15% in 2019.

The Ministry of Culture and Sport and the Olympic Committee are using both affirmative action and mainstreaming strategies. Significantly, 40% of respondents, including sport federations, the Olympic and Paralympic Committees and the Ministry of Culture and Sport, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, an increase of 25% since 2019.

The **Olympic Committee** has been actively engaged in all areas to try and change the situation. It has a specific gender equality plan and has allocated human resources and funding for its implementation, set targets for gender representation in decision making and coaching and taken concrete actions to prevent and combat gender-based violence.

The **Ministry of Culture and Sport** is also highly committed to addressing gender equality in sport, especially in relation to leadership, coaching, participation and communications/media. In addition, the Ministry has taken a number of actions to prevent gender-based violence in sport. All these actions are included in the Ministry's long-term plan and formal policy.

Overall, **men dominate leadership positions** in Israeli sports organisations. Only three (11%) national sports federations report having a female president, as well as the Olympic Committee.

Women comprise less than 42% of all board members in sport federations and the Olympic & Paralympic Committees and **only 31% of vice-presidents**.

Out of the federations surveyed, 33% do not employ a female elite level coach.

Finally, of the total **2,846 sports officials** who officiated elite games, **22% were women** and 78% were men.

In terms of **women's participation in sports**, the rate is **25%** across all sports, with no significant improvement since 2019.