



GENDER EQUALITY IN SPORT

KOSOVO*



FACTSHEET



TOTAL POPULATION

1.7 MILLION

MEDIAN AGE

32 YEARS



GDP PER CAPITA

€5,082

POPULATION

50%

WOMEN

MEN

50%

LIFE EXPECTANCY

82 YEARS

WOMEN

MEN

77 YEARS

Source: World Bank — World Development Indicators (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

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

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 12 respondents from Kosovo – 11 sport federations and the Kosovar Paralympic Committee. 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 Kosovo 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
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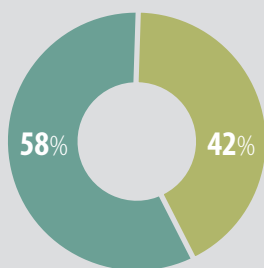
COUNCIL OF EUROPE



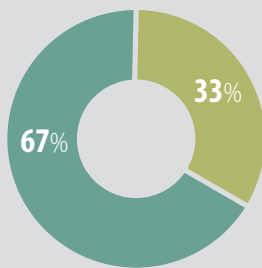
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GENDER EQUALITY IN LEADERSHIP

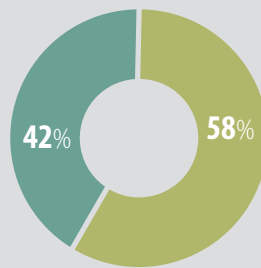
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=12)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=12)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=12)



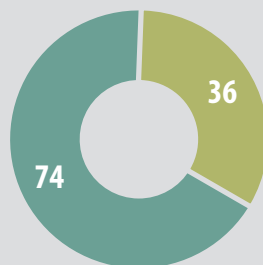
n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Four (36%) national sports federations have a female president. These include the federations for paralympic shooting, para table tennis, sitting volleyball and wheelchair basketball. A female president also heads the Paralympic Committee.
- ▶ Among the 18 vice-presidents of the 12 respondents, 33% (N=6) are women and represent the federations for basketball, boccia, para athletics, para swimming, volleyball and wheelchair basketball **2**.
- ▶ In national sport federations, more than half of executive heads (N=6) are women.

- ▶ **THE PARALYMPIC COMMITTEE** is chaired by a female president and a male vice-president. The committee has 27 board members, of whom 9 are women and 18 are men.

- ▶ Among the 11 respondents which answered the question, there were 242 voting members of the (general) assembly in 2023 – 37% of whom were women (N=89).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND PARALYMPIC COMMITTEE BOARD MEMBERS COMPRISE 36 WOMEN AND 74 MEN (N=110)



There is a low representation of female board members among sport federations and the Paralympic Committee in Kosovo, reaching 33% **4**.

The para swimming federation reported a higher representation of women (N=4) compared to men (N=1).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

67% (n=8) of the respondents, including seven federations and the Paralympic Committee, implement measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

- ▶ **75%** (n=6) have developed an action plan to increase the number of women in decision-making positions.
- ▶ **50%** (n=4) have organised awareness-raising campaigns to encourage women to run for decision-making positions and include gender equal representation in decision-making in their statutes.

- ▶ **37.5%** (n=3) have transparent, clear and gender friendly election/appointment procedures, have seats reserved for women, have organised gender equality training for decision-makers, and have established a mentoring programme for women in decision-making positions.
- ▶ **25%** (n=2) have adopted gender quotas/targets in elections or appointment procedures, organised training courses on leadership for women, and established a network of women in decision-making positions.
- ▶ **12.5%** (n=1) have taken action towards the reconciliation of private life and professional obligations, and have initiated and/or supported research/studies on gender equality in decision-making positions.

GENDER EQUALITY IN COACHING

There are **11 women (9%)** and **114 men (91%)** among registered coaches, trainers and instructors in Kosovo **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 Kosovo at 9% **5**.

There is no federation with a higher percentage of female than male coaches.

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

- ▶ Para athletics and wheelchair tennis: 100%
- ▶ Basketball: 94%.

ELITE LEVEL COACHES

Seven women (17%) and **34 men (83%)** coach elite level athletes or national teams **5**.

Of the seven women, none coach men's national teams/athletes – of the 34 men, six coach women's national teams/athletes.

- ▶ **64%** (n=7) of the federations do not employ a female elite level coach.
- ▶ **27%** (n=3) of the federations employ at least one female elite level coach.
- ▶ **64%** (n=7) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

58% (n=7) of the sport federations, as well as the Paralympic Committee, have taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **82%** (n=9) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport and offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

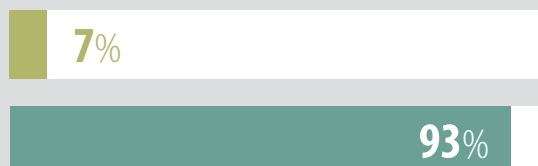
- ▶ A written action plan/strategy to increase the number of female coaches (57%, n=4).
- ▶ Organisation of awareness-raising campaigns targeting women, initiation of and/or support for research/studies on gender equality in coaching and transparent, clear and gender-sensitive recruitment procedures (43%, n=3).
- ▶ Dedicated resources for female coaches, reserved positions for female coaches in training courses and establishing a mentoring programme for female coaches (29%, n=2).
- ▶ Education/training courses for female coaches, setting up a network of female coaches as well as establishing a database of female coaches (14%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

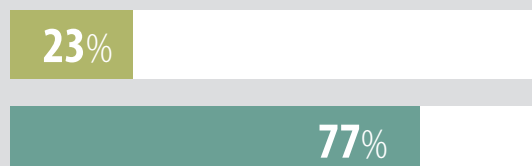
There are **40 women (23%)** and **135 men (77%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Kosovo **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were two women officiating in elite level competitions in 2023, of whom one officiated games where men were competing. In contrast, there were 26 men officiating in elite level competitions, of whom 16 officiated games where women were competing. In other words, of the total 28 sports officials who officiated elite games, 7% were women and 93% were men.

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



■ Women ■ Men

Since 2020, **45.5%** (n=5) of the federations reported implementing measures to recruit or increase the number of female sports officials:

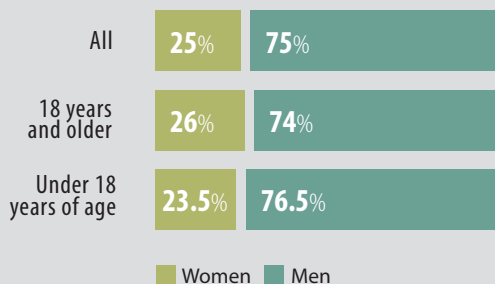
- ▶ **80%** (n=4) have a written action plan to increase the number of female sports officials.
- ▶ **60%** (n=3) have adopted transparent, clear and gender-sensitive recruitment procedures, reserved positions for female sports officials in education/training courses and implemented awareness-raising campaigns targeting women.
- ▶ **40%** (n=2) report offering education/training courses and mentoring programmes.
- ▶ **20%** (n=1) have dedicated resources for female sports officials, established a database and set up a network of female sports officials, and initiated and/or supported research/studies on gender equality in officiating.

91% (n=10) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

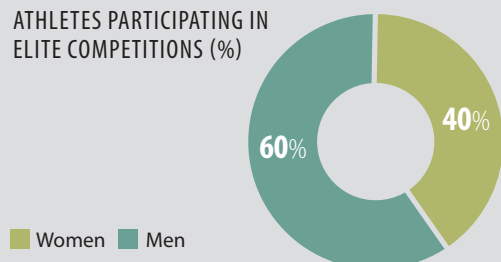
82% (n=9) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ Ten national federations reported 510 girls as members of their sports clubs – this number accounts for 23.5% of young people who are members of sports clubs out of 2,167 members **8**.
- ▶ Boys account for 1,657 (76.5%) of young people who are members of sports clubs **8**.
- ▶ There are more women than girls active in sports clubs/federations with 617 (55%) members compared to 510 (45%) girls.
- ▶ Men represent the majority of male members of sports federations 1,787 (52%).
- ▶ In the adult category, women's participation reaches 26% compared to 74% for men.
- ▶ When we count all members from all categories, men members represent the highest percentage with 39% over boys (36%), women (13%) and girls (11%).
- ▶ There is no sport with a higher proportion of women members compared to men. Para table tennis (100%) and basketball (84%) have the most male members, followed by sitting volleyball and para athletics. There is no federation with a gender-balanced membership.
- ▶ There are 52 women (40%) and 79 men (60%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

58% (n=7) of the sport federations, as well as the Paralympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. The federations are basketball, boccia, paralympic shooting, para swimming, wheelchair tennis and shooting.

- ▶ **71%** (n=5) have a written action plan/strategy to increase the number of active girls and women in sport, have implemented awareness-raising campaigns targeting girls and women and have offered training seminars for coaches and decision-makers.
- ▶ **57%** (n=4) have ensured equal access to sport facilities for girls/women and other participants, offered taster sessions for girls and women and allocated financial resources to girls' and women's sport and/or physical activity.
- ▶ **29%** (n=2) have initiated and/or supported research/studies on gender equality in participation.
- ▶ **14%** (n=1) have changed the competition offers to be more tailored to girls and women as well as the provision of sport by introducing new sports, activities or ways of practising them.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **42%** (n=5) of the respondents have taken steps to allocate resources equally among women and men.

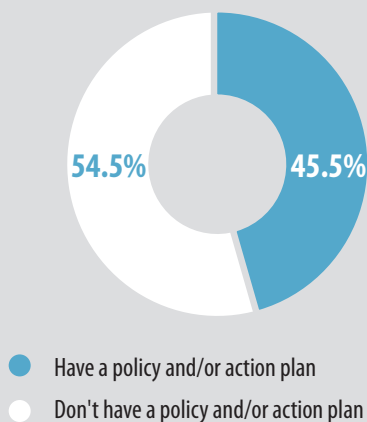
These are the basketball, para athletics, paralympic shooting and wheelchair tennis federations and the Paralympic Committee.

- ▶ The **Paralympic Committee** offers specific financial support for girls and women for participation in competitions and pre-sports activities.

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 (%):



50% (n=6) of the respondents, including sport federations and the Paralympic Committee, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=4) adopted their policy/action plan in 2023. The paralympic shooting federation was the first to put its policy in place in 2022. For four federations the policy is associated with the national mechanisms on prevention of gender-based violence in sport, including boccia, para athletics, para swimming and wheelchair basketball.

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

- ▶ **100%** (n=6) have human resources dedicated to its implementation.
- ▶ **83%** (n=5) have a monitoring and evaluation mechanism in place.
- ▶ **None** have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

42% (n=5) 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:

- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions and written action plan to prevent and combat gender-based violence in sport (80%, n=4)
- ▶ Guidelines for handling cases of gender-based violence (60%, n=3)
- ▶ Training seminars for coaches and/or for decision-makers, awareness-raising campaigns on this topic, provision of support services for affiliated organisations and appointment of a welfare or a protection officer (40%, n=2).

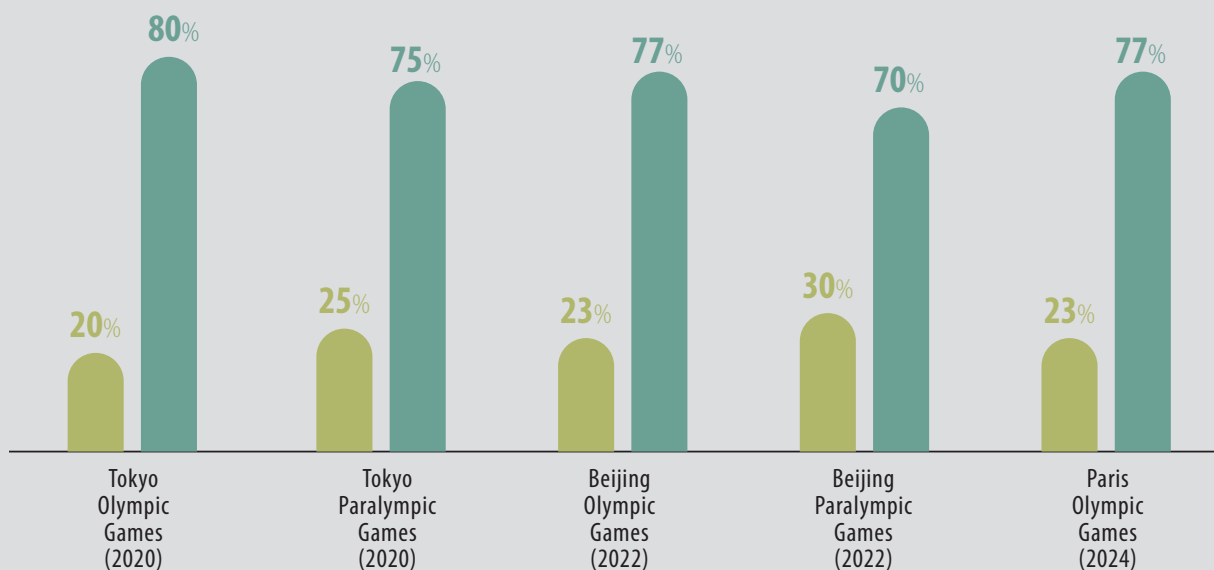
GENDER EQUALITY IN MEDIA/COMMUNICATION

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)** has not issued any membership cards for Kosovo.

Since 2020, **33%** (n=4) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport and focused on social media for a gender-balanced representation of athletes.

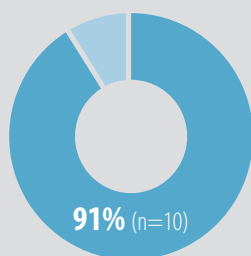
25% (n=3) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

In 2023, the **basketball federation** launched an online platform dedicated to women in basketball, which has garnered visibility to women's basketball on social platforms for the first time.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

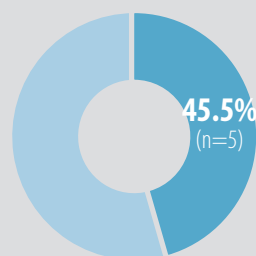
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Basketball, boccia, para athletics, paralympic shooting, para swimming, para table tennis, wheelchair tennis, sitting volleyball, shooting and wheelchair basketball.

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

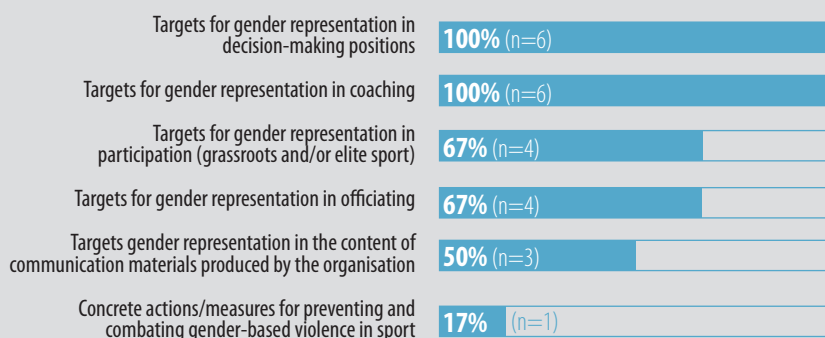


Basketball, para athletics, para swimming, wheelchair tennis and wheelchair basketball.

- Gender equality is included in 91% (n=10) of the sport federations' long-term plans but only 45.5% (n=5) have a policy for advancing gender equality in sport **12 13**. Most action plans were introduced in 2023.
- The basketball, para athletics, para swimming, wheelchair tennis and wheelchair basketball federations as well as the Paralympic Committee have a policy and include gender equality in their overall long-term goals.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (N=6)



- Four respondents (**67%**) report having a mechanism for monitoring and evaluating their action plan.
- Five respondents (**83%**) dedicate human resources and two (**33%**) allocate funds to the implementation of the policy/action plan.
- All six respondents (**100%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

- Among the respondents that have an action plan for gender equality, six target gender representation in decision-making positions and in coaching, four target gender representation in participation (grassroots and/or elite sport) and in officiating, and three have targets for gender representation in communication materials. One has concrete guidelines for preventing and combating gender-based violence in sport **14**.
- The **Paralympic Committee** targets gender representation in decision-making and coaching in its equality plan. In addition, it targets gender representation in participation and in communication materials.

GENDER EQUALITY STRATEGIES

45.5% of the sport federations are taking affirmative action and **64%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
45.5% (n=5)

GENDER MAINSTREAMING STRATEGY
64% (n=7)

The **Paralympic Committee** has incorporated mainstreaming strategies to reach gender equality in sport.

KOSOVO: CONCLUDING POINTS

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

Gender equality is included in **91%** (n=10) of **the sport federations' long-term plans** but only **45.5%** (n=5) have a **policy for advancing gender equality**.

45.5% of federations use **affirmative action** measures, and 64% have a **gender mainstreaming strategy**.

The Paralympic Committee is using mainstreaming strategies.

Significantly, 50% of the respondents, including the sport federations and the Paralympic Committee have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

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

Four (**36%**) national sports federations report having a **female president**, as well as the Paralympic Committee.

Women comprise **33% of all board members** in sport federations and the Paralympic Committee and only **33% of vice-presidents**.

Women are severely underrepresented among **coaches** in Kosovo at 9% and, out of the federations surveyed, 67% do not employ a female elite level coach.

Finally, of the total **28 sports officials** who officiate elite games, **7%** are women and 93% are men.

In terms of **female participation in sports**, the rate is **25%** across all sports.