



GENDER EQUALITY IN SPORT

LITHUANIA



FACTSHEET



TOTAL POPULATION

2.8 MILLION

MEDIAN AGE

42 YEARS



GDP PER CAPITA

€32,500

POPULATION

53.6%

WOMEN

MEN

46.4%

LIFE EXPECTANCY

80.5 YEARS

WOMEN

MEN

70.5 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 Lithuania:

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 Lithuania – 29 sport federations and the Lithuanian 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 Lithuania 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



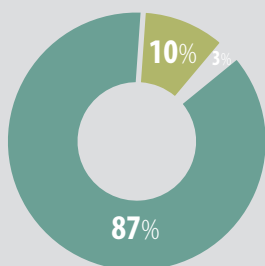
COUNCIL OF EUROPE



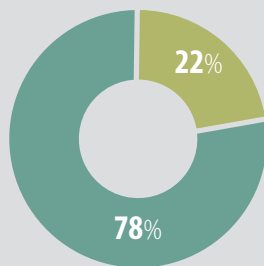
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GENDER EQUALITY IN LEADERSHIP

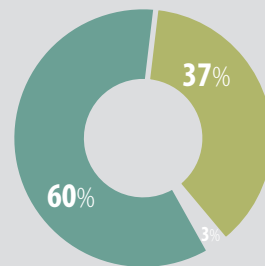
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=30)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=30)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=30)



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.)

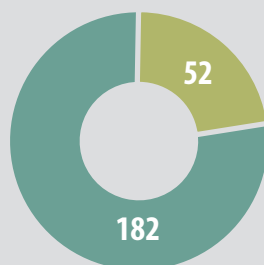
- ▶ Only three (10%) national sport federations have a female president. These include the federations for judo, speed skating and table tennis.
- ▶ Among the 46 vice-presidents of the 30 respondents, 22% (N=10) are women and represent the federations for athletics, basketball, boxing, fencing, football, golf, swimming, table tennis, taekwondo and triathlon **2**.
- ▶ In national sport federations, only a third of executive heads (34%, N=10) are women.

▶ THE PARALYMPIC COMMITTEE

is chaired by a male president and a male vice-president. The committee has nine board members, of whom two are women and seven are men.

- ▶ Among the 22 federations that responded to the question, there were 641 voting members of the (general) assembly in 2023 – 29% of whom were women (N=187).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS AND COMMITTEE BOARD MEMBERS COMPRISE 52 WOMEN AND 182 MEN (N=234)



There is a low representation of female board members among sport federations and the Paralympic Committee in Lithuania, reaching only 22% **4**.

The skating federation reported the highest representation of women (N=6) compared to men (N=1).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

47% (n=14) of the respondents, including 13 sport federations and the Paralympic Committee, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

These include the federations for athletics, badminton, biathlon, boxing, curling, cycling, handball, hockey, ice hockey, rowing, skiing, swimming, and volleyball, and the Paralympic Committee.

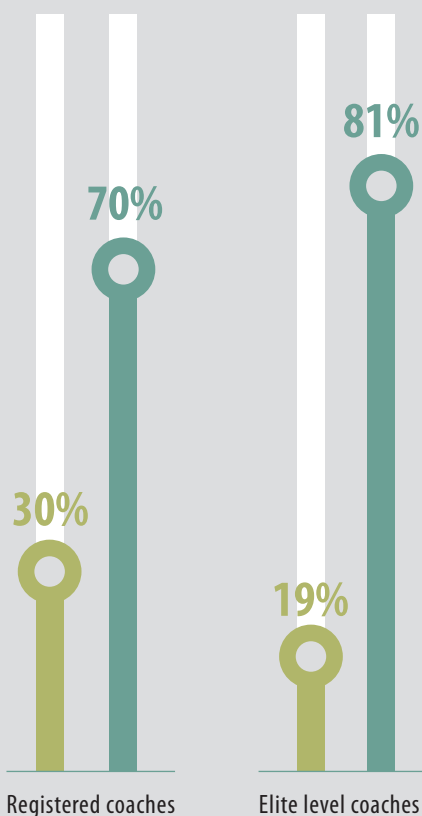
- ▶ **50%** (n=7) have transparent, clear and gender friendly election/appointment procedures.
- ▶ **29%** (n=4) have organised training leadership education and training for women.
- ▶ **21%** (n=3) include gender equal representation in decision-making in their statutes and have reserved seats for women.
- ▶ **14%** (n=2) have organised awareness-raising campaigns to encourage women to run for decision-making positions.
- ▶ **7%** (n=1) have organised gender equality training for decision-makers and have developed an action plan to increase the number of women in decision-making positions.

GENDER EQUALITY IN COACHING

There are **273 women (30%)** and **645 men (70%)** among registered coaches, trainers and instructors in Lithuania **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 generally underrepresented among coaches in Lithuania, reaching only 30% **5**.
- ▶ Only the skating federation has a higher percentage of female coaches than male, with 89%.

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

- ▶ Boxing: 97.1%.

ELITE LEVEL COACHES

35 women (19%) and **150 men (81%)** coach elite level athletes or national teams **5**.

Of the 35 women, only 10 coach men's national teams/athletes – of the 150 men, 25 coach women's national teams/athletes.

- ▶ **38%** (n=11) of the federations do not employ a female elite level coach.
- ▶ **48%** (n=14) of the federations employ at least one female elite level coach.
- ▶ **65.5%** (n=19) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

27% (n=8) of the respondents have taken measures to recruit or increase the number of women coaches since 2020.

45% (n=13) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.

41% (n=12) have offered training pertaining to gender-based violence in sport.

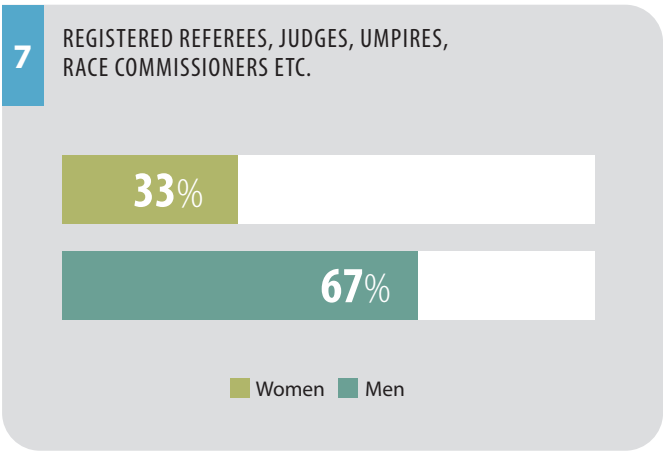
These are the most to least commonly used measures:

- ▶ Transparent, clear and gender-sensitive recruitment procedures, positions reserved for female coaches/trainers/instructors in education/training courses and awareness-raising campaigns targeting women (37.5%, n=3)
- ▶ Establishing a database of female coaches/trainers/instructors (25%, n=2)
- ▶ Education/training courses for female coaches/trainers/instructors and dedicated resources for female coaches/trainers/instructors (12.5%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **336 women (33%)** and **692 men (67%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Lithuania **7**.



- ▶ In the Tokyo Olympic Games (2020), four Lithuanian sports officials officiated – one was a woman and the rest were men.
- ▶ In the Beijing Olympic Games (2022), one woman officiated.
- ▶ In the Beijing Paralympic Games (2022), one woman officiated.

Since 2020, **41%** (n=12) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

- ▶ **42%** (n=5) report having adopted transparent, clear and gender-sensitive recruitment procedures;
- ▶ **25%** (n=3) report offering education/training courses;
- ▶ **17%** (n=2) have reserved positions for female sports officials in education/training courses and offered mentoring programme for (future) female sports officials;
- ▶ **8%** (n=1) have dedicated resources for female sports officials and implement awareness-raising campaigns targeting women.

30%

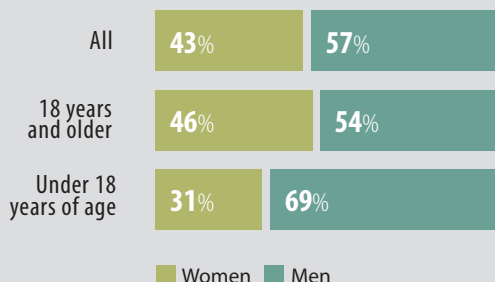
(n=9) of the federations surveyed have offered their sports officials training courses on the topic of gender equality in sport.

27%

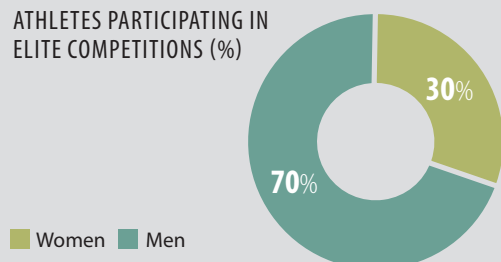
(n=8) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 20 national federations reported 5,835 girls as members of their sports clubs – this number accounts for 31% of young people who are members of sports clubs out of 18,692 members **8**.
- ▶ Boys account for 12,857 (69%) of young people who are members of sports clubs **8**.
- ▶ There are more women active in sports clubs/federations with 30,886 (84%) members compared to 5,835 (16%) girls.
- ▶ In the adult category, women's participation reaches 46% compared to 54% men **8**.
- ▶ Men represent the majority of male members of sport federations at 35,862 (74%).
- ▶ When we count all members from all categories, men members represent the highest percentage with 42% over women (36%), boys (15%), and girls (7%).
- ▶ The sport with the highest proportion of women and girls compared to men and boys is skating (91%). Ice hockey has the most male members (94%), followed by canoe (89%) and wrestling (87%). The taekwondo and football federations are more gender balanced with 44-46% female and 53-56% male members.¹
- ▶ There are 649 women (30%) and 1,534 men (70%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

50% (n=15) of the respondents, including 14 sport federations and the Paralympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. The federations include basketball, biathlon, boxing, curling, fencing, figure skating, football, golf, handball, ice hockey, field hockey, skiing, table tennis and wrestling.

- ▶ **60%** (n=9) have ensured equal access to sport facilities for girls/women and other participants.
- ▶ **53%** (n=8) have implemented awareness-raising campaigns targeting girls and women.
- ▶ **47%** (n=7) have dedicated financial resources to girls' and women's sport and/or physical activities.
- ▶ **40%** (n=6) have offered training seminars for coaches and decision-makers.
- ▶ **27%** (n=4) have changed the provision of sport by introducing new sports, activities or ways of practising them, and offer taster sessions for girls and women only.
- ▶ **20%** (n=3) have changed the competition offers to be more tailored to girls and women.
- ▶ **13%** (n=2) have a written action plan/strategy to increase the number of active girls and women in sport.

The staff members of the **Paralympic Committee** are provided with women's leadership training, International Paralympic Committee training, and other activities to promote gender equality.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **37%** of the respondents, including 10 sport federations and the Paralympic Committee, have taken action to allocate resources equally among women and men. These are the federations for biathlon, golf, hockey, pentathlon, rowing, skiing, speed skating, table tennis, triathlon, and wrestling.

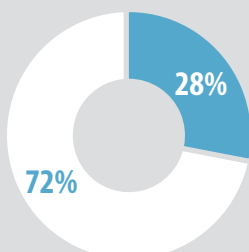
The pentathlon federation provides tuition fees for female athletes and allowances for women on maternity leave to facilitate their return to sport.

1. The federations for curling, hockey, pentathlon and volleyball did not provide information about their membership.

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

28% (n=8) of the 29 Olympic and Paralympic sport federations have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport. This is a decrease from the 2019 data (35%).

The majority (n=5) adopted their policy/action plan from 2017 onwards. The skating federation was the first to put its policy in place in 2012 and the most recent was athletics in 2021. For the athletics, canoe, fencing, football and skiing federations the policy is associated with the national mechanism for the prevention of gender-based violence in sport.

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

- ▶ **62.5%** (n=5) have human resources dedicated to its implementation
- ▶ **62.5%** (n=5) have a monitoring and evaluation mechanism in place
- ▶ **12.5%** (n=1) have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

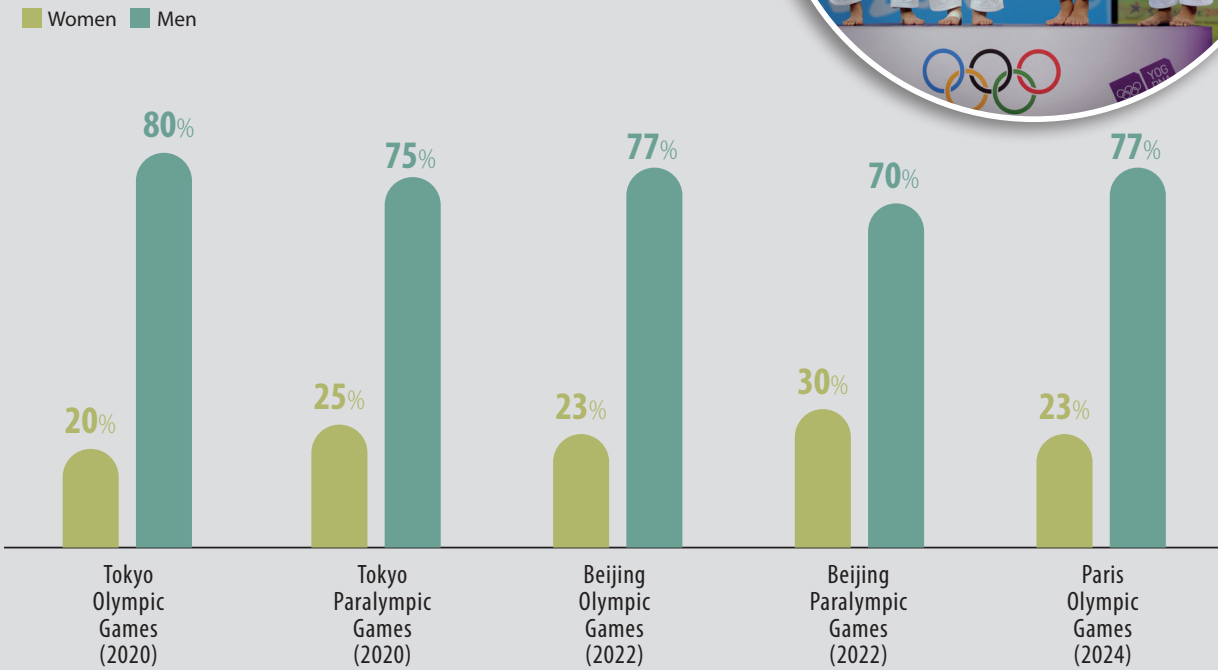
30% (n=9) of the respondents have implemented specific actions/measures to prevent and combat gender-based violence in sport.

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 (67%, n=6)
- ▶ Written action plan/strategy to prevent and combat gender-based violence in sport (44%, n=4)
- ▶ Inclusion of a mention in the organisation's statutes/rules/laws that forbids gender-based violence (44%, n=4)
- ▶ Training seminars for athletes, and training seminars for coaches and/or for decision-makers (33%, n=3)
- ▶ Provision of formal complaint procedures for reporting gender-based violence (33%, n=3).

GENDER EQUALITY IN MEDIA/COMMUNICATION

11 PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%)
ALL REPRESENTED COUNTRIES
(Source: IOC & IPC)



In 2022-2023, the **International Sports Press Association (AIPS)** issued **10** memberships for men and only **1** for women in Lithuania.

Since 2020, **40%** (n=12) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

20% (n=6) have focused on social media for a gender-balanced representation of athletes.

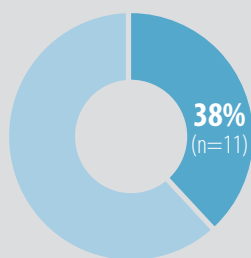
However, **13%** (n=4) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **table tennis association** focuses on filming only one table during the video streaming of the competitions. To maintain parity, the women and men's matches are alternated on the video table each time. During the Lithuanian Team Championship weekend, one weekend the women's competition is held on Saturday and the men's on Sunday, and the other weekend the men's competition is held on Saturday and the women's on Sunday.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

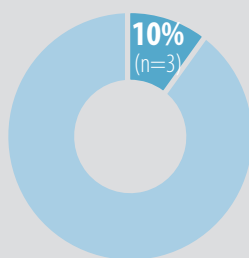
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, basketball, biathlon, equestrian, fencing, skating, football, ice hockey, field hockey, rowing, sailing

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Skating, hockey, skiing

- Gender equality is included in 38% (n=11) of the sport federations' long-term plans but only 10% (n=3) have a policy for advancing gender equality in sport. The action plans were introduced in 2018 and 2023 **12** **13**.
- The skating and hockey federations have both a gender equality 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 (n=3)

Targets for gender representation in participation (grassroots and/or elite sport)

33% (n=1)

Concrete actions/measures for preventing and combating gender-based violence in sport

33% (n=1)

Among the respondents that have an action plan for gender equality, the skating federation targets gender representation in participation (grassroots and/or elite sport), and the skiing federation has concrete actions/measures for preventing and combating gender-based violence in sport **14**.

GENDER EQUALITY STRATEGIES

- **28%** of the sport federations are taking affirmative action and **14%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
28% (n=8)

GENDER MAINSTREAMING STRATEGY
14% (n=4)

According to the criteria set by the International Table Tennis Federation, since 2016 the mixed doubles event has counted as an Olympic event to ensure equal participation in the competition. All events represented by national teams send the same number of men and women. In the Lithuanian table tennis championships, the same number (n=32) of women and men take part, even though there are four times more active men than women in table tennis.

LITHUANIA: CONCLUDING POINTS

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

Gender equality is included in **38% (n=11) of the sport federations' long-term plans** but only 10% (n=3) have a **policy for advancing gender equality**.

More federations (28%) are using **affirmative action** measures, and 14% have a **gender mainstreaming strategy**, compared to only 6% and 24% respectively in 2019.

Significantly, 28% of respondents, including sport federations and the Paralympic Committee have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, a decrease since 2019 (35%).

Overall, in Lithuania **men dominate leadership positions** in sports organisations. Only three (**10%**) national sports federations report having a **female president**.

Women comprise 22% of all board members in sport federations and the Paralympic Committee and only 22% of vice-presidents.

Women are generally underrepresented among **coaches** in Lithuania reaching only **30%**, and, out of the federations surveyed, 37% do not employ a female elite level coach.

Finally, of the total 217 **sports officials** who officiate elite games, **37% are women** and 63% are men.

In terms of **female participation in sports**, the rate is **43%** across all sports, with a slight improvement since 2019 (35%).