



GENDER EQUALITY IN SPORT

MALTA



FACTSHEET



TOTAL POPULATION

542,051

MEDIAN AGE

40.7 YEARS



GDP PER CAPITA

€39,500

POPULATION

48%

WOMEN

MEN

52%

LIFE EXPECTANCY

85.4 YEARS

WOMEN

MEN

81.5 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 Malta:

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 28 respondents from Malta – 25 sport federations, the Maltese Olympic Committee, the Maltese Paralympic Committee and the Ministry for Education, Sport, Youth, Research and Innovation, 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 Malta 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

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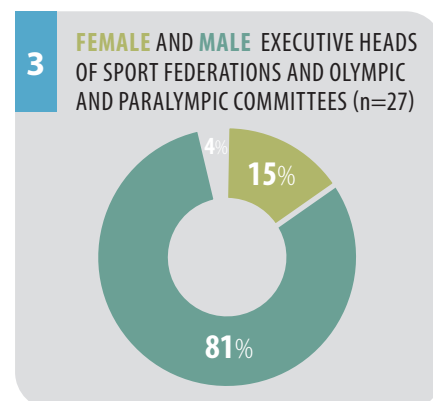
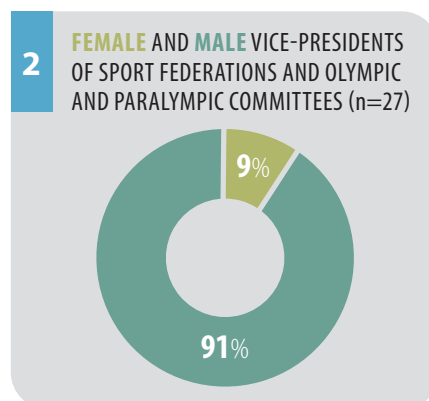
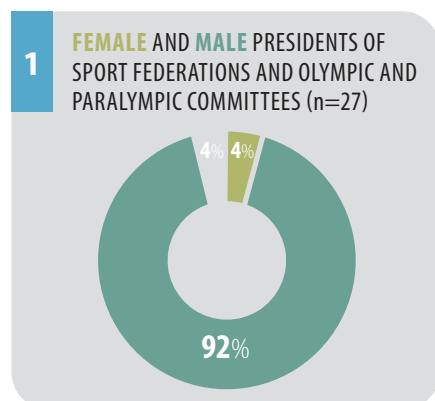


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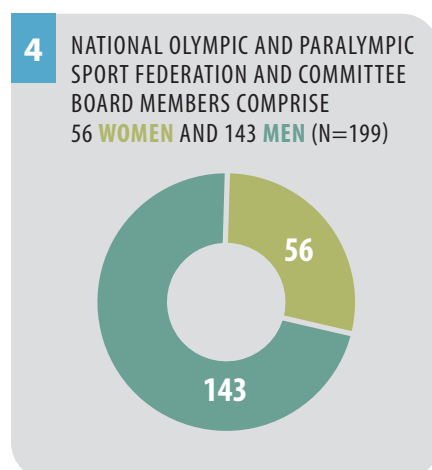
GENDER EQUALITY IN LEADERSHIP



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 one (4%) national sport federation has a female president, representing rugby.
- ▶ Among the 22 vice-presidents of the 27 respondents, 9% (N=2) are women and represent the federations for gymnastics and rugby **2**.
- ▶ In national sport federations, less than a fifth of executive heads are women (16%, N=4).

- ▶ **THE OLYMPIC AND PARALYMPIC COMMITTEES** are both chaired by male presidents and vice-presidents.
- ▶ The two Committees combined have 17 board members, of whom eight are women and nine are men. Two women chair sports commissions/committees compared to five men, all for the Olympic Committee.



There is a low representation of female board members among sports federations and the Olympic & Paralympic Committees in Malta, reaching 28% **4**.

The gymnastics federation reported a higher representation of women (N=4) compared to men (N=3).

- ▶ In the Ministry for Education, Sport, Youth, Research and Innovation, there were three women and eight men in managerial positions.
- ▶ Among the 21 federations that responded to the question, there were 2,196 voting members of the (general) assembly in 2023 – 19% of whom were women (N=424).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

50% (n=14) of respondents, including 12 sport federations and the Olympic and Paralympic Committees, have implemented measures to increase the number of women in elected/appointed decision-making positions in sport.

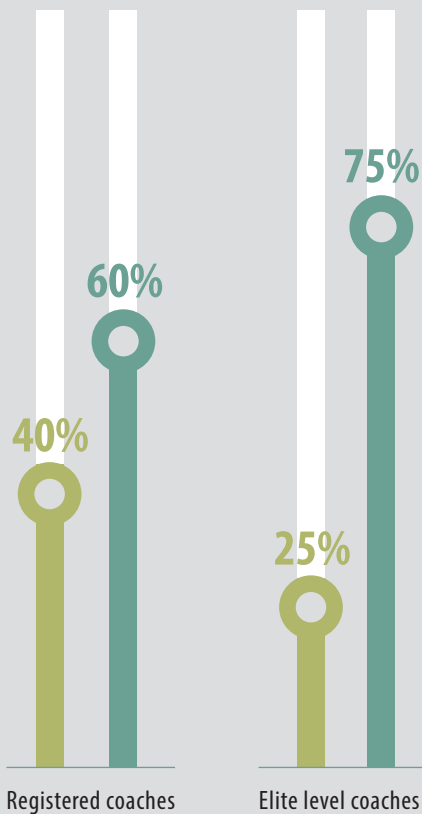
- ▶ **64%** (n=9) include gender equal representation in decision-making in their statutes
- ▶ **50%** (n=7) have transparent, clear and gender friendly election/appointment procedures and have adopted gender quotas/targets in elections or appointment procedures
- ▶ **36%** (n=5) have reserved seats for women
- ▶ **21%** (n=3) have developed an action plan to increase the number of women in decision-making positions and established a network of women in decision-making positions
- ▶ **7%** (n=1) have organised training for decision-makers, training on leadership for women, and awareness-raising campaigns to encourage women to run for decision-making positions.

GENDER EQUALITY IN COACHING

There are **233 women (40%)** and **347 men (60%)** among registered coaches, trainers and instructors in Malta **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 underrepresented among coaches in Malta, reaching 40% **5**.

Federations with the highest percentage of female coaches:

- ▶ Gymnastics: 93%
- ▶ Swimming: 59%.

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

- ▶ Archery, fencing, shooting, taekwondo and wrestling: 100%
- ▶ Judo: 93%
- ▶ Football: 92%
- ▶ Hockey: 91%.

ELITE LEVEL COACHES

19 women (25%) and **58 men (75%)** coach elite level athletes or national teams **5**.

Of the 19 women, only seven coach men's national teams/athletes – of the 58 men, 18 coach women's national teams/athletes.

- ▶ **56%** (n=14) of the federations do not employ a female elite level coach.
- ▶ **32%** (n=8) of the federations employ at least one female elite level coach.
- ▶ **52%** (n=13) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

36% (n=10) of the respondents, including eight sport federations and the Olympic and Paralympic Committees, have taken measures to recruit or increase the number of women coaches since 2020.

52% (n=13) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.

32% (n=8) offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

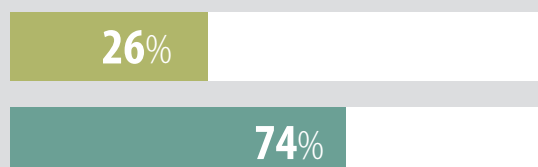
- ▶ Transparent, clear and gender-sensitive recruitment procedures (30%, n=3)
- ▶ Education/training courses for female coaches (30%, n=3)
- ▶ Awareness-raising campaigns targeting women (30%, n=3)
- ▶ Mentoring programme for (future) female coaches (20%, n=2)
- ▶ Dedicated resources for female coaches (20%, n=2)
- ▶ Establishing a database of female coaches (20%, n=2).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

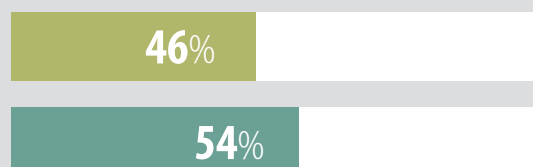
There are **294 women (46%)** and **345 men (54%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Malta **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 30 women officiating in elite level competitions in 2023, of whom 21 (70%) officiated games where men were competing. In contrast, there were 85 men officiating in elite level competitions, of whom 34 (40%) officiated games where women were competing. In other words, of the total 115 sports officials who officiated elite games, 26% were women and 74% were men.

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



Women Men

In the Tokyo Olympic Games (2020), three Maltese sports officials officiated – one woman and two men.

Since 2020, **36%** (n=9) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

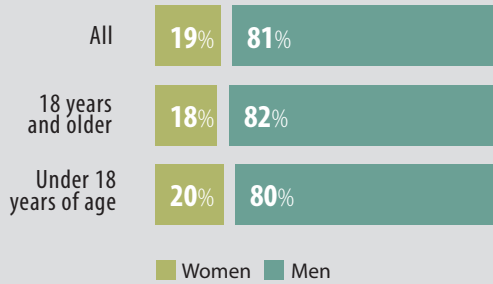
- ▶ **56%** (n=5) have adopted transparent, clear and gender-sensitive recruitment procedures
- ▶ **44%** (n=4) have implemented awareness-raising campaigns targeting women
- ▶ **33%** (n=3) have established a database of female sports officials
- ▶ **22%** (n=2) have a written action plan to increase the number of female sports officials, have established a network of female sports officials, and have a mentoring programme for (future) female sports officials
- ▶ **11%** (n=1) report offering education/training courses for female sports officials only.

44% (n=11) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

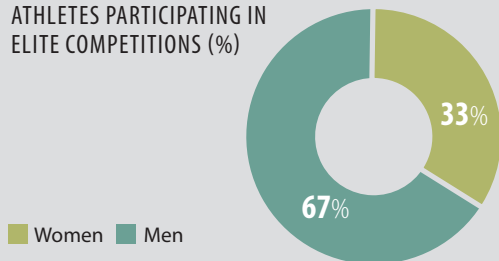
32% (n=8) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 22 national federations reported 2,377 girls as members of their sports clubs – this number accounts for 20% of young people who are members of sports clubs out of 11,912 members **8**.
- ▶ Boys account for 9,535 (80%) of young people who are members of sports clubs **8**.
- ▶ There are more girls active in sport clubs/federations with 2,377 (56%) members compared to 1,837 (44%) women.
- ▶ Boys represent the majority of male members of sports federations with 9,535 (53.5%) compared to 8,258 (46.5%).
- ▶ In the adult category, women's participation reaches 18% compared to 82% men **8**.
- ▶ When we count all members from all categories, boys represent the highest percentage with 43% over men (38%), girls (11%) and women (8%).
- ▶ The sports with the highest proportion of women compared to men are volleyball (100%) and gymnastics (98%). Wrestling (100%) and shooting (95%) have the most male members, followed by football (93%) and wheelchair basketball (87%).
- ▶ The athletics, badminton, handball and weightlifting federations are more gender balanced with 1-10% difference between their female-male members.
- ▶ There are 344 women (33%) and 690 men (67%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

71% (n=20) of the respondents, including 18 sport federations and the Olympic and Paralympic Committees, have taken action to promote women and girls' participation in sport and/or physical activity since 2020.

The **football federation** runs a number of programmes to encourage girls to take up football, some of which are supported by UEFA. These include football sessions in and after school, support to member clubs, and an academy for young female footballers.

- ▶ **70%** (n=14) have ensured equal access to sport facilities for girls/women and other participants
- ▶ **55%** (n=11) have implemented awareness-raising campaigns targeting girls and women
- ▶ **40%** (n=8) have changed the competition offers to be more tailored to girls and women, have allocated financial resources to girls' and women's sport and/or physical activities, and have offered taster sessions for girls and women
- ▶ **30%** (n=6) have offered training seminars for coaches and decision-makers
- ▶ **15%** (n=3) have a written action plan to increase the number of active girls and women in sport and have changed the provision of sport by introducing new sports, activities or ways of practising them
- ▶ **5%** (n=1) have initiated and/or supported research/studies on gender equality in participation.

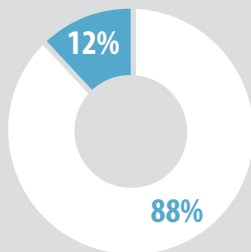
FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **36%** (n=10) of respondents have taken action to allocate resources equally among women and men. These are the archery, cycling, fencing, golf, rugby, shooting, swimming, taekwondo and triathlon federations, and the Olympic Committee.

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

14% (n=4) of respondents – three sport federations and the Olympic Committee – have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport, between 2020 and 2023.

The Olympic Committee was the first to put its policy in place in 2020, and the most recent was the athletics federation in 2023.

For two federations and the Olympic Committee, 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=2) have human resources dedicated to its implementation
- ▶ **50%** (n=2) have a monitoring and evaluation mechanism in place
- ▶ **25%** (n=1) have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

25% (n=7) respondents, including six sport federations and the Olympic Committee, 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:

- ▶ Training seminars for coaches and/or for decision-makers (71%, n=5)
- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions, as well as training seminars for athletes and awareness-raising campaigns on this topic (57%, n=4)
- ▶ Guidelines for handling cases of gender-based violence and the provision of a formal complaint procedure for reporting gender-based violence (43%, n=3).

The **football federation** conducts training sessions with clubs to create awareness on how to recognise and deal with domestic and gender-based violence.

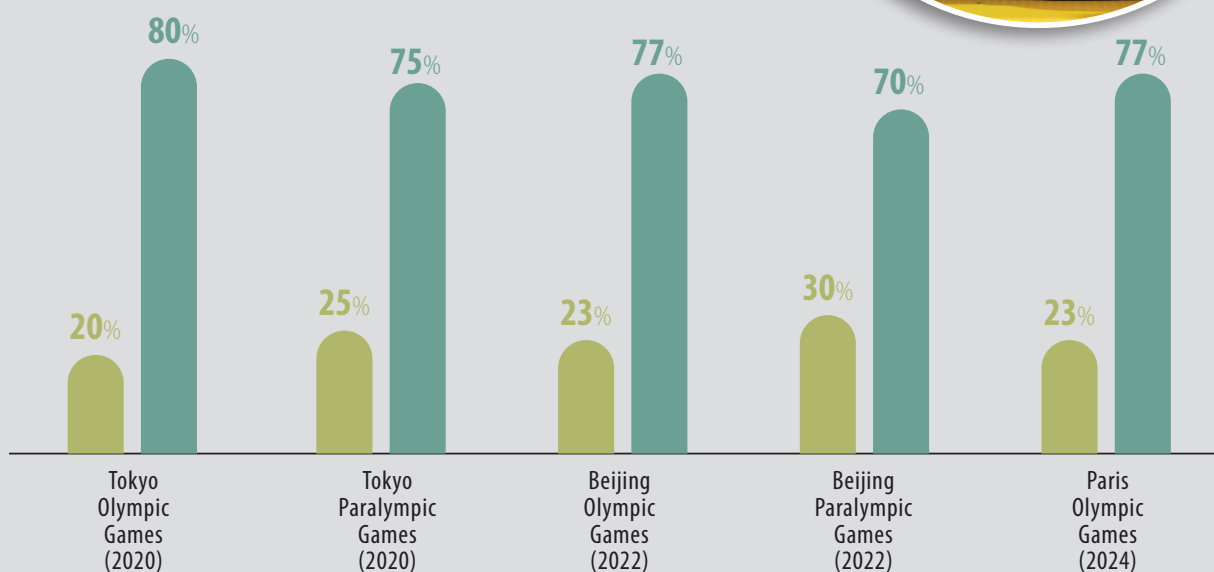
GENDER EQUALITY IN MEDIA/COMMUNICATION

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 **18** for men in Malta.

Since 2020, **32%** (n=9) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

25% (n=7) have focused on social media for a gender-balanced representation of athletes.

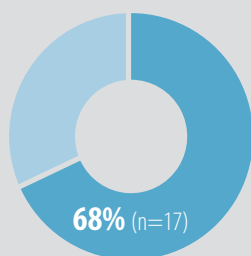
However, only **4%** (n=1) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **Olympic Committee** ensures that its representatives, athletes and sports officials, in local media are both women and men. Gender equal representation is a priority when choosing individuals for media appearances.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

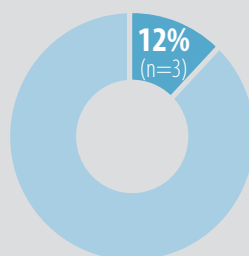
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Archery, athletics, basketball, cycling, fencing, football, golf, handball, judo, rugby, sailing, shooting, swimming, taekwondo, tennis, triathlon and wheelchair basketball.

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Archery, athletics and football.

- ▶ Gender equality is included in 68% (n=17) of the sport federations' long-term plans but only 12% (n=3) have a policy for advancing gender equality in sport **12** **13**. Most action plans were introduced in 2023.
- ▶ The archery, athletics and football 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'** long-term plans. The Olympic Committee also has a policy for advancing gender equality.

14

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



- ▶ Two respondents (**50%**) report having a mechanism for monitoring and evaluating their action plan.
- ▶ Three respondents (**75%**) dedicate human resources and one (**25%**) allocates funds to the implementation of the policy/action plan.
- ▶ Two respondents (**50%**) 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, three target gender representation in decision-making positions and two have concrete guidelines for preventing and combating gender-based violence in sport **14**.
- ▶ The **Olympic Committee** also has a gender equality plan, targets for gender representation in decision-making, and concrete policies for preventing and combating gender-based violence.

GENDER EQUALITY STRATEGIES

4% (n=1) sport federations are taking affirmative action and **24%** (n=6) have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
4% (n=1)

GENDER MAINSTREAMING STRATEGY
24% (n=6)

The **Paralympic Committee** is using both affirmative action and mainstreaming strategies.

MALTA: CONCLUDING POINTS

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

Gender equality is included in 68% (n=17) of the **sport federations' long-term plans** and 12% (n=3) have **a policy for advancing gender equality**.

Only 4% of federations use **affirmative action** measures, and 24% have a **gender mainstreaming strategy**.

The Paralympic Committee is using both affirmative action and mainstreaming strategies. However, only 14% of respondents, including sport federations and the Olympic Committee, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men continue to dominate leadership positions** in Maltese sports organisations. Only one (4%) national sport federation reports having a female president.

Women comprise **28%** of all board members in sport federations and the Olympic & Paralympic Committees and **only 9% of vice-presidents**.

The situation is more gender-balanced among sports coaches in Malta.

Women represent **40% of coaches** in Malta, and, out of the federations surveyed, 44% employ at least one female elite level coach.

Finally, out of the 115 **sports officials** that officiate elite games, **26% are women** and 74% are men.

In terms of **women's participation in sports**, the rate is only **19%** across all sports.