



# GENDER EQUALITY IN SPORT

## MONTENEGRO



### FACTSHEET



TOTAL POPULATION

**636,580**

MEDIAN AGE

**39.6 YEARS**



GDP PER CAPITA

**€10,817**

POPULATION

**51%**

WOMEN

MEN

**49%**

LIFE EXPECTANCY

**80 YEARS**

WOMEN

MEN

**74 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 Montenegro:

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 9 respondents from Montenegro – 6 sport federations, the Montenegrin Olympic Committee, the Montenegrin Paralympic Committee and the Ministry of Sports and Youth, 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 Montenegro 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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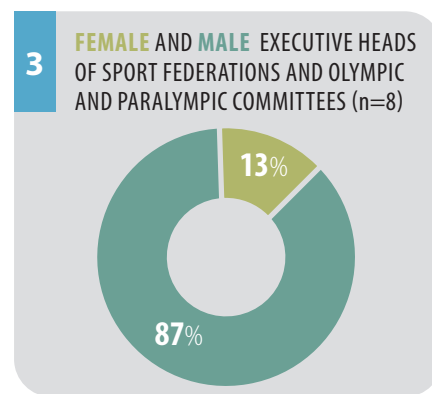
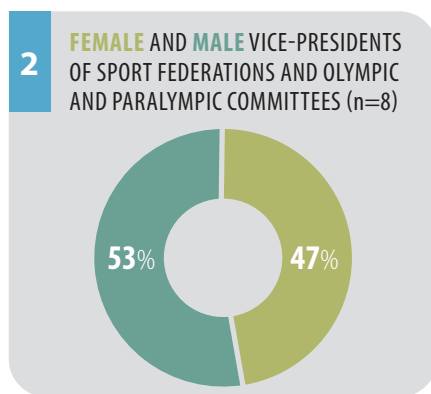
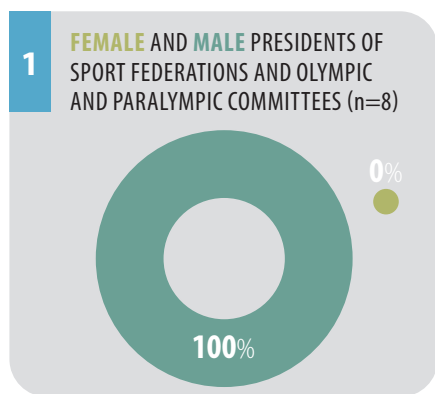
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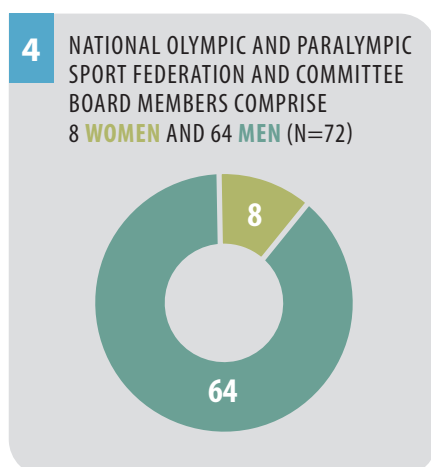
# GENDER EQUALITY IN LEADERSHIP



**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.)

- ▶ There are no female presidents representing Montenegrin sport federations, or the Olympic and Paralympic Committees **1**.
- ▶ Among the 19 vice-presidents of the 8 respondents, 47% (N=9) are women and represent the football and skiing federations, and the Olympic Committee **2**.
- ▶ In national sport federations, only one executive head is a woman, and the rest are men (17%, N=6).

- ▶ **THE OLYMPIC COMMITTEE** is chaired by a male president and a female vice-president, and has 15 male and two female board members.
- ▶ **THE PARALYMPIC COMMITTEE** has a male president and five male board members.
- ▶ Between both Committees, five men chair sports commissions/committees, compared to two women.



There is a low representation of female board members among sport federations in Montenegro, reaching 12%.

One federation reported a higher representation of female board members compared to male; the skiing federation reported four female and three male board members.

- ▶ There are no women in managerial positions in the Ministry of Sports and Youth.
- ▶ Among the federations that responded to the question and the Olympic and Paralympic Committees, there were 264 voting members of the (general) assembly in 2023 – 29% of whom were women (N=76).

## WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

**67%** (n=6) of the respondents, including four sport federations and the Olympic and Paralympic Committees, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

- ▶ The **Olympic Committee** has introduced a quota that provides for 30% of members of the Board of Directors to be women from 2024.

- ▶ **50%** (n=3) mention gender representation on boards and/or commissions/committees in the organisation's statutes.
- ▶ **50%** (n=3) have adopted transparent, clear and gender-sensitive election or appointment procedures.
- ▶ **33%** (n=2) have organised training seminars, workshops, etc. for decision-makers on the topic of gender equality.
- ▶ **17%** (n=1) have a written action plan/strategy to increase the number of women in decision-making positions, have implemented mentoring programmes for (future) women in decision-making positions, have organised education/training courses on leadership for women only, have reserved seats for women, and have initiated and/or supported research/studies on gender equality in decision-making positions.

# GENDER EQUALITY IN COACHING

There are **73 women (7%)** and **957 men (93%)** among registered coaches, trainers and instructors in Montenegro **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 Montenegro at **7%** **5**.

There are no federations that have more female than male coaches.

**Federations with the highest percentage of female coaches:**

- ▶ Skiing: 39%
- ▶ Athletics and tennis: 33%.

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

- ▶ Football and sailing: 96%

## ELITE LEVEL COACHES

**25 women (20%)** and **100 men (80%)** coach elite level athletes or national teams **5**.

Of the 25 women, 10 coach men's national teams/athletes – of the 100 men, 27 coach women's national teams/athletes.

- ▶ **17%** (n=1) of the federations do not employ a female elite level coach.
- ▶ **83%** (n=5) of the federations employ at least one female elite level coach.
- ▶ **100%** (n=6) of the federations employ at least one male elite level coach.

## WOMEN IN COACHING: ACTIONS & MEASURES

**67%** (n=6) of the sport federations surveyed as well as the Paralympic Committee have taken measures to recruit or increase the number of female coaches since 2020.

**67%** (n=4) 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:

- ▶ Education/training courses for female coaches only (50%, n=3)
- ▶ Database of female coaches/trainers/instructors (33%, n=2)
- ▶ Transparent, clear and gender-sensitive recruitment procedures (17%, n=1)
- ▶ Positions reserved for female coaches in education/training courses (17%, n=1)
- ▶ Mentoring programme for (future) female coaches (17%, n=1)
- ▶ Network of female coaches (17%, n=1).

# GENDER EQUALITY IN OFFICIATING

## SPORTS OFFICIALS

There are **57 women (29%)** and **138 men (71%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Montenegro **7**.

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

44%

56%

There were 58 women officiating in elite level competitions in 2023, of whom 34 (59%) officiated games where men were competing. In contrast, there were 74 men officiating in elite level competitions, of whom 29 (39%) officiated games where women were competing. In other words, of the total 132 sports officials who officiated elite games, 44% were women and 56% were men.



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

29%

71%

Women Men

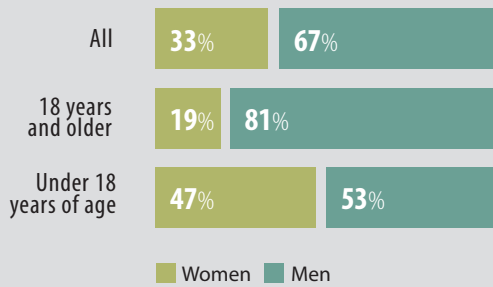
Since 2020, **44%** of the respondents, including three federations and the Paralympic Committee, have reported implementing measures to recruit or increase the number of female sports officials:

- ▶ **75%** (n=3) have implemented education/training courses for female sports officials only
- ▶ **25%** (n=1) have transparent, clear and gender-sensitive recruitment procedures
- ▶ **25%** (n=1) have a mentoring programme for (future) female sports officials.

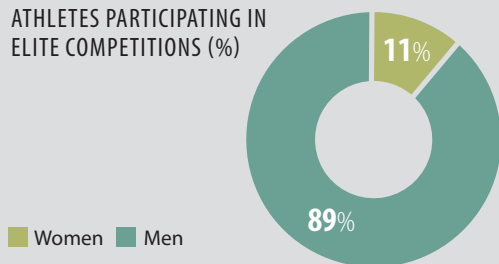
**67%** (n=6) of the federations and the Olympic and Paralympic Committees report offering their sports officials training courses on the topic of gender equality in sport and have offered sports officials training pertaining to gender-based violence.

# GENDER EQUALITY IN PARTICIPATION

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



## 9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ Six national sport federations reported 2,464 girls as members of their sports clubs – this number accounts for 47% of young people who are members of sports clubs out of 5,247 members **8**.
- ▶ Boys account for 2,783 (53%) of young people who are members of sports clubs **8**.
- ▶ There are twice as many girls (N=2464, 68%) as women (N=1162, 32%) active in sports clubs/federations.
- ▶ Men represent the majority of male members of sports federations at 4,861 (64%).
- ▶ In the adult category, women's participation reaches 19% compared to 81% men **8**.
- ▶ When we count all members from all categories, men represent the highest percentage with 43% over boys (25%), girls (22%), and women (10%).
- ▶ The sports with the highest proportion of women compared to men are volleyball (85%), and skiing (54%). Football is the sport where men have the highest participation compared to women at 97%. The athletics federation reports a gender balance among female and male members with 49% female and 51% male members, as well as the tennis federation with 46% female and 54% male members.
- ▶ There are 541 women (11%) and 4,287 men (89%) among athletes participating in elite competitions **9**.

## GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

**67%** (n=6) of the sport federations surveyed, as well as the Olympic and Paralympic Committees, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **67%** (n=4) have taken measures to ensure equal access to sport facilities for girls/women and other participants
- ▶ **50%** (n=3) have implemented awareness-raising campaigns targeting girls and women, and have offered training seminars for coaches and decision-makers
- ▶ **33%** (n=2) have dedicated financial resources to girls' and women's sport and/or physical activity and have implemented training seminars, workshops, etc. for coaches and/or for decision-makers
- ▶ **17%** (n=1) have adopted a written action plan/strategy to increase the number of active girls and women in sport and supported research/studies on gender equality in participation.

## FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

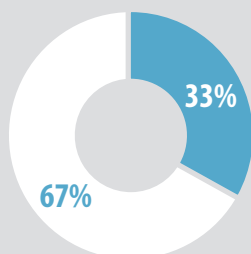
Since 2020, **44%** (n=4) of respondents have taken action to allocate resources equally among women and men. These are the federations for skiing and volleyball, as well as the Olympic and Paralympic Committees.



# 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

**33%** (n=3) of respondents, including two sport federations and the Olympic Committee, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The skiing federation was the first to put its policy in place in 2019, and the most recent was the Olympic Committee in 2024. For both federations and the Olympic Committee 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:

- ▶ **100%** (n=3) have a monitoring and evaluation mechanism in place;
- ▶ **67%** (n=2) have human resources dedicated to its implementation;
- ▶ **33%** (n=1) have funds allocated to its implementation.

The **Olympic Committee** has dedicated **€25,000** for the implementation of its action plan to prevent and combat gender-based violence.

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

**56%** (n=5) of the respondents, including three sport federations and the Olympic and Paralympic Committees, 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 (80%, n=4)
- ▶ Training seminars, workshops, etc. for coaches and/or for decision-makers and inclusion of a mention in the organisation's statutes/rules/laws that forbids gender-based violence (60%, n=3)
- ▶ Training seminars for athletes, awareness-raising campaigns on this topic, minimising risk procedures (criminal record checks, risk assessment procedure, etc.), appointment of a welfare or a protection officer, and provision of formal complaint procedure for reporting gender-based violence (40%, n=2)
- ▶ Written action plan/strategy to prevent and combat gender-based violence in sport, provision of support services for victims/survivors, provision of support services for affiliated organisations, provision of safe venues (lighting, separate locker-rooms, etc.), provision of safe (public) transport services to/from sport and/or physical activity venues, and the establishment of a helpline (20%, n=1).

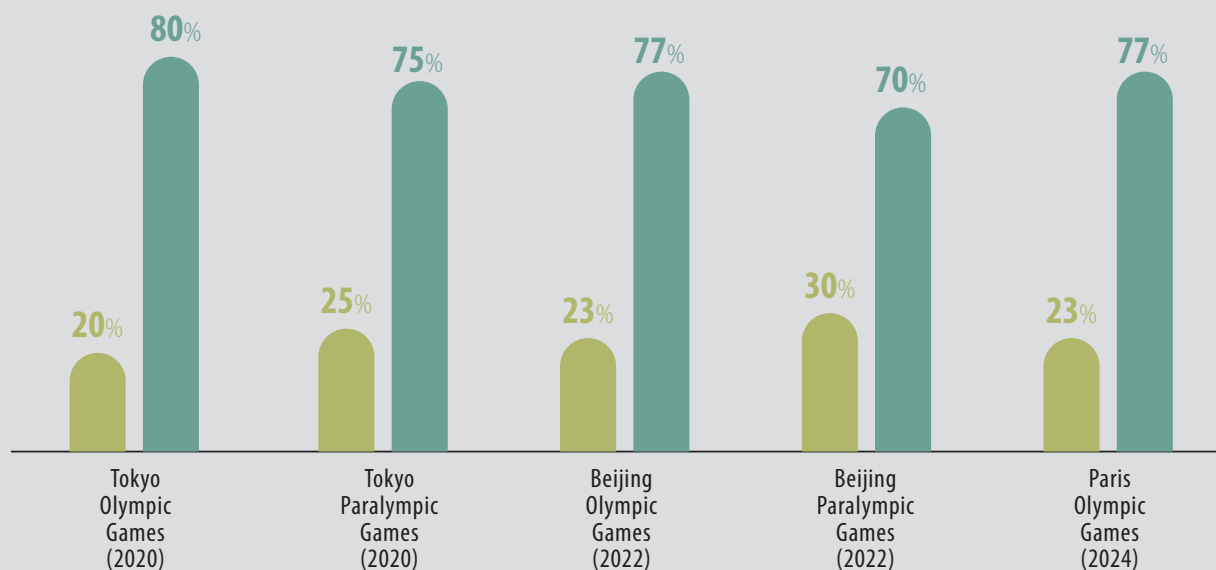
# GENDER EQUALITY IN MEDIA/COMMUNICATION

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 **4** memberships for men and **1** for women in Montenegro.

Since 2020, **44%** (n=4) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport, focusing also on social media for a gender-balanced representation of athletes.

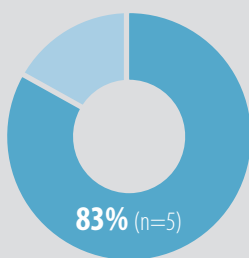
In addition, **56%** (n=5) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **Montenegrin Olympic Committee** ran a media campaign #kaodjevojica (#likeagirl) and held a conference on "Women in sport" in February 2023. It also cooperates with the sport.fem online portal.

# GENDER EQUALITY POLICIES AND PROGRAMMES

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GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, sailing, skiing, tennis, volleyball

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



- ▶ Gender equality is included in 83% (n=5) of the sport federations' long-term plans but none report having adopted a policy for advancing gender equality in sport **12 13**.
- ▶ The **Olympic Committee** has included gender equality in its long-term plan and has adopted a policy for advancing gender equality. Its policy was adopted in 2024.

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GENDER EQUALITY IN THE POLICY/ACTION PLAN OF THE OLYMPIC COMMITTEE INCLUDES:

- ▶ Targets for gender representation in decision-making positions
- ▶ Concrete actions/measures for preventing and combating gender-based violence in sport
- ▶ A mechanism for monitoring and evaluation of the action plan
- ▶ Dedicated human resources dedicated to the implementation of the action plan
- ▶ Funding allocated for the implementation of the action plan.

The **Olympic Committee** has dedicated **€29,000** for the implementation of its action plan to advance gender equality, and actively seeks partnerships/co-operation with other stakeholders for its implementation **14**.

## GENDER EQUALITY STRATEGIES

AFFIRMATIVE ACTION  
0% (n=0)

GENDER MAINSTREAMING STRATEGY  
33% (n=1)

- ▶ None of the sport federations report taking affirmative action as a strategy to advance gender equality in sport.
- ▶ Only one sport federation reports having adopted a gender mainstreaming strategy.
- ▶ The **Olympic and Paralympic Committees** have a gender mainstreaming strategy.



## MONTENEGRO: CONCLUDING POINTS

Since 2020, sports organisations in Montenegro have taken steps to improve the situation of gender equality in sport.

Gender equality is included in 83% of the **sport federations' long-term plans** but none report having adopted a policy for advancing gender equality in sport. Significantly, 33% (n=3) of respondents including two sport federations and the Olympic Committee, have adopted **a written policy and/or action plan for preventing and combating gender-based violence in sport**.

In 2024, the Montenegrin Olympic Committee adopted **a policy to advance gender equality** that includes both targets for gender representation in decision-making positions and actions to prevent and combat gender-based violence in sport. Importantly, it has dedicated both human and financial resources to ensure its implementation.

Overall, **men dominate leadership positions** in Montenegrin sports organisations. There are currently no female presidents representing sports federations, or the Olympic and Paralympic Committees. On the other hand, while women represent only 11% of board members, **47% of vice-presidents are women**.

Out of the federations surveyed, **women** are severely underrepresented among **coaches** in Montenegro at 7%. There is a better gender representation in sports officiating, with 29% women officiating elite level games.

In terms of **women and girls' participation in sports**, the picture is more positive with a rate of **33%** across all sports.