



# GENDER EQUALITY IN SPORT

## NETHERLANDS



### FACTSHEET



TOTAL POPULATION  
**18.2 MILLION**  
MEDIAN AGE  
**41.4 YEARS**



GDP PER CAPITA  
**€49,100**

POPULATION

**50.3%**

WOMEN

MEN

**49.7%**

LIFE EXPECTANCY

**83.4 YEARS**

WOMEN

MEN

**80.5 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 the Netherlands:

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 22 respondents from the Netherlands – 21 sport federations and the Ministry of Health, Welfare and Sport. 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 the Netherlands 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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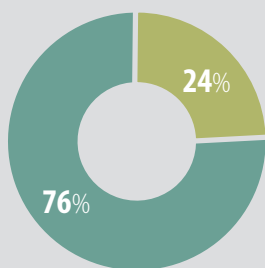
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# GENDER EQUALITY IN LEADERSHIP

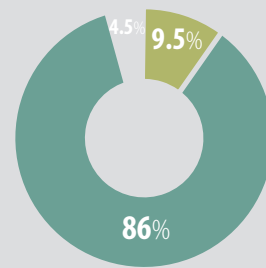
**1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS (n=21)**



**2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS (n=21)**



**3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS (n=21)**

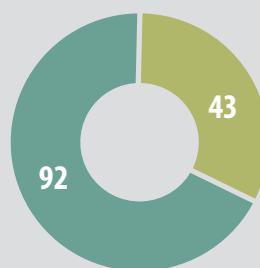


**n=x** refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Only five (24%) national sport federations have a female president. These include the federations for athletics, golf, gymnastics, rowing and triathlon **1**.
- ▶ Among the 20 vice-presidents of the 21 respondents, 50% (N=10) are women and represent the federations for athletics, fencing, football, gymnastics, hockey, swimming, table tennis, triathlon and volleyball **2**.
- ▶ In national sport federations, only a tenth of executive heads (N=2) are women **3**.

- ▶ In contrast to the prevalence of male board members among sport federations, in the Ministry of Health, Welfare and Sport four women and one man held managerial positions.
- ▶ Among the 21 federations that responded to the question, there were 1,520 voting members of the (general) assembly in 2023 – 25% of whom were women (N=375).

**4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION BOARD MEMBERS COMPRISE 43 WOMEN AND 92 MEN (N=135)**



There is low representation of female board members among sport federations in the Netherlands, reaching 32%.

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

## WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

**77%** (n=17) of respondents, including 16 sport federations and the Ministry of Health, Welfare and Sport, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

- ▶ **65%** (n=11) have transparent, clear and gender friendly election/appointment procedures
- ▶ **53%** (n=9) have developed an action plan to increase the number of women in decision-making positions
- ▶ **23.5%** (n=4) have established a network of women in decision-making positions, organised awareness-raising campaigns to encourage women to run for decision-making positions, and/or adopted gender quotas/targets in elections or appointment procedures
- ▶ **18%** (n=3) have organised gender equality training for decision-makers and included a mention in the organisation's statutes with respect to gender representation on boards and/or commissions/committees in the organisation
- ▶ **12%** (n=2) have organised leadership education and training for women.

# GENDER EQUALITY IN COACHING

There are **18,471 women (22.5%)** and **63,358 men (77.5%)** among registered coaches, trainers and instructors in the Netherlands **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 the Netherlands, reaching 22.5% **5**.
- ▶ There is no federation with a higher percentage of female coaches than male.
- ▶ One federation reported members of other gender identities.

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

- ▶ Football: 98%
- ▶ Taekwondo: 90%.

## ELITE LEVEL COACHES

- ▶ **70 women (21%)** and **258 men (79%)** coach elite level athletes or national teams. Of the 70 women, only 27 coach men's national teams/athletes – of the 258 men, 99 coach women's national teams/athletes.
- ▶ **5%** (n=1) of the federations do not employ a female elite level coach.
- ▶ **81%** (n=17) of the federations employ at least one female elite level coach.
- ▶ **86%** (n=18) of the federations employ at least one male elite level coach.

## WOMEN IN COACHING: ACTIONS & MEASURES

**50%** (n=11) of the respondents, including 10 sport federations and the Ministry of Health, Welfare and Sport, have taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **43%** (n=9) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **67%** (n=14) have 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 and reserved positions for female coaches/trainers/instructors in education/training courses (45.5%, n=5)
- ▶ Adoption of transparent, clear and gender-sensitive recruitment procedures (36%, n=4)
- ▶ Education/training courses for female coaches, establishing a database of female coaches, and awareness-raising campaigns targeting women (27%, n=3)
- ▶ Setting up a network of female coaches as well as a mentoring programme for (future) female coaches (18%, n=2).

# GENDER EQUALITY IN OFFICIATING

## SPORTS OFFICIALS

There are **37,647 women (51%)**, **35,980 men (49%)** and **67 persons of other/non-disclosed gender (0.09%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in the Netherlands **7**.

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

23%

77%

There were 143 women officiating in elite level competitions in 2023 compared to 480 men. In other words, of the total 623 sports officials who officiated elite games, 23% were women and 77% were men.

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

51%

49%

0.09%

Women Men Other/non-disclosed

- ▶ In the Tokyo Olympic Games (2020), 19 Dutch sports officials officiated – three women and 16 men.
- ▶ In the Tokyo Paralympic Games (2020), 11 Dutch sports officials officiated – three women and eight men.

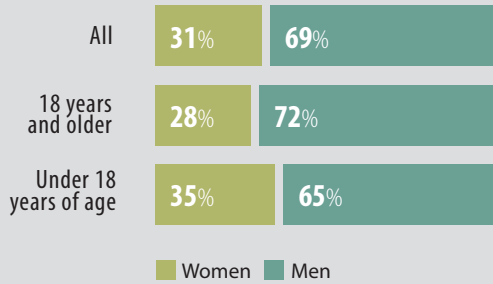


Since 2020, **52%** (n=11) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

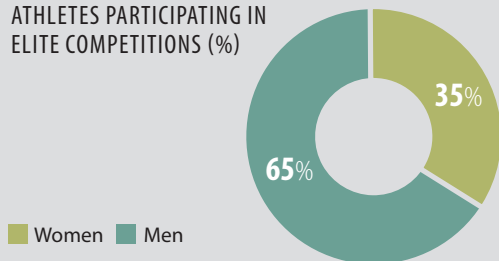
- ▶ **81%** (n=9) have established a network of female sports officials
- ▶ **64%** (n=7) have implemented awareness-raising campaigns targeting women and have a written action plan to increase the number of female sports officials
- ▶ **45.5%** (n=5) report offering female sports officials education/training courses
- ▶ **36%** (n=4) have adopted transparent, clear and gender-sensitive recruitment procedures and reserved positions for female sports officials in education/training courses
- ▶ **27%** (n=3) have a database of female sports officials
- ▶ **18%** (n=2) have offered a mentoring programme for (future) female sports officials
- ▶ **9%** (n=1) have initiated and/or supported research/studies on gender equality in officiating.

# GENDER EQUALITY IN PARTICIPATION

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



## 9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 17 national federations reported 339,151 girls as members of their sports clubs – this number accounts for 35% of young people who are members of sports clubs out of 955,857 members **8**.
- ▶ Boys account for 616,664 (65%) of young people who are members of sports clubs **8**.
- ▶ There are slightly more girls than women active in sport clubs/federations at 339,151 (53%), compared to 302,602 (47%) women.
- ▶ Men represent the majority of male members of sports federations at 782,896 (56%).
- ▶ In the adult category, women's participation reaches 28% compared to 72% men **8**.
- ▶ When we count all members from all categories, men represent the highest percentage with 38% compared to boys (30%), girls (17%) and women (15%).
- ▶ Eight federations reported members of other gender identities. Among the 955,857 members, 73 were reported as being of other gender identities (0.0035%).
- ▶ The sports with a higher proportion of women compared to men are equestrian (88%), handball (74%), volleyball (65%) and hockey (64%). Shooting (90%) and ice hockey (87.5%) have the most male members, followed by rugby and football, both at a rate of 86%. The swimming federation is more gender balanced with 48% women and 52% men.
- ▶ There are 847 women (35%) and 1,591 men (65%) among athletes participating in elite competitions **9**.

## GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

**45.5%** (n=10) of the sport federations surveyed and the Ministry of Health, Welfare and Sport, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. The federations include archery, basketball, boxing, football, ice hockey, rugby, table tennis, taekwondo and volleyball.

- ▶ **60%** (n=6) have a written action plan/strategy to increase the number of active girls and women in sport and have offered equal access to sport facilities for girls/women and other participants
- ▶ **50%** (n=5) have implemented awareness-raising campaigns targeting girls and women
- ▶ **40%** (n=4) have offered training seminars for coaches and decision-makers
- ▶ **30%** (n=3) have dedicated financial resources to girls' and women's sport and/or physical activity, offered taster sessions for girls and women only, and/or changed the competition offers to be more tailored to girls and women
- ▶ **20%** (n=2) have initiated and/or supported research/studies on gender equality in sport participation.

## FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

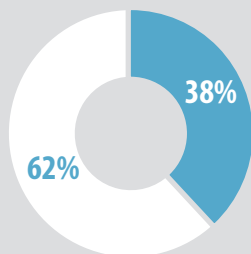
Since 2020, **32%** (n=7) of the respondents have taken action to allocate resources equally among women and men. These include the federations for archery, boxing, fencing, ice hockey, rugby, and volleyball and the Ministry of Health, Welfare and Sport.



# PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS 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

**36%** (n=8) of respondents, including sport federations and the Ministry of Health, Welfare and Sport, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport. There is no change from the 2019 data.

The majority (n=7) adopted their policy/action plan from 2021 onwards. The hockey federation was the first to put its policy in place in 1999 and the most recent were table tennis and volleyball in 2023. For all federations, 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:

- ▶ **62.5%** (n=5) have funds allocated to its implementation
- ▶ **75%** (n=6) have a monitoring and evaluation mechanism in place
- ▶ **100%** (n=8) have human resources dedicated to its implementation.

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

**64%** (n=14) 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 (79%, n=11)
- ▶ The appointment of a welfare or a protection officer (79%, n=11)
- ▶ Provision of formal complaint procedure for reporting gender-based violence (71%, n=10)
- ▶ Inclusion of a mention in the organisation's statutes/rules/laws that forbids gender-based violence (64%, n=9)
- ▶ Training seminars for coaches and/or for decision-makers (57%, n=8)
- ▶ Guidelines for handling cases of gender-based violence and initiation of and/or support for research/studies on gender-based violence in sport (50%, n=7)
- ▶ Training seminars for athletes (43%, n=6).

According to the **Ministry of Health, Welfare and Sport**, there is currently a lot of focus in the Netherlands on transgressive behaviour in sports. The Ministry invests in safety through policy plans, special government programmes known as "Impulse Safe Sports" and research/monitoring, as well as by supporting the Centre Safe Sport Netherlands where athletes, coaches and parents may ask questions or report incidents that may violate the rules, values, and norms in sports.

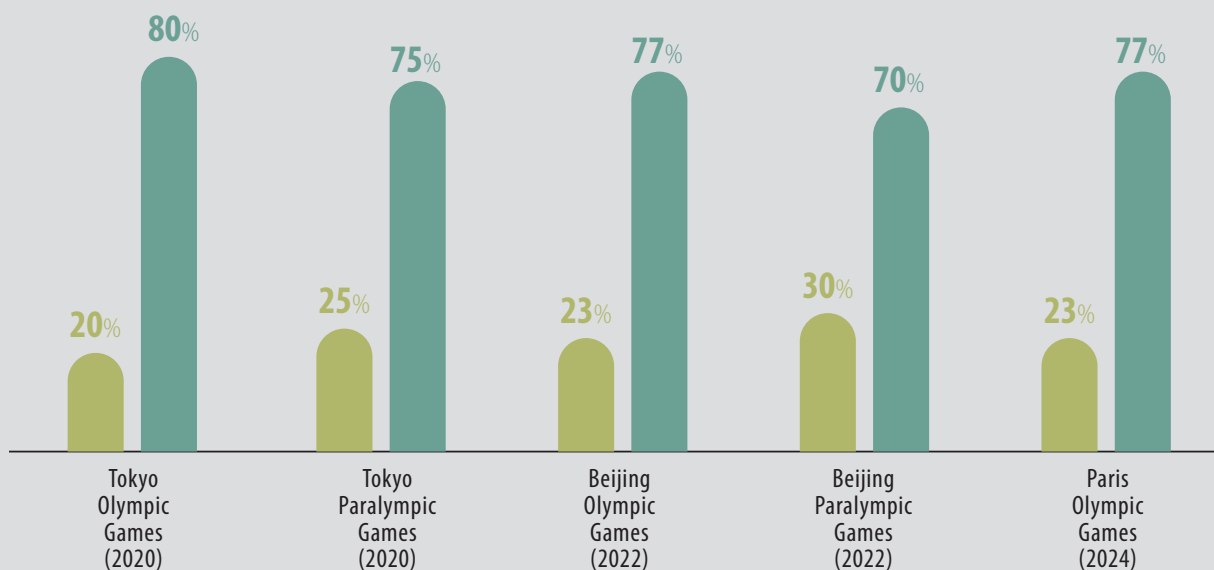
# GENDER EQUALITY IN MEDIA/COMMUNICATION

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 **5** memberships for women and **84** for men in the Netherlands.

Since 2020, **18%** (n=4) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

**32%** (n=7) have focused on social media for a gender-balanced representation of athletes.

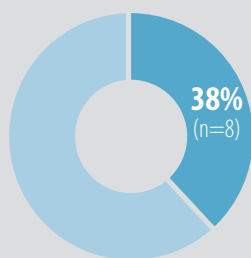
**32%** (n=7) also have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **hockey federation** has split "prime time" evenly between men and women's competition and aims to capture both women and men athletes' statements for the media, while the **swimming federation** deliberately chooses role models that present the most diverse picture possible of participation in the sport.

# GENDER EQUALITY POLICIES AND PROGRAMMES

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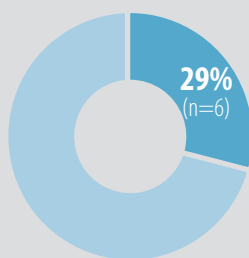
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Handball, ice hockey, rugby, swimming, table tennis, taekwondo, triathlon and volleyball

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Archery, ice hockey, rugby, swimming, table tennis and volleyball

► Gender equality is included in 38% (n=8) of the sport federations' long-term plans but only 29% (n=6) have a policy for advancing gender equality in sport. Most action plans were introduced between 2020 and 2023

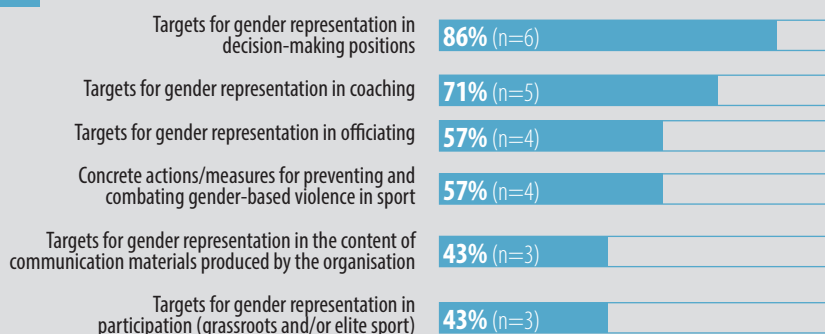
12 13.

► The ice hockey, rugby, swimming, table tennis and volleyball federations have both a policy and include gender equality in their overall long-term goals.

► Gender equality is included in the **Ministry of Health, Welfare and Sport's** long-term plan, which includes a policy for advancing gender equality.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS OF NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND MINISTRY OF HEALTH, WELFARE AND SPORT (n=7)



In order to evaluate its action plan for advancing gender equality in sport, the **swimming federation** set up meetings every two weeks to review opportunities with regard to meeting its targets and recalibrating. The **table tennis federation** set up biyearly meetings to evaluate the plans with an integrity manager and update the action lists.

Among respondents that have an action plan for gender equality, six target gender representation in decision-making positions, five have targets for gender representation in coaching, and four have concrete guidelines for preventing and combating gender-based violence in sport, as well as targets for gender representation in officiating. Only three have targets for gender representation in participation (grassroots and/or elite sport) and gender representation in communication materials **14**.

## GENDER EQUALITY STRATEGIES

**19%** of the sport federations are taking affirmative action and **9.5%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION

19% (n=4)

GENDER MAINSTREAMING STRATEGY

9.5% (n=2)



## NETHERLANDS: CONCLUDING POINTS

Since 2020, steps have been taken to improve the situation in the Netherlands.

**Gender equality is included in 38% (n=8) of the sport federations' long-term plans** but only 29% (n=6) have a **policy for advancing gender equality**.

19% of federations use **affirmative action** measures, and 9.5% have a **gender mainstreaming strategy**, a small step in the right direction compared to 2019's 16% and 0% respectively.

Significantly, 38% of sport federations have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Dutch sports organisations. Only five (24%) national sport federations report having a female president. Women comprise about a third (32%) of all board members in sport federations; however, **50% of vice-presidents are women**.

While **women's representation among coaches in the Netherlands reaches only 22.5%**, 81% of sport federations employ at least one female elite level coach.

Of the total 623 sports officials who officiate elite games, 23% are women and 77% are men.

In terms of **women's participation in sports**, the rate is 31% across all sports, a slight decrease **since 2019 (33%)**.