



GENDER EQUALITY IN SPORT

PORTUGAL



FACTSHEET



TOTAL POPULATION
10,5 MILLION
MEDIAN AGE
45.8 YEARS



GDP PER CAPITA
€23,588

POPULATION

51.6%

WOMEN

MEN

48.4%

LIFE EXPECTANCY

82 YEARS

WOMEN

MEN

78.5 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 Portugal:

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 31 respondents from Portugal – 28 Olympic and Paralympic sport federations, the Portuguese Olympic Committee, the Portuguese Paralympic Committee and the Portuguese Institute of Sport 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 Portugal 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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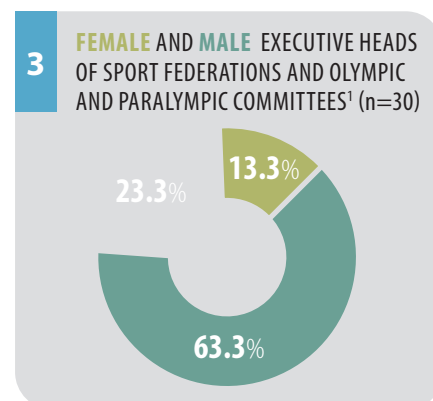
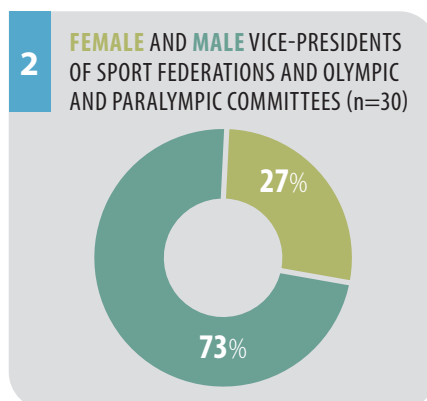
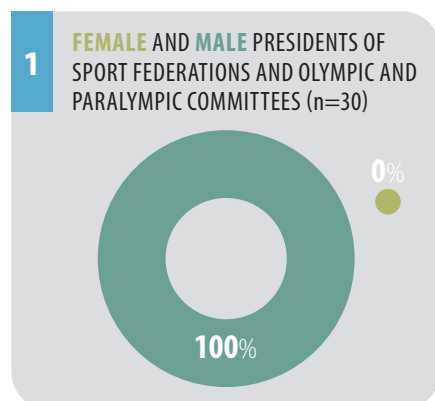


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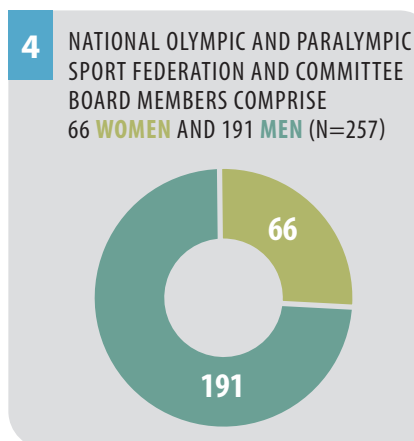
GENDER EQUALITY IN LEADERSHIP



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.)

- ▶ None (0%) of the national sport federations have a female president.
- ▶ Among the 133 vice-presidents of the 30 respondents, 27% (N=36) are women and represent the federations for badminton, basketball, canoe, gymnastics, handball, hockey, judo, pentathlon, rowing, rugby, sports for persons with disabilities, table tennis, tennis, triathlon and the Olympic and Paralympic Committees **2**.
- ▶ In national sport federations, less than 15% of executive heads (N=4) are women.

- ▶ **BOTH THE OLYMPIC AND PARALYMPIC COMMITTEES** are chaired by male presidents and have one female vice-president each, along with four and three male vice-presidents respectively.
- ▶ The two Committees combined have 38 board members, of whom 21 are men and 17 are women, 16 of whom are in the Olympic Committee. There is equal representation of women and men (seven each) among chairs of sports commissions/committees.



There is a low representation of female board members among sport federations and the Olympic & Paralympic Committees in Portugal, reaching 26% **4**.

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

- ▶ Among the 27 federations and the Olympic and Paralympic Committees that responded to the question, there were 1,510 voting members of the (general) assembly in 2023 – 14% of whom were women (N=212).
- ▶ There were 14 women and 16 men holding a managerial position in the Portuguese Institute of Sport and Youth.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

42% (n=13) of the respondents, including 11 sport federations, the Olympic Committee and the Portuguese Institute of Sport and Youth, have implemented measures to recruit or increase the number of women in decision-making positions in sport. These include the archery, athletics, basketball, football, judo, rugby, table tennis, volleyball, winter sports, and wrestling federations, the federation of sports for persons with disabilities, the Olympic Committee, and the Portuguese Institute of Sport and Youth.

- ▶ **38.5%** (n=5) have organised mentorship programmes and leadership education and training for women
- ▶ **31%** (n=4) have organised gender equality training for decision-makers and have developed an action plan to increase the number of women in decision-making positions
- ▶ **23%** (n=3) have adopted gender quotas/targets in elections or appointment procedures, have transparent, clear and gender friendly election/appointment procedures, and/or have organised awareness-raising campaigns to encourage women to run for decision-making positions
- ▶ **15%** (n=2) include gender equal representation in decision-making in their statutes and/or have reserved seats for women.

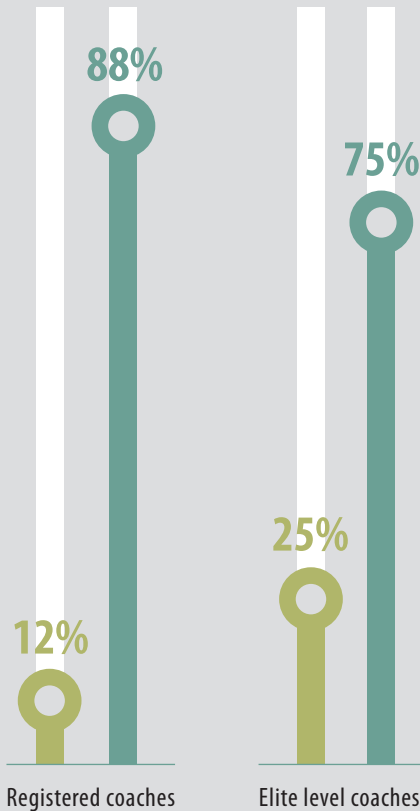
1. 23.3% of respondents did not have the role of executive head within their structures.

GENDER EQUALITY IN COACHING

There are **2,389 women (12%)** and **17,258 men (88%)** among registered coaches, trainers and instructors in the surveyed federations in Portugal **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 Portugal, reaching only 12% **5**.

Federation with the highest percentage of female coaches:

- Gymnastics: 77%.

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

- Sailing: 100%
- Shooting: 100%
- Football: 97%
- Archery: 92%.

ELITE LEVEL COACHES

- **241 women (25%)** and **728 men (75%)** coach elite level athletes or national teams **5**. Of the 241 women, only 13 coach men's national teams/athletes – of the 728 men, 59 coach women's national teams/athletes.
- **39%** (n=11) of the federations do not employ a female elite level coach.
- **54%** (n=15) of the federations employ at least one female elite level coach.
- **89%** (n=25) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

42% (n=13) of respondents, including 12 sport federations and the Olympic Committee, have taken measures to recruit or increase the number of female coaches since 2020.

- **61%** (n=17) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- **64%** (n=18) have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

- Positions reserved for female coaches/trainers/instructors in education/training courses and awareness-raising campaigns targeting women (38.5%, n=5)
- Education/training courses for female coaches/trainers/instructors, and a written action plan/strategy to increase the number of female coaches/trainers/instructors (23%, n=3)
- Establishing a database of female coaches/trainers/instructors (15%, n=2)
- Dedicated resources for female coaches/trainers/instructors, and initiating and/or supporting research/studies on gender equality in coaching (8%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **3,895 women (31%)** and **8,723 men (69%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Portugal **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS

31%

69%

There were 188 women officiating in elite level competitions in 2023, of whom 157 (83.5%) officiated games where men were competing. In contrast, there were 407 men officiating in elite level competitions, of whom 370 (91%) officiated games where women were competing. In other words, of the total 595 sports officials who officiated elite games, 31% were women and 69% were men.



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

31%

69%

Women Men

- ▶ In the Tokyo Olympic Games (2020), 17 Portuguese sports officials officiated – one woman and 16 men.
- ▶ In the Tokyo Paralympic Games (2020), seven Portuguese sports officials officiated – four women and three men.
- ▶ In the Beijing Paralympic Games (2022), five Portuguese sports officials officiated – one woman and four men.

Since 2020, **25%** (n=7) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

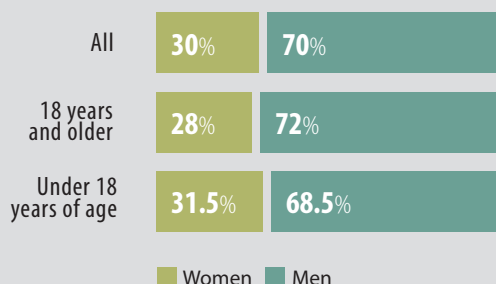
- ▶ **29%** (n=2) have a written action plan/strategy to increase the number of female sports officials and have reserved positions for female sports officials in education/training courses
- ▶ **14%** (n=1) run awareness-raising campaigns targeting women and have organised mentoring programmes for (future) female sports officials.

50% (n=14) of the federations surveyed report offering their sports officials training courses on the topic of gender equality in sport.

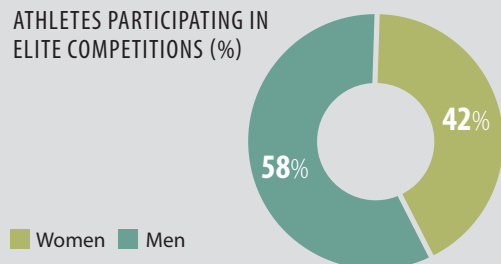
50% (n=14) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 28 national federations reported 120,819 girls as members of their sports clubs – this number accounts for 31.5% of young people who are members of sports clubs out of 383,478 members **8**.
- ▶ Boys account for 262,659 (68.5%) of young people who are members of sports clubs **8**.
- ▶ There are more girls than women participating in sport clubs/federations at 120,819 (68%) compared to 57,051 (32%) women.
- ▶ Boys represent the majority of male members of sports federations at 262,659 (64%), compared to 147,707 (36%) men.
- ▶ In the adult category, women's participation reaches 28% compared to 72% men **8**.
- ▶ When we count all members from all categories, boys represent the highest percentage with 45% over men (25%), girls (21%), and women (10%).
- ▶ The sports with the highest proportion of women compared to men are gymnastics (88%) and equestrian (63%). Cycling, football, rugby and shooting have the most male members (ranging from 91-95%). The swimming and volleyball federations are more gender balanced with 55% women and 45% men.
- ▶ There are 987 women (42%) and 1,352 men (58%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

61% (n=19) of the sport federations surveyed, as well as the Olympic and Paralympic Committees and Portuguese Institute of Sport and Youth, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. The federations are badminton, basketball, canoe, cycling, football, golf, handball, hockey, judo, rowing, rugby, table tennis, tennis, triathlon, winter sports, and wrestling.

- ▶ **53%** (n=10) have ensured equal access to sport facilities for girls/women and other participants
- ▶ **47%** (n=9) have dedicated financial resources to girls' and women's sport and/or physical activity (funding specific projects, etc.) and have changed the competition offers to be more tailored to girls and women
- ▶ **42%** (n=8) have offered training seminars for coaches and decision-makers
- ▶ **37%** (n=7) run awareness-raising campaigns targeting girls and women
- ▶ **32%** (n=6) have offered taster sessions for girls and women only
- ▶ **26%** (n=5) have a written action plan/strategy to increase the number of active girls and women in sport
- ▶ **16%** (n=3) have offered new sports, activities or ways of practising them tailored to girls and women.

The **Portuguese Institute of Sport and Youth** has invested in a sports infrastructure rehabilitation programme, namely through financing for the construction/rehabilitation of changing rooms for girls/women and funding for various programmes that promote the participation of girls and women.

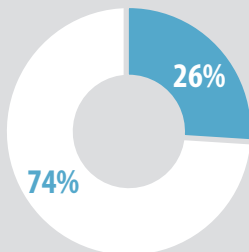
FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **43%** (n=12) of federations have taken action to ensure the equal allocation of resources among women and men. These federations are badminton, basketball, canoe, football, hockey, rugby, sports for persons with disabilities, swimming, tennis, volleyball, wrestling and winter sports.

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

26% (n=8) of respondents, including only eight sport federations, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport **10**. This is a slight increase from the 2019 data (22%).

The federation for sports for persons with disabilities was the first to put its policy in place in 2009, and the most recent was pentathlon in 2023. For the majority (87.5%) of 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:

- ▶ One (**12.5%**) has human resources dedicated to its implementation
- ▶ Three (**37.5%**) have a monitoring and evaluation mechanism in place
- ▶ None have allocated funds to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

23% (n=7) 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 (71%, n=5)
- ▶ Written action plan/strategy to prevent and combat gender-based violence in sport (57%, n=4)
- ▶ Training seminars for athletes, as well as for coaches and/or for decision-makers (43%, n=3).

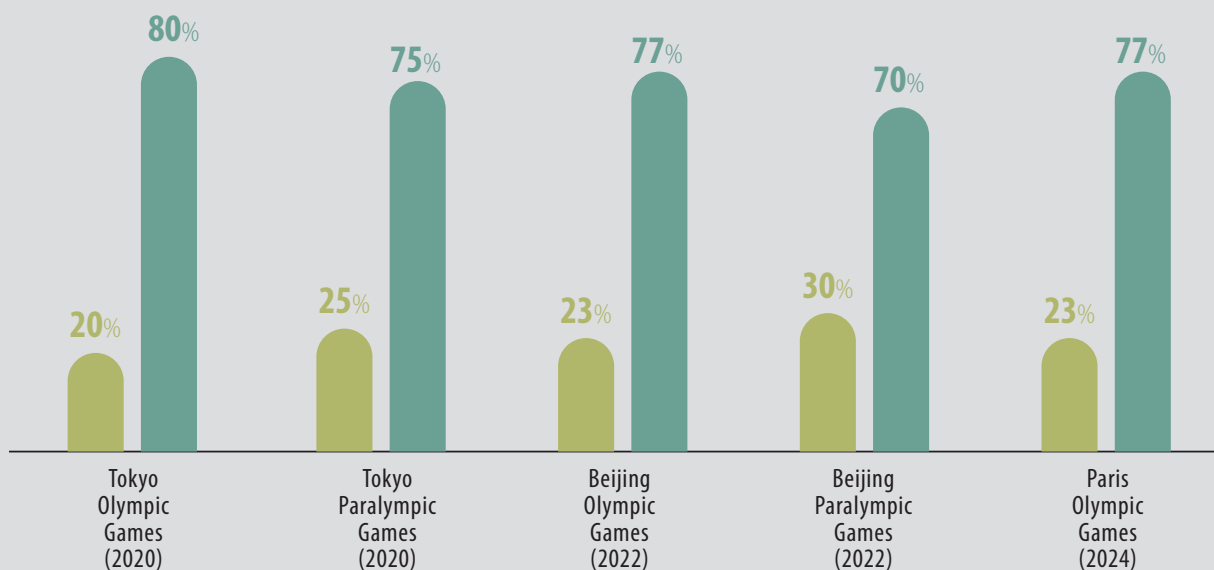
GENDER EQUALITY IN MEDIA/COMMUNICATION

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 women and **46** for men in Portugal.

Since 2020, **13%** (n=4) of respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

29% (n=9) have focused on social media for a gender-balanced representation of athletes.

35.5% (n=11) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

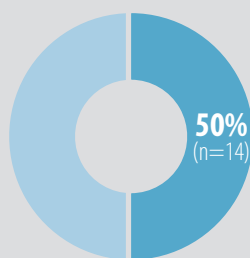
The **Paralympic Committee** pays particular attention to selecting photographs of athletes in a gender-balanced way, and also to topics covering female athletes.

The **Olympic Committee** has offered seminars aimed at journalists and communication departments of sports federations on the topic of gender equality.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

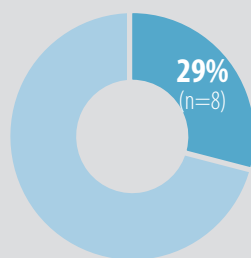
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Archery, athletics, badminton, cycling, equestrian, football, hockey, judo, pentathlon, rugby, shooting, sports for persons with disabilities, table tennis, volleyball

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Athletics, basketball, football, judo, rugby, sports for persons with disabilities, table tennis, volleyball

► Gender equality is included in 50% (n=14) of the sport federations' long-term plans but only 29% (n=8) have a policy for advancing gender equality in sport. Most action plans were introduced between 2020 and 2022

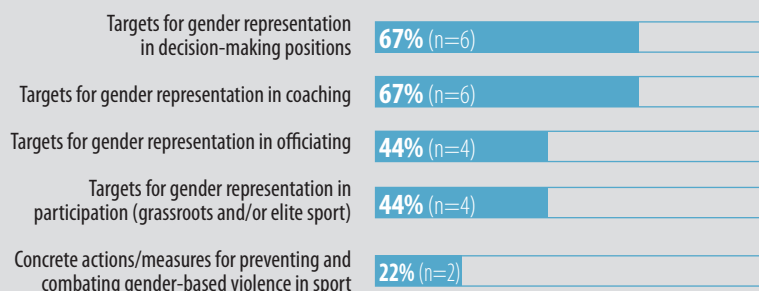
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► Seven federations have both a policy and include gender equality in their overall long-term goals.

► Gender equality is included in both the **Olympic and Paralympic Committees'** and the **Portuguese Institute of Sport and Youth's** long-term plans.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS OF NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, COMMITTEES AND THE PORTUGUESE INSTITUTE OF SPORT AND YOUTH (n=9)



► Four respondents (44%) report having a mechanism for monitoring and evaluating their action plan.

► Two (22%) dedicate human resources and three (33%) allocate funds to the implementation of the policy/action plan.

► Seven (77.5%) 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, six target gender representation in decision-making positions and coaching, four target gender representation in participation (grassroots and/or elite sport) and officiating, and two have concrete guidelines for preventing and combating gender-based violence in sport 14.

► The **Portuguese Institute of Sport and Youth** targets both gender representation in decision-making and coaching in its equality plan. In addition, it targets gender representation in participation (grassroots and/or elite sport).

The **Portuguese Institute of Sport and Youth** has a working group that implements and monitors the policy and action plan through the monthly review of relevant reports on the implementation of the measures proposed in the original working group report.

GENDER EQUALITY STRATEGIES

► 29% of the sport federations are taking affirmative action and 14% have a gender mainstreaming strategy.

► The **Portuguese Institute of Sport and Youth** implements affirmative action and has a gender mainstreaming strategy.

AFFIRMATIVE ACTION
29% (n=8)

GENDER MAINSTREAMING STRATEGY
14% (n=4)

PORTUGAL: CONCLUDING POINTS

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

Gender equality is included in 50% (n=14) of the sport federations' long-term plans but only 29% (n=8) have a **policy for advancing gender equality**.

29% of federations use **affirmative action** measures, compared to 19% (n=5) in 2019, while 14% (n=4) have a **gender mainstreaming strategy**. The **Portuguese Institute of Sport and Youth** is using both affirmative action and a gender mainstreaming strategy.

Only 26% of the respondents have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, an increase of 4% since 2019.

Importantly, the **Portuguese Institute of Sport and Youth** has been actively engaged in all areas to try to change the situation. It has invested in a sports infrastructure rehabilitation programme, namely through financing for the construction rehabilitation of changing rooms for girls/women and funding for various programmes that promote the participation of girls and women.

Overall, **men dominate leadership positions** in Portuguese sports organisations. None of the national sports federations report having a female president, nor do the Olympic and Paralympic Committees. **Women comprise less than 30% of all board members** in sport federations and the Olympic & Paralympic Committees and only **27% of vice-presidents**.

Women are severely underrepresented among coaches in Portugal, reaching only 12%, and, out of the federations surveyed, 39% do not employ a female elite level coach.

Finally, of the total 595 sports officials who officiate elite games, 31.5% are women and 68.5% are men.

In terms of **women's participation in sports**, the rate is 30% across all sports, with **no improvement since 2019**.