

# GENDER EQUALITY IN SPORT

## SPAIN



TOTAL POPULATION  
**48.08 MILLION**

MEDIAN AGE  
**45.4 YEARS**

GDP PER CAPITA  
**€33,100**

POPULATION

**51%**

WOMEN

MEN

**49%**

## FACTSHEET

LIFE EXPECTANCY

**85 YEARS**

WOMEN

MEN

**80 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 Spain:

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 34 respondents from Spain – 31 sport federations, the Spanish Olympic Committee, the Spanish Paralympic Committee and the High Council for Sports of the Ministry of Education, Culture and Sport, 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 Spain 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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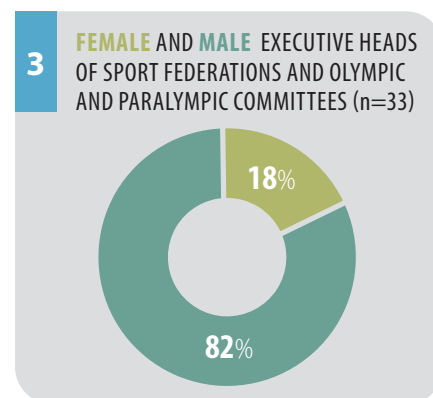
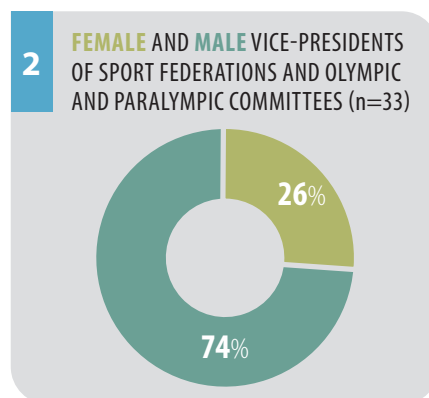
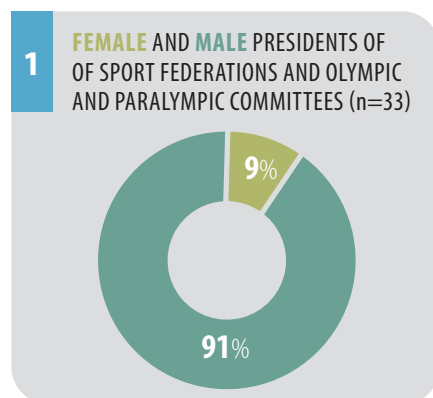


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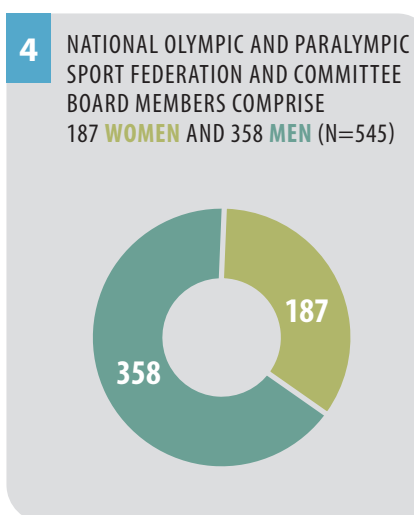
# GENDER EQUALITY IN LEADERSHIP



**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 three (10%) national sport federations have a female president – basketball, rowing and table tennis.
- ▶ Among the 107 vice-presidents of the 33 respondents, 26% (N=28) are women and represent 17 federations and the Olympic and Paralympic Committees **2**.
- ▶ In national sport federations, less than a fifth of executive heads are women (N=5).

- ▶ **THE OLYMPIC AND PARALYMPIC COMMITTEES** are both chaired by male presidents. The Olympic Committee has two female and two male vice-presidents, whereas the Paralympic Committee has two female vice-presidents.
- ▶ The two Committees combined have 28 board members, of whom six are women and 22 are men. Three women chair sports commissions/committees compared to 16 men.



There is low representation of female board members among sport federations and the Olympic & Paralympic Committees in Spain, reaching 34% **4**.

The triathlon federation reported a higher representation of women (N=9) compared to men (N=6).

- ▶ In the High Council for Sports of the Ministry of Education, Culture and Sport, there were three women and three men in managerial positions.
- ▶ Among the 30 respondents that responded to the question, there were 2,193 voting members of the (general) assembly in 2023 – 20% of whom were women (N=444).

## WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

**62%** (n=21) of the respondents, including 19 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. Exceptions are the federations for archery, canoe, fencing, hockey, ice sports, pentathlon, physical disabilities, sailing, table tennis, taekwondo and tennis.

- ▶ **81%** (n=17) have transparent, clear and gender friendly election/appointment procedures
- ▶ **57%** (n=12) have organised leadership education and training for women
- ▶ **48%** (n=10) have adopted gender quotas/targets in elections or appointment procedures

- ▶ **38%** (n=8) include gender equal representation in decision-making in their statutes, have organised awareness-raising campaigns to encourage women to run for decision-making positions and established a network of women in decision-making positions
- ▶ **33%** (n=7) have a written action plan to increase the number of women in decision-making positions and have organised gender equality training for decision-makers
- ▶ **24%** (n=5) have facilitated the reconciliation of private life and professional or elective obligations, e.g. childcare services when meetings are held
- ▶ **19%** (n=4) have established a mentoring programme for women in decision-making positions
- ▶ **14%** (n=3) have reserved seats for women.

# GENDER EQUALITY IN COACHING

There are **7,002 women (23%)** and **23,041 (77%) men** among registered coaches, trainers and instructors in Spain **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 Spain at 23% **5**.
- ▶ No federation has a higher percentage of female coaches than male.

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

- ▶ Boxing: 100%
- ▶ Sailing: 100%
- ▶ Rowing: 96%
- ▶ Basketball: 95%
- ▶ Golf: 93%.

## ELITE LEVEL COACHES

- ▶ **122 women (25%)** and **369 men (75%)** coach elite level athletes or national teams. Of the 122 women, 61 coach men's national teams/athletes – of the 369 men, 174 coach women's national teams/athletes.
- ▶ **71%** (n=22) of the federations employ at least one female elite level coach.
- ▶ **87%** (n=27) of the federations employ at least one male elite level coach.

## WOMEN IN COACHING: ACTIONS & MEASURES

**74%** (n=25) of the respondents, including 22 sport federations, the Olympic and Paralympic Committees, and the High Council for Sports, have reported taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **71%** (n=22) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **68%** (n=21) have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

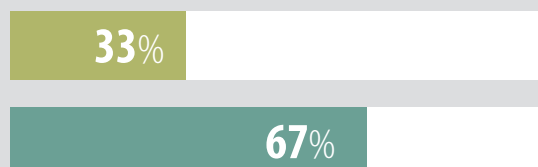
- ▶ Transparent, clear and gender-sensitive recruitment procedures (60%, n=15)
- ▶ A written action plan/strategy to increase the number of female coaches (44%, n=11)
- ▶ Education/training courses for female coaches and establishing a database of female coaches (44%, n=11)
- ▶ Positions reserved for female coaches in training courses (32%, n=8)
- ▶ Mentoring programme for (future) female coaches and a network of female coaches (32%, n=8)
- ▶ Dedicated resources for female coaches (32%, n=8)
- ▶ Awareness-raising campaigns targeting women (28%, n=7)
- ▶ Initiation of and/or support for research/studies on gender equality in coaching (12%, n=3).

# GENDER EQUALITY IN OFFICIATING

## SPORTS OFFICIALS

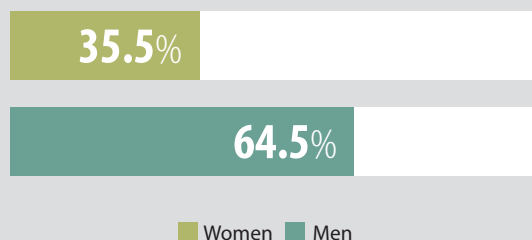
There are **4,521 women (35.5%)** and **8,191 men (64.5%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Spain **7**.

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



There were 652 women officiating in elite level competitions in 2023, of whom 207 (32%) officiated games where men were competing. In contrast, there were 1,335 men officiating in elite level competitions, of whom 243 (21%) officiated games where women were competing. In other words, of the total 1,987 sports officials who officiate elite games, 33% were women and 67% were men.

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



- ▶ In the Tokyo Olympic Games (2020), 45 Spanish sports officials officiated – 18 women and 27 men.
- ▶ In the Tokyo Paralympic Games (2020), 12 Spanish sports officials officiated – five women and seven men.
- ▶ In the Beijing Olympic Games (2022), one Spanish man officiated.

Since 2020, **74%** (n=23) of the federations reported implementing measures to recruit or increase the number of female sports officials:

- ▶ **61%** (n=14) report having a written action plan to increase the number of female sports officials
- ▶ **52%** (n=12) report offering education/training courses
- ▶ **43.5%** (n=10) report establishing a database of female sports officials
- ▶ **39%** (n=9) have adopted transparent, clear and gender-sensitive recruitment procedures and dedicated resources for female sports officials
- ▶ **35%** (n=8) have established a mentoring programme for (future) female sports officials
- ▶ **30%** (n=7) have reserved positions for female sports officials in training courses
- ▶ **26%** (n=6) have established a network of female sports officials
- ▶ **22%** (n=5) have implemented awareness-raising campaigns targeting women
- ▶ **9%** (n=2) have initiated and/or supported research/studies on gender equality in officiating.

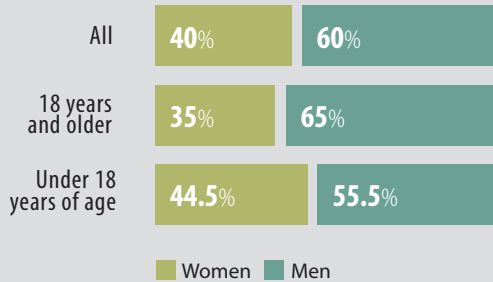
**58%** (n=18) of the federations surveyed report offering their sports officials training courses on the topic of gender equality in sport.

**55%** (n=17) have offered training pertaining to gender-based violence in sport.

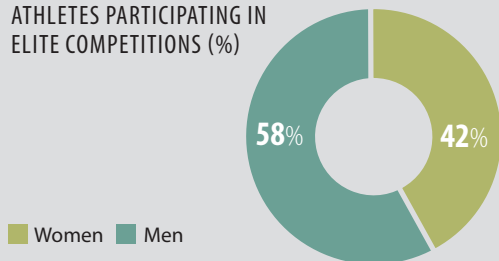
The **volleyball federation** runs the "Atenea Project", which aims to increase the number of women in management and coaching positions and to ensure that women do not abandon the practice and management of sport.

# GENDER EQUALITY IN PARTICIPATION

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



## 9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 30 national federations reported 398,371 girls as members of their sports clubs – this number accounts for 44.5% of young people who are members of sports clubs out of 893,659 members **8**.
- ▶ Boys account for 495,288 (55.5%) of young people who are members of sports clubs **8**.
- ▶ There are more girls active in sport clubs/federations with 398,371 (58%) members compared to 294,515 (42%) women.
- ▶ Men represent the majority of male members of sport federations at 540,524 (52%).
- ▶ In the adult category, women's participation reaches 35% compared to 65% men **8**.
- ▶ When we count all members from all categories, men represent the highest percentage with 31% over boys (29%), girls (23%) and women (17%).
- ▶ The sports with the highest proportion of women compared to men are gymnastics and cycling (both 91%), equestrian (74.5%) and volleyball (67%). Shooting (89%) and table tennis (86%) have the most male members, followed by rugby (82%) and sailing (78%). The athletics, swimming and weightlifting federations are more gender balanced with 1-5% difference between women and men.
- ▶ There are 3,723 women (42%) and 5,125 men (58%) among athletes participating in elite competitions **9**.

## GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

**76.5%** (n=26) of the sport federations surveyed, as well as the Olympic and Paralympic Committees and the High Council for Sports, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **77%** (n=20) have allocated financial resources to girls' and women's sport and/or physical activities
- ▶ **73%** (n=19) have implemented awareness-raising campaigns targeting girls and women
- ▶ **65%** (n=17) have ensured equal access to sport facilities for girls/women and other participants

- ▶ **50%** (n=13) have offered taster sessions for girls and women
- ▶ **46%** (n=12) have a written action plan to increase the number of active girls and women in sport
- ▶ **42%** (n=11) have offered training seminars for coaches and decision-makers
- ▶ **19%** (n=5) have changed the provision of sport by introducing new sports, activities or ways of practising them
- ▶ **15%** (n=4) have initiated and/or supported research/studies on gender equality in participation
- ▶ **11.5%** (n=3) have changed the competition offers to be more tailored to girls and women.

## FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **71%** (n=24) of respondents have taken action to allocate resources equally among women and men. These include 21 federations, the Olympic and Paralympic Committees and the High Council for Sports of the Ministry of Education, Culture and Sport.

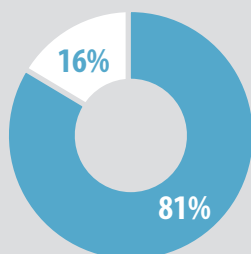
- ▶ The **Paralympic Committee** follows the Paralympic Objective Sport Support Plan (ADOP), which provides a very clear equality policy that does not allow gender discrimination in the allocation of resources.
- ▶ According to the **judo federation**, the allocation of resources is of a technical nature, so there is no differentiated economic allocation policy. In 2023, the results of women judokas were better than those of their male counterparts and they were therefore allocated a higher proportion of economic resources than men in 2023.



# 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

**82%** (n=28) of respondents, including sport federations, the Olympic and Paralympic Committees and the High Council for Sports, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport. This is a significant increase from the 2019 data (59%, n=16).

The majority (n=20) adopted their policy/action plan between 2014-2020. The taekwondo federation was the first to put its policy in place in 2012 and the most recent was shooting in 2023. For all federations, besides sailing, the Paralympic and Olympic Committees and the High Council for Sports, 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:

- ▶ **68%** (n=19) have human resources dedicated to its implementation
- ▶ **89%** (n=25) have a monitoring and evaluation mechanism in place
- ▶ **21%** (n=6) have funds allocated to its implementation.

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

**65%** (n=22) of the respondents, including 19 sport federations, the Olympic and Paralympic Committees, and the High Council for Sports, have implemented 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 (77%, n=17)
- ▶ Over half of the respondents (68%, n=15) have appointed a welfare or a protection officer and provided a formal complaint procedure for reporting gender-based violence
- ▶ Inclusion of a mention in the organisation's statutes/rules/laws that prohibits gender-based violence (59%, n=13)
- ▶ Written action plan/strategy to prevent and combat gender-based violence in sport and minimising risks procedures (criminal record checks, risk assessment procedure, etc.) (54.5%, n=12)
- ▶ Training seminars for athletes and awareness-raising campaigns on this topic (36%, n=8)
- ▶ Training seminars for coaches and/or for decision-makers (32%, n=7)
- ▶ Provision of safe venues (lighting, separate locker-rooms, etc.) and establishment of a helpline (27%, n=6)
- ▶ Provision of support services for victims/survivors (18%, n=4).

All 65 sport federations in Spain have adopted a **Protocol for the Prevention, Detection and Response to Sexual Harassment and Abuse** that foresees the appointment of a Protection Delegate and an Advisory Committee. The adoption of the protocol is a requirement for the granting of aid by the **High Council for Sports**.

The **Ministry of Education, Culture and Sport** and the **Government Delegation against Gender Violence** have established a framework for cooperation for the joint development of awareness-raising, prevention, and training actions on gender violence in sport, with particular attention to sexual violence.

# GENDER EQUALITY IN MEDIA/COMMUNICATION

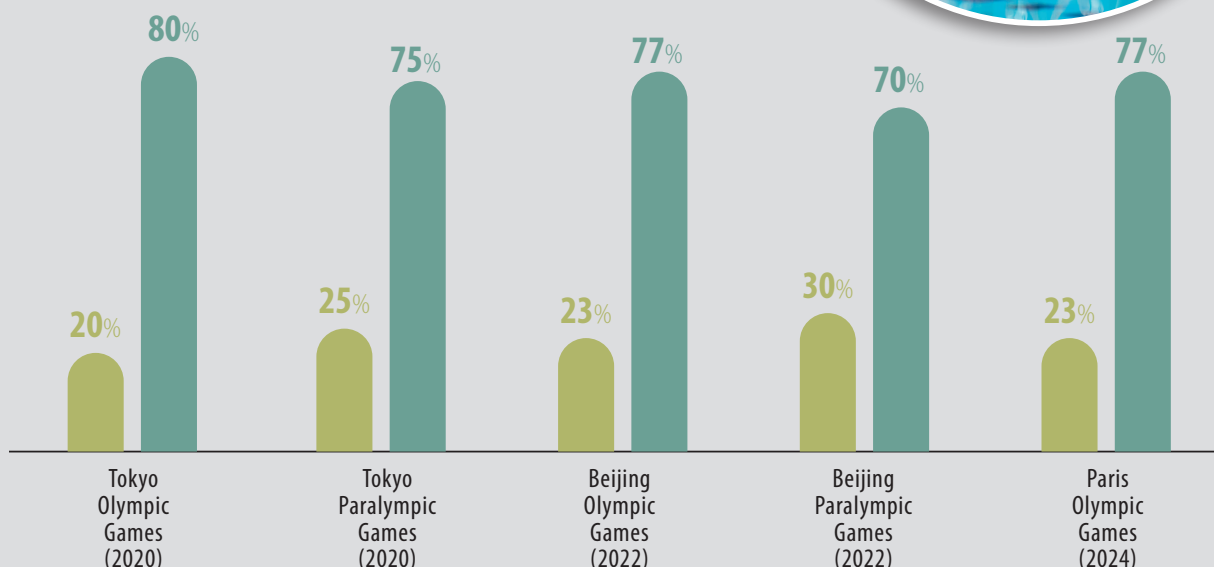


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## PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%) ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the **International Sports Press Association (AIPS)** issued **19** memberships for women and **113** for men in Spain.

Since 2020, **59%** (n=20) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

**68%** (n=23) have focused on social media for a gender-balanced representation of athletes.

However, only **47%** (n=16) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **hockey federation** has implemented specific actions with the media to raise awareness and give visibility to the female players taking part in the Terrassa World Cup.

The **swimming federation's** publications and competitions broadcast on streaming and TV provide coverage equally for women and men.

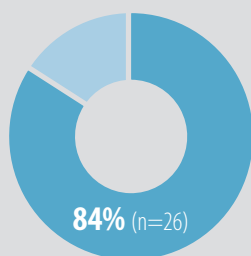
The **triathlon federation** separates content generation equally, providing TV and other media with separate summaries of the men's and women's races, with equal time to broadcast.

The **athletics federation** provides equal coverage of women and men in its social media. In addition, since 2017, there is an account on X and Instagram dedicated exclusively to the promotion of women and athletics projects such as BeAthleticsWomen.

# GENDER EQUALITY POLICIES AND PROGRAMMES

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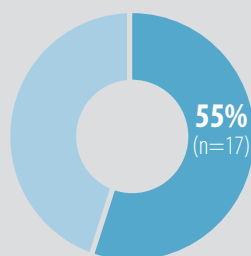
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Archery, athletics, badminton, basketball, boxing, canoe, cycling, equestrian, fencing, handball, hockey, judo, pentathlon, physical disabilities, rowing, rugby, sailing, shooting, swimming, table tennis, taekwondo, triathlon, volleyball, weightlifting, winter sports and wrestling

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Archery, athletics, badminton, basketball, boxing, canoe, cycling, fencing, handball, rowing, sailing, shooting, swimming, table tennis, weightlifting, winter sports and wrestling

► Gender equality is included in 84% (n=26) of the sport federations' long-term plans but only 55% (n=17) have a policy for advancing gender equality in sport. Most action plans were introduced between 2021 and 2023

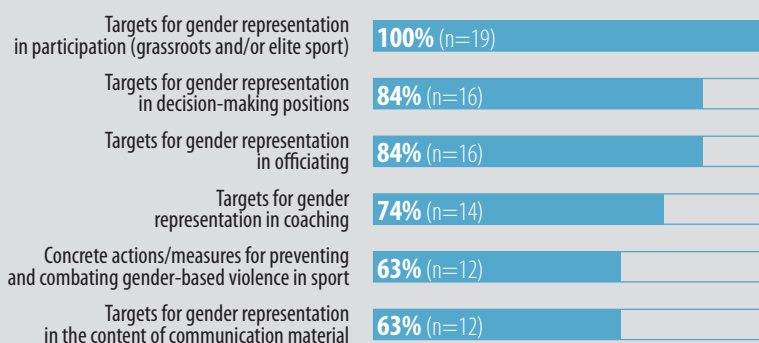
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► All federations that have a policy for advancing gender equality in sport include gender equality in their overall long-term goals.

► Gender equality is included in the long-term plans of the **Olympic and Paralympic Committees** and the **Ministry of Education, Culture and Sport**. The Paralympic Committee and the Ministry also have a policy for advancing gender equality.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS OF NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, COMMITTEES AND THE MINISTRY OF EDUCATION, CULTURE AND SPORT (n=19)



► Ten respondents (53%) report having a mechanism for monitoring and evaluating their action plan.

► Thirteen (68%) dedicate human resources and five (26%) allocate funds to the implementation of the policy/action plan.

► Nine (47%) 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, 19 target gender representation in participation (grassroots and/or elite sport), 16 target gender representation in decision-making and officiating positions, 14 have targets for gender representation in coaching, and only 12 have concrete guidelines for preventing and combating gender-based violence in sport and targets for gender representation in communication materials 14.

The **archery federation** uses its end-of-season sports reports to evaluate and assess women's participation each season and has created an Equality Commission within the federation's social responsibility bodies.

► The **Ministry of Education, Culture and Sport** targets all the actions described in the table.

► The **Paralympic Committee** also has a gender equality plan, targets for gender representation in decision-making and participation, and concrete policies for preventing and combating gender-based violence.

The **Ministry of Education, Culture and Sport** has funded the following:

► A study on the "Situation of women in Spanish and international sport"

► The diagnostic study: "Handling of sports information about women in sport: linguistic analysis"

► The diagnostic study: "The treatment of women in sport on radio and television".



## GENDER EQUALITY STRATEGIES

- **52%** of the sport federations are taking affirmative action and **45%** have a gender mainstreaming strategy.
- The **Ministry of Education, Culture and Sport** and the **Olympic and Paralympic Committees** are all using affirmative action. The Ministry and the Paralympic Committee also make use of mainstreaming strategies.

AFFIRMATIVE ACTION  
52% (n=16)

GENDER MAINSTREAMING STRATEGY  
45% (n=14)

The **athletics federation** sets quotas in federal statutes and electoral regulations aimed at achieving gender balance.

The **fencing federation** has a policy to promote female referees and coaches in training and international competitions with a grant from Women and Sport.

The **Ministry of Education, Culture and Sport** prepared the "Guide for Integrating the Gender Perspective in Local Sport Management" and the "Guide to Incorporate Equality in the Management of Sports Federations".



## SPAIN: CONCLUDING POINTS

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

**Gender equality is included in 84% (n=26) of the sport federations' long-term plans** and 55% (n=17) have **a policy for advancing gender equality**.

52% of federations use **affirmative action** measures, and 45% have a **gender mainstreaming strategy**, compared to 37% and 33% respectively in 2019.

Significantly, 82% of respondents, including sport federations, the Olympic and Paralympic Committees and the Ministry of Education, Culture and Sport, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, an increase from 59% since 2019. The **Ministry of Education, Culture and Sport** and the Olympic and Paralympic Committees have also demonstrated a strong commitment to addressing gender equality in sport.

Overall, **men continue to dominate leadership positions** in sports organisations in Spain. Only three (9%) national sport federations report having a female president and **only 26% of vice-presidents are women**. In addition, women comprise 34% of all board members in sport federations and the Olympic & Paralympic Committees.

**Women are underrepresented among coaches in Spain** at 23% and represent only 33% of sports officials that officiate elite games.

In terms of **women's participation in sports**, the situation is more gender balanced with a rate of 40% across all sports, with a **slight improvement since 2019 (33%)**.