



# GENDER EQUALITY IN SPORT

SWEDEN



## FACTSHEET



TOTAL POPULATION  
**10.52 MILLION**

MEDIAN AGE  
**40.1 YEARS**



GDP PER CAPITA  
**€52,040**

POPULATION

**49.6%**

WOMEN

MEN

**50.4%**

LIFE EXPECTANCY

**84 YEARS**

WOMEN

MEN

**81 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 Sweden:

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 33 respondents from Sweden – 31 sport federations, the Swedish Olympic Committee and the Swedish Paralympic Committee. 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 Sweden 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

Co-funded  
by the European Union



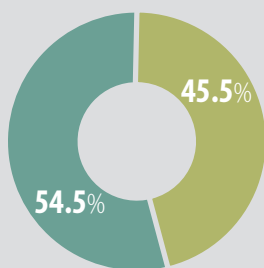
COUNCIL OF EUROPE



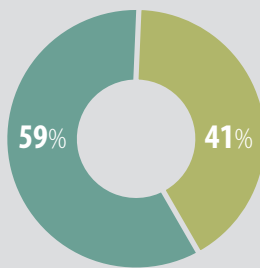
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# GENDER EQUALITY IN LEADERSHIP

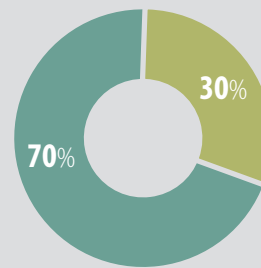
**1** FEMALE AND MALE PRESIDENTS OF OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=33)



**2** FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=33)



**3** FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=33)



**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.)

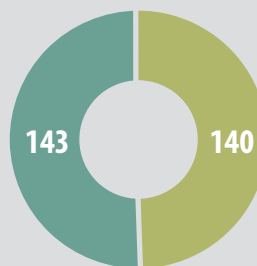
- ▶ Fourteen national sport federations as well as the Paralympic Committee (45.5%) have a female president. Federations include archery, basketball, biathlon, boxing, equestrian, figure skating, golf, gymnastics, judo, rowing, skiing, swimming, tennis and volleyball **1**.
- ▶ Among the 41 vice-presidents of the 33 respondents, 41% (N=17) are women and represent the federations for athletics, badminton, canoe, curling, equestrian, fencing, football, gymnastics, handball, hockey, judo, shooting and triathlon as well as the Olympic and Paralympic Committees **2**.
- ▶ In national sport federations, less than a third of executive heads (N=9) are women.

- ▶ **THE OLYMPIC COMMITTEE** is chaired by a male president, and the **PARALYMPIC COMMITTEE** by a female president. Both the Olympic and Paralympic Committees have a female and a male vice-president.

- ▶ The two Committees combined have 20 board members, of whom 11 are women and nine are men. Two women chair sports commissions/committees of the Paralympic Committee.

- ▶ Among the 23 federations that responded to the question, there were 1,383 voting members of the (general) assembly in 2023 – 37% of whom were women (N=508).

**4** NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 140 WOMEN AND 143 MEN (N=283)



There is an equal representation of female board members among sport federations and the Olympic & Paralympic Committees in Sweden, reaching 49% **4**.

The equestrian federation reported a higher representation of women (N=13) compared to men (N=4) as did the federation for golf with seven women and three men.

## WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

**76%** (n=25) of the respondents, including 23 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 archery, biathlon, curling, cycling, equestrian, hockey, pentathlon and skiing federations.

- ▶ 100% (n=25) include gender equal representation in decision-making in their statutes.
- ▶ 56% (n=14) have transparent, clear and gender friendly election/appointment procedures.
- ▶ 48% (n=12) have developed an action plan to increase the number of women.

- ▶ 44% (n=11) have adopted gender quotas/targets in elections or appointment procedures.
- ▶ 40% (n=10) have organised leadership education and training for women.
- ▶ 32% (n=8) have organised gender equality training for decision-makers.
- ▶ 16% (n=4) have established a network of women in decision-making positions and have seats reserved for women.
- ▶ 12% (n=3) have organised awareness-raising campaigns to encourage women to run for decision-making positions.
- ▶ 4% (n=1) have established a mentoring programme for (future) women in decision-making positions and initiated and/or supported research/studies on gender equality in decision-making positions.

# GENDER EQUALITY IN COACHING

There are **42,355 women (34%)**, **80,469 men (66%)** and **one person of other/non-disclosed gender** among registered coaches, trainers and instructors in Sweden **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 Sweden at **34%** **5**.

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

- ▶ Equestrian: 92%
- ▶ Figure skating: 83%
- ▶ Gymnastics: 83%.

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

- ▶ Volleyball: 92%
- ▶ Ice hockey: 91%
- ▶ Fencing: 90%.

## ELITE LEVEL COACHES

- ▶ **187 women (37.5%)** and **311 men (62.5%)** coach elite level athletes or national teams **5**. Of the 187 women, 152 coach men's national teams/athletes – of the 311 men, 107 coach women's national teams/athletes.
- ▶ **81%** (n=25) of the federations employ at least one female elite level coach.
- ▶ **84%** (n=26) of the federations employ at least one male elite level coach.

## WOMEN IN COACHING: ACTIONS & MEASURES

**79%** (n=26) of the respondents, including 24 sport federations and the Olympic and Paralympic Committees, have 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.

**23%** (n=7) 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 (42%, n=11).
- ▶ A network of female coaches, establishing a mentoring programme for (future) female coaches, awareness-raising campaigns targeting women and training courses for female coaches (35%, n=9).
- ▶ Transparent, clear and gender-sensitive recruitment procedures and reserved positions for female coaches in training courses (27%, n=7).
- ▶ Establishing a database of female coaches (19%, n=5).

# GENDER EQUALITY IN OFFICIATING

## SPORTS OFFICIALS

There are **4,206 women (53%)**, **3,656 men (47%)** and **one person of other/non-disclosed gender (0.01%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Sweden **7**.

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

45%

55%

There were 522 women officiating in elite level competitions in 2023, of whom 198 (38%) officiated games where men were competing. In contrast, there were 633 men officiating in elite level competitions, of whom 87 (14%) officiated games where women were competing.

In other words, of the total 1155 sports officials who officiated elite games, 45% were women and 55% were men.

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

53%

47%

0.01%

■ Women ■ Men ■ Other/non-disclosed

- ▶ In the Tokyo Olympic Games (2020), 35 Swedish sports officials officiated – 14 women and 21 men.
- ▶ In the Tokyo Paralympic Games (2020), 12 Swedish sports officials officiated – seven women and five men.
- ▶ In the Beijing Olympic Games (2022), one female and one male sports officials officiated.
- ▶ In the Beijing Paralympic Games (2022), one male sports official officiated.



Since 2020, of the 18 (**58%**) federations that have reported implementing measures to recruit or increase the number of female sports officials:

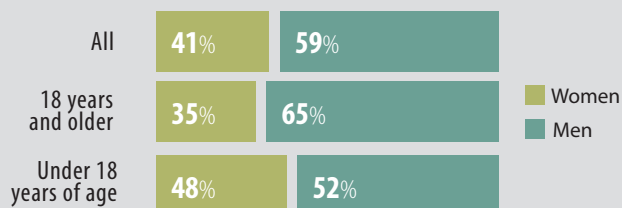
- ▶ **61%** (n=11) report having a written action plan to increase the number of female sports officials.
- ▶ **50%** (n=9) have adopted transparent, clear and gender-sensitive recruitment procedures and implemented awareness-raising campaigns targeting women.
- ▶ **33%** (n=6) have established a mentoring programme for (future) female sports officials and a network of female sports officials.
- ▶ **22%** (n=4) report offering training courses for female sports officials.
- ▶ **11%** (n=2) have initiated and/or supported research/studies on gender equality in officiating.
- ▶ **6%** (n=1) have set up a database of female sports officials.

**64.5%** (n=20) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

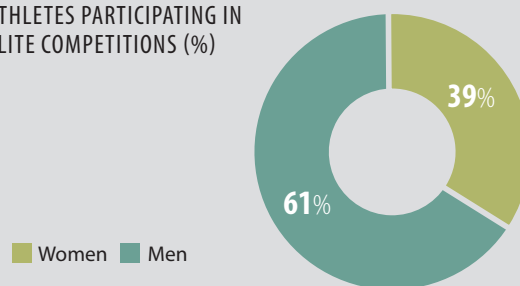
**19%** (n=4) have offered training pertaining to gender-based violence in sport.

# GENDER EQUALITY IN PARTICIPATION

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



## 9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 30 national federations reported 538,778 girls as members of their sports clubs – this number accounts for 48% of young people who are members of sports clubs out of 1,120 451 members **8**.
- ▶ Boys account for 581,668 (52%) of young people who are members of sports clubs **8**.
- ▶ There are more girls active in sports clubs/federations with 538,778 (54%) members compared to 461,685 (46%) women.
- ▶ Men represent the majority of male members of sport federations at 869,564 (60%).
- ▶ In the adult category, women's participation reaches 35% compared to 65% men **8**.
- ▶ Among the members of sports clubs, seven are of other/non-disclosed gender.
- ▶ When we count all members from all categories, men represent the highest percentage with 35% over boys (24%), girls (22%) and women (19%).
- ▶ The sports with the highest proportion of women compared to men are equestrian (93%), figure skating (87%) and gymnastics (75%). Pentathlon and ice hockey (87.5%) have the most male members followed by hockey (84%) and table tennis (82%). The biathlon, canoe and handball federations are more gender balanced with 0-5% difference between women and men.
- ▶ There are 2,565 female (39%) and 4,025 male (61%) athletes participating in elite competitions **9**.

## GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

**67%** (n=22) of the respondents, including 21 sport federations and the Olympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **59%** (n=13) have written action plan/strategy to increase the number of active girls and women in sport.
- ▶ **54.5%** (n=12) have offered training seminars for coaches and decision-makers.
- ▶ **50%** (n=11) ensure equal access to sport facilities for girls/women and other participants.
- ▶ **45.5%** (n=10) have implemented awareness-raising campaigns targeting girls and women and have allocated financial resources to girls' and women's sport and/or physical activities.
- ▶ **27%** (n=6) have offered taster sessions for girls and women.
- ▶ **23%** (n=5) have changed the competition offers to be more tailored to girls and women.
- ▶ **9%** (n=2) have initiated and/or supported research/studies on gender equality in participation.
- ▶ **4.5%** (n=1) have changed the provision of sport by introducing new sports, activities or ways of practising them.

The **figure skating federation** reports that since women dominate their discipline, their efforts target increasing the number of boys in the sport.

The **table tennis federation** holds workshops and presentations about gender equality to disseminate information and raise awareness. Financial support is provided to create female-exclusive groups and activities to promote girls' and women's interest in the sport, which is male dominant.

## FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **64%** (n=21) of respondents have taken action to allocate resources equally among women and men. These are the archery, badminton, basketball, biathlon, curling, equestrian, football, golf, gymnastics, handball, hockey, judo, rugby, shooting, table tennis, tennis, triathlon, volleyball, weightlifting and wrestling federations, and the Olympic Committee.

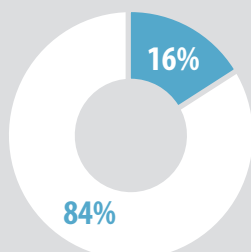
The **football federation** reports a joint agreement for financial compensation for women's and men's national teams for national team assignments.



# 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

**21%** (n=7) of respondents, including 5 sport federations and the Olympic and Paralympic Committees, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=5) adopted the policy/action plan between 2017 and 2022. The athletics federation and the Olympic Committee were the first to put their policy in place in 2017, and the most recent were fencing, rowing and wrestling in 2022. For all federations besides rowing, and the Olympic and Paralympic Committees, 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:

- ▶ **86%** (n=6) have human resources dedicated to its implementation;
- ▶ **100%** (n=7) have a monitoring and evaluation mechanism in place;
- ▶ **57%** (n=4) have funds allocated to its implementation.

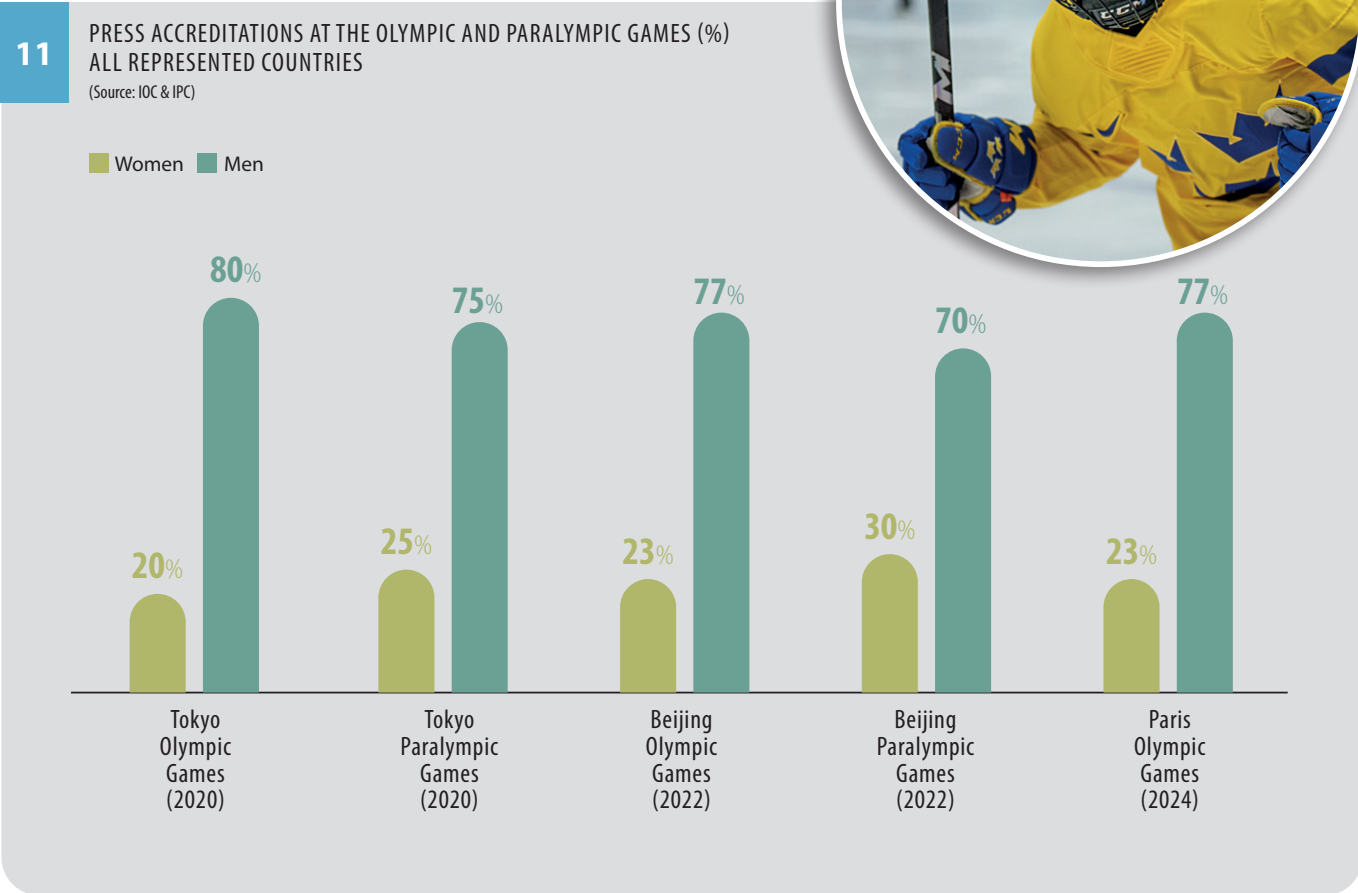
## PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

**30%** (n=10) of the respondents, including eight 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=8)
- ▶ Training seminars for coaches and/or for decision-makers (60%, n=6)
- ▶ Written action plan to prevent and combat gender-based violence in sport and minimising risks procedures (criminal record checks, risk assessment procedure, etc.) (50%, n=5)
- ▶ Guidelines for handling cases of gender-based violence, provision of support services for affiliated organisations and provision of formal complaint procedure for reporting gender-based violence (40%, n=4)
- ▶ Training seminars for athletes and awareness-raising campaigns on this topic (30%, n=3).

# GENDER EQUALITY IN MEDIA/COMMUNICATION



In 2022-2023, the **International Sports Press Association (AIPS)** issued **35** memberships for women and **188** for men in Sweden.

Since 2020, **36%** (n=12) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

**48.5%** (n=16) have focused on social media for a gender-balanced representation of athletes.

**54.5%** (n=18) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

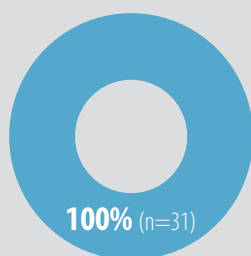
The **equestrian federation** focuses on broad representation of female and male athletes in images and text used for communication. It has also designed guides and checklists to support its communication goals.

The **skiing federation** highlights its efforts for gender balance on social media channels. The federation has a communication and publication plan for events and how these are presented online. Imagery is a big factor in the portrayal of sport on social media and therefore female and male athletes are portrayed equally.

# GENDER EQUALITY POLICIES AND PROGRAMMES

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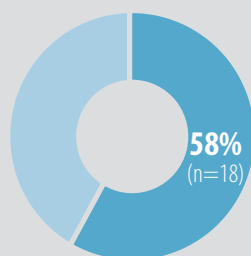
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Archery, athletics, badminton, basketball, biathlon, boxing, canoe, curling, cycling, equestrian, fencing, figure skating, football, golf, gymnastics, handball, hockey, ice hockey, judo, pentathlon, rowing, rugby, shooting, skiing, swimming, table tennis, tennis, triathlon, volleyball, weightlifting and wrestling.

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

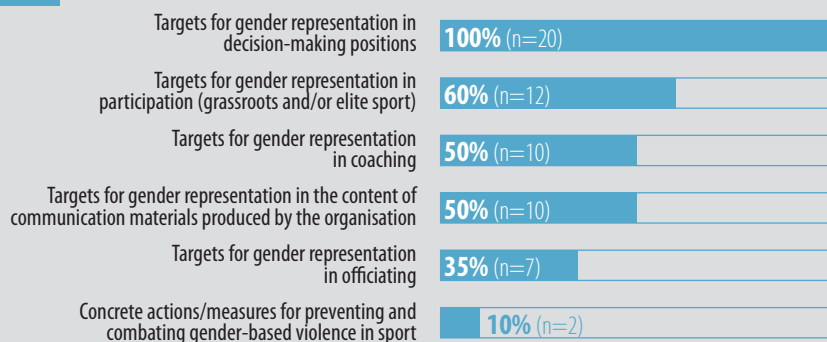


Archery, athletics, badminton, basketball, biathlon, boxing, football, golf, judo, rowing, rugby, shooting, skiing, swimming, triathlon, volleyball, weightlifting and wrestling.

- Gender equality is included in 100% (n=31) of the sport federations' long-term plans whereas 58% (n=18) have a policy for advancing gender equality in sport **12 13**. Most action plans were introduced between 2020 and 2023.
- 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 both the **Olympic and Paralympic Committees'** long-term plans, which include a policy for advancing gender equality.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND COMMITTEES (n=20)



- Fourteen respondents (**70%**) report having a mechanism for monitoring and evaluating their action plan.
- Sixteen respondents (**80%**) dedicate human resources and eight respondents (**40%**) allocate funds to the implementation of the policy/action plan.
- Nine (**45%**) 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, all (n=20) target gender representation in decision-making positions, 12 target gender representation in participation (grassroots and/or elite sport), and ten have targets for gender representation in coaching and in the content of communication materials produced by the organisation. Seven have targets for gender representation in officiating and two have concrete guidelines for preventing and combating gender-based violence in sport **14**.
- The **Olympic Committee** has targets for gender representation in decision-making and coaching, and in the content of communication materials produced by the organisation. The **Paralympic Committee** targets gender representation in decision-making but also in sports participation, and in the content of communication materials produced by the organisation.

## GENDER EQUALITY STRATEGIES

- **26%** of the sport federations are taking affirmative action and **19%** have a gender mainstreaming strategy.
- The **Paralympic Committee** is using both affirmative action and mainstreaming strategies, whereas the **Olympic Committee** uses only affirmative action.

AFFIRMATIVE ACTION  
26% (n=8)

GENDER MAINSTREAMING STRATEGY  
19% (n=6)

According to the **triathlon federation's** statutes, triathlon should be a gender equal sport, including in relation to prize money, members on the board, etc. In 2023, goals were set to support more female leaders, and to ensure that the federation is as gender-balanced as possible.



## SWEDEN: CONCLUDING POINTS

Since 2020, sports organisations in Sweden have shown a strong commitment to gender equality.

Gender equality is included in 100% (n=31) of the **sport federations' long-term plans** but only 58% (n=18) have **a policy for advancing gender equality**. In addition, 26% of federations use **affirmative action** measures, and 19% have a **gender mainstreaming strategy**. The **Paralympic Committee** is using both affirmative action and mainstreaming strategies, whereas the **Olympic Committee** uses only affirmative action.

However, only 21% of respondents, including sport federations and the Olympic and Paralympic Committees, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men slightly overshadow women with regard to leadership positions** in Swedish sports organisations. Fourteen national sport federations (45.5%) report having a female president, as well as the Paralympic Committee. Promisingly, women comprise about half (49%) of all board members in sport federations and the Olympic & Paralympic Committees, and **41% of vice-presidents are women**.

**Women are underrepresented among coaches in Sweden at 34%**, while there is more gender balance among sports officials with 45% women and 55% men.

In terms of **women's participation in sports**, the rate reaches **41%** across all sports.