



GENDER EQUALITY IN SPORT

SWITZERLAND



FACTSHEET



TOTAL POPULATION

8.9 MILLION

MEDIAN AGE

42.7 YEARS



GDP PER CAPITA

€75,457

POPULATION

50.3%

WOMEN

MEN

49.7%

LIFE EXPECTANCY

85.8 YEARS

WOMEN

MEN

82.2 YEARS

Source: World Bank — World Development Indicators (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of six gender equality indicators for sport in Switzerland:

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 36 respondents from Switzerland – 33 sport federations^{1,2}, the Swiss Olympic Committee, the Swiss Paralympic Committee and the Federal Office for Sport, the Ministry 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 Switzerland 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>

1. There are two federations for wrestling in Switzerland – the Swiss Wrestling Federation, which represents Olympic wrestling, and the Federal Association of Swiss Wrestling, representing a Swiss form of wrestling (Schwingen). In the text, reference will be made to Olympic wrestling and Swiss wrestling respectively.

2. Out of over 80 sport federations in Switzerland.

* 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
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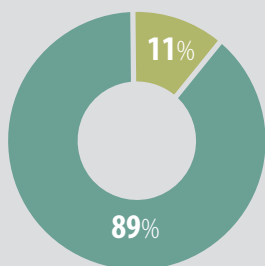
COUNCIL OF EUROPE



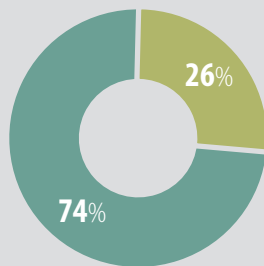
Co-funded and implemented
by the Council of Europe

GENDER EQUALITY IN LEADERSHIP

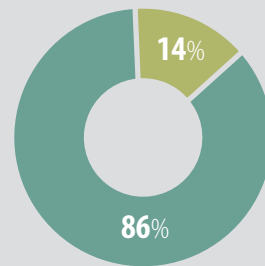
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=35)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=35)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=35)

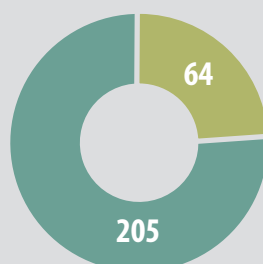


n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Only four (12%) national sports federations surveyed have a female president. These include the federations for ice skating and volleyball, the wheelchair sport federation and the disabled sports federation.
- ▶ Among the 46 vice-presidents of the 35 respondents, 26% (N=12) are women and represent the federations for archery, boxing, curling, cycling, handball, judo, rowing, tennis, wheelchair sport, and the Olympic Committee **2**.
- ▶ In national sport federations, 12% of executive heads (N=4) are women.

- ▶ **BOTH THE OLYMPIC AND PARALYMPIC COMMITTEES** are chaired by male presidents. The Olympic Committee has a female vice-president whereas the Paralympic Committee has a male vice-president.
- ▶ The two Committees combined have 24 board members, of whom eight are women and 16 are men. Two women chair sports commissions/committees compared to six men.

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 64 WOMEN AND 205 MEN (N=269)



There is a low representation of female board members among sport federations and the Olympic & Paralympic Committees in Switzerland, reaching 24% **4**.

The fencing federation reported a slightly higher representation of women (N=3) compared to men (N=2).

- ▶ Among the 35 respondents, there were 3,513 voting members of the (general) assembly in 2023 – 29% of whom were women (N=1,029).
- ▶ In the Swiss Federal Office for Sport, there were 34 women and 69 men in managerial positions.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

67% (n=24) of the respondents, including 22 sport federations, the Olympic Committee, and the Federal Office for Sport, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport. Exceptions are the canoe, equestrian, skating, golf, ice hockey, ice skating, wheelchair sport, disabled sports, volleyball, both wrestling federations, and the Paralympic Committee.

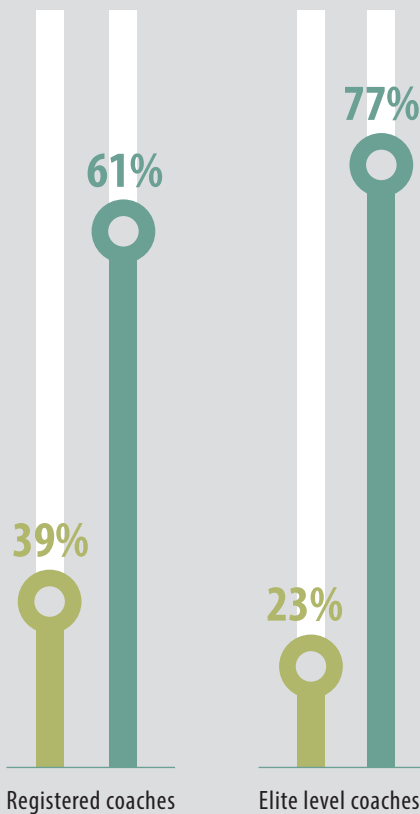
- ▶ **50%** (n=12) have developed an action plan to increase the number of women in decision-making positions
- ▶ **42%** (n=10) have transparent, clear and gender friendly election/appointment procedures
- ▶ **33%** (n=8) adopt gender quotas/targets in elections or appointment procedures
- ▶ **29%** (n=7) include gender equal representation in decision-making in their statutes
- ▶ **25%** (n=6) have organised gender equality training for decision-makers, awareness-raising campaigns to encourage women to stand for decision-making positions as well as a network of women in decision-making positions
- ▶ **12.5%** (n=3) initiated and/or supported research/studies on gender equality in decision-making positions
- ▶ **8%** (n=2) have reserved seats for women and established a mentoring programme for (future) women in decision-making positions
- ▶ **4%** (n=1) have organised education/training courses on leadership for women only and actions which facilitate the reconciliation of private life and professional or elective obligations.

GENDER EQUALITY IN COACHING

There are **5,653 women (39%)** and **8,972 men (61%)** among registered coaches, trainers and instructors in the surveyed federations in Switzerland **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 Switzerland at 39% **5**.

Federations with the highest percentage of female coaches:

- ▶ Cycling: 75%
- ▶ Swimming: 62%.

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

- ▶ Triathlon: 100%
- ▶ Boxing: 94%
- ▶ Ice hockey: 94%
- ▶ Judo: 94%
- ▶ Tennis: 93%.

ELITE LEVEL COACHES

- ▶ **115 women (23%)** and **393 men (77%)** coach elite level athletes or national teams **5**. Of the 115 women, only 41 coach men's national teams/athletes – of the 393 men, 216 coach women's national teams/athletes.
- ▶ **11%** (n=4) of the federations do not employ a female elite level coach.
- ▶ **67%** (n=24) of the federations employ at least one female elite level coach.
- ▶ **75%** (n=27) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

56% (n=20) of the respondents, including 19 sport federations and the Olympic Committee, have taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **61%** (n=20) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **70%** (n=23) 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 (50%, n=10)
- ▶ A written action plan/strategy to increase the number of female coaches (40%, n=8)
- ▶ Awareness-raising campaigns targeting women (35%, n=7)
- ▶ Mentoring programme for (future) female coaches (20%, n=4)
- ▶ Setting up a network of female coaches (15%, n=3)
- ▶ Establishing a database of female coaches (10%, n=2)
- ▶ Education/training courses for female coaches, dedicated resources for female coaches, and reserved positions for female coaches in education/training courses (5%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **3,115 women (22.5%)** and **10,714 men (77.5%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Switzerland **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS

21%

79%

0.1%

■ Women ■ Men ■ Other/non-disclosed gender

There were 175 women officiating in elite level competitions in 2023, of whom 118 (67%) officiated games where men were competing. In contrast, there were 657 men officiating in elite level competitions, of whom 348 (53%) officiated games where women were competing. In other words, of the total 833 sports officials who officiated elite games, 21% were women and 79% were men and 0.1% (N=1) of other/non-disclosed gender.



Since 2020, **51.5%** (n=17) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

- **59%** (n=10) have reported having a written action plan to increase the number of female sports officials
- **41%** (n=7) have implemented awareness-raising campaigns targeting women
- **29%** (n=5) have established a mentoring programme for (future) female sports officials
- **23.5%** (n=4) have adopted transparent, clear and gender-sensitive recruitment procedures and report offering them education/training courses
- **18%** (n=3) have reserved positions for female sports officials in education/training courses and have established a database of female sports officials.

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

22.5%

77.5%

■ Women ■ Men

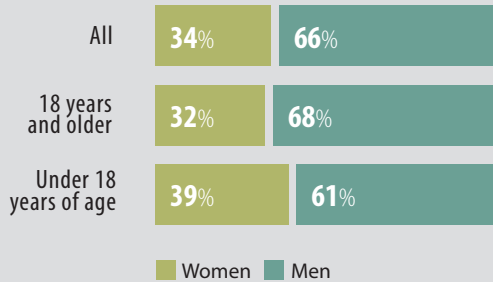
- In the Tokyo Olympic Games (2020), 28 Swiss sports officials officiated – seven women and 21 men.
- In the Tokyo Paralympic Games (2020), 34 Swiss sports officials officiated – 14 women and 20 men.
- In the Beijing Olympic Games (2022), 140 Swiss sports officials officiated – 20 women and 120 men.
- In the Beijing Paralympic Games (2022), 25 Swiss sport officials officiated – seven women and 18 men.

48.5% (n=16) of the federations surveyed have reported offering their sports officials training courses on the topic of gender equality in sport.

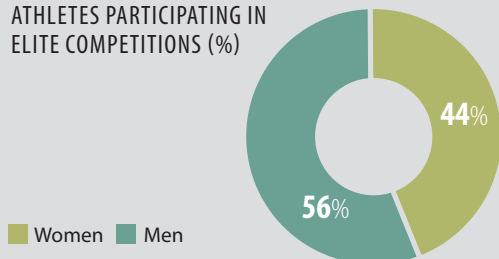
64% (n=21) have offered them training pertaining to gender-based violence in sport.

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 212,734 girls as members of their sports clubs – this number accounts for 39% of young people who are members of sports clubs out of 549,876 members **8**.
- ▶ Boys account for 337,142 (61%) of young people who are members of sports clubs **8**.
- ▶ There are more women active in sports clubs/federations with 315,063 (60%) members compared to 212,734 (40%) girls.
- ▶ In the adult category, women's participation reaches 32% compared to 68% men **8**.
- ▶ Men represent the majority of male members of sport federations (66.5%).
- ▶ When we count all members from all categories, men represent the highest percentage with 43.5% over boys (22%), women (20.5%) and girls (14%).
- ▶ The sports with the highest proportion of women compared to men are equestrian (70%), and volleyball (69%). Swiss wrestling (100%), Olympic wrestling (94%), and boxing and ice hockey (92%) have the most male members, followed by table tennis (91%). The swimming, athletics and gymnastics federations are more gender balanced with 5-6% difference between women and men.
- ▶ There are 2,072 women (44%) and 2,615 men (56%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

58% (n=21) of the respondents, including 20 federations and the Federal Office for Sport, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. These include archery, athletics, badminton, basketball, boxing, cycling, fencing, football, golf, handball, ice hockey, judo, rowing, sailing, skiing, table tennis, taekwondo, tennis, triathlon and the Olympic wrestling federation.

- ▶ **52%** (n=11) offer equal access to sport facilities for girls/women and other individuals.

- ▶ **43%** (n=9) allocate financial resources to girls' and women's sport and/or physical activities and have changed the competition offers to be more tailored to girls and women.
- ▶ **38%** (n=8) have a written action plan/strategy to increase the number of active girls and women in sport.
- ▶ **33%** (n=7) have changed the provision of sport by introducing new sports, activities or ways of practising them, have offered training for coaches and/or for decision-makers on this topic, as well as taster sessions for girls and women only.
- ▶ **5%** (n=1) have initiated and/or supported research/studies on gender equality in participation.

The **swimming federation** reports that everyone in its organisation is treated equally. It ensures that all athletes enjoy unrestricted access to competitions and do not face barriers in participation criteria. In disciplines with a gender majority, like artistic swimming and water polo, the federation actively promotes inclusion of the underrepresented gender. In water polo specifically, efforts focus on recruiting more women into the league.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

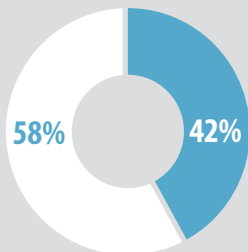
Since 2020, **33%** (n=12) of respondents have taken action to allocate resources equally among women and men. These are the archery, athletics, fencing, football, golf, handball, ice hockey, judo, rowing, sailing, skiing and table tennis federations.

The **judo federation** highlights that men and women have been training together at the national level for 20 years, which ensures an equal distribution of financial resources.

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

44% (n=16) of respondents, including 14 sport federations, the Olympic Committee and the Federal Office for Sport, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

Six federations (37%) adopted their policy/action plan from 2022 onwards. The Olympic wrestling federation was the first to put its policy in place in 2004 and the most recent was table tennis in 2024. For the majority of federations, as well as the Olympic Committee and the Federal Office for Sport, 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:

- ▶ **62.5%** (n=10) have human resources dedicated to its implementation
- ▶ **56%** (n=9) have a monitoring and evaluation mechanism in place
- ▶ **44%** (n=7) have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

50% (n=18) of the respondents, including 17 sport federations and the Federal Office for Sport, 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 (89%, n=16)
- ▶ Training seminars for athletes and a mention in the organisation's statutes forbidding gender-based violence (61%, n=11)
- ▶ Provision of formal complaint procedure for reporting gender-based violence (56%, n=10)
- ▶ Appointment of a welfare or a protection officer and provision of support services for victims/survivors (50%, n=9)
- ▶ Awareness-raising campaigns on this topic (44%, n=8)
- ▶ Guidelines for handling cases of gender-based violence, training seminars for coaches and/or for decision-makers and the establishment of a helpline (39%, n=7)
- ▶ Written action plan to prevent and combat gender-based violence in sport (33%, n=6)
- ▶ Provision of support services for affiliated organisations (28%, n=5)
- ▶ Provision of safe venues (lighting, separate locker-rooms, etc.) (17%, n=3).

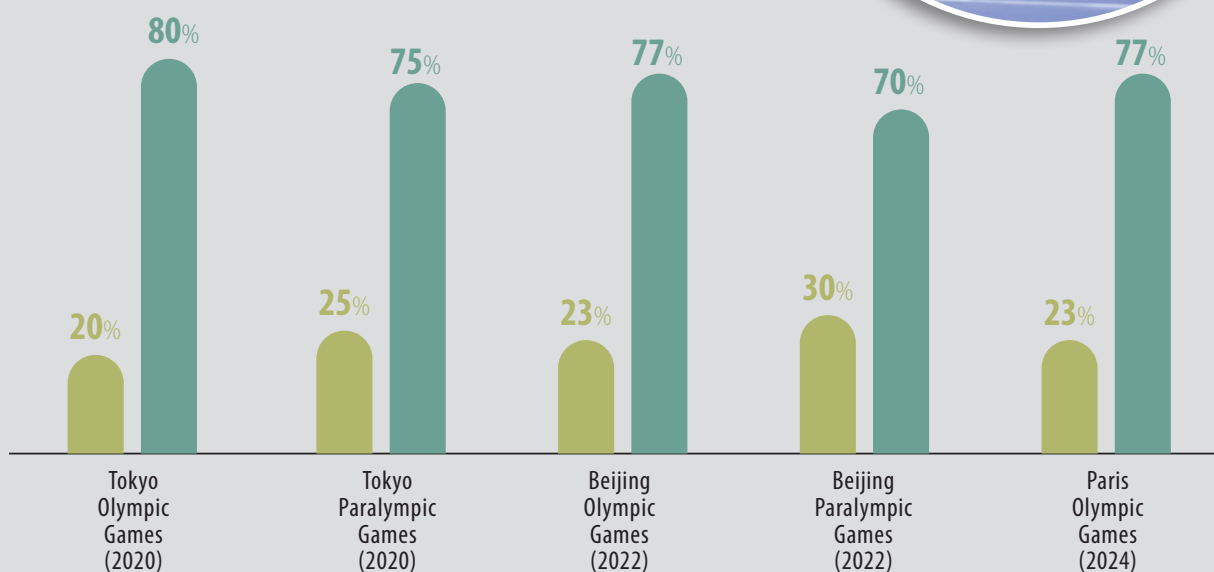
GENDER EQUALITY IN MEDIA/COMMUNICATION

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 **13** memberships for women and **160** for men in Switzerland.

Since 2020, **39%** (n=14) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

42% (n=15) have focused on social media for a gender-balanced representation of athletes.

However, only **33%** (n=12) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

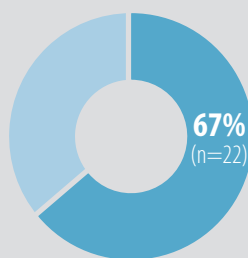
Regarding media coverage, the **cycling federation** strives to maintain a balanced gender representation. Male and female athletes receive an equal number of media appointments before major competitions. At non-competition media events, male and female athletes from the same discipline always appear together. Since launching the #fastandfemaleSUI women's promotion project in 2019, the federation has also maintained a dedicated Instagram channel focused primarily on women's grassroots cycling.

The **fencing federation's** communications team ensures balanced external messaging. Its communication plan includes newsletters and posts specifically highlighting female athletes.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

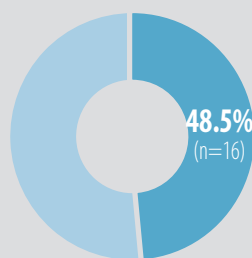
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Swimming, archery, athletics, basketball, boxing, cycling, fencing, football, golf, handball, judo, rowing, sailing, shooting, skiing, table tennis, taekwondo, tennis, triathlon and wheelchair sport, and both Olympic and Swiss wrestling

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Swimming, archery, athletics, cycling, equestrian, fencing, football, golf, gymnastics, handball, ice hockey, rowing, sailing, tennis, triathlon and Olympic wrestling

► Gender equality is included in 67% (n=22) of the sport federations' long-term plans but only 48.5% (n=16) have a policy for advancing gender equality in sport. All action plans were introduced between 2020 and 2024 **12**

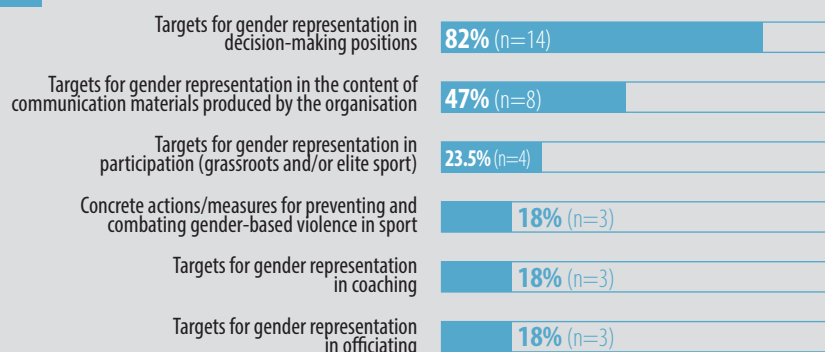
13

► The swimming, archery, athletics, cycling, fencing, football, golf, handball, sailing, tennis, triathlon and Olympic wrestling federations have both a policy and include gender equality in their overall long-term goals.

► **The Olympic Committee** has gender equality included in its long-term plan, and a specific policy for advancing gender equality.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND OLYMPIC COMMITTEE (n=17)



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

► Thirteen (**76.5%**) dedicate human resources and ten (**59%**) allocate funds to the implementation of the policy/action plan.

► Seven (**41%**) 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, 14 target gender representation in decision-making positions and eight have targets for gender representation in communication materials. Four target gender representation in participation (grassroots and/or elite sport), and three have concrete guidelines for preventing and combating gender-based violence in sport and target gender representation in coaching and in officiating **14**.

► **The Olympic Committee** has targets for gender representation in decision-making.

GENDER EQUALITY STRATEGIES

33% of the sport federations are taking affirmative action and **12%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
33% (n=11)

GENDER MAINSTREAMING STRATEGY
12% (n=4)

► The **Federal Office for Sport** is using affirmative action.

The **table tennis** federation's focus is on strengthening young players with the aim of having girls and women at all levels in the medium to long term, and the integration of adult female players in the federation through direct contact. A women's commission has also been established.

SWITZERLAND: CONCLUDING POINTS



Since 2020, steps have been taken to improve the situation of gender equality in sport in Switzerland.

Gender equality is included in 67% (n=22) of the sport federations' long-term plans and just under half (48.5%, n=16) have a **policy for advancing gender equality**.

33% of federations use **affirmative action** measures, and 12% have a **gender mainstreaming strategy**. The Federal Office for Sport is using affirmative action to make up for past gender discrimination and inequality in sport.

Significantly, 44% of respondents, including sport federations, the Olympic Committee and the Federal Office for Sport, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Swiss sports organisations. Only four (12%) national sport federations report having a female president. Women comprise less than 24% of all board members in sport federations and the Olympic & Paralympic Committees, and **only 26% of vice-presidents are women**.

Women remain underrepresented among coaches at 39%, and out of the federations surveyed, 11% do not employ a female elite level coach.

Finally, of the total 833 sports officials who officiate elite games, 21% are women and 78% are men.

In terms of **women and girls' participation in sports**, the rate is 34% across all sports.