



GENDER EQUALITY IN SPORT

UKRAINE



FACTSHEET



TOTAL POPULATION

38.2 MILLION

MEDIAN AGE

42.1 YEARS



GDP PER CAPITA

€4,936

POPULATION

54%

WOMEN

MEN

46%

LIFE EXPECTANCY

74 YEARS

WOMEN

MEN

63.5 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 Ukraine:

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 Ukraine – 29 sport federations, the Ukrainian Olympic Committee and the Ukrainian 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 Ukraine 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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EUROPEAN UNION

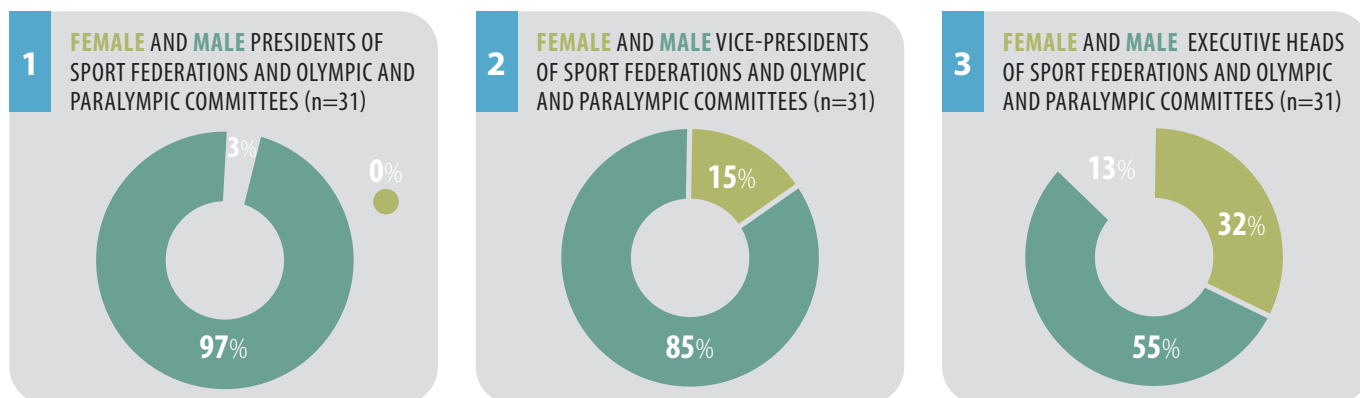
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CONSEIL DE L'EUROPE

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GENDER EQUALITY IN LEADERSHIP

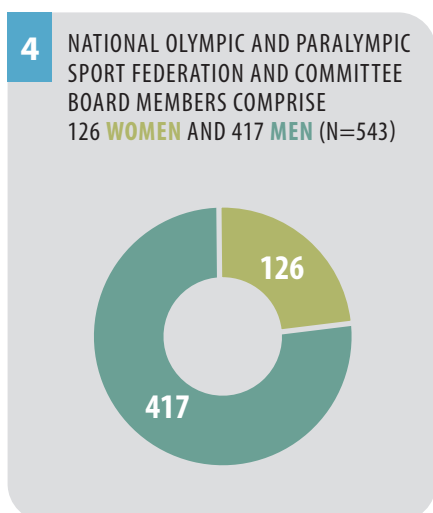


n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ No (0%) national sport federations have a female president.
- ▶ Among the 132 vice-presidents of the 31 respondents, 15% (N=20) are women and represent the federations for archery, curling, cycling, diving, equestrian, gymnastics, handball, ice hockey, swimming and triathlon, and the Olympic Committee **2**.
- ▶ In national sport federations, less than a third of executive heads (N=8) are women. In three sport federations, the position of executive head did not exist in 2023.

▶ **BOTH THE OLYMPIC AND PARALYMPIC COMMITTEES** are chaired by male presidents. The Olympic Committee has one female and three male vice-presidents; whereas the Paralympic Committee has two female and one male vice-president.

▶ The two Committees combined have 32 board members, of whom nine are women and 23 are men. Four women chair sports commissions/committees compared to ten men.



There is a low representation of female board members among sport federations and the Olympic & Paralympic Committees in Ukraine, reaching 23% **4**.

The gymnastics federation reported a higher representation of women (N=5) compared to men (N=4).

- ▶ Among the 19 respondents, there were 730 voting members of the (general) assembly in 2023 – 25% of whom were women (N=186).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

45% (n=14) of the respondents have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport. These include the federations for archery, athletics, badminton, boxing, cycling, fencing, gymnastics, handball, modern pentathlon, rugby, swimming, taekwondo and triathlon, as well as the Olympic Committee.

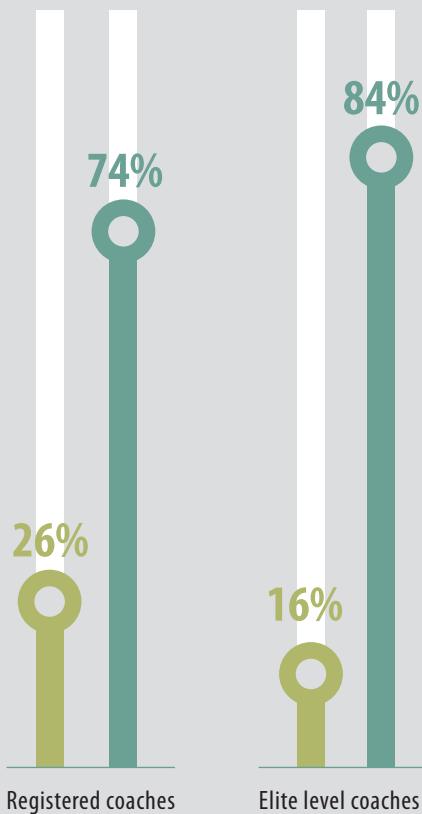
- ▶ **64%** (n=9) have transparent, clear and gender friendly election/appointment procedures
- ▶ **36%** (n=5) have initiated and/or supported research/studies on gender equality in decision-making positions
- ▶ **29%** (n=4) have organised training leadership education and training for women and awareness-raising campaigns to encourage women to run for decision-making positions
- ▶ **21%** (n=3) include gender equal representation in decision-making in their statutes and have adopted gender quotas/targets in elections or appointment procedures
- ▶ **14%** (n=2) have organised gender equality training for decision-makers
- ▶ **7%** (n=1) have developed an action plan to increase the number of women in decision-making positions, have reserved seats for women, facilitate the reconciliation of private life and professional obligations, and have established a network of women in decision-making positions.

GENDER EQUALITY IN COACHING

There are **1,311 women (26%)** and **3,787 men (74%)** among registered coaches, trainers and instructors in Ukraine **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 Ukraine at 26% **5**.

Federations with the highest percentage of female coaches:

- ▶ Gymnastics: 75%
- ▶ Equestrian: 60%.

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

- ▶ Ice hockey: 98%
- ▶ Wrestling: 98%
- ▶ Boxing: 93.5%.

ELITE LEVEL COACHES

▶ **57 women (16%)** and **291 men (84%)** coach elite level athletes or national teams **5**. Of the 57 women, only 13 coach men's national teams/athletes – of the 291 men, 129 coach women's national teams/athletes.

- ▶ **17%** (n=5) of the federations do not employ a female elite level coach.
- ▶ **59%** (n=17) of the federations employ at least one female elite level coach.
- ▶ **65.5%** (n=19) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

48% of the respondents, all of which are sport federations, have taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **38%** (n=11) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- ▶ **28%** (n=8) 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=9)
- ▶ Education/training courses for female coaches (40%, n=6)
- ▶ Dedicated resources for female coaches and initiation of and/or support for research/studies on gender equality in coaching (27%, n=4)
- ▶ Establishing a database of female coaches, awareness-raising campaigns targeting women and mentoring programme for (future) female coaches (13%, n=2)
- ▶ A written action plan/strategy to increase the number of female coaches (7%, n=1)
- ▶ Setting up a network of female coaches and reserved positions for female coaches in education/training courses (7%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **808 women (31%)** and **1,766 men (69%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Ukraine **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS

31.5%

68.5%

There were 124 women officiating in elite level competitions in 2023, of whom 39 (31%) officiated games where men were competing. In contrast, there were 269 men officiating in elite level competitions, of whom 100 (37%) officiated games where women were competing. In other words, of the total 393 sports officials who officiated elite games, 31.5% were women and 68.5% were men.



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

31%

69%

Women Men

- ▶ In the Tokyo Olympic Games (2020), eight Ukrainian sports officials officiated – two women and six men.
- ▶ In the Tokyo Paralympic Games (2020), two Ukrainian men officiated.

Since 2020, **59%** (n=17) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

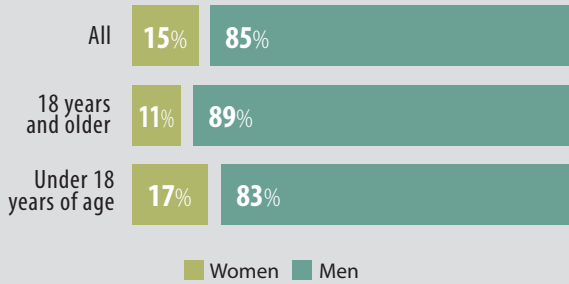
- ▶ **65%** (n=11) have adopted transparent, clear and gender-sensitive recruitment procedures
- ▶ **41%** (n=7) have established a database of female sports officials
- ▶ **29%** (n=5) have reserved positions for female sports officials in training courses
- ▶ **23.5%** (n=4) have reported offering education/training courses, implementing awareness-raising campaigns targeting women, having a written action plan to increase the number of female sports officials, and establishing a mentoring programme for (future) female sports officials
- ▶ **12%** (n=2) have established a network of female sports officials and initiated and/or supported research/studies on gender equality in officiating
- ▶ **6%** (n=1) have dedicated resources for female sports officials.

38% (n=11) of the federations surveyed report offering their sports officials training courses on the topic of gender equality in sport.

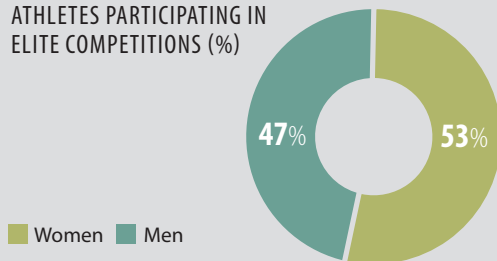
28% (n=8) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

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



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 23 national federations reported 15,038 girls as members of their sports clubs – this number accounts for 17% of young people who are members of sports clubs out of 86,097 members **8**.
- ▶ Boys account for 71,059 (83%) of young people who are members of sports clubs **8**.
- ▶ There are more girls active in sport clubs/federations with 15,038 (65%) members compared to 8,008 (35%) women.
- ▶ Boys represent the majority of male members of sport federations at 52.5%, compared to 47.5% men (N=64,217).
- ▶ In the adult category, women's participation reaches 11% compared to 89% men **8**.
- ▶ When we count all members from all categories, boys represent the highest percentage with 45% over men (40.5%), girls (9.5%) and women (5%).
- ▶ The sport with the highest proportion of women compared to men is archery (52%) – no other federation reported a higher number of women compared to men with regard to participation. Football (98%) and boxing (97%) have the most male members, followed by rugby (86%) and ice hockey (85%). The gymnastics, curling and basketball federations are more gender balanced with 1-3% difference between women and men.
- ▶ There are 2,537 women (53%) and 2,226 men (47%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

58% (n=18) of the respondents, including 16 sport federations and the Olympic and Paralympic Committees, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. The federations are athletics, basketball, boxing, fencing, football, gymnastics, handball, ice hockey, judo, pentathlon, rugby, shooting, swimming, taekwondo, triathlon and water polo.

According to the **rugby federation**, in 2020-2021, the head of the Women's Rugby Committee visited various regions of the country where women's rugby teams were established and held master classes with girls to encourage their participation both on the field, as rugby players, and off the field, as coaches or sports managers. In 2023, the Rugby League Schools programme was launched with a focus on engaging girls in rugby.

- ▶ **100%** (n=18) ensure equal access to sport facilities for girls/women and other participants
- ▶ **67%** (n=12) have implemented awareness-raising campaigns targeting girls and women
- ▶ **39%** (n=7) have allocated financial resources to girls' and women's sport and/or physical activities
- ▶ **33%** (n=6) have offered training seminars for coaches and decision-makers
- ▶ **28%** (n=5) have changed the competition offers to be more tailored to girls and women and offered taster sessions for girls and women
- ▶ **17%** (n=3) have a written action plan/strategy to increase the number of active girls and women in sport
- ▶ **11%** (n=2) have changed the provision of sport by introducing new sports, activities or ways of practising them and have initiated and/or supported research/studies on gender equality in participation.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

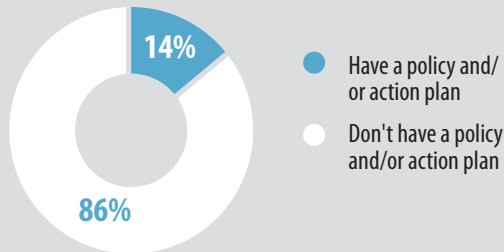
Since 2020, **23%** (n=7) of respondents have taken action to allocate resources equally among women and men. These are the basketball, fencing, football, pentathlon, swimming, and water polo federations as well as the Olympic Committee.

The **water polo federation** highlights how each age category has a women's and men's national team (three women's and three men's teams) and funding is distributed on an equal basis. Each national team has the opportunity to hold training camps in Ukraine and abroad and to take part in qualifying competitions or in the European or World Championships. Equal attention is paid to the quality of training for both women's and men's national teams. Additionally, in many cities of Ukraine, classes are held exclusively for girls and/or juniors.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

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NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS THAT HAVE A POLICY/ACTION PLAN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE IN SPORT (%)



13% (n=4) of the respondents, all of which are sport federations, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

Two federations (50%) adopted their policy/action plan in 2023. The shooting federation was the first to put its policy in place in 2000, and the most recent were ice hockey and athletics in 2023. For three federations, 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:

- ▶ **75%** (n=3) have human resources dedicated to its implementation
- ▶ **75%** (n=3) have a monitoring and evaluation mechanism in place
- ▶ **25%** (n=1) have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

19% (n=6) of the respondents, all of which are sport federations, 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, and a mention in the organisation's statutes that forbids gender-based violence (67%, n=4)
- ▶ Training seminars for coaches and/or for decision-makers, awareness-raising campaigns on this topic, provision of safe venues and initiation and/or support of research/studies on gender-based violence in sport (33%, n=2)
- ▶ Training seminars, workshops, etc. for athletes, minimising risks procedures (criminal record checks, risk assessment procedure, etc.), provision of safe (public) transport services to/from sport and/or physical activity venues, and provision of formal complaint procedure for reporting gender-based violence (17%, n=1).

GENDER EQUALITY IN MEDIA/COMMUNICATION

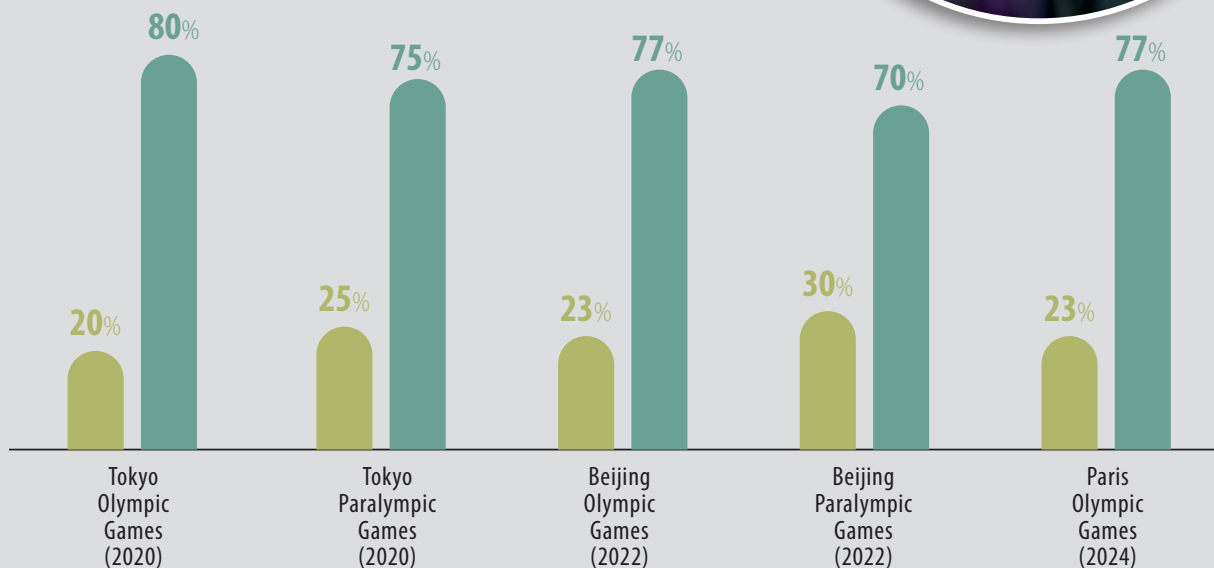


11

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 **14** memberships for women and **55** for men in Ukraine.

Since 2020, **35.5%** (n=11) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

26% (n=8) have focused on social media for a gender-balanced representation of athletes.

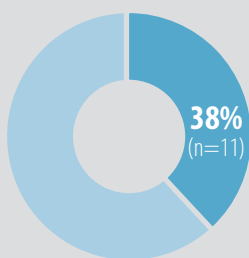
However, only **16%** (n=5) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **basketball federation** conducts systematic awareness-raising campaigns in the media to popularise women's basketball. All women's competitions and matches are broadcast.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

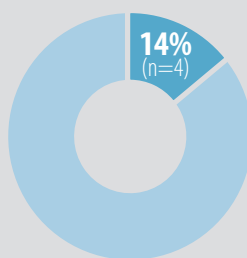
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, canoe, curling, fencing, football, ice hockey, pentathlon, rugby, taekwondo, water polo and wrestling

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SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

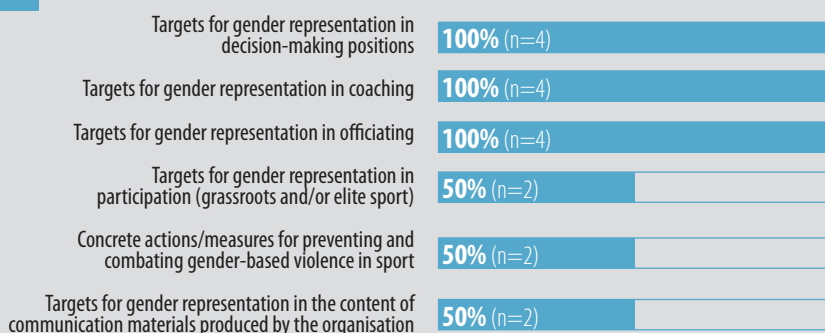


Athletics, rugby, shooting and water polo

- ▶ Gender equality is included in 38% (n=11) of the sport federations' long-term plans but only 14% (n=4) have a policy for advancing gender equality in sport. All action plans were introduced after 2000 **12 13**.
- ▶ The athletics, rugby and water polo federations have both a policy and include gender equality in their overall long-term goals.
- ▶ Gender equality is included in the **Olympic Committee's** long-term plan.

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GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (n=4)



- ▶ Three respondents (**75%**) dedicate human resources but none (**0%**) allocate funds to the implementation of the policy/action plan.
- ▶ Three (**75%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.
- ▶ Two respondents (**50%**) report having a mechanism for monitoring and evaluating their action plan.

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

GENDER EQUALITY STRATEGIES

10% of the sport federations are taking affirmative action and **14%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
10% (n=3)

GENDER MAINSTREAMING STRATEGY
14% (n=4)

The Women's Committee of the **athletics federation** supports women who are ending their sports careers and arranges for them to study coaching, if interested. Furthermore, a project is being developed for women in athletics, in order to support them financially while they are on maternity leave with a one-time payment.

UKRAINE: CONCLUDING POINTS

Since 2020, some federations have taken steps to improve the situation in Ukraine.

Gender equality is included in 38% (n=11) of the sport federations' long-term plans but only 14% (n=4) have a **policy for advancing gender equality**.

10% of federations use **affirmative action** measures, and 14% have a **gender mainstreaming strategy**. The Olympic Committee is using affirmative action as a policy to advance gender equality.

However, only 14% of sport federations have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Ukraine sports organisations. No (0%) national sport federations report having a female president, nor do the Olympic and Paralympic Committees. **Women comprise 23% of all board members** in sport federations and the Olympic & Paralympic Committees, and **only 15% of vice-presidents are women**.

While women are also underrepresented among sports coaches at 25%, over half of the federations surveyed (55%) employ at least one female elite level coach.

In terms of officiating, the picture somewhat improves with women representing one third (31.5%) of sports officials who officiate elite games.

In terms of **women and girls' participation in sports**, the rate is 15% across all sports. In the adult category, women's participation is especially low, reaching only 11% compared to 89% men.