

ALL IN! TOWARDS GENDER BALANCE IN EUROPEAN SPORT

ANALYTICAL REPORT
OF THE DATA COLLECTION CAMPAIGN



ALL IN: Towards gender balance in sport (Erasmus +)

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ALL IN!

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OF THE DATA COLLECTION CAMPAIGN

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1. SUMMARY OF THE MAIN RESULTS

1.1 Introduction

“ALL IN: Towards gender balance in sport¹” is a European Union (EU) and Council of Europe (COE) joint project (1 March 2018 - 31 October 2019). Its aim is to provide support to public authorities and sport organisations when designing and implementing policies and programmes to address gender inequalities in sport and when adopting a gender mainstreaming strategy. A part of this project is to collect data on gender equality in sport on leadership, coaching, participation, media /communication and gender-based violence, so that progress can be monitored, and comparisons made between countries and between sports, which will aid in the design of evidence-based policies. The results in this report present the main findings of the data collected².

1.2 Methodology

Eighteen countries were involved in the project: Albania, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Finland, France, Georgia, Israel, Lithuania, Montenegro, Netherlands, Portugal, Serbia and Spain. Survey questions were submitted to the National Olympic Committees (NOCs), the ministries/government departments responsible for sport and the national sport federations³ affiliated to the 35 international federations recognised by the International Olympic Committee, and for which the discipline was included in the programme of the last Olympic Games (2016/2018).⁴ In some countries, there are not 35 federations (sometimes less, sometimes more).

Each country appointed a national co-ordinator who was responsible for carrying out the survey. The online questionnaire was sent through the software program Eval&Go. The data gathering took place from March to May of 2019.⁵ Table 1 gives an overview of the total number of respondents in each country.⁶ The project had a very high response rate, 85%, and it can, therefore, be concluded that the study is representative for the participating countries. For some: Albania; Croatia; France; Georgia; and Lithuania, the response rate was 100%. The participants answered most of the questions, although several federations did not answer the questions about their membership. Still, the response rate, compared to other academic studies, is very high. This, therefore, makes the study highly representative and valid.

1. www.coe.int/sport/ALLIN

2. To have an overview of all the data collected, have a look at the dynamic databases created within the framework of the ALL IN project (www.coe.int/sport/ALLIN - section on the data collection campaign)

3. Except for Belgium where only one Olympic sport federation is national. The rest are community-based.

4. International Boxing Association (AIBA), International Association of Athletics Federations (IAAF), International Equestrian Federation (FEI), International Fencing Association (FIE), International Weightlifting Federation (IWF), International Basketball Federation (FIBA), International Bobsleigh and Skeleton Federation (IBSF), International Canoe Federation (ICF), International Association Football Federation (FIFA), International Golf Federation (IGF), International Gymnastics Federation (FIG), International Handball Federation (IHF), International Hockey Federation (FIH), International Ice Hockey Federation (IIHF), International Judo Federation (IJF), International Luge Federation (FIL), International Swimming Federation (FINA), International Ski Federation (FIS), World Rowing (FISA), International Tennis Federation (ITF), International Table Tennis (ITTF), International Shooting Sport Federation (ISSF), International Volleyball Federation (FIVB), Badminton World Federation (BWF), World Curling Federation (WCF), World Taekwondo (WT), World Sailing (WS), Union Cycliste Internationale (UCI), International Biathlon Union (IBU), International Skating Union (ISU), International Modern Pentathlon Union (UIPM), International Triathlon Union (ITU), United World Wrestling (UWW), World Archery Federation (WA), World Rugby (WR).

5. Data was collated on 31 December 2018, except the area of participation in sport, which was collated on 31 December 2017.

6. Due to the low response rate, the data from Montenegro and Bulgaria are not included in this report.

Table 1. Response rates to the online questionnaire

Country	Number of respondents who completed the questionnaire	Total number of organisations that received the questionnaire	Response rate (%)
Lithuania	36	36	100
Georgia	34	34	100
France	33	33	100
Albania	24	24	100
Croatia	37	37	100
Belgium (Flanders)	34	35	97
Netherlands	29	30	97
Portugal	30	31	97
Azerbaijan	27	28	96
Belgium (Wallonia-Brussels Federation)	29	31	94
Czech Republic	39	43	91
Finland	31	34	91
Israel	29	32	91
Spain	29	32	91
Austria	30	37	81
Serbia	24	40	60
Denmark	19	34	56
Bulgaria	10	29	35
Montenegro	2	16	13
Total	526	616	
Overall response rate (%)		85	

1.3 Main results

In this section, the key data from the study on gender equality in sport is summarized in tables 2 to 7. Thereafter, some of the main findings related to the analysis of the differences between the countries and the sport federations are commented on.

1.3.1 KEY DATA ON GENDER EQUALITY IN SPORT

Table 2. Percentage of women in decision-making positions in the national governing bodies of sport (Olympic sport federations and national Olympic committees)

	Female presidents		Female vice-presidents		Female board members	
	%	n	%	n	%	n
Olympic sport federations	7	35	18	171	22	1118
National Olympic Committees	19	3	29	15	22	64

Table 2 shows that women are under-represented in decision-making positions both in the Olympic sport federations and the NOCs. The percentage of female presidents is particularly low. It is somewhat higher among the NOCs (19%) than among the Olympic sport federations (7%). The percentage of female vice-presidents is higher, 29% in the Olympic Committees, compared with 18% in the Olympic sport federations. For both organisations, 22% of the board members are women. The same proportion of females is found among the employed elite level coaches (22%) as illustrated in Table 3.

Table 3. Percentage of female elite level coaches employed by federations

	%	n
Female elite level coaches (employed by federations)	22	801

Another major finding is that 31 % of all members of a sport club are women and that the difference between girls (under 18 years of age) and adult women (18 years and above) (Table 4) is very small.

Table 4. Percentage of female members of the Olympic sport federations

	%	n
Under 18 years of age	32	2680966
18 years and older	30	2692522
All	31	5373488

Table 5 shows the percentages of actions/measures implemented to address gender equality in sport, for the different topics surveyed in the project. All three institutions/organisations have given a high priority to implementing programs to increase the membership of girls and women (57% of sport federations, 75% of NOCs and 79% of ministries/government departments responsible for sport).

The topic which has had the fewest measures implemented is 'to prevent and combat gender-based violence'. Only 29% of the Olympic sport federations have addressed this, while 36% of the ministries or government departments responsible for sport and 44% of the national Olympic committees have taken action in this area. The highest area of concern is for participation in elite sport. 86 % of the ministries and government departments have implemented measures to improve the situation for female elite level athletes. Surprisingly only 44% of the NOCs have done the same.

Table 5. Percentage of Olympic sport federations, National Olympic Committees and ministries/government departments responsible for sport that have implemented actions/measures to address gender equality in sport, with a breakdown by topic

	Olympic sport federations		National Olympic Committees		Ministries/government departments responsible for sport	
	%	n	%	n	%	n
Leadership	53	247	50	8	50	7
Coaching	38	185	63	10	36	5
Participation (grassroots sport)	57	276	75	12	79	11
Participation (elite sport)	41	199	44	7	86	12
Gender-based violence	29	138	44	7	36	5

Table 6 presents how many of the participants have an action plan for advancing towards equality between females and males in sport. Almost 2/3 (63%) of the NOCs, 43% of the ministries/national sport authorities, and only 29% of the Olympic sport federations have such a plan.

Table 6. Percentage of Olympic sport federations, National Olympic Committees and ministries/government departments responsible for sport that have developed an action plan to address gender equality in sport⁷

	Olympic sport federations		National Olympic Committees		Ministries/government departments responsible for sport	
	%	n	%	n	%	n
Gender equality action plan	22	106	63	10	43	6

The two major strategies which aim towards gender equality in sport are affirmative action⁸ and gender mainstreaming⁹. Table 7 presents the percentages of the Olympic sport federations, the NOCs and the ministries/government departments responsible for sport that have used these approaches. Beyond the fact that rather few organisations use these techniques, there are large differences among them. The highest percentage in the table is found among the ministries and the national sport authorities, where 57% have incorporated a gender mainstreaming strategy. The lowest percentage is found among the national Olympic committees where only 13% have used affirmative action.

Table 7. Percentage of Olympic sport federations, National Olympic Committees and ministries/government departments responsible for sport that have implemented affirmative action and gender mainstreaming strategies

	Olympic sport federations		National Olympic Committees		Ministries/government departments responsible for sport	
	%	n	%	n	%	n
Affirmative action	17	79	13	2	21	3
Gender mainstreaming strategies	17	82	25	4	57	8

7. All 16 National Olympic Committees participated in this study. Among the ministries/government departments responsible for sport representatives from Austria and Denmark are missing.
8. Affirmative action was defined as follows in the questionnaire: actions taken which aim at making up for past discrimination and inequality by favouring members of a certain gender. Affirmative action is one way to give disadvantaged groups substantive equality. Examples of affirmative actions: quota regulations; not having to pay for a training course; etc.
9. Gender mainstreaming was defined as follows in the questionnaire: gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects. Women and men have different needs and living conditions and circumstances. The aim of gender mainstreaming is to take into account these differences when designing, implementing and evaluating policies, programmes and projects, so that they benefit both women and men and do not increase inequality but enhance gender inequality.

1.3.2. MAIN FINDINGS

Different conclusions can be drawn from this study. Not surprisingly, there is huge diversity between both the countries and the sports with respect to gender equality, independently of which of the six areas of inequality are analysed. Another conclusion is that men dominate in all areas (except for membership) in some of the most popular sports for women, such as, equestrian, gymnastics, skating, swimming and volleyball. Even these sports have relatively few female coaches and few women in leadership positions. The glass ceiling or glass cliff still seems to exist in sport. As just shown only 7 % of the presidents, 18% of the vice-presidents and 22 % of all board members in the sport federations are women.

Leadership and coaching

Studies have shown that a gender balance in board compositions and the chance of influencing decisions is achieved when each gender has a minimum presence of 40%¹⁰. None of the countries have reached this minimum goal, but France, with 37% female board members, is closest. If we look at the different sports, only gymnastics (52%) and skating (51%) has a gender balance in the composition of their boards.

In a requested proposal for a plan of strategic action on gender equality in sport from 2014-2020, by the European Commission, a target of a minimum of 40% of women and men on executive boards and committees of national sport governing bodies was put forward as an objective¹¹. The same plan suggested a minimum of 40% women and men as volunteer and employed coaches by 2020. In the countries participating in this study, the figures are 22% for female employed coaches for national teams and/or elite level athletes, with Lithuania (36%) and Czech Republic having the highest proportion of female coaches.

Participation - membership of a sport club

More men than women are members of a sport club or federation and women are not members of as many different sport clubs as men. Females dominate traditional women's sports like equestrian (84%), gymnastics (81%), skating (60%), volleyball (59%) and swimming (52%). Almost 3/4 of the sport federations have fewer than 40% of female members. Austria has almost as many women (46%) as men in membership of a sport club, whereas in Georgia the female membership in sport clubs is only 11%.

Preventing gender-based violence in sport

Studies have shown that gender-based violence seems to occur in all sports and at all levels of sport¹². A number of national and international organisations have developed recommendations and resolutions for addressing the problem. In 2006, the International Olympic Committee (IOC) adopted its first position statement on the prevention of sexual harassment and abuse. Since then, the IOC has developed another position statement¹³, a toolkit and special guidelines for the international sport federations and for the NOCs in this area.

In all the IOC position statements and guidelines there is a focus on the importance of developing policies and action plans for the prevention and safeguarding of people involved in sport. In this study, three countries (Croatia, Czech Republic and Denmark) had no federations with such a policy. Only 25% of all the sport federations have such a plan, but 64% in Finland and 57% in Austria have developed a policy in this area. 62% of the Football federations have a policy and/or action plan, while taekwondo is the only sport where no federation has a policy for preventing and combating gender-based violence. Among the 14 ministries/national sport authorities there are three countries (Serbia, Portugal and France) and among the 16 NOCs there are five (Netherlands, Georgia, Finland, Czech Republic and Austria) that have programs for the prevention of gender-based violence in sport. In Belgium (Flanders) and Israel, both the NOC and the ministry/national authority for sport have a written policy and/or action plan on preventing and combating gender-based violence in sport.

10. Adriaanse, J. A. (2018). Europe in world perspective: The Sydney Scoreboard Global Index for women in sport leadership. In *Gender Diversity in European Sport Governance* (pp. 11-19). Routledge.

11. European Commission (EC).2014. *Gender Equality in Sport. Proposal for Strategic Actions 2014-2020*.

12. Fasting, K. (2017). *Gender, Sexual Harassment and Abuse in Sport*. In G. Sobich & S. Günter (eds.), *Sport & Gender: (Inter)Nationale sportsoziologische Geschlechter-forschung, Theoretische Ansätze, Praktiken und Perspektiven* (pp. 167-179). Wiesbaden: Springer.

13. Mountjoy, M., Brackenridge, C., Arrington, M., Blauwet, C., Carska-Sheppard, A., Fasting, K., & Starr, K. (2016). *International Olympic Committee consensus statement: harassment and abuse (non-accidental violence) in sport*. *Br J Sports Med*, 50(17), 1019-1029.

Communication guidelines

Few federations (19%) have portrayal guidelines for gender-balanced representation in the content of communications materials, but there are large differences between the countries (France 77% and none in Lithuania).

Policies and programmes to address gender equality in sport

In the requested proposal for a plan of strategic action on gender equality in sport from 2014-2020 (EC 2014) and the follow up by an expert group on good governance (EC 2016), the importance of developing and implementing a national plan on gender equality in sport was emphasized¹⁴. Twelve of the 16 countries participating in our study seem to have developed this, either by the NOC only (Croatia, Albania, Austria, Lithuania and Netherlands) or the ministry/national authority for sport (Portugal and Belgium (Flanders)), or by both the NOC and the ministry (Finland, France, Georgia, and Israel). Looking at the different countries, 74% of the sport federations in France and 68% in Finland have a gender equality plan. For all the other countries, it is 33% or less. Among the sports, 54% of the football federations have a gender equality plan. For all the other sports, it is less than 40%.

Affirmative action and/or a gender mainstreaming strategy is not used very often by the federations in their work towards gender equality. For both of these techniques, only 17 % of the sport federations have used them. Yet, 48% of the federations in France have used affirmative action, and 39% have incorporated a gender mainstreaming strategy. Among the sports, basketball is the sport with the highest number of federations that have used both affirmative action (27%) and a gender mainstreaming strategy (47%).

Actions/measures implemented to address gender equality

Another major finding from the study is that many sport federations have implemented measures to reach gender equality. Most actions have been taken with respect to participation in sport (57% of all sport federations) and improving the number of women in decision-making position (53%), followed by increasing the number of women in coaching (38%). As shown above, only 29% of the sport federations have worked to combat and prevent gender-based violence in sport.

To recruit or increase the number of women in decision-making positions in sport, half of the tools used related to the development of “transparent, clear and gender-friendly election or appointment procedures,” whereas “mentoring programmes for (future) females in decision-making positions” is mentioned by only 7%. To recruit or increase the number of female coaches it is the same tool as for leadership - “Transparent, clear and gender-friendly recruitment procedures” that is most often mentioned. Nearly half of the federations mentioned this. Only 11% reported that they had initiated and/or supported research/studies on gender equality in coaching.

To increase the number of women active in physical activity and sport, the largest group (55%) mentioned “equal access to sport facilities for girls/women and boys/men”, whereas only 12% mentioned the support of studies on gender equality in participation.

The last group of actions that have been implemented concern the protection and prevention of gender-based violence. By far the largest group of measures taken here (63%) related to “codes of conduct and ethical guidelines for coaches and people in managerial and decision-making positions,” whereas the smallest group mentioned “provision of safe (public) transport services to and from venues for sport and physical activity” – only 9 %.

1.4 Conclusion

Below we list the three countries with the highest score in some of the different gender equality indicators measured in this study. Table 8 lists the top three countries in several of the following tables and figures. This may give the reader an overview of the leading countries in each area.

Finland and France are mentioned 6 times each, Spain 4 times etc. This indicates that Finland and France are the two countries which are most advanced with respect to gender equality in sport, as it is measured in this study.

14. European Commission (EC). 2016. «Expert Group on Good Governance: Recommendations on Gender Equality».

Table 8. Countries with the three highest score (percentages) on each of the gender equality indicators among the sport federations

	1	2	3
Female presidents (Table 9)	Finland and Serbia		Georgia
Female vice-presidents (Table 9)	Finland	France	Denmark
Female Board members (Table 9)	France	Finland	Israel
Employed elite level female coaches (Figure 2)	Lithuania	Czech Republic	Georgia
Female membership in a sport club (Table 10)	Austria	Lithuania	Belgium
Gender-based violence policy and/or action plan (Table 12)	Finland	Spain	Austria
Portrayal gender balanced representation in communication (Figure 5)	France	Spain	Azerbaijan
Gender equality action plan (Table 13)	France	Finland	Israel and Portugal
Used affirmative actions (Table 14.A)	France	Israel and Spain	
Used gender-mainstreaming strategy (Table 14.B)	France	Spain	Finland

We have also made the same analysis for the different sports. Only one sport is mentioned more often than twice, football, which is mentioned four times and on three occasions as number one. Based on the same logic as above, we therefore conclude that football is the sport that seems to be most advanced with respect to gender equality in sport, as it is measured in this study.

Though there are large differences with respect to gender equality among the countries and among the different sports, men are still governing sport and there are very few female presidents in the national Olympic sport federations. The number of female board members is also far from being gender balanced. This is in spite of all the projects and initiatives that have taken place during the last 10-20 years to increase the involvement of women in sport¹⁵.

This indicates that the methods used to increase the number of women in decision-making positions and in coaching, may not have had a large impact. It may not have led to a change in the male culture of sport, which is probably a prerequisite for recruiting larger groups of women. Few have developed a gender equality plan specific for sport and few organisations have used affirmative action and gender mainstreaming strategies. These three indicators could, in the future, lead to a change in the culture of sport, so that it becomes more female friendly.

15. Fasting, K., Pike, E., Sand, T., & Matthews, J. (2014). From Brighton to Helsinki. International Working Group (IWG) Women and Sport Progress Report 1994-2014 and Fasting, K., Pike, E., Matthews, J., & Sand, T. S. (2018). From Helsinki to Gaborone: IWG Women and Sport Progress Report 2013-2018.

2. GENDER EQUALITY IN SPORT IN THE DIFFERENT COUNTRIES

2.1 Gender equality in leadership

Table 9 presents the percentages of women in leadership roles in the national sport federations in each country - as presidents, vice-presidents or board members.

Table 9. Female leadership positions in the sport federations by country

Country	Female presidents		Female vice-presidents		Female board members	
	%	n	%	n	%	n
Albania	0	0	14	2	11	17
Austria	10	3	16	15	16	46
Azerbaijan	4	1	5	3	15	32
Belgium	7	4	25	15	23	134
Croatia	11	4	2	1	8	28
Czech Republic	8	3	9	5	14	44
Denmark	6	1	35	7	21	28
Finland	14	4	40	17	29	74
France	3	1	36	48	37	312
Georgia	13	4	9	7	17	57
Israel	4	1	25	9	28	98
Lithuania	6	2	11	6	17	51
Netherlands	8	2	20	4	24	39
Portugal	4	1	16	18	14	29
Serbia	14	3	14	4	19	36
Spain	4	1	13	10	25	93
Total	7	37	18	171	22	1118

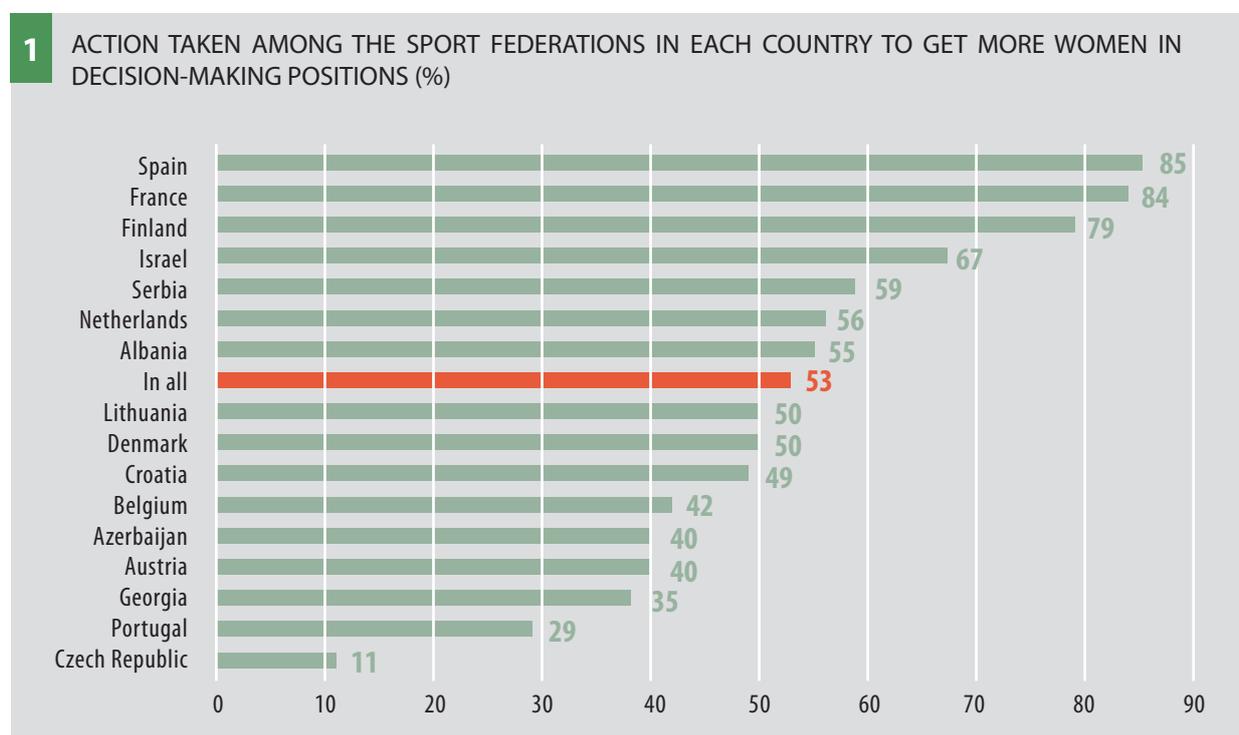
Women are under-represented in the most powerful positions in the sport federations. The number of female presidents is very low, varying from zero to 14%. One country (Albania) has none and six countries have only one female president in all of their sport federations (Azerbaijan, Denmark, France, Israel, Portugal and Spain). Finland and Serbia have the highest proportion of female presidents, but they account for only 14%. The number of female vice-presidents is higher than for presidents. Finland has the highest percentage of female vice-presidents (40%), followed by France (36%) and Denmark (35%). Croatia has the lowest number of female vice-presidents (2%), followed by Azerbaijan (5%), and Czech Republic and Georgia, where 9% of the vice presidents in the sport federations are women. As one moves lower in the hierarchal system of leadership, the number of women slightly increases - from 7% (presidents), to 18% (vice-presidents) and then to 22 % female board members. The countries with fewest women on the boards of the sport federations are Croatia (8%) and Albania (11%). The countries with the highest number of female board members are France (37%), Finland (29%) and Israel (28%).

Further analysis reveals that in 13 of the countries there are some sport federations that do not have any female board members at all. The percentage of sport federations that lack any female board members varies among these 13 countries, from 4% in Spain to 52% in Azerbaijan. Finland, France and Israel are the three countries in which all sport federations have at least one female board member.

An analysis of the female leaders in the NOCs reveals that they seem to have been more successful than the national sport federations in electing female presidents and female vice-presidents. The female presidents in the NOCs account for 19% and the vice-presidents 29%. The percentage of female board members in the executive boards of the NOCs is the same as for the national Olympic sport federations (Table 9 - 22%). However, differences are more apparent when comparing the boards of the different NOCs. Two of the boards of the NOCs have a gender balanced representation. Women account for 57% of the board members of the NOC in the Netherlands and half of the board members in Finland.

On average 53% of the sport federations in the countries have, since 2015¹⁶, attempted to recruit and increase the women in decision-making bodies (Figure 1). The three countries with the highest proportion of sport federations that have been most active in this area are Spain (85%), France (84%) and Finland (79%). The sport federations in the Czech Republic (11%) and Portugal (29%) have done the least to recruit and increase the number of women in decision-making bodies.

In addition to the efforts of the sport federations, 50% of the ministries and other government departments (n=7) and half of the NOCs (n=8) have also joined in this endeavour.



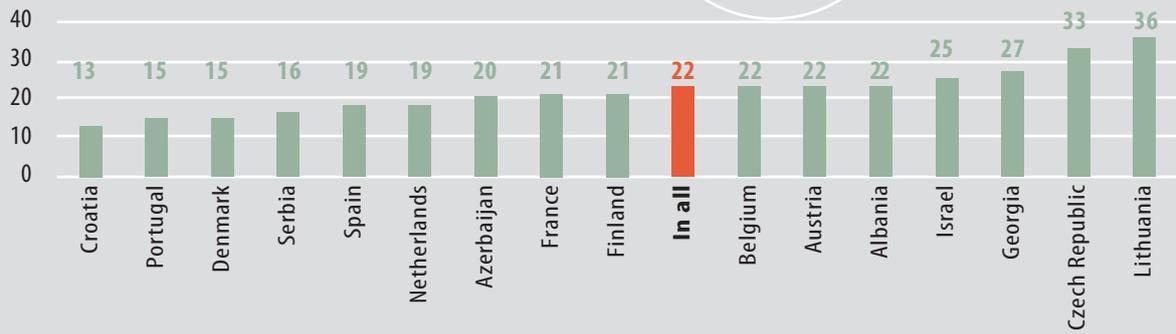
2.2 Gender equality in coaching¹⁷

Figure 3 shows the percentage of female coaches employed by the sport federations to work as coaches for the national teams and/or with elite level athletes (full-time and part-time) in 2018. Only 22% of the employed elite level coaches in the sport federations are women. This figure reveals that women are under-represented among elite level employed coaches in all countries. Lithuania (36%) and the Czech Republic (33%) have the highest percent of employed elite level coaches, while Croatia (13%), Portugal (15%) and Denmark (15%) have the lowest.

16. For all the questions asked about actions taken, the time of reference is «since 2015».

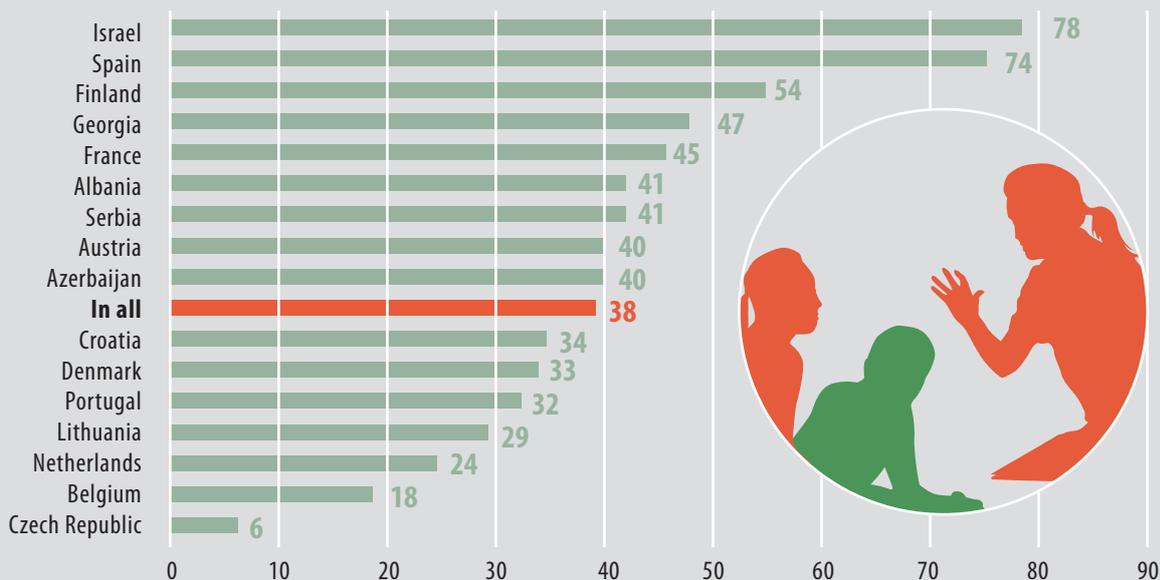
17. The term «coaches» also covers trainers and instructors and was defined as follows in the questionnaire: «coach/trainer/instructor: person responsible for leading/organising the training for a group of athletes (children, youth and/or athletes)».

2 EMPLOYED FEMALE ELITE LEVEL COACHES IN THE SPORT FEDERATIONS IN EACH COUNTRY (%)



In all countries, there are some sport federations that have implemented measures to recruit or increase the number of female coaches. On average 38% of the sport federations have developed projects to recruit and increase the number of female coaches. As seen in Figure 3 there are large differences between the countries. In Israel and Spain, respectively 78% and 74% of the sport federations have implemented programs, whereas it is only 6% in the Czech Republic and 18% in Belgium. Action has also been undertaken in this area by 33% (n=5) of the ministries/government departments and 63% (n=10) of the NOCs. In four countries (Finland, France, Georgia, and Israel) both the ministries/government departments and the NOCs have been active in trying to recruit and increase the number of female coaches.

3 SPORT FEDERATIONS THAT HAVE TAKEN ACTION TO INCREASE THE NUMBER OF WOMEN COACHES IN EACH COUNTRY (%)



2.3 Gender equality in participation

31% of the members of a sport club or federation are female (as shown in Table 10). There is almost no difference between the proportion of membership among girls under 18 years of age and those above 18 years old. The highest proportion of female members is found in the sport federations in Austria (46%) and Denmark (41%), both are gender balanced. In Georgia and Serbia, respectively 11% and 14% of all girls and women are members of a sport club. It is surprising that in Austria more girls (56%) than boys are members of a sport club. The sport

federations in Denmark (48%) and Spain (44%) are also gender balanced among their members under 18 years of age. The lowest proportion of girls in sports clubs are found in Georgia (13%) and Serbia (21%). The highest proportion of adult women that are members of a sport club is found in Austria (42%) and the lowest in Georgia (6%).

Table 10. Percentage of girls (under 18 years) and women (18 years and above) who are members of a sports club or federation in each country.

Country	Total (all)		Girls (under 18)		Women (18 years and above)	
	%	n	%	n	%	n
Austria	46	127200	56	42009	42	85191
Denmark	41	284180	48	136651	36	147529
Lithuania	35	6045	37	4110	30	1935
Belgium	34	581202	33	291526	36	289676
Albania	33	2234	34	1389	31	845
Finland	33	200273	36	91937	30	108336
Netherlands	33	1010782	33	334915	34	675867
Spain	33	372950	44	216785	24	156165
Czech Republic	30	104720	35	60655	26	44065
Portugal	30	156061	31	114876	28	41185
France	29	2423519	29	1314265	28	1109254
Israel	26	20908	29	14832	20	6076
Azerbaijan	21	9195	23	8710	8	485
Croatia	20	42685	23	29806	15	12879
Serbia	14	26509	21	14524	10	11985
Georgia	11	5025	13	3976	6	1049
Total	31	5373488	32	2680966	30	2692522

Tables 11.A and 11.B. Measures implemented by the sport federations to increase the number of girls and women active in sport and/or physical activity and to improve the situation for female elite level athletes in each country (%).

11.A Girls and women active in sport and/or physical activity		
Country	%	n
France	84	26
Spain	82	22
Finland	79	22
Denmark	78	14
Israel	74	20
Portugal	68	19
Austria	63	19
Georgia	56	18
Lithuania	56	19
Albania	55	12
Croatia	54	19
Serbia	50	11
Azerbaijan	44	11
Belgium	37	22
Czech Republic	36	13
Netherlands	36	9
Total	57	276

11.B Female elite level athletes		
Country	%	n
Spain	74	20
Finland	68	19
France	61	19
Austria	53	16
Israel	48	13
Albania	41	9
Georgia	41	13
Serbia	41	9
Azerbaijan	40	10
Denmark	39	7
Lithuania	38	13
Portugal	36	10
Croatia	31	11
Belgium	29	17
Netherlands	28	7
Czech Republic	17	6
Total	41	199

Tables 11.A and 11.B present both the percentages of measures implemented to increase the number of girls and women active in sport and/or physical activity in general and the percentages of measures to improve the situation for female elite level athletes. In total, more efforts have been taken to increase the number of active females in general (57%), than efforts to improve the situation for female elite level athletes (41%). As many as 84% of the sport federations in France and 82% in Spain have implemented actions to increase the number of girls and women active in sport and/or physical activity in general. The countries with the fewest sport federations that have taken action in this area are Netherlands and the Czech Republic (36%). The sport federations in Spain (74%) and Finland (68%) have been most active in relation to improving the situation for the female elite level athletes. Azerbaijan and Spain have taken almost the same number of actions for the two groups, whereas Denmark and Portugal have done much more to increase the number of physically active girls and women.

Many of the ministries and government departments (79%, n=11) and the NOCs (75%, n=12) have implemented actions to increase the number of girls and women active in sport. Relative to improving the situations for elite athletes, 12 (86%) ministries/government departments and 7 (44%) of national Olympic committees have developed programs.

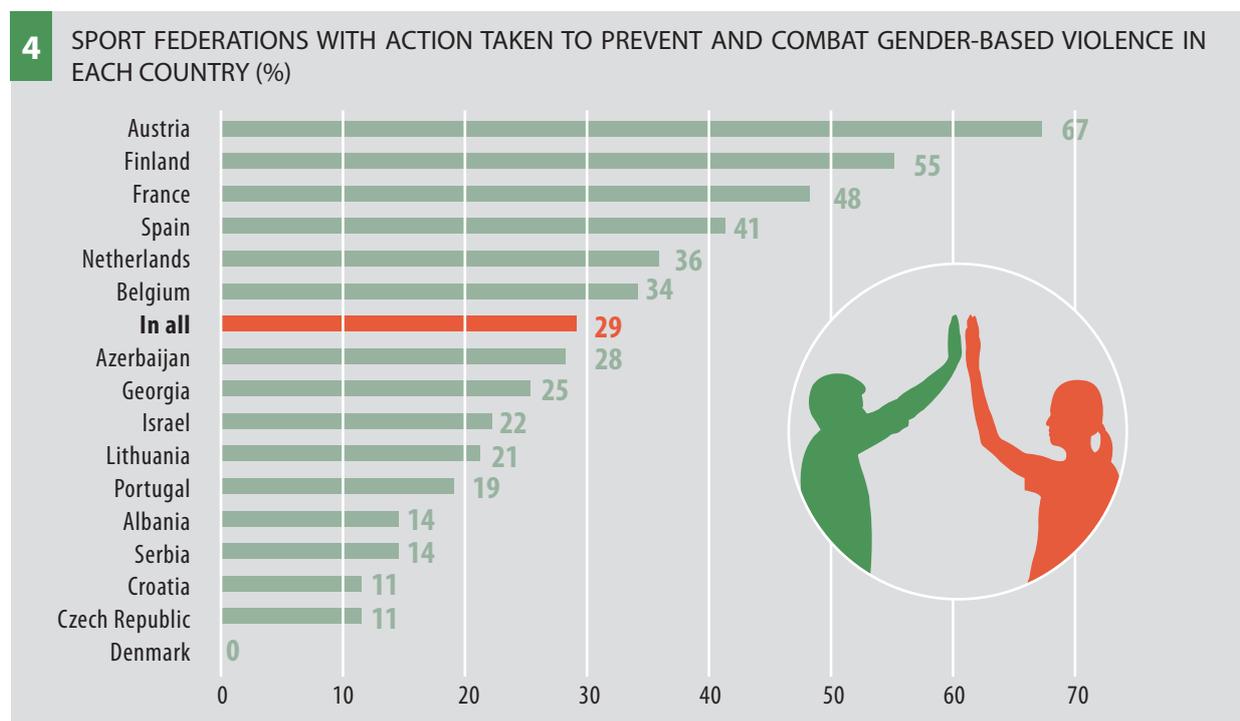
2.4 Preventing gender-based violence in sport

Only 25% of all sport federations have a specific written policy or action plan for preventing and combating gender-based violence in sport. In Croatia, Czech Republic and Denmark, there are no sport federations that have such an action plan or policy. This is shown in Table 12. 64% of the sport federations in Finland, 59% of the sport federations in Spain and 57% of those in Austria have a written policy in this area. The table also reveals that sport federations in Finland, Austria, Israel, Albania, Georgia, Croatia and Czech Republic have no money allocated for the implementation of the policy.

Table 12. Sport federations with a written policy and funding for preventing and combating gender-based violence in the different countries.

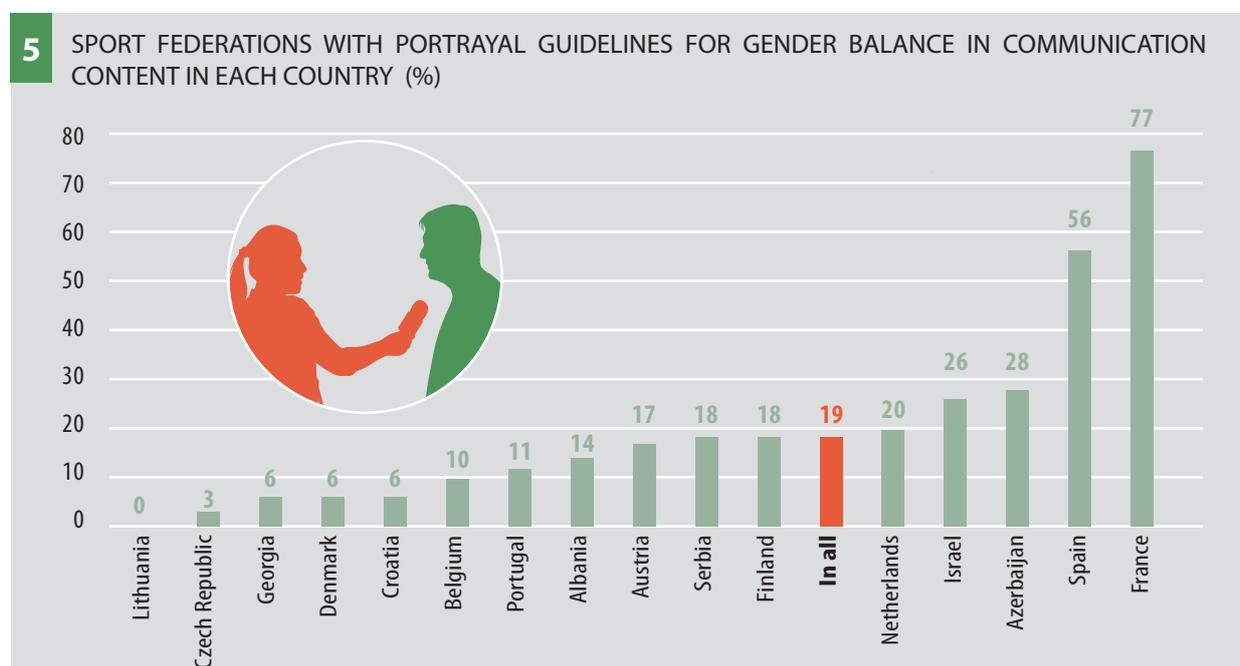
Country	Policy/action plan		Funding	
	%	n	%	n
Finland	64	18	0	0
Spain	59	16	25	4
Austria	57	17	0	0
France	36	11	45	5
Netherlands	36	9	11	1
Lithuania	35	12	17	2
Belgium	24	14	21	3
Portugal	22	6	33	2
Azerbaijan	16	4	25	1
Israel	15	4	0	0
Serbia	14	3	33	1
Albania	9	2	0	0
Georgia	9	3	0	0
Croatia	0	0	0	0
Czech Republic	0	0	0	0
Denmark	0	0	0	0
Total	25	119	6	28

Figure 4 shows that 29% of the sport federations have implemented actions to prevent and combat gender-based violence in sport. Except for Denmark, there are sport federations in all countries that have taken such action. Austria has the highest proportion of federations that have done so (67%), followed by Finland (55%) and France (48%). The countries with the fewest sport federations with programs to prevent and combat gender-based violence in sport are Croatia and Czech Republic (11%).

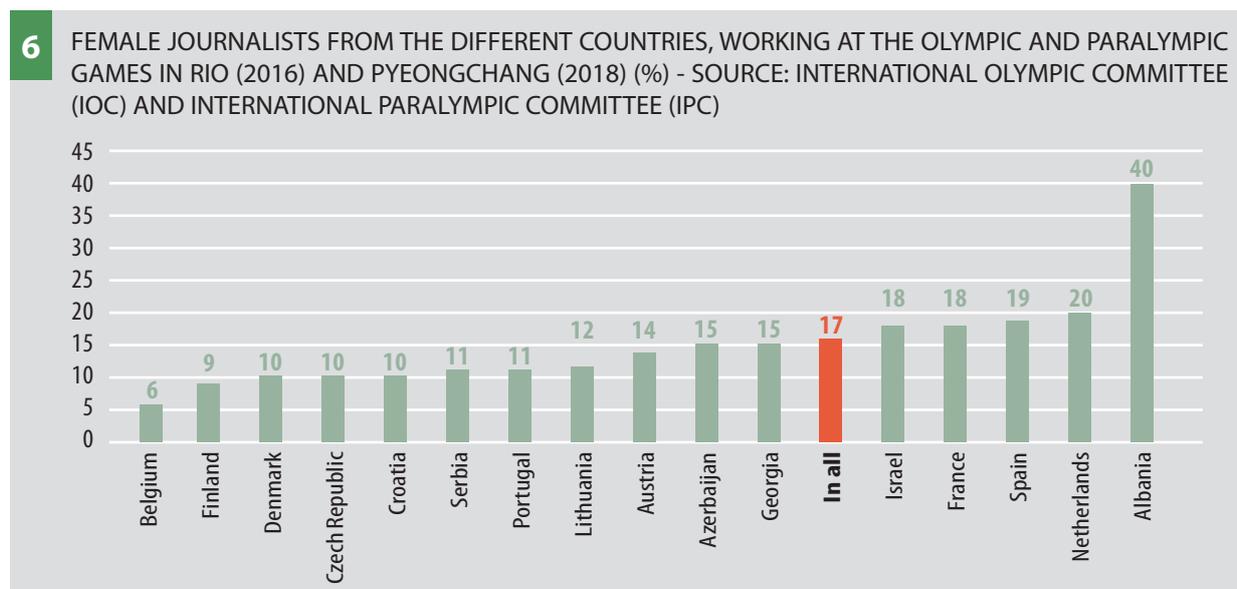


2.5 Gender equality in media/communications

The participants in the study were also asked if their organisation had any portrayal guidelines for gender-balanced representation in the content of their communication materials (texts, pictures, etc.), including in social media. Relatively few sport federations seem to have such guidelines, 19% for all the countries. Figure 5 reveals that in France 77% and in Spain 56% of the federations do have portrayal guidelines. In all the other countries the percentages are under 30%, with no sport federations in Lithuania and only 3% in Czech Republic showing such concern.



Men also dominate the world of sport journalism. Figure 6 shows the percentages of female journalists who were assigned as reporters to the last two Olympic and Paralympic Games - in Rio and PyeongChang. 40% of the journalists from Albania were women, but for the rest of the countries the percentage of female reporters varies between 6 and 20%.



2.6 Policies and programmes to address gender equality in sport

Table 13 shows the answer to the following question: “Does your organisation have a specific written policy and/or action plan for advancing towards equality between females and males in sport?” (This is referred to as “gender equality plan” hereafter). Follow-up questions were: “if the organisation had human resources dedicated,” and “if funding was allocated to the implementation of it.”

Table 13. Percentages of the sport federations with a gender equality plan, and the human resources and funding for its implementation in each country

Country	Gender Equality Plan		Human Resources	Funding
	%	n	%	%
France	74	23	96	87
Finland	68	19	63	21
Israel	33	9	67	67
Portugal	33	5	33	44
Spain	22	6	83	67
Georgia	19	6	100	33
Albania	18	4	50	0
Serbia	18	4	50	25
Austria	17	5	40	0
Netherlands	16	4	75	25
Azerbaijan	12	3	100	100
Belgium	12	7	86	71
Lithuania	12	4	50	50
Croatia	11	4	50	0
Denmark	11	2	50	50
Czech Republic	3	1	100	100
Total	22	106	74	49

Twelve of the 16 countries participating in our study seem to have a national gender equality plan. These have been developed by the NOC only (Croatia, Albania, Austria, Lithuania and Netherlands), or the ministry/government department (Portugal and Belgium (Flanders)) or by both the NOC and the ministry/government department (Finland, France, Georgia, and Israel). In addition, 22% of the sport federations have such a policy or plan for advancing towards equality between females and males in sport. However, it is not that common. The exceptions are France and Finland, where respectively 74% and 68% of the sport federations do have such a policy. Table 13 shows that very few sports in Croatia, Czech Republic, Denmark, Azerbaijan, Belgium or Lithuania have a gender equality action plan.

It is, however, not enough to have a gender equality plan. A country also needs the resources to carry it out. The sport federations in Azerbaijan, Czech Republic and Georgia all have human resources dedicated to the implementation of the plan and the two first also have funding allocated. Fewer sport federations (on average 49%) have funding, compared with human resources (on average 74%), for carrying out the plan in practice (Table 13).

Two of the most common strategies used to enhance gender equality are affirmative action and gender mainstreaming. Tables 14 A and B reveal that relatively few sport federations (17%) use these strategies and that there are large differences between the countries. Gender mainstreaming is most often used by the sport federations in France (39%), Spain (33%) and in Finland (32%). The same countries, plus Israel, also have the highest number of sport federations that are taking affirmative action (France 48%, Spain and Israel 37%). In most of the countries affirmative action has been used more often than gender mainstreaming. This is true for France, Spain, Croatia, Israel, Portugal, Serbia, Denmark and Netherlands. In Finland, Lithuania, Azerbaijan and Albania it is the opposite, since gender mainstreaming strategies have been used more often than affirmative action. Sport federations in Austria and Georgia have only used gender mainstreaming and those in the Netherlands only affirmative action.

Tables 14.A and 14.B. The use of affirmative action and gender mainstreaming in the sport federations in the different countries

14.A Affirmative action		
Country	%	n
France	48	15
Israel	37	10
Spain	37	10
Croatia	27	9
Portugal	19	5
Serbia	18	4
Denmark	17	3
Netherlands	16	4
Belgium	13	8
Azerbaijan	12	3
Finland	11	3
Czech Republic	6	2
Lithuania	6	2
Albania	5	1
Austria	0	0
Georgia	0	0
Total	17	79

14.B Gender mainstreaming		
Country	%	n
France	39	12
Spain	33	9
Finland	32	9
Lithuania	24	8
Austria	23	7
Azerbaijan	16	4
Croatia	15	5
Israel	15	4
Portugal	15	4
Albania	14	3
Serbia	14	3
Belgium	12	7
Denmark	11	2
Georgia	9	3
Czech Republic	6	2
Netherlands	0	0
Total	17	82

2.7 Conclusion

In general, there are large differences between the countries with respect to all of the themes surveyed in the study. Only Netherlands (57%) and Finland (50%) among the NOCs have a gender-balanced composition of their boards, which is necessary for having influence on the future development of their sports. In general, there is little gender balance in sport in almost all areas and in all countries. However, there are some countries which score among the highest in most of the tables and the figures presented. These are primarily France, Finland, Spain and Israel as shown in the first part of this report.

Sport is in many ways a mirror of society at large, and it may therefore be interesting to see how the two 'top' countries in our study are ranked with respect to gender equality in general. On the Gender Equality Index 2017 produced by EIGE¹⁸, Finland is number three and France number five among the countries in the European Union. These two countries also score high on the Global Gender Gap report from 2018 produced by the World Economic Forum¹⁹. Finland is number four and France number 11 here. This indicates that gender equality in society at large may be of high importance for the development of gender equality in sport. Both in France and Finland the ministries responsible for sport are very active with respect to implementing programs so that sport can be more gender balanced. The importance of getting the ministries/public authorities in many of the countries more active in developing gender equality in sport should therefore be strengthened.

18. EIGE (2018) Gender Equality Index 2017.

19. World Economic Forum (2018). The Global Gender Gap Report 2018.

3. GENDER EQUALITY IN AND BETWEEN THE DIFFERENT SPORTS

In the following section we are looking at differences between some of the Olympic sports, 30 out of the 35 reported in the study. The criteria used to include the sports in the analysis was that the sport should exist in a least half (8) of the countries, and that it should belong to only one international federation/union.²⁰

3.1 Gender equality in leadership in the different sports

Table 15 presents the percentage of female presidents, vice-presidents and board members in the different sports, in the number of countries where this sport exists. Eleven sports (37%) do not have any female presidents. These are badminton, boxing, canoeing, cycling, handball, hockey, rowing, shooting, taekwondo, volleyball and wrestling. Most female presidents are found in skating (20%), gymnastics (19%) and triathlon (12%). Gymnastics (46%) and skating (40%) have the largest proportion of female vice-presidents. One sport, ice hockey, does not have any female vice-presidents. Two sports, gymnastics and skating, have a gender balanced representation, with 56% and 51% female board members. For all other sports the women account for 28% or less on the boards of their sport federations.

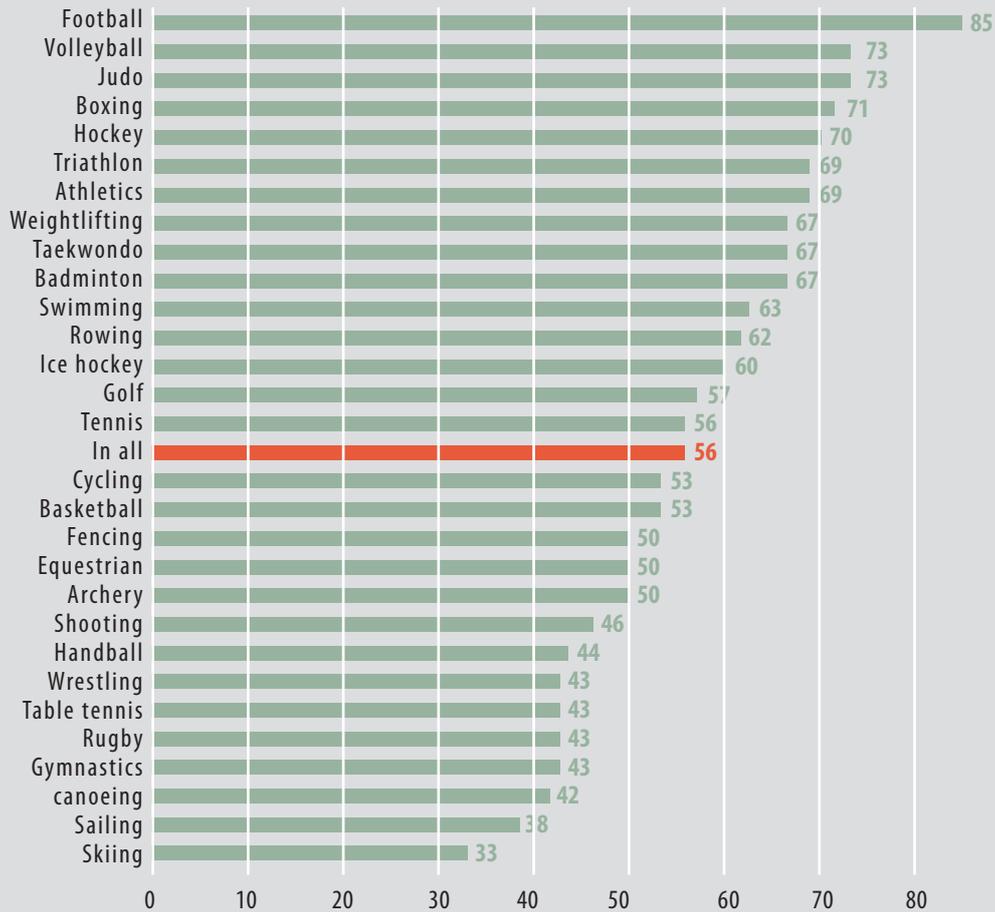
20. As examples, the ski federation in France (which covers both biathlon and skiing) and belongs two different international federations/union. The same is true for the Azerbaijan rowing and canoe federation. The two criteria mentioned above, resulted in the following sports not being included in the analysis - bobsleigh and skeleton, biathlon, curling, luge and pentathlon. With respect to those sports where there are more than one federation belonging to the same international federations, for example many federations in Belgium and canoe in Czech Republic, we have used the following logic. For 0-1 variables such as actions taken and gender mainstreaming, the sports are only counted once, but when we operate with sum scores (like number of board members and memberships), then both sport federations are counted, since it is the proportion of female board members and female membership that is presented.

Table 15. Female leadership in the different sports

Sports	Female presidents		Female vice-presidents		Female board members	
	%	n	%	n	%	n
Archery	7	2	19	4	24	29
Athletics	3	1	18	7	22	54
Badminton	0	0	27	7	26	33
Basketball	3	1	15	6	20	40
Boxing	0	0	8	2	15	22
Canoeing	0	0	12	3	13	16
Cycling	0	0	8	3	15	28
Equestrian	7	2	12	4	26	43
Fencing	4	1	32	9	26	32
Football	4	1	7	2	10	19
Golf	7	2	11	2	17	27
Gymnastics	19	5	46	18	52	83
Handball	0	0	21	8	21	48
Hockey	0	0	17	3	27	25
Ice hockey	5	1	0	0	12	11
Judo	3	1	11	4	17	30
Rowing	0	0	6	2	25	33
Rugby	3	1	18	7	19	27
Sailing	8	2	25	10	26	36
Shooting	0	0	11	3	17	28
Skating	20	5	40	6	51	58
Skiing	5	1	20	3	13	11
Swimming	8	3	23	9	27	61
Table tennis	3	1	17	5	16	24
Taekwondo	0	0	14	4	25	38
Tennis	3	1	21	8	14	32
Triathlon	12	3	20	6	27	43
Volleyball	0	0	19	6	28	53
Weightlifting	4	1	26	6	22	25
Wrestling	0	0	14	6	10	19
Total	4	35	18	163	22	1028

7

ACTIONS TAKEN TO GET MORE WOMEN INTO DECISION-MAKING POSITIONS IN THE DIFFERENT SPORTS (%)

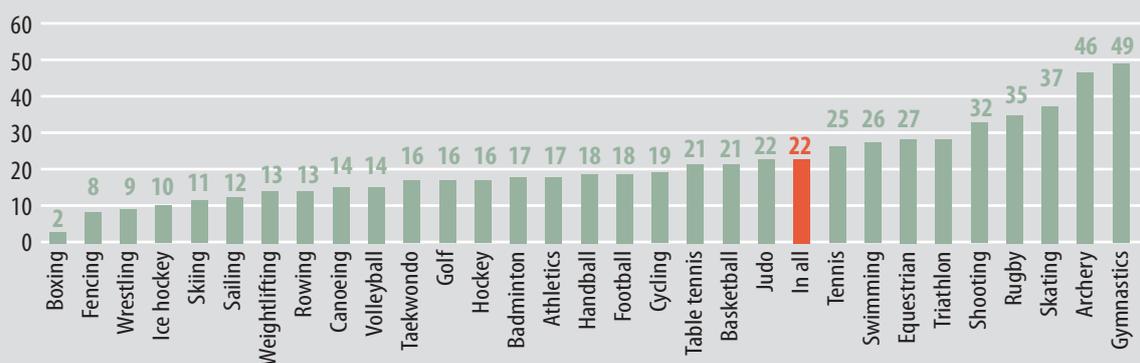


Many sport federations have taken measures to recruit and increase the number of women in decision-making positions in sport. This is shown in Figure 7. The most active has been football, where 85% of the national football federations have done so, followed by judo and volleyball (73%) and boxing (71%).

3.2 Gender equality in coaching by sport

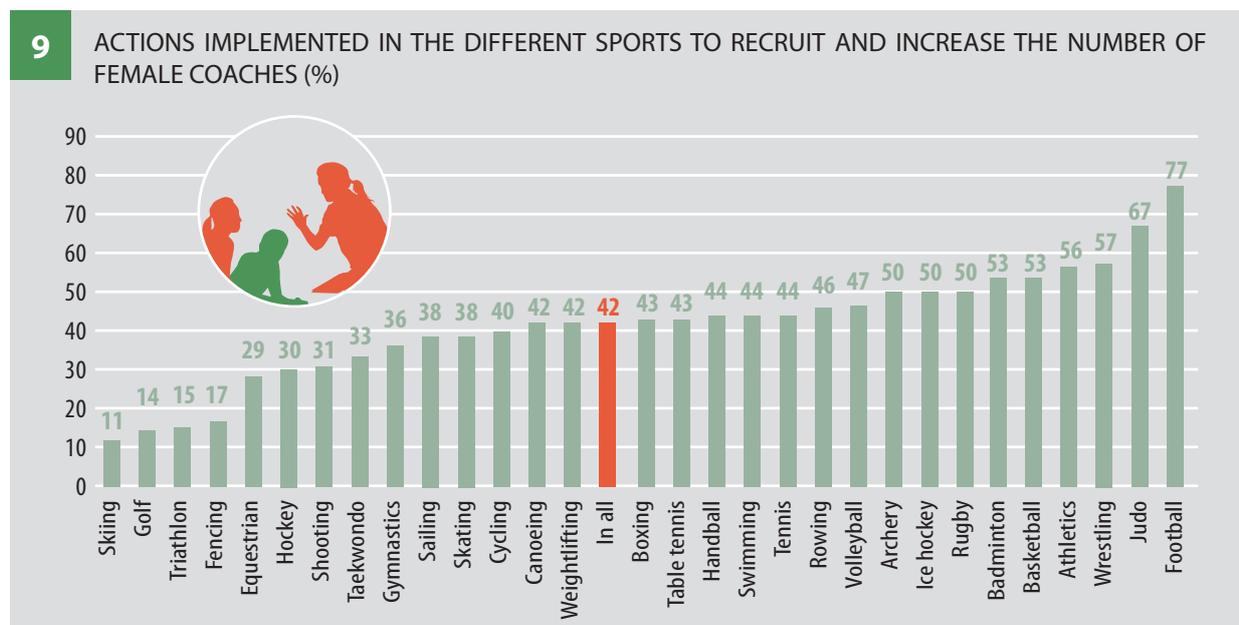
8

PERCENTAGES OF FEMALE ELITE LEVEL EMPLOYED COACHES BY SPORT



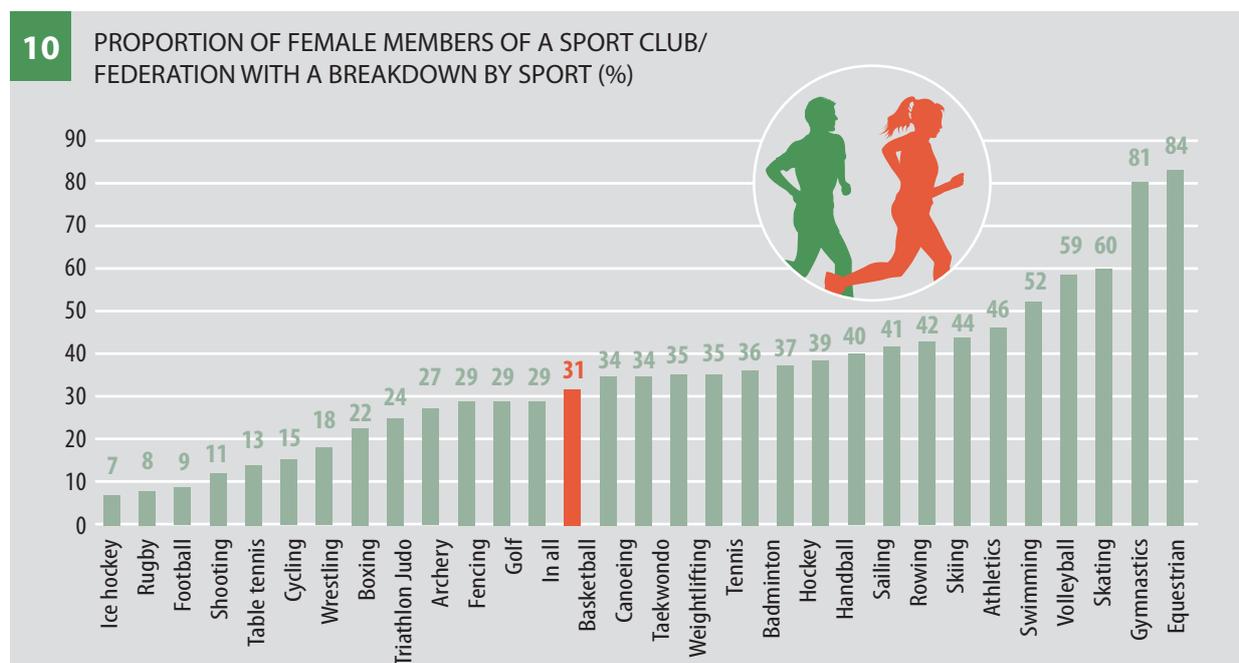
Almost half of the employed elite level coaches in the gymnastics (49%) and archery (46%) federations are women. These are also the only sports that are gender balanced. Boxing, fencing, ice hockey and wrestling have the fewest female elite level employed coaches. This is shown in Figure 8.

As shown in Figure 9, many sport federations have implemented measures to recruit and increase the number of women coaches. Between the Football federations 77% have done this. In nine of the sports (archery, athletics, badminton, basketball, football, ice hockey, judo, rugby and wrestling), 50% or more have taken action in this area. In fencing, golf, skiing and triathlon very few federations have developed policies to increase the number of female coaches.



3.3 Gender equality in participation in the different sports²¹

In this European study, the following sports have more female than male members of a sport club/federation - equestrian (84%), gymnastics (81%), skating (60%), volleyball (59%) and swimming (52%). Men dominate in all other sports and there are very few female members of a sport club or a federation in shooting (11%), football (9%), rugby (8%) and ice hockey (7%). 70% (n=21) of the sports have fewer than 40% of female members (Figure 10).



21. In interpreting these results, one should take into account that there are many federations that did not answer the questions on registered members either for under 18 years of age or 18 years and above.

Figure 11 reveals which sports have taken action to increase the number of girls and women active in physical activity/sport. Many sports are active in this area (62% on average) and every federation in basketball and ice hockey have done so.

11 ACTIONS TAKEN BY THE DIFFERENT SPORTS TO INCREASE THE NUMBER OF GIRLS AND WOMEN ACTIVE IN SPORT/PHYSICAL ACTIVITY (%)



3.4 The prevention of gender-based violence in the different sports

The sport with the highest number of federations with a policy or action plan for preventing and combating gender-based violence in sport is football. Table 16 shows that 62% of the football federations have such a policy in place. For skating and triathlon the percentage is 46.

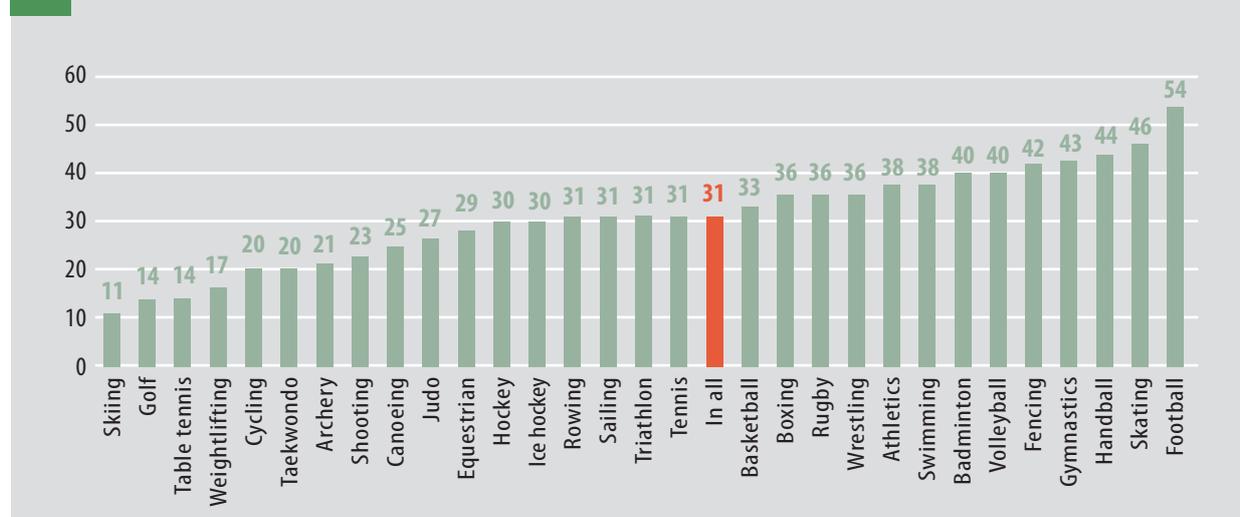
Table 16. Sport federations with a gender-based violence policy and those with funding for its implementation

Sport	Gender-based violence policy		Funding	
	%	n	%	n
Football	62	8	38	3
Skating	46	6	0	0
Triathlon	46	6	33	2
Badminton	40	6	33	2
Athletics	38	6	17	1
Equestrian	36	5	20	1
Wrestling	36	5	20	1
Basketball	33	5	0	0
Cycling	33	5	20	1
Swimming	31	5	40	2
Hockey	30	3	0	0
Archery	29	4	25	1
Rugby	29	4	50	2
Judo	27	4	25	1
Fencing	25	3	0	0

Sport	Gender-based violence policy		Funding	
	%	n	%	n
Handball	25	4	25	1
Tennis	25	4	25	1
Sailing	23	3	67	2
Shooting	23	3	33	1
Golf	21	3	0	0
Gymnastics	21	3	67	2
Ice hockey	20	2	50	1
Volleyball	20	3	0	0
Canoeing	17	2	100	2
Weightlifting	17	2	0	0
Rowing	15	2	50	1
Boxing	14	2	0	0
Table tennis	14	2	0	0
Skiing	11	1	0	0
Taekwondo	0	0	0	0
Total	27	111	25	28

None of the national federations in taekwondo have a gender-based violence policy and in boxing, canoeing, rowing, skiing, table tennis and weightlifting, the percentage is under 20. As indicated earlier, one needs resources to implement an action plan or policy. Table 16 reveals that basketball, boxing, fencing, golf, hockey, skating, skiing, table tennis, volleyball and weightlifting have no funding allocated to carry out their plan. Sailing is the sport where all federations (n=2) with a gender-based violence policy have earmarked funding.

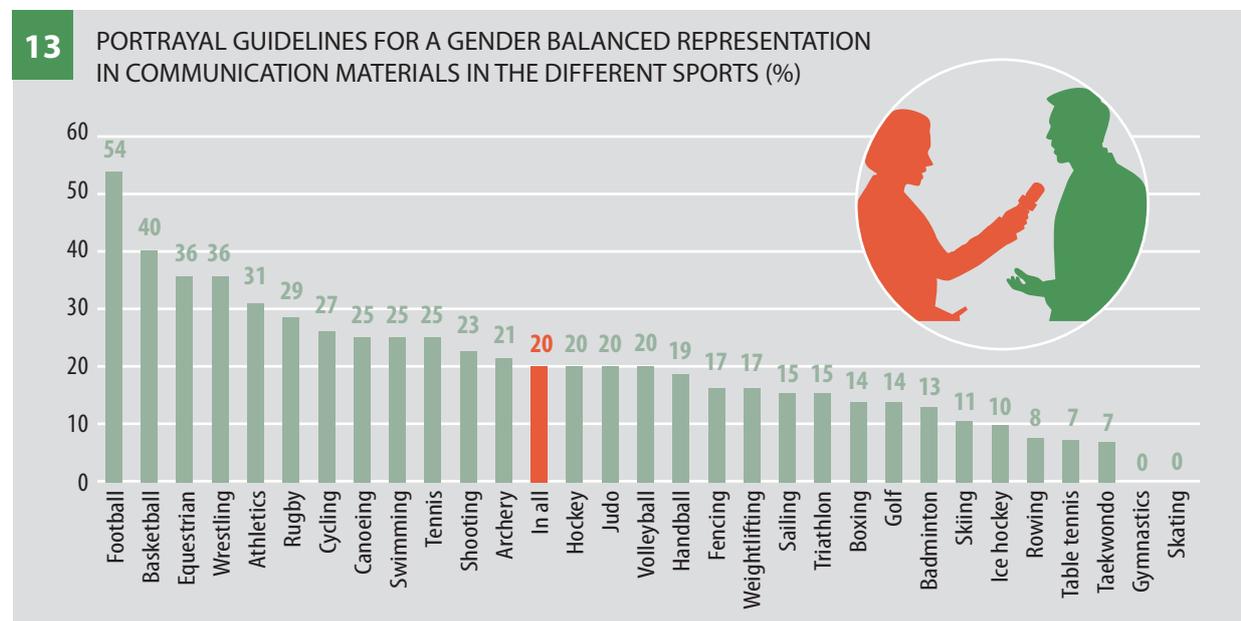
12 ACTIONS TAKEN BY THE DIFFERENT SPORTS TO PREVENT GENDER-BASED VIOLENCE (%)



Football is also the sport where most federations (54%) have implemented measures to combat and prevent gender-based violence in sport. In six other sports, 40% or more of their federations have taken action in this area (badminton, fencing, gymnastics, handball, skating and volleyball). Only 11% of the skiing federations have done so (Figure 12).

3.5 Gender equality in media/communications in the different sports

Figure 13 shows the percentage for each sport that have some portrayal guidelines, produced by the federation, for gender balanced representation in the content of communication materials (texts, pictures, social media, etc.). As many as 80% of the sport federations do not have any such guidelines. For two sports, gymnastics and skating, there are none in any country. There are however large differences between the sports. More than half (54%) of the football federations have portrayal guidelines for gender-balanced representation in the content of their communication materials. For basketball it is 40% and for equestrian and wrestling 36%.



3.6 Policies and programmes to address gender equality by sport

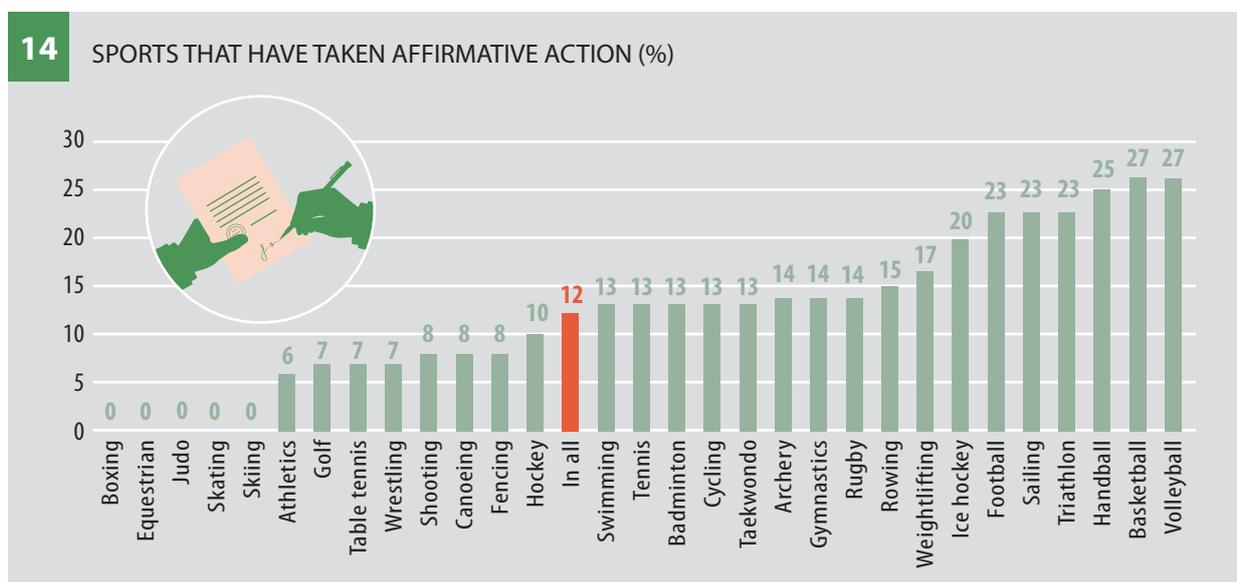
The sport federations were also asked if they had “a specific written policy and/or action plan for advancing towards equality between females and males in sport” (referred to as a “gender equality plan” hereafter). Except for equestrian, where no federations had a plan, there is at least one federation in each of the other sports that has such a gender equality plan. The sport that has the highest number of federations with a gender equality plan is football (54%). For handball, sailing and swimming the percentage is 38%. This is shown in Table 17. The sport federations were also asked if they had human resources and funding to implement their plans. The columns to the right in Table 17 reveals that nine of the sports (cycling, fencing, football, handball, hockey, ice hockey, rowing, rugby and triathlon) have some human resources dedicated to its implementation, but no federation in skating or skiing have such resources. Federations in fencing, ice hockey, and triathlon did have funding allocated to carry out their gender equality plans, but no federations in boxing, judo, skating or skiing had any funding allocated to implement the policy.

Table 17. Sports that have a gender equality plan and those with human resources and funding allocated for its implementation.

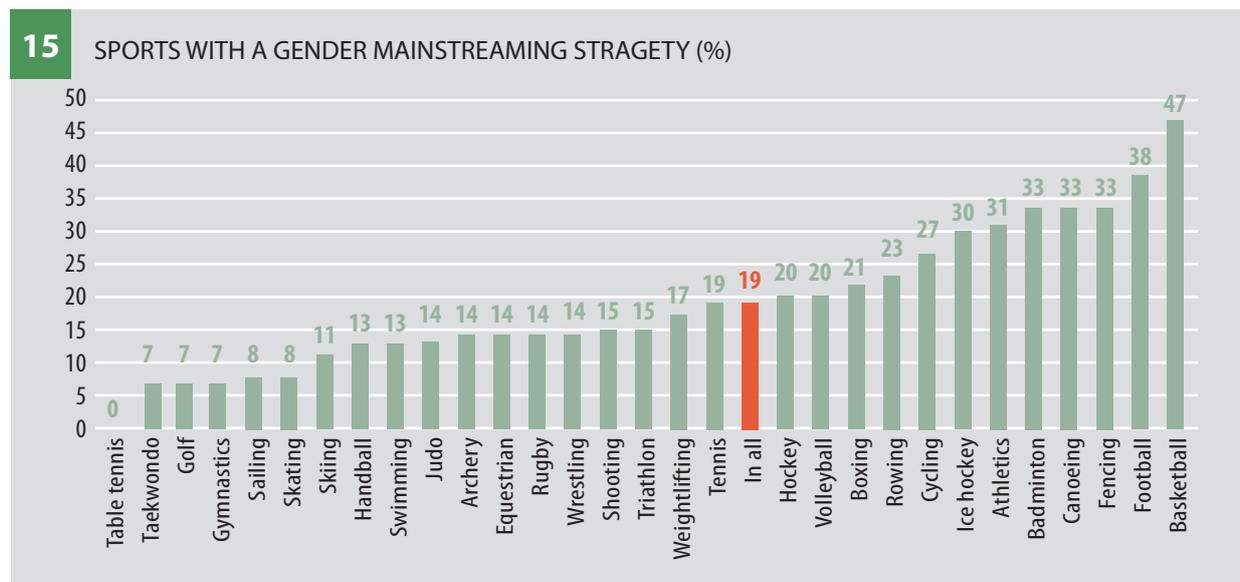
Country	Gender Equality Plan		Human Resources		Funding	
	%	n	%	n	%	n
Football	54	7	100	7	43	3
Handball	38	6	100	6	67	4
Sailing	38	5	80	4	60	3
Swimming	38	6	50	3	33	2
Badminton	33	5	80	4	40	2
Basketball	33	5	80	4	80	4
Taekwondo	33	5	60	3	40	2
Volleyball	33	5	60	3	80	4

Country	Gender Equality Plan		Human Resources		Funding	
	%	n	%	n	%	n
Weightlifting	33	4	75	3	50	2
Golf	29	4	75	3	25	1
Wrestling	29	4	50	2	25	1
Cycling	27	4	100	4	50	2
Athletics	25	4	50	2	25	1
Tennis	25	4	75	3	50	2
Rowing	23	3	100	3	67	2
Shooting	23	3	67	2	33	1
Skating	23	3	0	0	0	0
Triathlon	23	3	67	2	100	3
Archery	21	3	67	2	67	2
Rugby	21	3	100	3	67	2
Hockey	20	2	100	2	50	1
Ice hockey	20	2	100	2	100	2
Canoeing	17	2	50	1	50	1
Boxing	14	2	50	1	0	0
Gymnastics	14	2	50	1	50	2
Table tennis	14	2	50	1	50	1
Judo	13	2	50	1	0	0
Skiing	11	1	0	0	0	0
Fencing	8	1	100	1	100	1
Equestrian	0	0	0	0	0	0
Total	25	102	72	73	50	51

As shown earlier few sports have taken affirmative action to make up for past discrimination and inequality in sport. The sports where most federations have used affirmative action are basketball (27%), volleyball (27%) and handball (25%). None of the federations in boxing, equestrian, judo, skating or skiing have taken affirmative action (Figure 14).



Gender mainstreaming is not used very often (Figure 15). Table tennis is the only sport where no federation has implemented this strategy. For basketball it is almost half (47%) of the federations, but for 17 of the sports less than 20% of their federations have worked with a gender mainstreaming strategy.



3.7 Conclusion

Not surprisingly the highest proportion of women in decision-making positions and among elite level employed coaches are found in traditional female sports such as gymnastics and skating. Two sports have many more female than male members and therefore need more men to be gender balanced. These are equestrian with 84% female members and gymnastics with 81%. In addition, skating (60%), volleyball (59%) and swimming (52%) are gender balanced. But, in spite of this high proportion of female members, the most powerful positions in these, and in most other sports, are almost always held by a man, eg the president. This implies that women do not get the opportunity to influence the development of the sport to the same degree as men. To change this situation, it may be important for sport federations to have a gender equality plan and to use common strategies for change, such as affirmative action and gender mainstreaming. The results revealed that the sport federations often use neither of these approaches. It is interesting that football, which for many years was looked upon as a very masculine sport, and forbidden for women, today scores higher than many other sports on some of the gender equality indicators in our study. More than half of the football federations, for example, have a gender equality plan. The fact that UEFA (and FIFA) for many years have implemented different projects to increase the number of girls and women in the world of football may partly explain this positive development. In conclusion, sport federations should become more proactive with respect to implementing plans for change in their sport, and learn from each other, both inside and outside their own country.



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