

AUSTRIA

GENDER EQUALITY IN SPORT



LEAFLET 2019¹



TOTAL POPULATION

8.793.370

MEDIAN AGE

43.2 YEARS



GDP PER CAPITA

49.464 €²



POPULATION

48.8%

MALE



FEMALE

51.2%

LIFE EXPECTANCY

76,9 YEARS

MALE

FEMALE

82.8 YEARS

Sources: Countrymeters 2019

“ALL IN: TOWARDS GENDER BALANCE IN SPORT”

The data in this factsheet is from the “ALL IN: Towards gender balance in sport”, a European Union (EU) and Council of Europe joint project. Its aim is to provide support to public authorities and sport organisations when adopting gender mainstreaming strategies and in designing and implementing policies and programmes to address gender inequality in sport. The project **covers and standardises data collection in 18 countries, based on a set of commonly agreed “basic” gender equality indicators** in six strategic fields: leadership; coaching; participation; gender-based violence; media/communication; and policies and programmes addressing gender equality in sport.

- To find more results for Austria, and the other countries involved in the project, as well as examples of good practice and a toolkit on gender equality in sport, have a look at the project website: www.coe.int/sport/ALLIN

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

Funded
by the European Union
and the Council of Europe



EUROPEAN UNION

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Implemented
by the Council of Europe

1. The results are based on 30 Olympic sport federations plus the Austrian Olympic Committee. Data was collated on 31 December 2018 except for the area of participation in sport, which was collated on 31 December 2017
2. Estimated for 2019

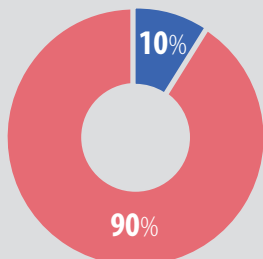


LEADERSHIP

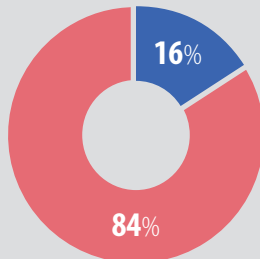
DATA SEPARATED BY GENDER



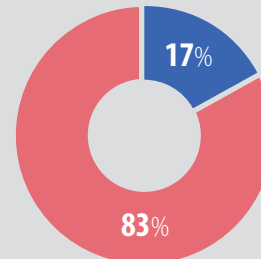
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



2 FEMALE AND MALE VICE-PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



3 PERCENTAGE OF FEMALE AND MALE EXECUTIVE HEADS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)

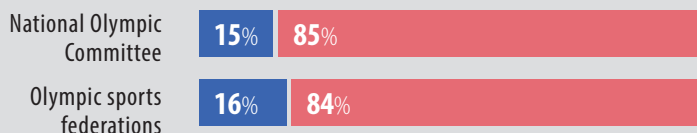


- ▶ Only three (10%) Olympic sport federations have a female president. These are athletics, equestrian and figure skating **1**.
- ▶ Among the 96 vice-presidents of the 30 Olympic sport federations, 16% (n=15) are women **2**.
- ▶ Two federations (7%) have the same number of female and male vice-presidents – curling and sailing.
- ▶ 17% (n=5) of the sport federations have a female executive head **3**.

THE OLYMPIC COMMITTEE

is chaired by a male president and three vice-presidents, of which one is a woman. Its executive head is a male.

4 FEMALE AND MALE BOARD MEMBERS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS AND THE NATIONAL OLYMPIC COMMITTEE (%)



The Olympic Committee (15%) and the sport federations (16%) have very few female board members **4**.

Only the gymnastics federation has a balanced representation of female and male members on its board.

30% (n=9) of the federations have no female board members.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN IN DECISION-MAKING POSITIONS

50% (n=15) of the **sport federations** have implemented measures to recruit or increase the number of females in elected/appointed decision-making positions in sport, since 2015. These federations are athletics, badminton, basketball, bobsleigh/skeleton, boxing, equestrian, fencing, gymnastics, luge, rowing, rugby, sailing, swimming, taekwondo and volleyball.

53% (n=8) of these have put in place transparent, clear and gender friendly election/appointment procedures and 33% (n=5) have organised training seminars and workshops for decision makers. The athletics federation is the only one that has developed a written action plan to increase the number of women in decision making positions. In addition, the rugby federation is the only one that has established a mentoring programme for (future) female leaders.

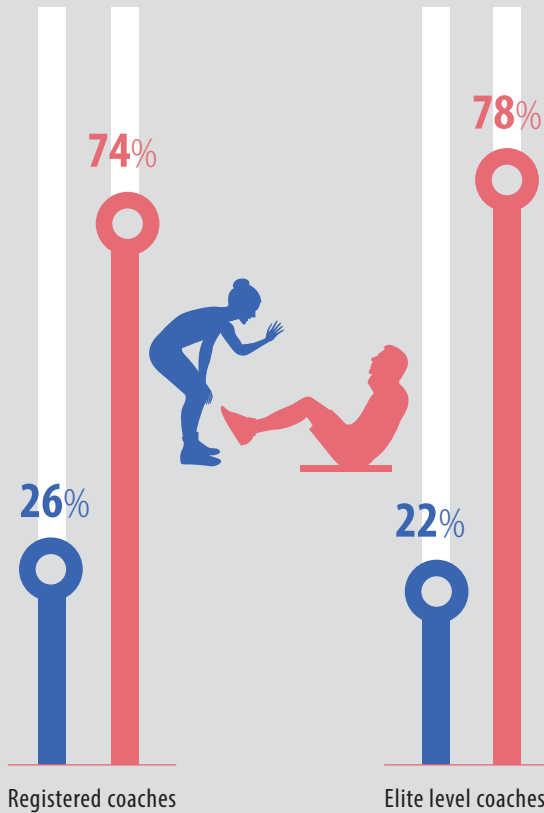


COACHING³⁻⁴

DATA SEPARATED BY GENDER

5

FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



In the Olympic sport federations female coaches account for **26%** (n=380) of registered coaches and **22%** (n=29) of employed elite level coaches.

ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Figure Skating: 82% (n=46)
- ▶ Equestrian: 39% (n=14)
- ▶ Badminton: 36% (n=4)

Federations with the highest percentage of registered male coaches:

- ▶ Canoeing (n=4), cycling (n=8), shooting (n=1), table tennis (n=5), taekwondo (n=8) and wrestling (n=12). All their registered coaches are male.



The Swimming federation has a gender balance in their registered coaches with 50% females and 50% males.

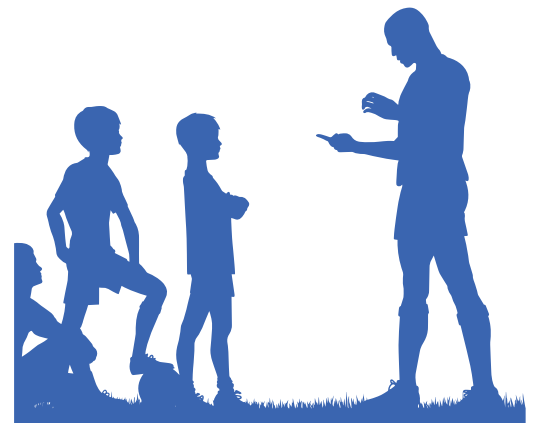
ELITE LEVEL COACHES

- ▶ **60%** (n=18) of the federations have not employed a female elite level coach.
- ▶ **40%** (n= 12) of the federations have employed between 1-8 female elite level coaches – a total of 29.
- ▶ **77%** (n=23) of the federations have employed between 1-13 male elite level coaches – a total of 101.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

40% (n=12) of the **sport federations** have taken measures to recruit or increase the number of female coaches since 2015. The federations are archery, badminton, equestrian, fencing, gymnastics, handball, luge, modern pentathlon, rowing, sailing, swimming, and volleyball.

More than half of these federations (58%, n=7) have put in place transparent, clear and gender-friendly recruitment procedures to increase the number of female coaches and 25% (n=3) have established mentoring programmes for (future) female coaches. Less popular among the Austrian sport federations for reducing the gender gap in coaching is: dedicating resources for female coaches (earmarked money, child care when attending training seminars/coaching in competition, etc); establishing a database of female coaches; and research on gender equality in coaching (n=1).



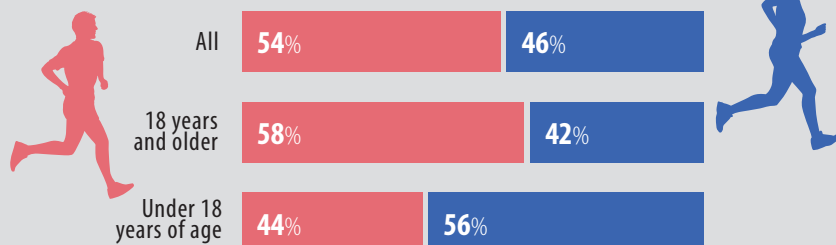
3. In the following section, the term “coaches” also covers trainers and instructors
 4. The Basketball Federation did not answer the question on registered coaches



PARTICIPATION⁵ (from grassroots to elite sport)

DATA SEPARATED BY GENDER

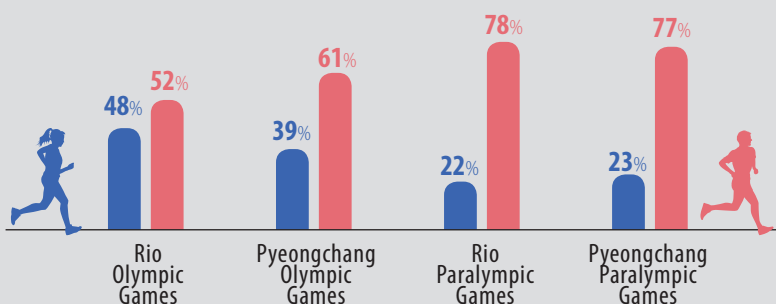
6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Women account for 46% of the members of sport clubs/federations. Surprisingly, more girls (56%) than boys are active in sport. This seems to be due to a very high number of girls participating in equestrian. Among adults, males dominate (58%), compared with 42% of the women. As many as 81% (n=13) of the sport federations that provided information about their membership, have fewer than 40% female members.

► 84% of the members in the equestrian federation and 62% of the members in the volleyball federation are women. The sports with the largest proportion of males are table tennis (89%) and cycling (83%). Only one sport (athletics) is gender balanced with 49% females.

7 FEMALE AND MALE PARTICIPANTS AT THE OLYMPIC AND PARALYMPIC GAMES IN RIO (2016) AND IN PYEONGCHANG (2018) (%) - (SOURCE: INTERNATIONAL OLYMPIC COMMITTEE (IOC))



7 shows that the Austrian delegations to the last Olympic and Paralympic Games had a larger number of male athletes. The smallest gender difference is among the participants at Rio (48% female and 52% male athletes). The largest gender difference is at the Rio Paralympic Games, where female athletes accounted for only 22%.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF GIRLS AND WOMEN ACTIVE IN SPORT AND/OR IN PHYSICAL ACTIVITY

63% (n=19) of the sport federations have implemented measures to increase the number of girls and women active in sport and physical activity since 2015. These federations are archery, athletics, basketball, badminton, bobsleigh/skeleton, cycling, fencing, handball, ice hockey, judo, shooting, rowing, rugby, sailing, swimming, taekwondo, tennis, triathlon and volleyball.

More than half (58%, n=11) of these federations have dedicated financial resources for girls and women's sport and physical activity (funding specific projects, etc.). 47% (n=9) have developed a written action plan to increase the number of girls and women active in their sport. Some have arranged awareness raising campaigns targeting girls and women, while others have offered taster sessions for girls and women only. 11% (n=2) have changed the sporting provision by introducing new sports, activities or ways of practising them.

ACTIONS/MEASURES TAKEN TO IMPROVE THE SITUATION FOR FEMALE ELITE LEVEL ATHLETES

53% (n=16) of the sport federations have implemented measures to improve the situation of female elite level athletes since 2015. These are archery, athletics, badminton, basketball, boxing, cycling, fencing, handball, luge, rowing, sailing, shooting, table tennis, tennis, triathlon and volleyball.

All of the above 16 federations are working towards providing the same conditions for female and male elite level athletes. One federation is co-operating with universities to enable athletes to gain an education while pursuing their athletic careers. Another has introduced a long-term development plan for the women's national team and, finally, one federation has employed more female staff eg coaches, nutritionists and a female medical coordinator for the special needs of female athletes.

The Olympic Committee has also taken action to improve the situation of female elite level athletes by providing medical care, giving identical prize money to successful athletes and they are currently considering using a gender quota in the allocation of funds.

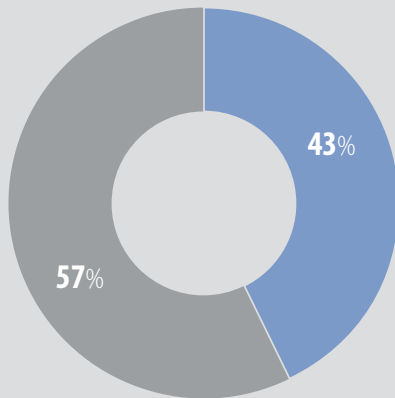
5. Two federations stated that they have no female members and 12 did not provide information about their membership. Therefore, data is not available for the following federations: canoe, gymnastics, fencing, handball, ice hockey, luge, rugby, sailing, shooting, skating, swimming, taekwondo, tennis and wrestling



GENDER-BASED VIOLENCE ACTION PLAN

8

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



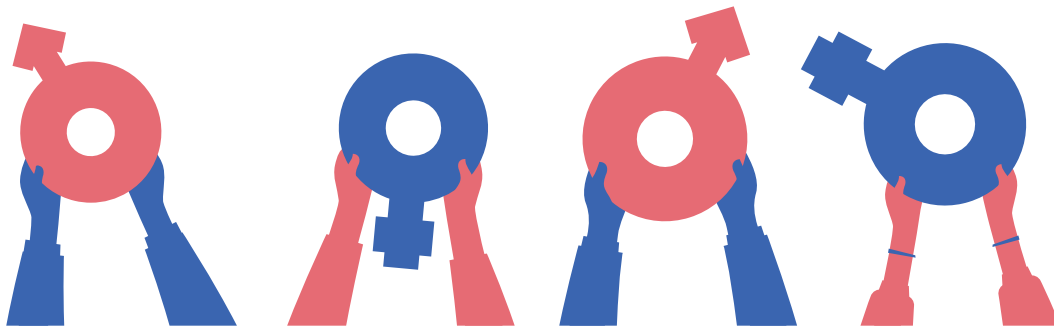
- Have a policy and/or action plan
- Don't have a policy and/or action plan

8 shows that **57%** (n= 17) of the sport federations have a written policy and/or action plan for preventing and combating gender based violence in sport. These federations are athletics, badminton, cycling, equestrian, fencing, figure skating, handball, ice hockey, judo, luge, rowing, rugby, sailing, swimming, tennis, triathlon, and volleyball.

The equestrian federation was the first to put its policy in place - in 2012. Ten federations introduced their policy in 2018.

Among those that have a policy and/or action plan:

- ▶ 24% (n=4) have a monitoring and evaluation mechanism in place
- ▶ 71% (n=12) have human resources dedicated to its implementation
- ▶ 18% (n=3) have funds allocated
- ▶ The **Olympic Committee** has a written plan to prevent and combat gender based violence as well as a monitoring and evaluation mechanism and human resources dedicated to its implementation.



ACTIONS/MEASURES TAKEN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE

67% (n=20) of the sport federations have implemented actions/measures, since 2015, to prevent and combat gender-based violence in sport. These federations are archery, athletics, badminton, basketball, cycling, equestrian, fencing, figure skating, gymnastics, handball, ice hockey, judo, luge, rowing, rugby, sailing, swimming, tennis, triathlon and volleyball.

The actions taken most often to prevent and combat gender based violence include the development of codes of conduct/ethical guidelines for coaches and decision makers (80% n=16) and the organisation of training seminars and workshops for coaches and support staff (70% n=14). Awareness raising campaigns have been initiated by 55% (n=11) of the federations.

The **Olympic Committee** has also taken many initiatives to prevent gender based violence: codes of conduct/ethical guidelines for coaches and people in decision making positions; criminal record checks; risk assessment procedures; safe venues and safe transport services to, and from, sports facilities. In addition, victims are protected through support services, helplines, etc, and they have produced guidelines for managing cases.

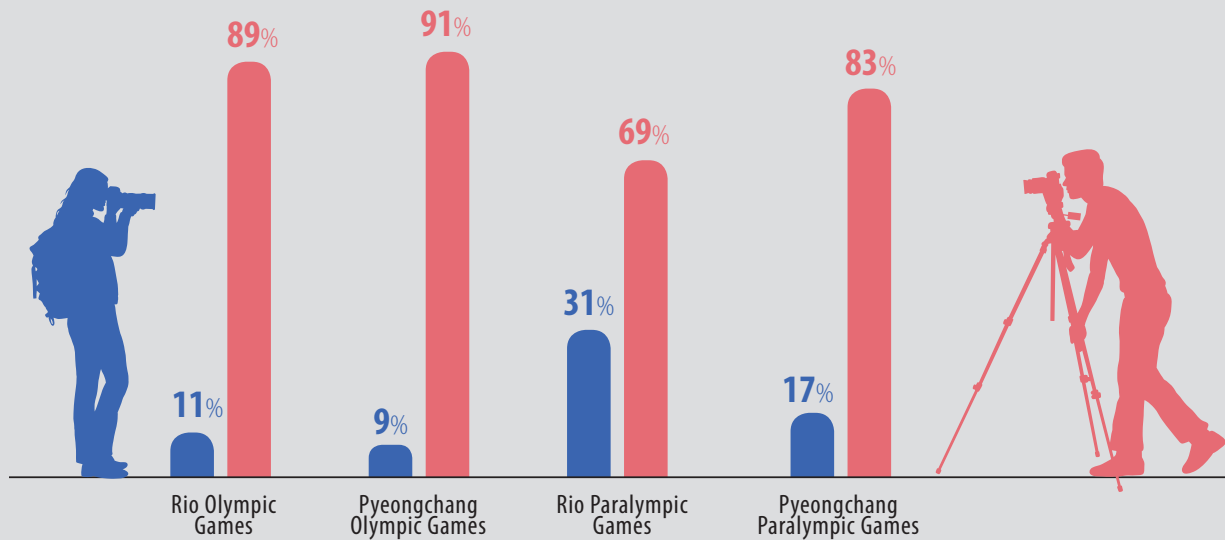


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

FEMALE AND MALE JOURNALISTS/REPORTERS ACCREDITED TO THE OLYMPIC AND PARALYMPIC GAMES (%) (SOURCE: IOC)



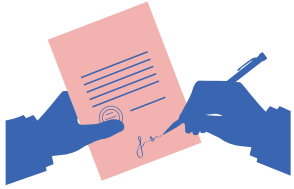
There were very few female journalists and reporters from the Austrian media companies and organisations present at the Olympic Games. The highest proportion of female journalists and reporters (31% n=5) participated in the Rio Paralympic Games **9**.

COMMUNICATION GUIDELINES

17% (n=5) of the **sport federations** have **guidelines on gender balanced representation in their communication material, including social media**. Presenting both genders in text and pictures was mentioned by most of them in their responses. For example, the golf and athletics federations always include both female and male players in their texts, brochures, publications, etc.

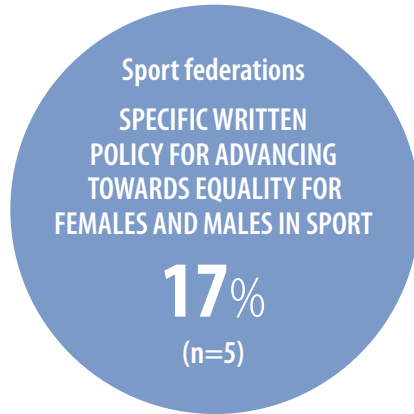
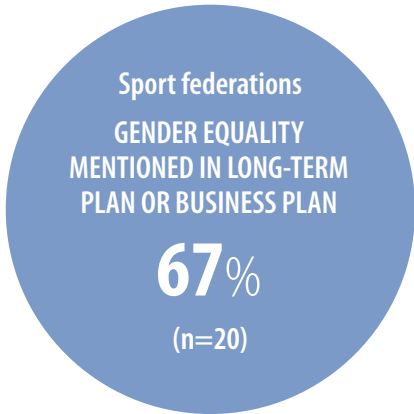
- ▶ The **Olympic Committee** also reported that they have special guidelines for a gender balanced representation in their communication materials, including in social media.





GENDER EQUALITY POLICIES AND PROGRAMMES

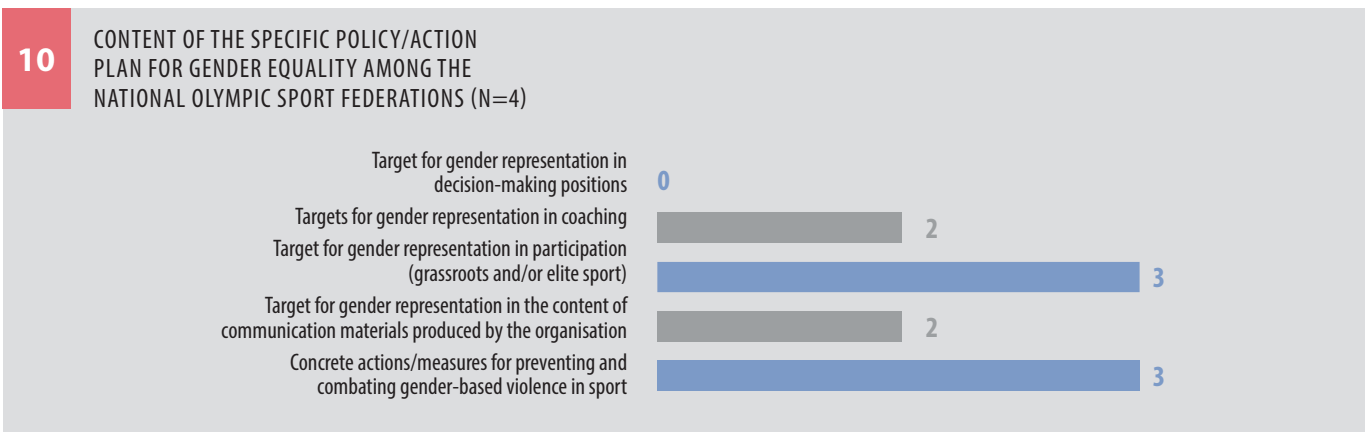
LONG-TERM BUSINESS PLAN AND ACTION PLAN



Athletics, archery, badminton, basketball, bobsleigh/skeleton, canoe, cycling, equestrian, fencing, handball, ice hockey, rowing, sailing, shooting, skating, swimming, table tennis, triathlon, volleyball and wrestling.

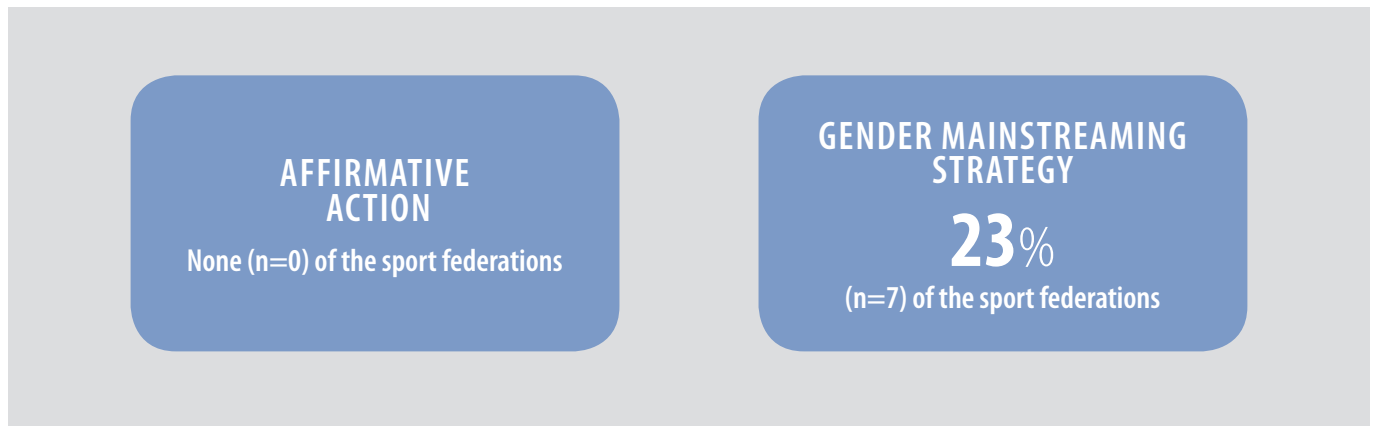
Badminton, luge, sailing, skating and swimming.

- ▶ As seen on the left side, gender equality is included in 67% (n=20) of the sport federations' long-term plans but only 17% (n=5) have a written policy for advancing equality between women and men. The action plans were introduced in 2017 and 2018.
- ▶ All the federations that have a written policy also include gender equality in their long-term plans, except for the luge federation.



- ▶ Among the five sport federations that have an action plan for gender equality: three have targets for gender representation in participation and concrete guidelines for preventing and combating gender based violence in sport and two have targets for gender representation in communication materials and in coaching **10**.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



None of the sport federations take affirmative action, but 23% (n=7) have a gender mainstreaming strategy.

CONCLUSION

The leadership of Austrian sport is dominated by men. Only three (10%) of the 30 sport federations have a female president. Among the vice-presidents and members of the board, females account for 16% and about 26% of the registered and employed coaches are women. The number of women in these governing positions is much lower than the number of women and girls participating in a sport club/federation, which is, respectively, 42% for women and 56% for girls.

Since 2015 action has been taken to improve the situation. 67% mention gender equality in their long term plans but only five federations have a written policy for advancing towards equality for females and males in their sport. No federation has used affirmative action, but 23% have a gender mainstreaming strategy. Half of the sport federations have established measures to recruit or increase the number of women in elected/appointed decision making positions in sport, 40% are working on recruiting or increasing the number of female coaches, 63% have plans to increase active participation in sport and in physical activity and 47% are involved in preventing and combating gender based violence.

Despite not being active in all areas, the Austrian Olympic Committee has, nonetheless, worked towards improving the situation for female elite level athletes and to having gender balanced representation in its communication material, specifically through the development of image guidelines. It has also developed an action plan to prevent and combat gender-based violence in sport.