

# AZERBAIJAN

## GENDER EQUALITY IN SPORT

LEAFLET 2019<sup>1</sup>



TOTAL POPULATION  
**10.210.865**

MEDIAN AGE  
**30.3 YEARS**



GDP PER CAPITA  
**16.560 €<sup>2</sup>**



POPULATION

**49.5%**

MALE



FEMALE

**50.5%**

LIFE EXPECTANCY

**63.2 YEARS**

MALE

FEMALE

**72.0 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 Azerbaijan, 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](http://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 25 Olympic sport federations plus the Ministry of Youth and Sport and the Azerbaijan Olympic Committee. All 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

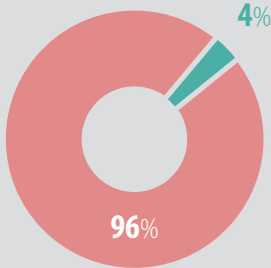


# LEADERSHIP

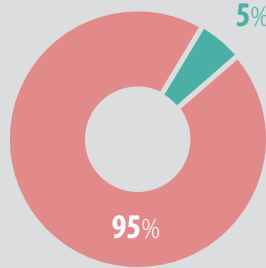
## DATA SEPARATED BY GENDER



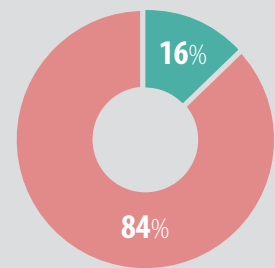
### 1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



### 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 one (4%) Olympic sport federation, gymnastics, has a female president **1**.
- ▶ The 25 Olympic sport federations have 60 vice-presidents. Of these 5% (n=3) are women **2**.
- ▶ One federation (4%) has the same number of female and male vice-presidents – handball.
- ▶ 16% (n=4) of the sport federations have a female executive head **3**.

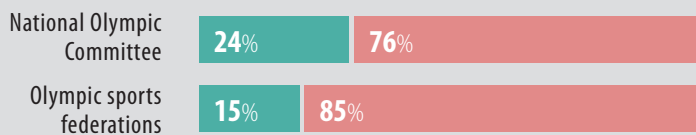
#### THE MINISTRY OF YOUTH AND SPORT

has one female and nine males in administrative/managerial positions.

#### THE OLYMPIC COMMITTEE

is chaired by a male president and has three male vice-presidents. Its executive head is a man.

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



The Olympic Committee has a higher representation of females on its board (24%) compared with the Olympic sport federations (15%) **4**.

**52%** (n=13) of the sport federations do not have any women on their boards.

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

**40%** (n=10) of the sport federations have implemented actions to recruit or increase the number of women in decision making positions in their sport since 2015.

These federations are athletics, basketball, cycling, football, shooting, skating, table tennis, triathlon, volleyball and weightlifting.

**40%** (n=4) of the sport federations that have taken actions/measures, have reserved positions on the boards/committees for women and 30% (n=3) have introduced transparent, clear and gender friendly election/appointment procedures. The same percentage (30%) has arranged training seminars, workshops, etc. for decision makers, and they have also initiated, or supported, research/studies on gender equality in decision making.

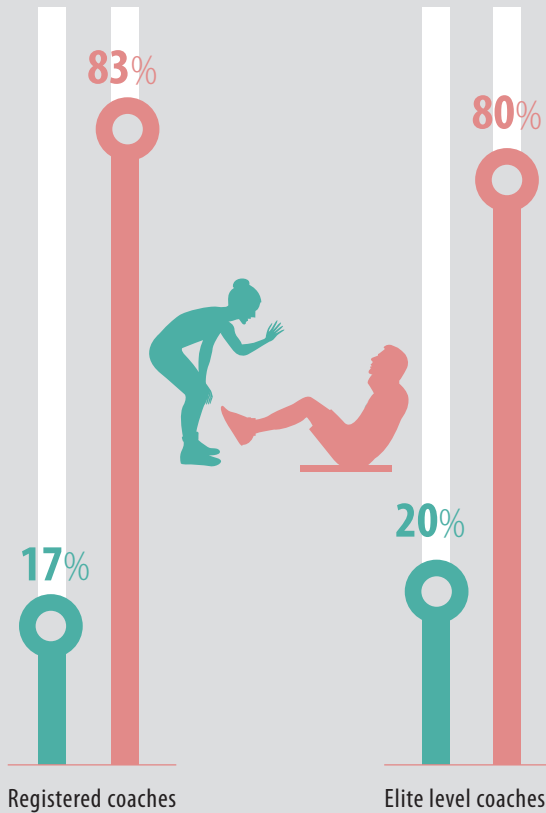


# COACHING<sup>3-4</sup>

## DATA SEPARATED BY GENDER

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



Female coaches registered in the Olympic sport federations account for **17%** (n=145) of all coaches, while **20%** (n=45) of employed elite level coaches are female.


### ALL REGISTERED COACHES

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

- ▶ Gymnastics: 66% (n=27)
- ▶ Archery: 60% (n=3)
- ▶ Sailing: 50% (n=2)

**Federations with the highest percentage of registered male coaches:**

- ▶ Rugby (n=4), skating (n=1), ski (n=1), and swimming (n=7). These federations only have male coaches.

 *One federation, sailing, has a gender balance in its registered coaches - with two females and two males.*

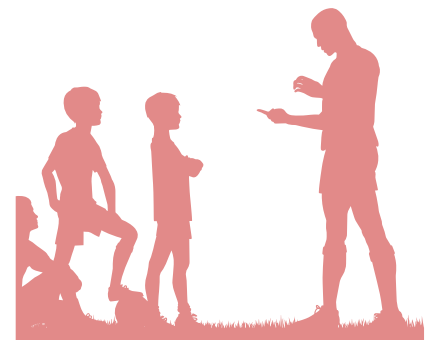
### ELITE LEVEL COACHES

- ▶ **48%** (n=12) of the federations have not employed any elite level female coaches.
- ▶ **52%** (n= 13) of the federations have employed between 1-12 elite level female coaches – a total of 45.
- ▶ **84%** (n=21) of the federations have employed between 1-40 elite level male coaches – a total of 175.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

**56%** (n=14) of the sport federations have implemented measures to recruit or increase the number of female coaches since 2015. These federations are archery, athletics, badminton, basketball, cycling, football, gymnastics, judo, shooting, skating, skiing, taekwondo and wrestling.

The measures that most of them have taken to recruit or increase the number of female coaches are: **implementation of transparent, clear, and gender friendly recruitment procedures** (71% n=10); reserved places for female coaches in education/training courses (43% n=6); and running mentoring programmes for (future) coaches (36% n=5). One federation has created a network of female coaches and another has dedicated resources for female coaches (earmarked money, childcare when attending training seminars, and/or coaching in competition, etc.).



The **Ministry of Youth and Sport** has recently initiated a programme to increase the number of female coaches by developing transparent, clear and gender friendly recruitment procedures.

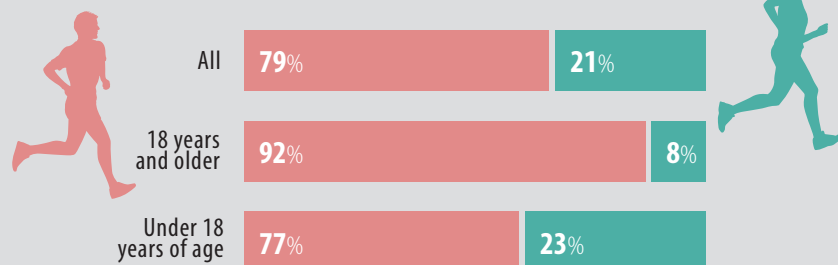
3. In the following section, the term “coaches” also covers trainers and instructors  
 4. Seven of the sport federations did not answer the question about registered coaches



# PARTICIPATION<sup>5</sup> (from grassroots to elite sport)

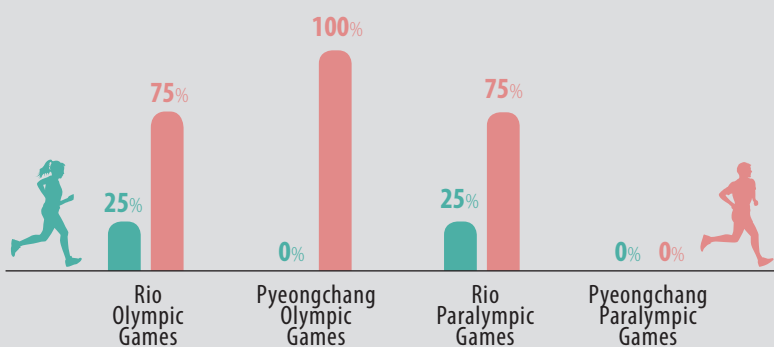
## DATA SEPARATED BY GENDER

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



- ▶ Over three quarters (79%) of the sport club/federation members are men. Only 8% of adult women and 23% of girls are members of a sport club/federation (Figure 6). 74% (n=17) of the sport federations have fewer than 40% female members.
- ▶ Gymnastics (81%), table tennis (63%) and volleyball (62%) are the sports with the greatest proportion of women and girls. Boxing (97%), rowing and canoeing (94%) are the three sports most dominated by men and boys.
- ▶ The equestrian federation with 55% (n=12) females and 45% (n=10) males and the Handball federation with 54% (n=114) females and 46% (n=135) males registered as members are almost gender balanced.

### 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 Azerbaijan delegations had an overwhelming number of male athletes at the last summer Olympic and Paralympic Games. Only 25% of the athletes were women in Rio. In Pyeongchang the only participant was a man.

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

**44%** (n=11) of the sport federations have implemented actions to increase the number of girls and women active in sport or in other physical activity since 2015. These federations are archery, athletics, football, basketball, boxing, cycling, judo, shooting, skiing, swimming, and weightlifting.

**82%** (n=9) of the sport federations that have taken measures to increase girls and women's participation in sport and physical activity have provided equal access to sports facilities for females and males. More than half (n=6) have dedicated financial resources to girls and women's sport and physical activity (funding specific projects), and 46% (n=5) have arranged training seminars, workshops, etc. for coaches and decision makers.

The **Ministry for Youth and Sport** has attempted to increase the number of active girls and women in sport and physical activity by: ensuring equal access to sports facilities for both genders; dedicating financial resources to girls and women's sport (funding specific projects); changing the competition and championships offered to women by making them more gender friendly for girls and women; and initiating or supporting research on gender equality in participation.

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

**40%** (n=10) of the sport federations have recently implemented programmes to improve the situation for female elite level athletes. These are athletics, basketball, cycling, football, gymnastics, judo, swimming, tennis, weightlifting and wrestling.

Many of the federations have earmarked monetary rewards and salaries for their elite level athletes and some have also helped them with expenses for international travel and accommodation.

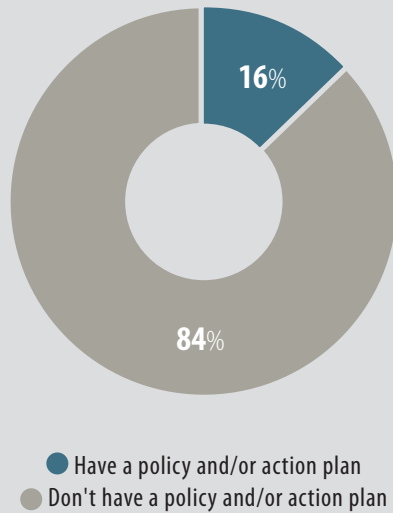
The **Ministry for Youth and Sport** has also financially assisted female elite level athletes by giving them, and their coaches, monetary awards for their results and for their accommodation and transport.

5. The rugby and tennis federations did not answer the questions about membership. Badminton and skating have no members under the age of 18



# 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 (%)



**8** shows that **16%** (n=4) 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, cycling, swimming, and wrestling. The athletics and the wrestling federations developed their plans in 2007.

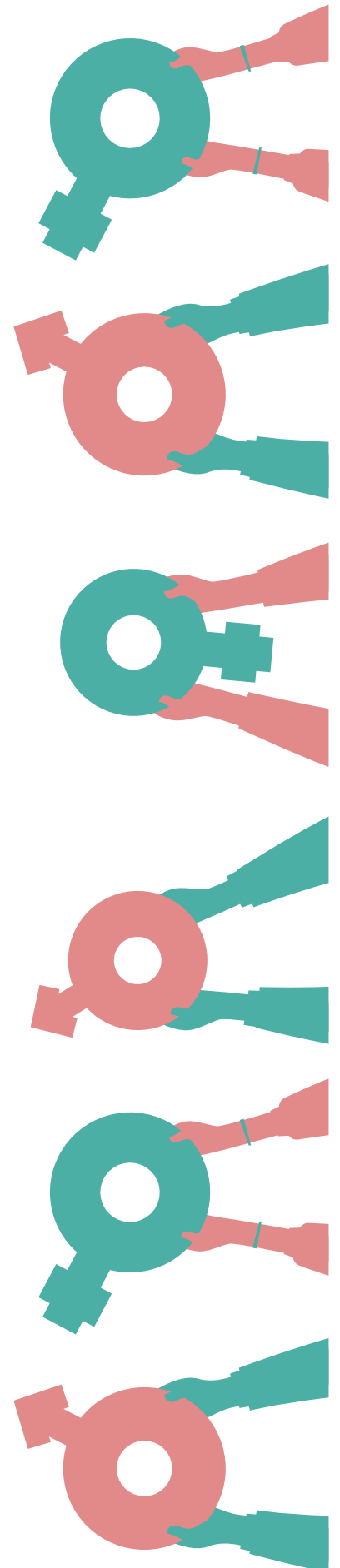
Among the federations that have a policy and/or action plan:

- ▶ 50% (n=2) have a monitoring and evaluation mechanism
- ▶ 50% (n=2) have human resources dedicated to the implementation of the policy/ action plan
- ▶ 25% (n=1) have allocated funding to its delivery

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

**28%** (n=7) of the sport federations have implemented actions/ measures to prevent and combat gender based violence in sport since 2015. These federations are athletics, cycling, football, gymnastics, judo, swimming and wrestling.

The actions taken most often to prevent and combat gender-based violence include training seminars and workshops for athletes (71% n=5), awareness raising campaigns (71% n=5) and initiation and support of research on gender-based violence in sport (71% n=5).



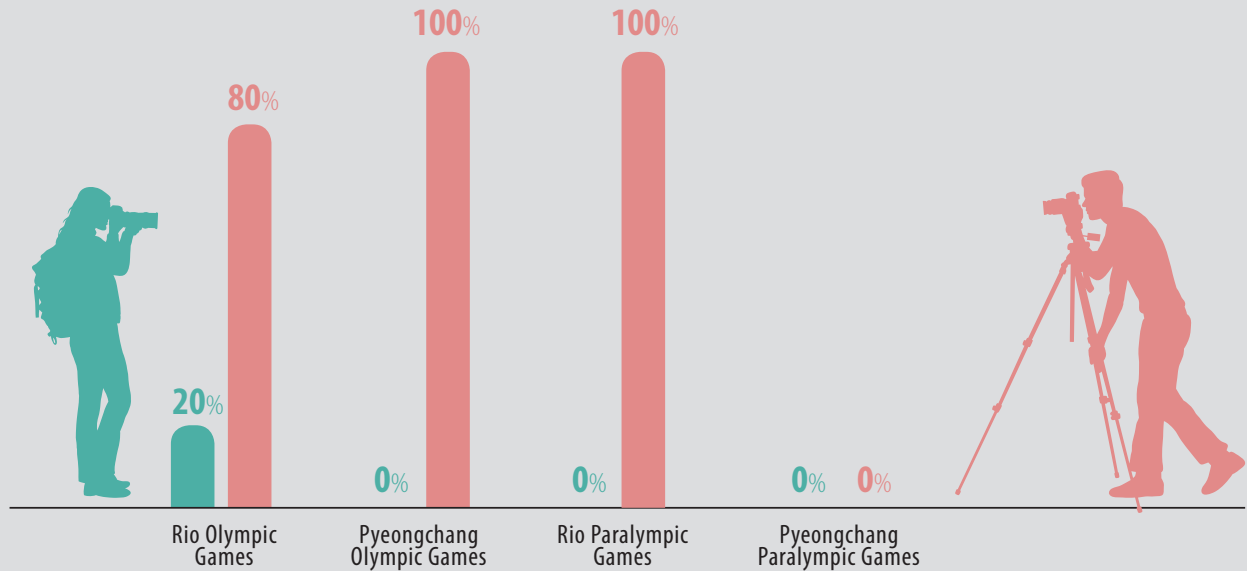


# MEDIA/COMMUNICATION

## DATA SEPARATED BY GENDER

9

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



Very few female journalists and reporters from media companies and organisations in Azerbaijan worked at the Olympic Games in Rio (20% n=2) and none attended the Olympic Games in Pyeongchang or either of the Paralympic Games **9**.

## COMMUNICATION GUIDELINES

**28%** (n=7) of the **sport federations** have **image guidelines for a gender balanced representation in their communication materials, including social media.** The guidelines were related to female athletes' participation in national and international competitions and to photos and videos of the athletes uploaded on social media.





# GENDER EQUALITY POLICIES AND PROGRAMMES

## LONG-TERM BUSINESS PLAN AND ACTION PLAN

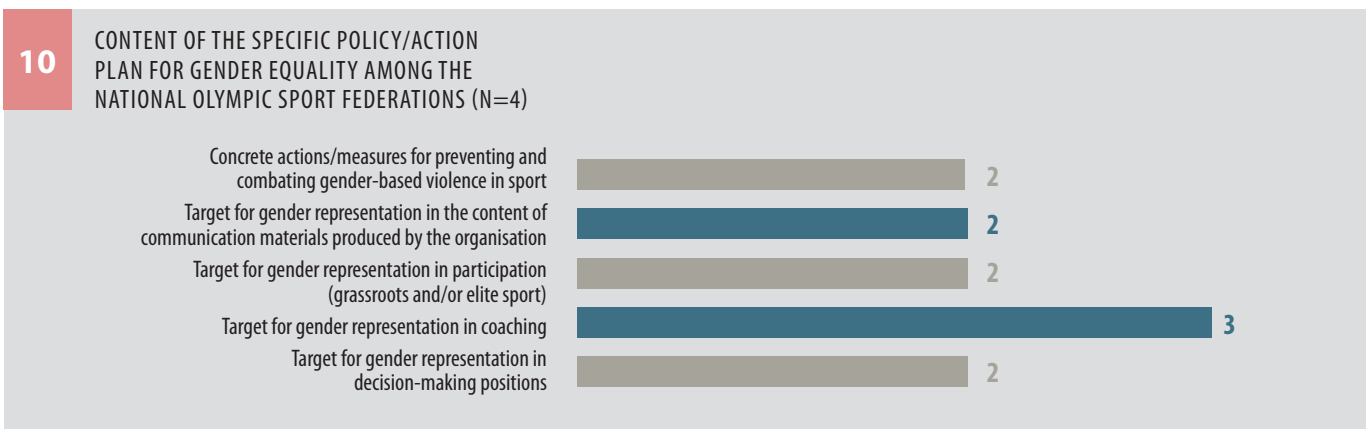


Athletics, badminton, basketball, cycling, gymnastics, judo, rowing and canoeing, sailing, shooting, swimming and wrestling



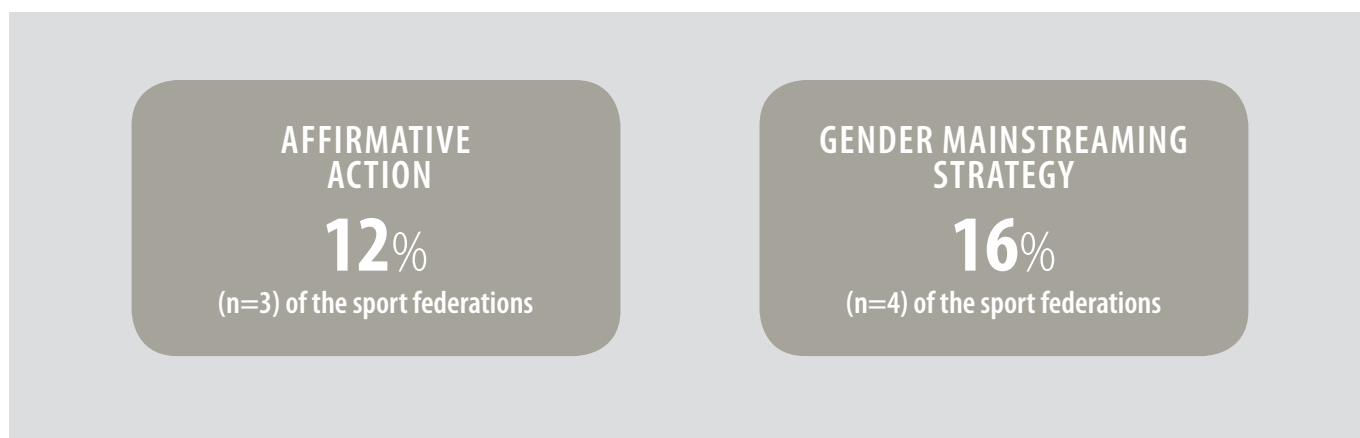
Athletics, cycling and swimming

- ▶ As seen on the left side, gender equality is included in 44% (n=11) of the sport federations' long term or business plans and 12% (n=3) have a specific written policy/or action plan for advancing towards equality between women and men in sport. Cycling has had a policy since 2012.
- ▶ The three sports that have a specific written gender equality policy also have gender equality mentioned in their long term or business plan.



- ▶ The three federations that have a specific policy/action plan for gender balance in their sport also have targets for gender representation in coaching **10**.

## AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



Very few sport federations are using affirmative action or gender mainstreaming strategies as tools towards improving gender equality.

### THE MINISTRY OF YOUTH AND SPORT

Has not taken affirmative action but has adopted a gender mainstreaming strategy to achieve gender equality in sport.

## CONCLUSION

Sport belongs to the world of men in Azerbaijan. All presidents of the sport federations, except one, are men and only 5% of all vice-presidents are women. Half of the federations do not have any female board members. Respectively, 17% and 20% of the registered and employed elite level coaches are females. Few females in Azerbaijan are members of a sport club or federation, with only 8 % of those over 18 and 23% of those under 18 in membership.

44% of the sports federations have included gender equality in their overall long term plans, but only three sports have a written policy on gender equality. 40% of the federations have taken measures to increase the number of women in decision making positions. 56% have implemented tools to recruit and increase the number of female coaches. 44% have taken action to increase the number of girls and women active in sport and physical activity. Many sport federations have not given a priority to preventing gender based violence in sport, with only 16 % having a written policy/action plan to address this issue. However, 28% have implemented some measures in this area.

The Azerbaijan Olympic Committee has not implemented any gender equality measures, whereas the Ministry of Youth and Sport has focused on increasing the number of female coaches and getting more girls and women active in physical activity and sport.