

BELGIUM

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION
11.609.029

MEDIAN AGE
41.3 YEARS



GDP PER CAPITA
44.082 €²



POPULATION

49.0%

MALE



FEMALE

51.0%

LIFE EXPECTANCY

76.4 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 Belgium, 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 61 federations of Olympic sports (30 in the Flemish Community, 28 in the French Community, named Wallonia-Brussels federation and 3 on national level (biathlon, bobsleigh, skeleton and luge, curling)* plus the Flemish sport agency, the sport administration of Wallonia-Brussels federation and the Belgian Olympic Committee. All data was collated on 31 December 2018 except the area of participation in sport, which was collated on 31 December 2017

* The decrees on the recognition and subsidization of sport federations apply at the level of the Communities. That is why almost all sport federations are community-based

2. Estimated for 2019

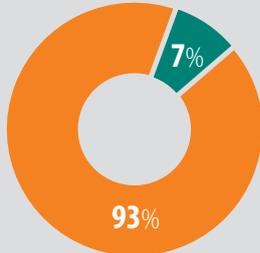


LEADERSHIP

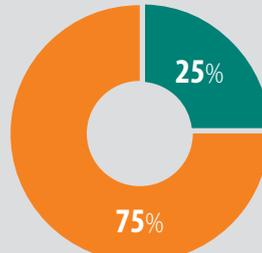
DATA SEPARATED BY GENDER



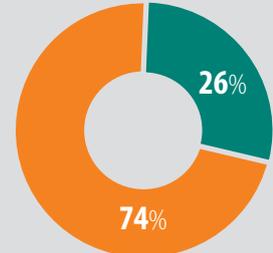
1 FEMALE AND MALE PRESIDENTS OF THE OLYMPIC SPORT FEDERATIONS (%)



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



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



- ▶ Four (7%) of the Olympic sport federations have a female president **1**. Three of these, gymnastics, rugby and sailing in the Wallonia-Brussels federation, and one, skiing, in the Flemish Community.
- ▶ The 60 Olympic sport federations have altogether 61 vice presidents. Of these 25% (n=15) are women **2**. Ten of these are involved in the sport federations of the Wallonia-Brussels federation (67%) and five (33%) in the Flemish Community.
- ▶ Three federations (5%), all in the Wallonia-Brussels federation, have the same number of female and male vice presidents. These are athletics, badminton and volleyball.
- ▶ 26% (n=16) of the sport federations have a female executive head **3**. The Flemish Community (33%) has more female executive heads than the Wallonia-Brussels federation (18%).

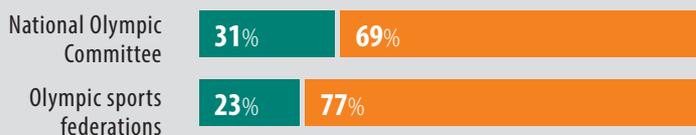
TOGETHER THE TWO PUBLIC AUTHORITIES RESPONSIBLE FOR SPORT

have 11 (23%) females and 36 (77%) males in administrative/managerial positions.

THE OLYMPIC COMMITTEE

is chaired by a female president and has two male vice presidents. The executive head of the Olympic Committee is a man.

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



The national Olympic Committee has a higher representation of females on its board (31%) compared with the Olympic sport federations (23%) **4**. There are more female board members in the Wallonia-Brussels federation (29%) than in the Flemish Community (16%).

One federation, curling, has a gender balanced board.

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

43% (n=26) of the sport federations (13 from the Wallonia-Brussels federation, 11 from the Flemish Community and 2 national federations (biathlon, curling)) have implemented actions, since 2015, to recruit or increase the number of females in decision making positions. These federations are basketball (FIC³+WBF⁴), biathlon, boxing (FIC), curling, cycling (WBF), fencing (FIC), football (FIC+WBF), golf (FIC+WBF), hockey (FIC+WBF), judo (WBF), rugby (FIC), sailing (FIC), shooting (WBF), skiing (FIC), swimming (WBF), taekwondo (FIC+WBF), tennis (FIC+WBF), triathlon (WBF), volleyball (WBF) and weightlifting (WBF).

50% (n=13) of these sport federations have established gender friendly election/appointment procedures. 42% (n=11) have included gender representation in the organisation's statutes and 38% (n=10) are implementing gender quotas or targets in their election/appointment procedures. Although there is about the same number of sport federations in the Flemish Community and in the Wallonia-Brussels federation, which have taken positive action in this area, the latter has been much more active than the former.

3. Flemish Community

4. Wallonia-Brussels federation (French Community)

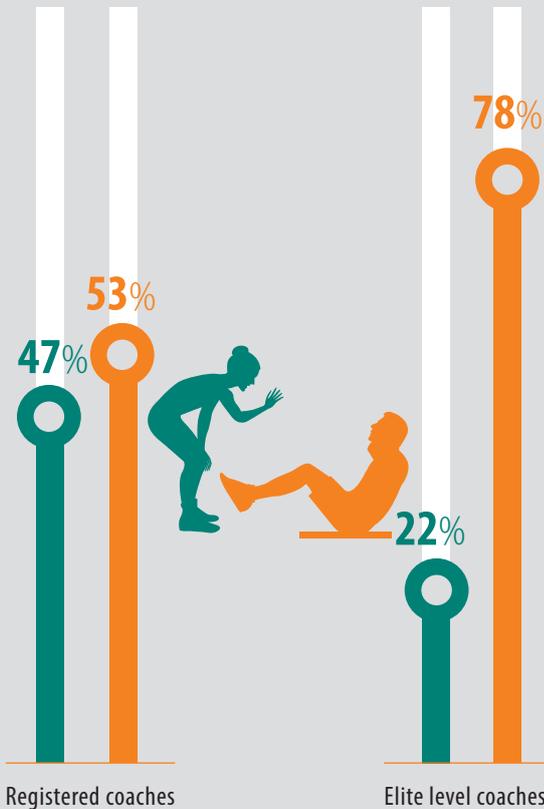


COACHING⁵⁻⁶

DATA SEPARATED BY GENDER

5

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 **47%** (n=12900) of all coaches and **22%** (n=74) of employed elite level coaches. There is a large difference between the Flemish Community (57%) and the Wallonia-Brussels federation (25%) with respect to registered female coaches. This is primarily due to the number of female registered coaches in gymnastics in the Flemish Community.

ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches in Belgium are:

- ▶ Ice skating: 88% (n=57)
- ▶ Gymnastics: 79% (n=9145)
- ▶ Swimming: 62% (n=1314)
- ▶ In the Flemish Community, the sports with the highest proportion of female coaches are those mentioned above. In the Wallonia-Brussels federation, it is ice skating, shooting and volleyball.

Federations with the highest percentage of registered male coaches in Belgium differ a lot between the Flemish Community and the Wallonia-Brussels federation:

- ▶ In the Wallonia-Brussels federation, there are six sports with only male coaches. These are badminton (n=3), fencing (n=2), handball (n=3), table tennis (n=6), taekwondo (n=2) and wrestling (n=10).
- ▶ In the Flemish Community it is cycling (n=8).

Three federations – weightlifting in the Flemish Community, and archery and sailing in the Wallonia-Brussels federation – have a gender balance in their registered coaches.

ELITE LEVEL COACHES

- ▶ **46%** (n= 28) of the federations have not employed any elite level female coaches
- ▶ **54%** (n= 33) of the federations have employed between 1-13 elite level female coaches – a total of 74
- ▶ **84%** (n=51) of the federations have employed between 1-20 elite level male coaches – a total of 269

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

18% (n=11) of the **sport federations** have implemented **measures, since 2015, to recruit or increase the number of female coaches.** These federations are cycling (WBF), figure skating (FIC), football (FIC+WBF), judo (FIC+WBF), rugby (FIC), table tennis (FIC), tennis (WBF) and volleyball (FIC+WBF).

The measure that most of these federations have taken is to establish clear and gender friendly recruitment procedures (64% n=7). 27% have earmarked positions for female coaches on training courses (Wallonia-Brussels federation). 18% (n=2) have established a database for female coaches, held training courses for only female coaches and developed a strategy to increase the number of female coaches (the Flemish Community).

The sport administration of Wallonia-Brussels federation has run awareness raising campaigns targeting females.

The Flemish sport agency has worked with transparent recruitment procedures, established a database of female coaches and run awareness raising campaigns targeting females.

5. In the following section, the term “coaches” also covers trainers and instructors

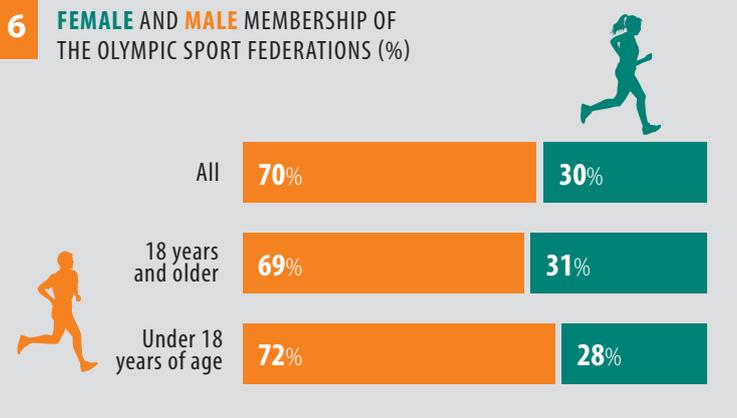
6. Three of the sport federations, athletics (FIC), hockey (FIC) and skiing (WBF) did not answer the question about registered coaches, and information from the Flemish sailing federation has not been used because of inconsistency in the data



PARTICIPATION (from grassroots to elite sport)⁷

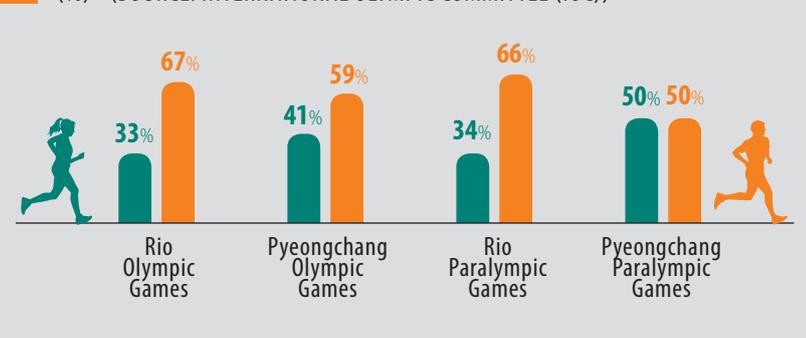
DATA SEPARATED BY GENDER

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



- ▶ There are fewer adult women (31%) than men in the membership of sport clubs and girls account for 28%. Females in the Flemish Community (30%) are more active than in the Wallonia-Brussels federation (28%). 61% (n=37) of the sport federations have less than 40% of female members.
- ▶ The sports with the highest proportion of women in Belgium are equestrian (82%) and swimming (72%). The highest proportion of men is found in shooting (90%) and table tennis (87%).
- ▶ In the Flemish Community, ice skating (90%) have nearly all female members. In the Wallonia-Brussels federation, it is gymnastics (81%) and equestrian (82%). The Belgium curling association (91%) and the national federation bobsleigh and skeleton (89%) have nearly all female members. The equivalent sports among men are wrestling (99%) and football (92%) in the Flemish Community and cycling (99%) and wrestling (98%) in the Wallonia-Brussels federation.

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



The delegations from Belgium to the last Olympic and Paralympic Games included more male than female participants, except at the Paralympic Games in Pyeongchang, where only one woman and one man participated. The gender gap is largest for the Rio Olympic Games, where only 33% of the athletes were women **7**.

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

39% (n=24) of the sport federations (12 from the Flemish Community, 11 from the Wallonia-Brussels federation and one national sport federation (biathlon)) have implemented actions to increase the number of girls and women active in sport or physical activity. These federations are basketball (FIC+WBF), biathlon, cycling (FIC+WBF), fencing (FIC), football (FIC+WBF), golf (WBF), handball (FIC), hockey (FIC+WBF), judo (FIC+WBF), rugby (FIC+WBF), table tennis (FIC), taekwondo (FIC+WBF), tennis (FIC+WBF), triathlon (WBF), volleyball (FIC) and weightlifting (WBF).

67% (n=16) of these sport federations have carried out awareness raising campaigns targeting girls and women and 58% (n=14) have written action plans to increase the number of girls and women active in sport. 54% (n=13) have made efforts to provide equal access to sport facilities for both genders.

The **Flemish sport agency** has also been involved in changing the way competitions and championships are run, so they become more female friendly. They have also run awareness raising campaigns.

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

31% (n=19) of the sport federations have implemented programmes to improve the situation for female elite level athletes. 12 of these federations (63%) come from the Flemish Community. The federations include badminton (FIC), basketball (FIC+WBF), biathlon, boxing (FIC), canoeing (FIC), cycling (FIC), fencing (FIC), football (FIC), golf (FIC), handball (FIC), hockey (FIC+WBF), judo, (WBF), rugby (WBF), figure skating (FIC), taekwondo (WBF), volleyball (FIC) and weightlifting (WBF).

The key measures implemented mostly relate to finances. For example, equality in prize money, equal pay for the men's and women's national teams and an equal bonus system.

The **Olympic Committee** uses equal prize money and takes gender into consideration when awarding elite sport funds.

When the **Flemish sport agency** gives funding to event organisers they request their policy on equal prize money.

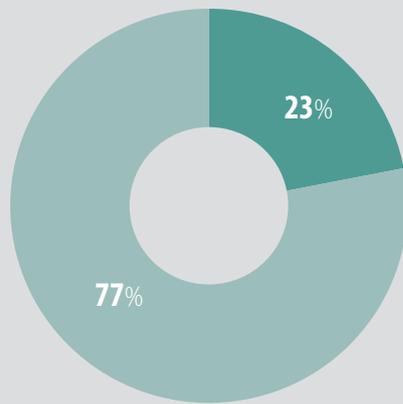
7. Badminton, basketball, boxing, gymnastics, judo and sailing in the Flemish Community and figure skating, rugby, tennis and volleyball in the Wallonia-Brussels federation did not answer the question about membership. In the Wallonia-Brussels federation, information about membership among people over 18 years of age was not provided by football and wrestling



GENDER-BASED VIOLENCE ACTION PLAN

8

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

23% (n= 14) of the sport federations have a written policy/action plan for preventing and combating gender based violence in sport **8**. Almost all of these federations (86% n=12) come from the Flemish Community. Eight of these policies were adopted in 2018.

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

- ▶ 79% (n=11) have a monitoring and evaluation mechanism
- ▶ 93% (n=13) have human resources dedicated to the implementation of the policy/action plan
- ▶ 21% (n=3) have funds allocated
- ▶ The **Olympic Committee** has a policy on gender based violence, with human resources dedicated to the implementation of the policy.
- ▶ The **Flemish sport agency** adopted their action plan in 2015. They have a monitoring and evaluation mechanism in place to evaluate progress and funding and human resources dedicated to its implementation.



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

33% (n=20) of the sport federations have implemented measures, since 2015, to prevent and combat gender based violence in sport. 15 (75%) of these federations come from the Flemish Community. The federations are athletics (FIC), boxing (FIC), equestrian (FIC), fencing (FIC), figure skating (FIC+WBF), football (FIC), golf (FIC), handball (FIC), hockey (FIC), judo (WBF), shooting (WBF), swimming (FIC+WBF), table tennis (FIC), taekwondo (FIC+WBF), tennis (FIC), triathlon (FIC), and volleyball (FIC).

The actions taken most often include the development of codes of conduct/ethical guidelines for coaches and people in managerial and decision making positions (75% n= 15), the appointment of a welfare or a protection officer (60% n=12) and awareness raising campaigns (55% n=11).

The **Flemish sport agency** has been very active in combating and preventing gender based violence and has used many different measures in their work. They have supported research, established a helpline and formal complaint procedure for reporting gender based violence, written a strategy, included a paragraph in their statutes that forbids gender based violence and arranged different kinds of courses and workshops for athletes, coaches and leaders.

The **Olympic Committee** has also developed an action plan and implemented procedures for minimising risk (criminal record checks, risk assessment procedure etc.). They have established a helpline and included in their statutes a reference that forbids gender based violence.

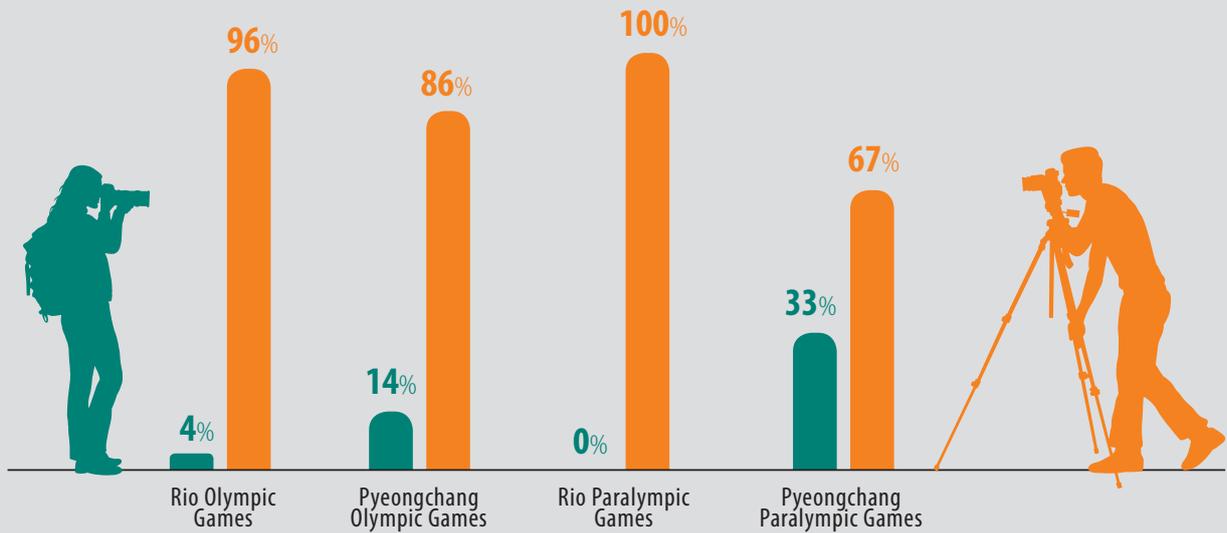


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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

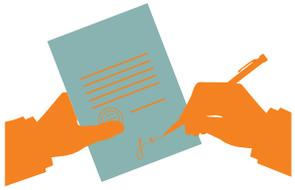


Very few female journalists and reporters from media companies and organisations in Belgium worked at the last Olympic Games. In Rio there was only one female and 27 male reporters **9**.

COMMUNICATION GUIDELINES

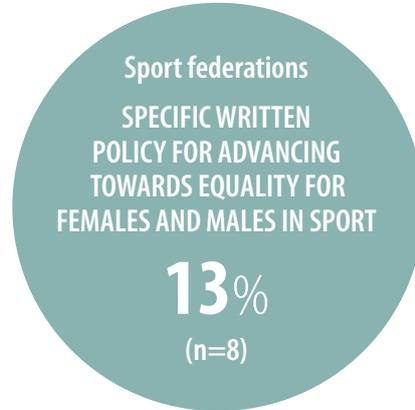
10% (n=6) of the federations have guidelines for a gender balanced representation in their communication materials, including social media. Three of these sport federations are from the Flemish Community (football, tennis and volleyball) and three from the Wallonia-Brussels federation (basketball, football and shooting). The general response from the federations was that they do not have a gender difference in the way the athletes are presented in the media and that gender balance is always taken into account in the planning, and material, of specific campaigns. For example, the volleyball federation in the Flemish Community has the same written agreement concerning portrayal for the members of both the female and male national teams.





GENDER EQUALITY POLICIES AND PROGRAMMES

LONG-TERM BUSINESS PLAN AND ACTION PLAN



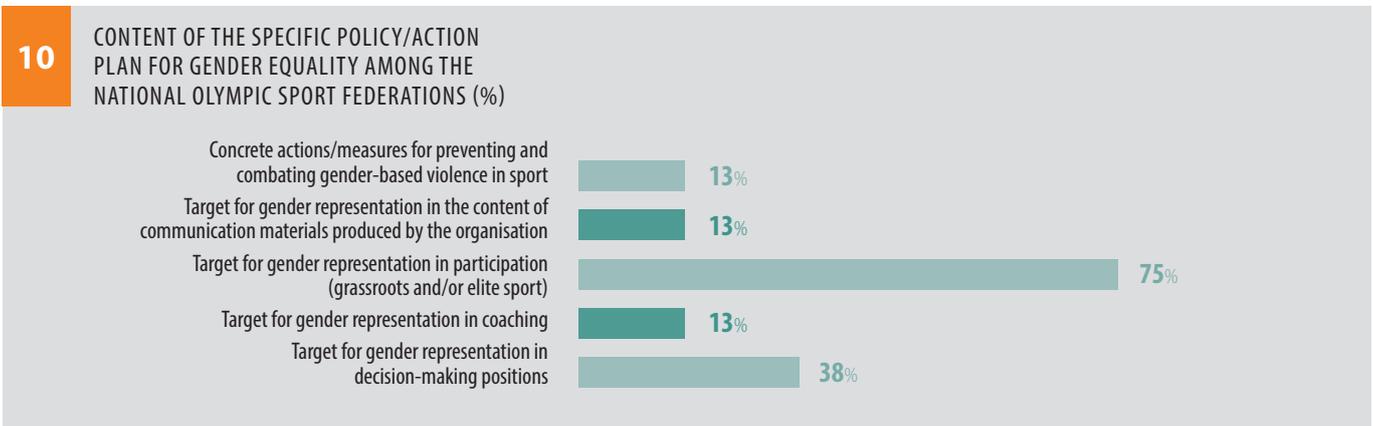
▶ As seen on the left side, gender equality is mentioned in 33% (n=20) of the sport federations' long term plans. There are more federations in the Wallonia-Brussels federation (63% n=12) than in the Flemish Community (37% n=7) that have included gender equality in their long term plans. 13% (n=8) have a specific written policy for advancing towards equality between women and men in sport. The oldest one is from 2006 (shooting in the Wallonia-Brussels federation).

▶ Seven sports with a specific written gender equality policy have included gender equality in their long term plan or business plan.

▶ The Flemish sport agency has gender equality mentioned in their business plan and also has a specific plan for gender equality in sport.

Athletics (FIC+WBF), basketball (FIC), biathlon, cycling (WBF), fencing (FIC), figure skating (WBF), golf (WBF), handball (FIC), hockey (WBF), judo (FIC+WBF), sailing (WBF), shooting (WBF), swimming (FIC), table tennis (WBF), taekwondo (WBF), tennis (WBF), triathlon (WBF) and volleyball (FIC)

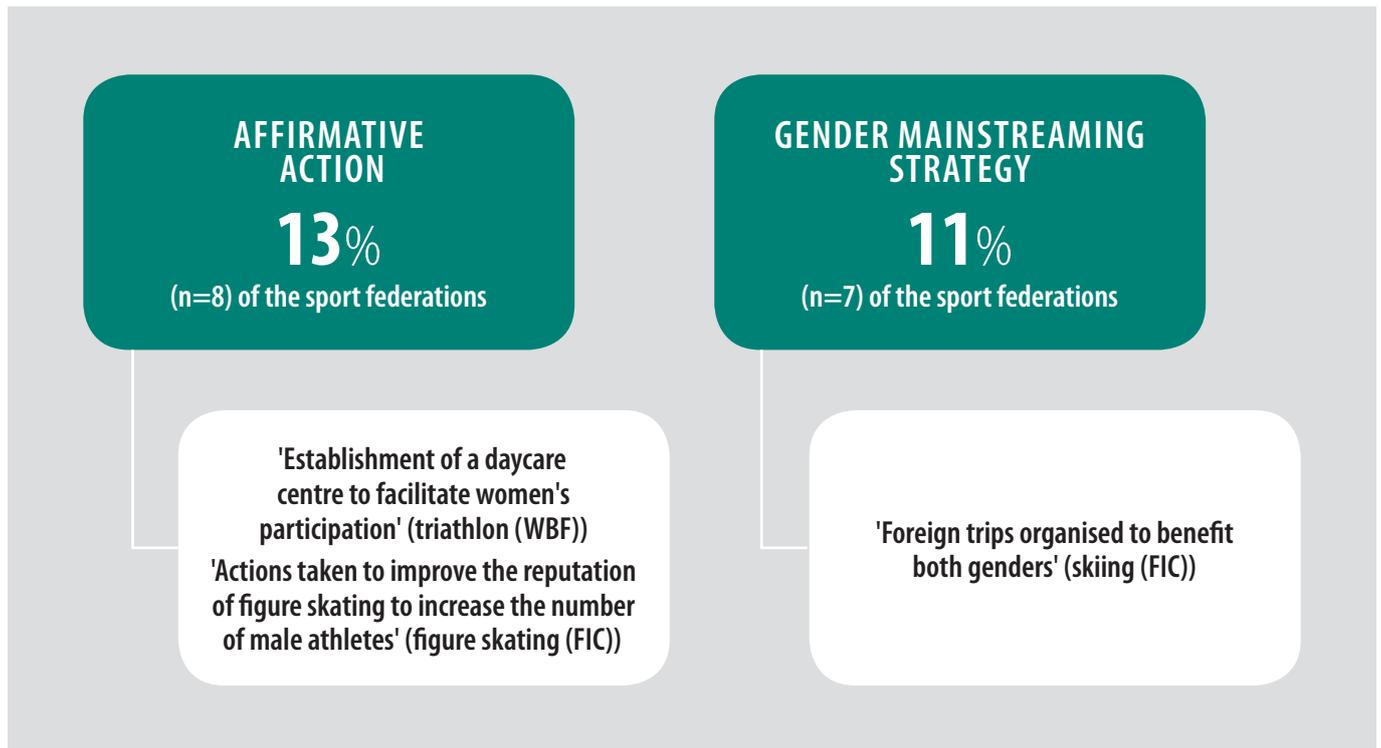
Basketball (FIC), golf (FIC+WBF), handball (FIC), hockey (WBF), shooting (WBF), taekwondo (WBF), and triathlon (WBF)



75% of the sports that have a specific policy for gender equality have targets for gender representation in participation and 38% have targets for gender representation in decision making positions **10**.

▶ The **Flemish sport agency** action plan contains concrete measures for preventing and combating gender based violence in sport.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



Few sport federations are working with affirmative action (13%, n=8) or gender mainstreaming strategies (11%, n=7) as tools towards gender equality. Half (n=4) of the sport federations that use affirmative actions are from the Flemish Community. Among those that have a gender mainstreaming strategy 71% (n=5) come from the Wallonia-Brussels.

Examples of action taken and the strategies used are mentioned above.

CONCLUSION

Males govern Belgian sport. Four of the 61 sport federations in this data collection have a female president, 25 % of the vice presidents and 23 % of the federations' board members are women. Belgium has many female coaches, 47% are registered but only 22% are employed as elite level coaches. About a third of the members of a sport club are females.

The federations have been active in trying to increase the number of women in decision making positions, with 43% taking action in this area, but only 18% have implemented measures to increase the number of female coaches. About one third (33%) of the federations have implemented tools to combat and prevent gender based violence. Only 12% have a specific policy for advancing towards gender equality for females and males in sport.

The Flemish sport agency has been active in many different areas and has promoted and initiated change. For its part, the sport administration of Wallonia-Brussels federation has been more involved in the field of gender equality in coaching, than other gender related issues. The Olympic Committee has also implemented tools to improve the situation of elite level athletes and the prevention of gender based violence.

There are some differences between the two communities. The Wallonia-Brussels federation (French Community) has more women in leadership positions and the Flemish Community has more female participants and coaches. More sport federations in the Flemish Community have taken action to prevent and combat gender based violence, than in the Wallonia-Brussels federation. However the federations located in this community have been more active in increasing the number of women in leadership roles.