

CROATIA

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION

4.180.103

MEDIAN AGE

41.6 YEARS



GDP PER CAPITA

24.005 €²



POPULATION

48.1%

MALE



FEMALE

51.9%

LIFE EXPECTANCY

72.2 YEARS

MALE

FEMALE

78.6 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 Croatia, 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

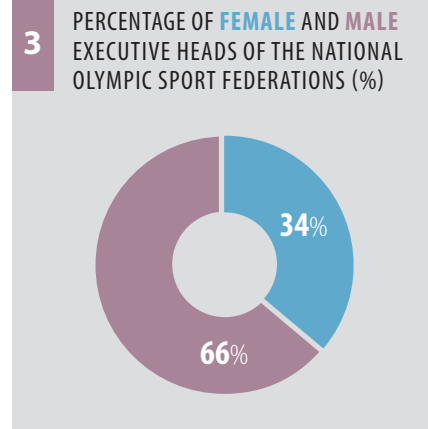
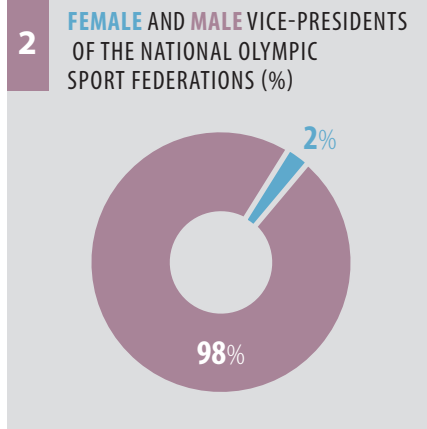
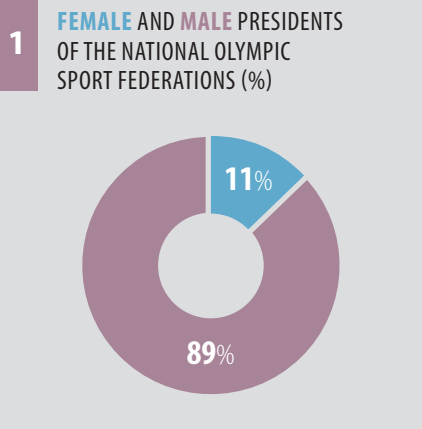
Implemented
by the Council of Europe

1. The results are based on 35 sport federations plus the Central State Office for Sport and the Croatian 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

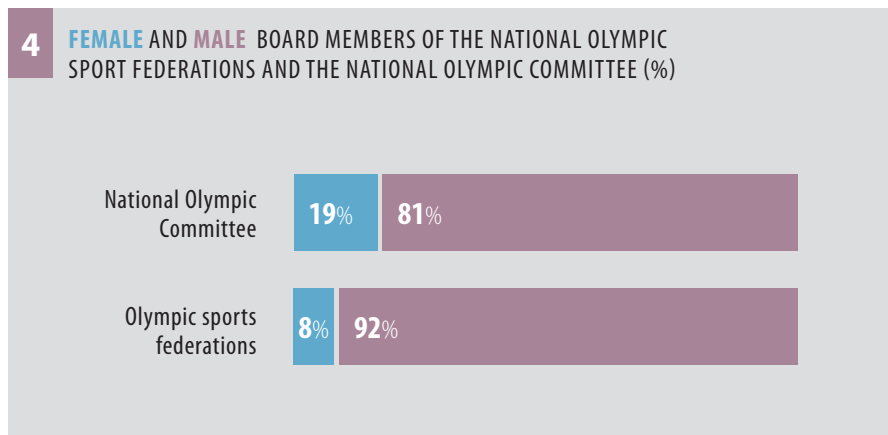
DATA SEPARATED BY GENDER



- ▶ 11% (n=4) of the sport federations have a female president **1**. These are judo, skating, swimming and tennis.
- ▶ The 35 Olympic sport federations have 61 vice-presidents. Of these only one (2%) is a woman **2**.
- ▶ One of the sport federations, sailing, has the same number of female and male vice-presidents (n=1).
- ▶ 34% (n=12) of the sport federations have a female executive head **3**.

THE CENTRAL STATE OFFICE FOR SPORT has eight females and three males in administrative/managerial positions.

THE OLYMPIC COMMITTEE is chaired by a male president and has 4 vice-presidents, **50%** (n=2) of these are women. Its executive head is a man.



Women are strongly under represented on the Croatian sport organisations' boards. The Olympic Committee has a higher representation of females on their boards (19%), compared with the sport federations (8%) **4**.

One sport federation, biathlon, has a balanced representation of female and male board members.

46% (n=16) of the sport federations do not have any female board members.

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

49% (N=17) of the sport federations have taken action to recruit or increase the number of females in elected/appointed decision-making positions in sport since 2015. These are archery, badminton, basketball, boxing, canoeing, golf, gymnastics, handball, hockey, ice hockey, judo, skating, taekwondo, tennis, water polo, volleyball and weightlifting.

77% (n=13) of these federations have established transparent, clear, and gender friendly election/appointment procedures. 24% (n=4) have discussed including gender representation on their boards/committees in their statutes. The same number have arranged training seminars, workshop, etc. for decision-makers on this topic and have delivered awareness raising campaigns to encourage women to stand for decision making positions. However, no federation has produced a written strategy to increase the number of women in these positions.

The **Olympic Committee** has implemented a written plan to increase the number of women in decision making positions, reserved positions on the board for women and has developed education and training courses for women only.

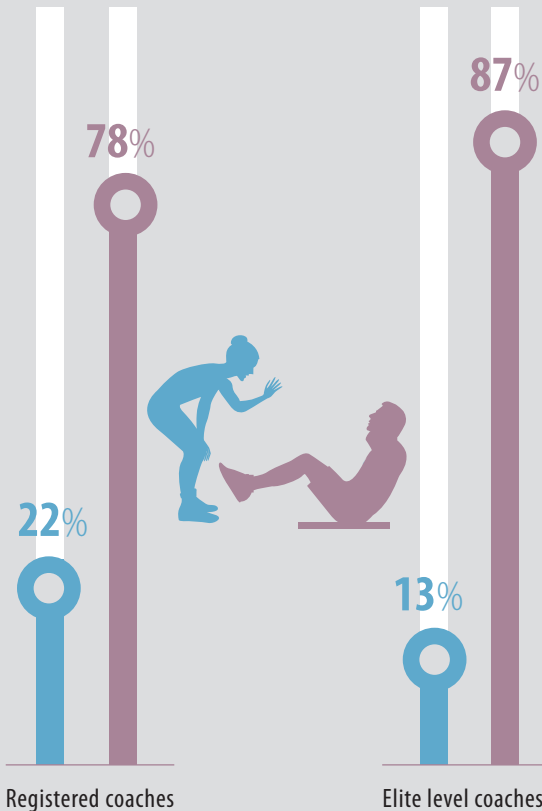


COACHING³⁻⁴

DATA SEPARATED BY GENDER

5

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



Croatian female coaches registered in the Olympic sport federations account for **22%** (n=96) of coaches, while only **13%** (n= 7) of employed elite level coaches are females.


ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Skating: 86% (n=12)
- ▶ Gymnastics: 75% (n=3)
- ▶ Curling, handball and table tennis: 50% (n=1)

Federations with the highest percentage of registered male coaches:

- ▶ Athletics (n=6), badminton (n=3), basketball (n=2), biathlon (n=2), canoe (n=1), golf (n=3), hockey (n=8), rowing (n=4), shooting (n= 4), swimming (n=1), triathlon (n=1), Volleyball (n=3) and weightlifting (n=1).

 *Curling, handball, and table tennis have a gender balance in their registered coaches, with one male and one female coach registered.*

ELITE LEVEL COACHES

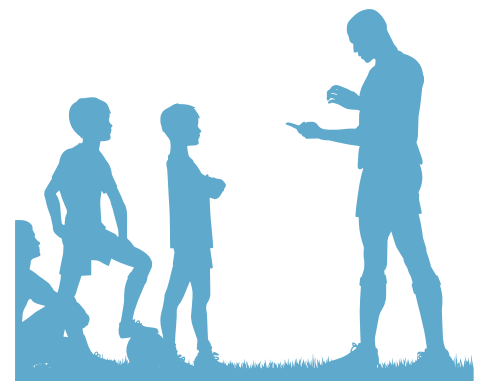
- ▶ **91%** (n=31) of the federations have not employed any elite level female coaches.
- ▶ **9%** (n= 3) of the federations have employed between 1-2 elite level female coaches – a total of 7.
- ▶ **59%** (n=20) of the federations have employed from 1-7 elite level male coaches – a total of 55.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

34% (n=12) of the sport federations have initiated measures to recruit and increase the number of female coaches since 2015. These federations are archery, basketball, bobsleigh/skeleton, boxing, gymnastics, handball, ice hockey, judo, skating, tennis, water polo and wrestling.

Having transparent, clear and gender friendly recruitment procedures is one measure that more than half of these federations (58%) have used to recruit or increase the number of female coaches. 33% (n=4) have also used awareness raising campaigns targeting females, mentoring programmes for (future) coaches and establishing a network for female coaches.

The Olympic Committee has organised awareness raising campaigns, targeting females and girls, and has established mentoring programmes for future coaches.



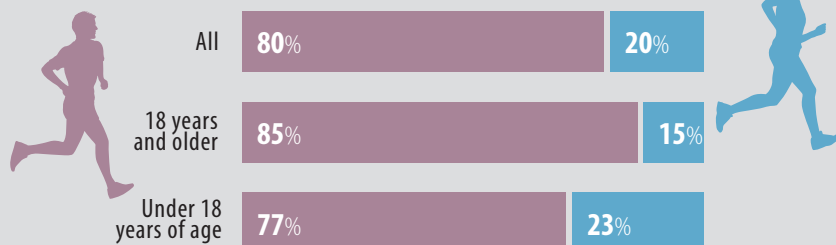
3. In the following section, the term “coaches” also covers trainers and instructors
 4. Three of the sports federations did not answer the questions about registered coaches



PARTICIPATION (from grassroots to elite sport)⁵

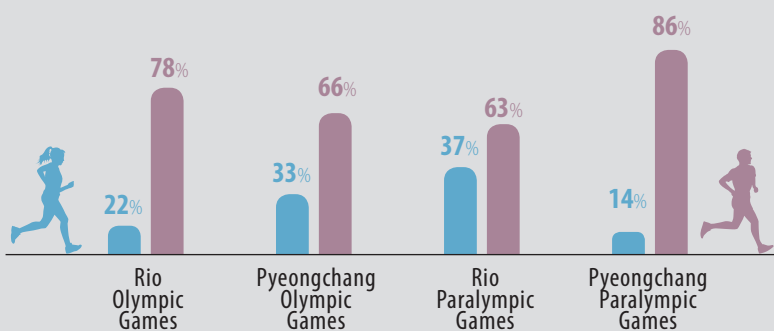
DATA SEPARATED BY GENDER

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



- ▶ Only 20% of the members of sports' clubs/federations are females. Both girls (23%) and women (15%) are less often members of a sport club or federation than boys (77%) and men (85%).
- ▶ About three quarters (n=23) of the sport federations have less than 40% female members.
- ▶ Skating (96%), volleyball (87%), and equestrian (70%) have the largest proportion of registered females. The equivalent sports among males are football (98%), boxing (92%) and rugby (92%). Only taekwondo is gender balanced with 50% female and male participants.

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 Croatian delegations have had an overwhelming number of male athletes at both of the last Olympic and Paralympic Games. The gender difference is greatest at the Rio Olympic Games and among the Paralympic athletes in Pyeongchang, where the female athletes counted, respectively, for 22% in Rio and 14% at the Pyeongchang Paralympic Games.

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

54% (n=19) of the **sport federations** have implemented actions to increase the number of girls and women active in sport and in physical activity since 2015. These federations are archery, badminton, basketball, bobsleigh, boxing, canoeing, cycling, football, gymnastics, handball, hockey, ice hockey, luge, rugby, skating, water polo, volleyball, weightlifting and wrestling.

About two thirds of these sport federations, 63% (n=12), have included developing equal access to sports facilities for both genders. 42% (n=8) have dedicated financial resources for girls and women in their sport and 37% (n=7) have organised awareness raising campaigns, targeting girls and women.

The **Olympic Committee** has adopted a written plan to increase the number of active girls and women in sport.

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

31% (n=11) of the **sport federations** have implemented measures to improve the situation for female elite level athletes since 2015. These are basketball, bobsleigh/skeleton, boxing, canoeing, gymnastics, handball, judo, luge, water polo, weightlifting and wrestling.

Measures include providing female athletes with financial support and rewards, so they can combine their private life with their sporting career. Another example, wrestling, where the national women's team was given its first dedicated coach in 2016 and, in 2019, female wrestlers became a part of the Olympic programme for the first time.

The **Central State Office for Sport** has taken action to improve the situation for female elite level athletes, by carrying out a dual career project, which includes finding scholarships for elite level athletes at university.

The **Olympic Committee** has taken action to improve the situation for female elite level athletes by arranging seminars, cooperating with the media, working with the state office for gender equality in Croatia and the Central State Office for Sport.

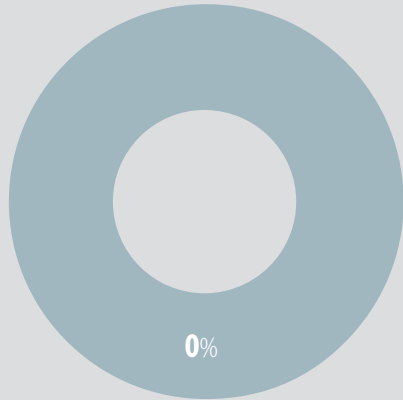
5. The athletics, badminton, ski, water polo and wrestling federations did not answer the questions about membership. The golf and weightlifting federations do not have registered members under 18 years of age



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

None of the sport federations have a written policy and/or action plan for preventing, and combating, gender-based violence in sport.

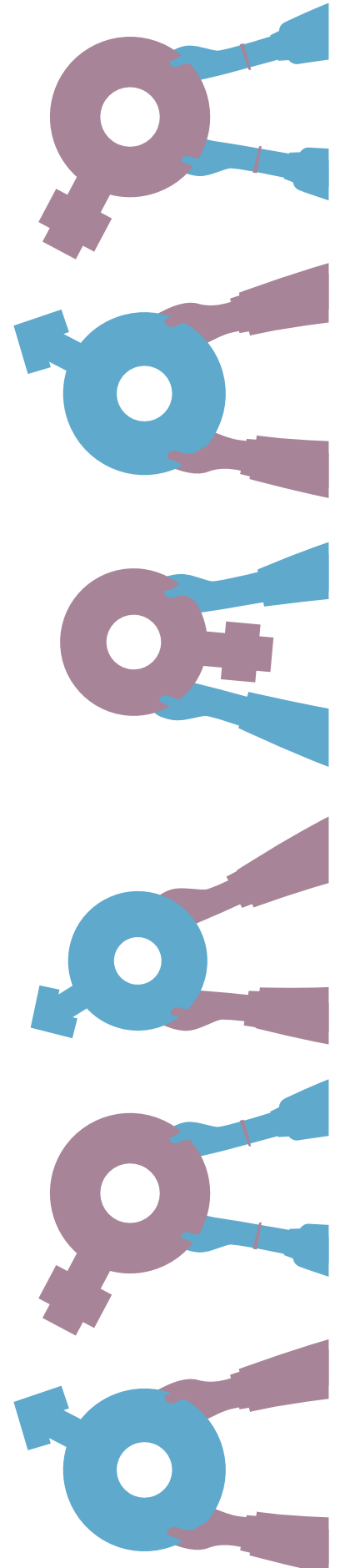
ACTIONS/MEASURES TAKEN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE

11% (n=4) of the sport federations have implemented actions to prevent and combat gender-based violence in sport since 2015. These federations are boxing, handball, weightlifting and wrestling.

The actions taken most often to prevent and combat gender-based violence are: minimising risk procedures (criminal record checks, risk assessment procedure, etc.) (75%, n=3); developing codes of conduct or ethical guidelines for coaches and people in managerial and decision-making positions (50%, n=2); and organising training seminars and workshops for athletes (50%, n=2).

The **Central State Office for Sport** has acted to prevent and combat gender-based violence in sport by making presentations at conferences and workshops.

The **Olympic Committee** has a written plan to prevent and combat gender-based violence in sport and has discussed changing the organisation's statutes by adding a rule that forbids gender-based violence. It has also arranged training seminars, workshops etc. for coaches/decision makers and organised awareness raising campaigns on this topic.



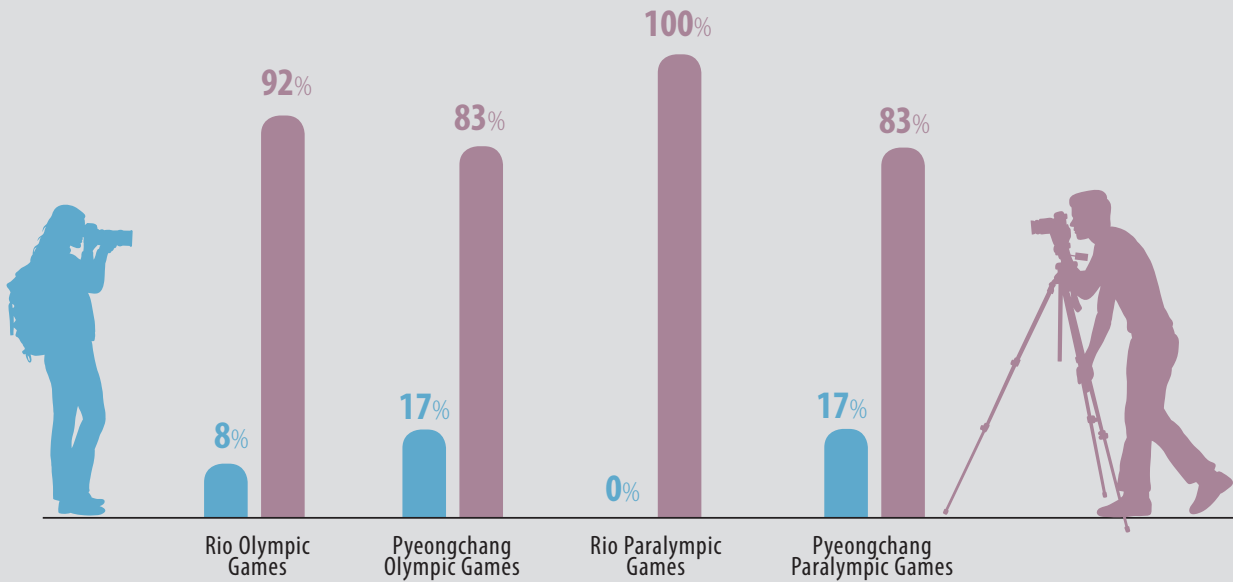


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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



Female journalists and reporters from Croatian media companies and organisations are heavily under represented at the Olympic Games **9**.

COMMUNICATION GUIDELINES

6% (n=2) of the sport federations have guidelines for achieving a gender balanced representation in their communication materials, including social media. One federation stated that "At the level of the governing board, there are the instructions for administrators on how to publish media information related to gender equality and to encourage a gender equality-based content".

- The **Olympic Committee** reported that they had communication guidelines and refer to the publication of 'Recommendations for a better visibility of women's sports in electronic media'.





GENDER EQUALITY POLICIES AND PROGRAMMES

LONG-TERM BUSINESS PLAN AND ACTION PLAN



Archery, athletics, basketball, biathlon, boxing, canoeing, curling, football, hockey, Judo, table tennis, triathlon, water polo and weightlifting

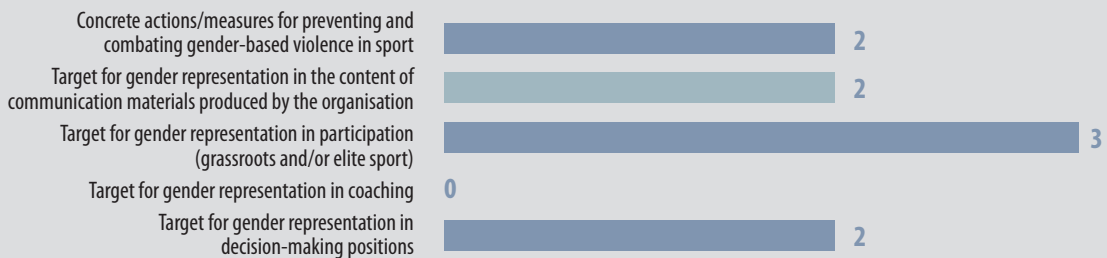


Boxing, judo, weightlifting and wrestling

- ▶ As seen on the left side, gender equality is mentioned in 40% (n=14) of the sport federations' long term or business plan, but only 11% (n=4) have a specific written policy/action plan for advancing towards equality between women and men in their sport, of which the oldest one, canoeing, is from 1992.
- ▶ 57% (n=20) of the sport federations have neither included gender equality in their long term or business plan, nor implemented a specific action plan.
- ▶ The **Central State Office for Sport** mentions gender equality in its long term plan, but does not have a written policy/action plan for advancing towards gender equality in sport.
- ▶ The **Olympic Committee** mentions gender equality in its long term, and also has a written policy/action plan for advancing towards gender equality in sport.

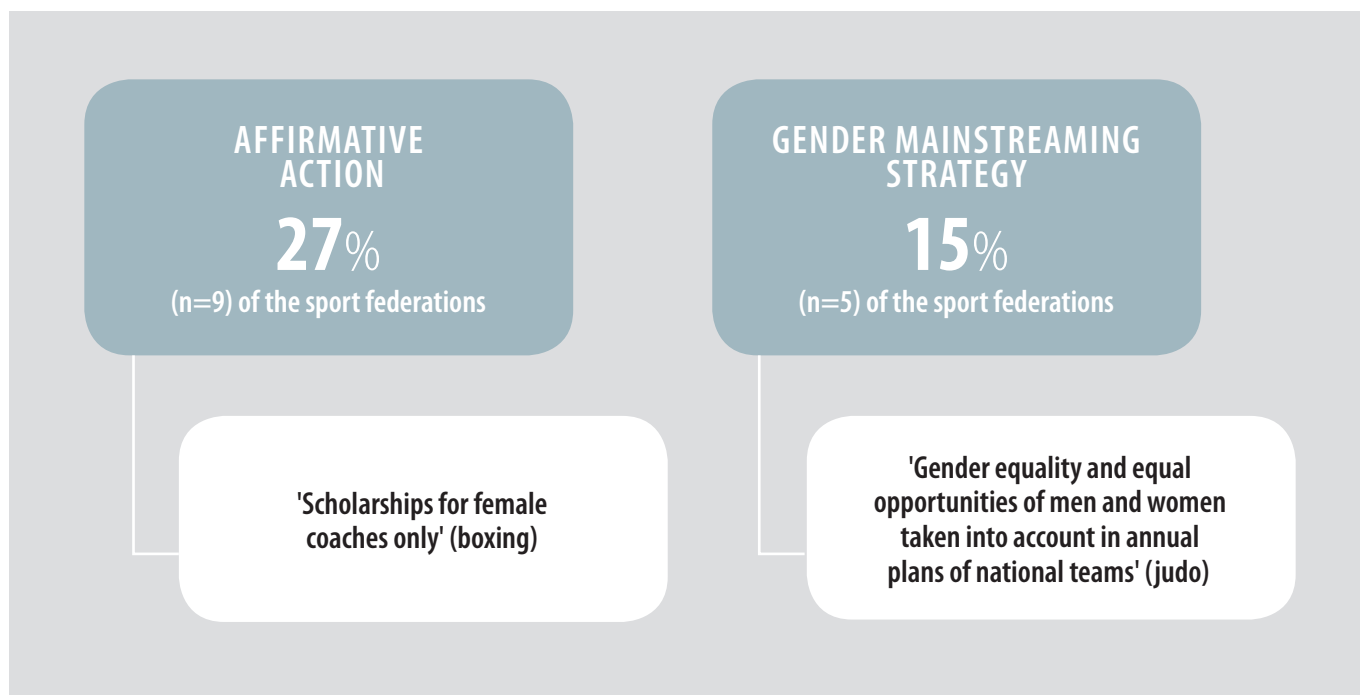
10

CONTENT OF THE SPECIFIC POLICY/ACTION PLAN FOR GENDER EQUALITY AMONG THE NATIONAL OLYMPIC SPORT FEDERATIONS (N=4)



- ▶ **10** Among the four sport federations that have an action plan for gender equality, three have targets for gender balanced representation in participation, two for gender balanced representation in decision making and in the content of their communication materials. Two also have taken concrete measures for preventing and combating gender-based violence.
- ▶ The **National Olympic Committee's** specific policy has targets for gender representation in coaching, participation and in the content of its communication materials.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



27% of the **sport federations** are using affirmative action and 15% have a gender mainstreaming strategy. Examples of actions taken, and strategies used, are mentioned above.

THE CENTRAL OFFICE FOR SPORT

does not use affirmative action, but has a gender mainstreaming strategy and refers to its national policy for gender equality.

THE OLYMPIC COMMITTEE

does not use affirmative action but has a gender mainstreaming strategy.

CONCLUSION

The leadership in Croatian sport is dominated by men. 89% of the 35 sport federations have a male president, and only four (11%) of the federations have a female president. Among the vice-presidents there is only one woman (2%). Female registered coaches account for 22%, and elite level female coaches for 13% of all registered coaches. More boys than girls under 18 years of age are members of a club/federation (77%).

Only 4 (11%) of the federations have a specific written policy for advancing towards equality for females and males in their sport, while 14 (40%) have gender equality mentioned in their long term plans. 27% (n=9) have used affirmative action and 15% (n=5) of the federations have a gender mainstreaming strategy. 49% of the federations have taken measures to recruit or increase the number of females in elected and appointed decision making positions in their sport. 34 % have taken action to increase the number of female coaches, 54% have increased the recruitment of female athletes and exercisers and 11% have taken action to prevent and combat gender-based violence in sport.

The Olympic Committee has implemented programmes to increase the number of women in decision making positions, coaching and in participation from grassroots to elite sport. Both the Central State Office for Sport and the Olympic Committee have implemented actions to protect and prevent gender-based violence in sport.