

# CZECH REPUBLIC

## GENDER EQUALITY IN SPORT

LEAFLET 2019<sup>1</sup>



TOTAL POPULATION  
**10.575.651**

MEDIAN AGE  
**41.8 YEARS**



GDP PER CAPITA  
**35.179 €<sup>2</sup>**



POPULATION

**49.1%**

MALE



FEMALE

**50.9%**

LIFE EXPECTANCY

**73.9 YEARS**

MALE

FEMALE

**80.7 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 the Czech Republic 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 36 Olympic sport federations, plus the Ministry of Education, Youth and Sport and the Czech Republic Olympic Committee. All data was collated on 31 December 2018 except for the data on participation in sport which was collated on 31 December 2017
2. Estimated for 2019

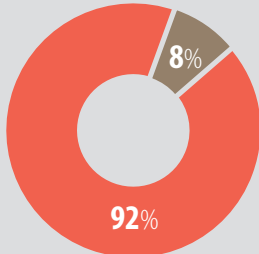


# LEADERSHIP

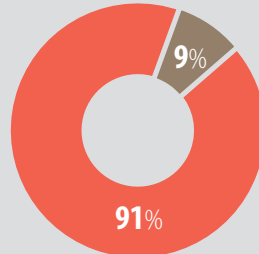
## DATA SEPARATED BY GENDER



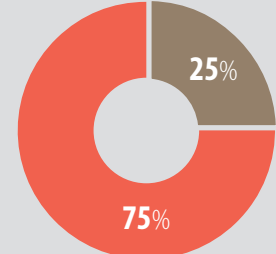
### 1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



### 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 (%)

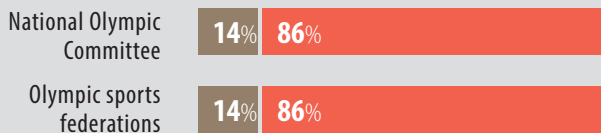


- ▶ Only three (8%) Olympic sport federations have a female president. These are equestrian, rhythmic gymnastics and triathlon **1**.
- ▶ Five (9%) of the 57 vice-presidents in the 36 Olympic sport federations are women **2**.
- ▶ The fencing and wrestling federations have a gender balance among the vice-presidents (same number of females and males).
- ▶ 25% (n=9) of the sport federations have a female executive head **3**.

**THE MINISTRY OF EDUCATION, YOUTH, AND SPORT**  
has one female and one male in administrative/managerial positions.

**THE OLYMPIC COMMITTEE**  
is chaired by a male president and none of the four vice-presidents are women. The executive head of the Olympic Committee is a man.

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



Both the sport federations and the Olympic Committee have a high representation (86%) of males on their boards **4**. Females account for only 14% of these boards.

Only one sport, equestrian, has a balanced representation of female and male board members (three women and three men).

**42%** (n=15) of the Olympic sport federations have no female board members.

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

**11%** (n=4) of the sport federations have implemented actions/measures to recruit or increase the number of females in elected/appointed decision-making positions in sport since 2015. These federations are football, judo, rowing and tennis.

Half (n=2) of the sport federations that have taken action to recruit or increase the number of females in elected/appointed decision making positions have implemented transparent, clear and gender friendly election and appointment procedures. One of these federations (25%) is planning to include in its statutes policies designed to improve gender representation on its board/commissions/committees and another (25%) has reserved positions on its board/committees for women.

The **Ministry of Education, Youth and Sport** has taken action to recruit or increase the number of females in elected/appointed decision-making positions by implementing clear and gender friendly election and appointment procedures, supported by childcare services when meetings are held.

The **Olympic Committee** has also utilised different measures eg organisation of leadership training courses for women only and training seminars, workshops, etc. for decision makers.

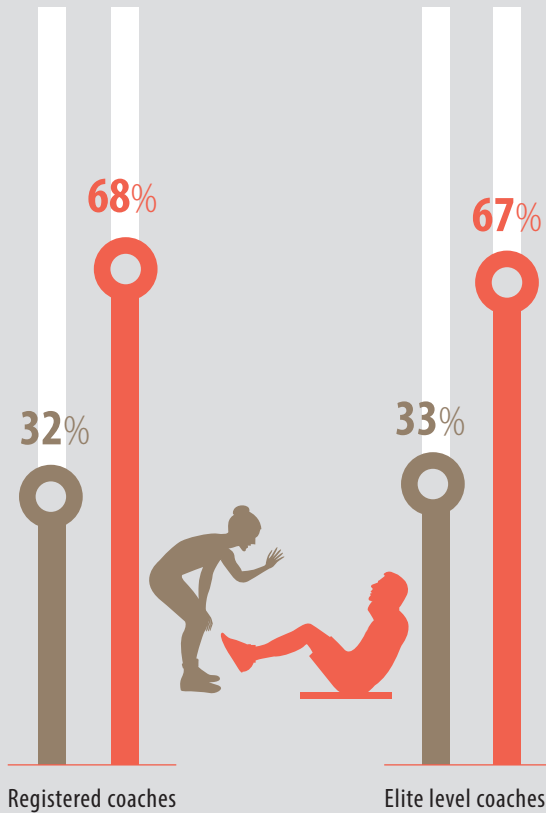


# COACHING<sup>3-4</sup>

## DATA SEPARATED BY GENDER

5

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



In Olympic sport federations, female coaches account for **32%** (n=3799) of registered coaches and **33%** (n=84) of employed elite level coaches (Figure 5).

### ALL REGISTERED COACHES

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

- ▶ Figure skating: 87% (n=233)
- ▶ Gymnastics: 70% (n=721)
- ▶ Swimming: 53% (n=703)

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

- ▶ Ice hockey: 99% (n=1101)
- ▶ Wrestling: 97% (n=272)
- ▶ Bobsleigh and skeleton: 93% (n=14)



*The Swimming Federation is almost gender balanced in the numbers of registered coaches, with 53% women and 47% men.*

### ELITE LEVEL COACHES

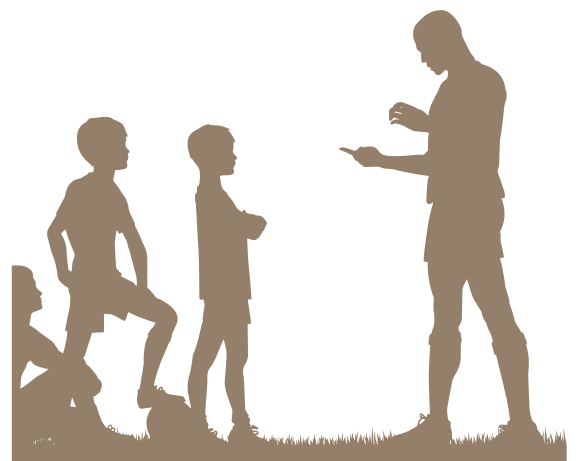
- ▶ **46%** (n=16) of the federations have not employed any elite level female coaches.
- ▶ **54%** (n= 19) of the federations have employed between 1-20 elite level female coaches – a total of 84.
- ▶ **74%** (n= 26) of the federations have employed between 1-20 elite level male coaches – a total of 174.

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

**6%** (n=2) of the sport federations have taken actions to increase the number of female coaches since 2015. These federations are athletics and rowing.

The athletics federation has used different actions to change its situation. It has implemented transparent, clear and gender friendly recruitment procedures, organised women only education/training courses for coaches and run awareness raising campaigns targeting females.

The **Olympic Committee** has adopted a written strategy and arranged training courses for female coaches only.



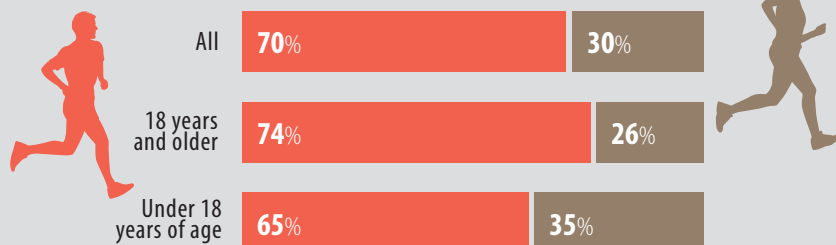
3. In the following section, the term “coaches” also covers trainers and instructors  
 4. Twelve of the sport federations did not answer the question about registered coaches



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

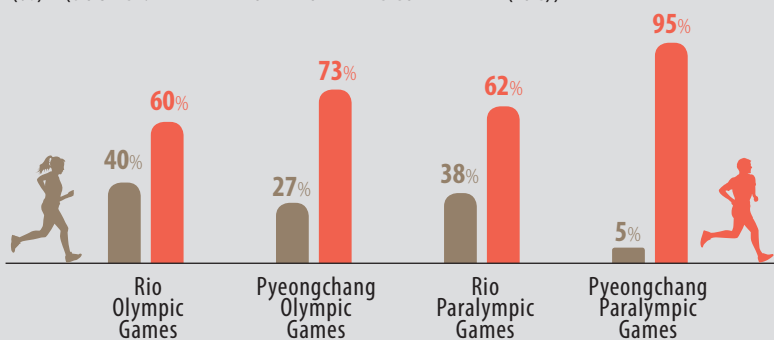
## DATA SEPARATED BY GENDER

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



- ▶ Sport in the Czech Republic is dominated by men (70%). Girls (35%) and women (26%) are less often members of a sport club/federation than boys (65%) and men (74%). 74% (n=20) of the sport federations have less than 40% female members.
- ▶ Gymnastics (73%) and figure skating (85%) have the highest percentage of female members. The equivalent sports among men are ice hockey (95%), boxing and wrestling (94%). The fencing and swimming federations are gender balanced with, respectively, 51% and 49% female registered members.

### 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 Czech Republic delegations to the last Olympic and Paralympic Games were composed of more male than female athletes. The gender differences were the smallest at the Rio Olympic Games and the largest among the Paralympic athletes in Pyeongchang.

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

**36%** (n=13) of the sport federations have implemented actions/measures to increase the number of girls and women active in sport and physical activity since 2015. These federations are archery, athletics, basketball, boxing, fencing, football, ice hockey, rhythmic gymnastics, rowing, sailing, sprint canoeing, table tennis and taekwondo.

**46%** (n=6) of the sport federations that have taken measures to increase girls and women's participation in sport and physical activity have arranged training seminars, workshops, etc. for coaches and/or for decision-makers. 39% (n=5) have developed awareness-raising campaigns targeting girls and women. No federation has initiated or supported studies on gender equality in participation.

The **Ministry for Education, Youth and Sport** has implemented many measures in this area. They have: arranged training seminars and workshops for coaches and decision makers; dedicated financial resources to girls and women's sport; worked to ensure equal access to sport facilities for both genders; and supported research on gender equality in participation.

The **Olympic Committee** has adopted a written action plan, dedicated funding to support girls and women's sport and arranged taster sessions for girls and women only.

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

**17%** (n=6) of the sport federations have implemented actions/measures to improve the situation for female elite level athletes since 2015. These are basketball, canoe slalom, rowing, rugby, sprint canoeing and table tennis.

Examples of measures taken by the federations include the establishment of a Women's Rowing Centre (2017), individual support of physiotherapists and nutritional consultants and the establishment of, and support for, a 15s female rugby team.

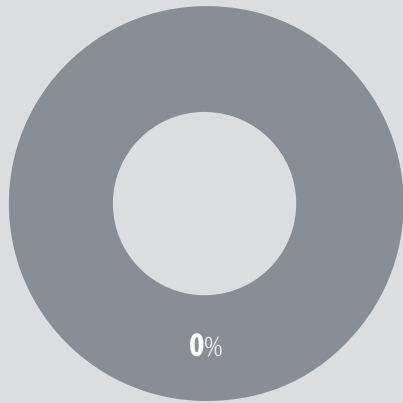
The **Olympic Committee** has appointed an ombudsman and initiated "The Dual Career Project - Women's careers after finishing their sport career."

5. The athletics, biathlon, curling, equestrian, football, hockey, rhythmic gymnastics, tennis and shooting federations did not answer the question about their membership



# 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 **8**.

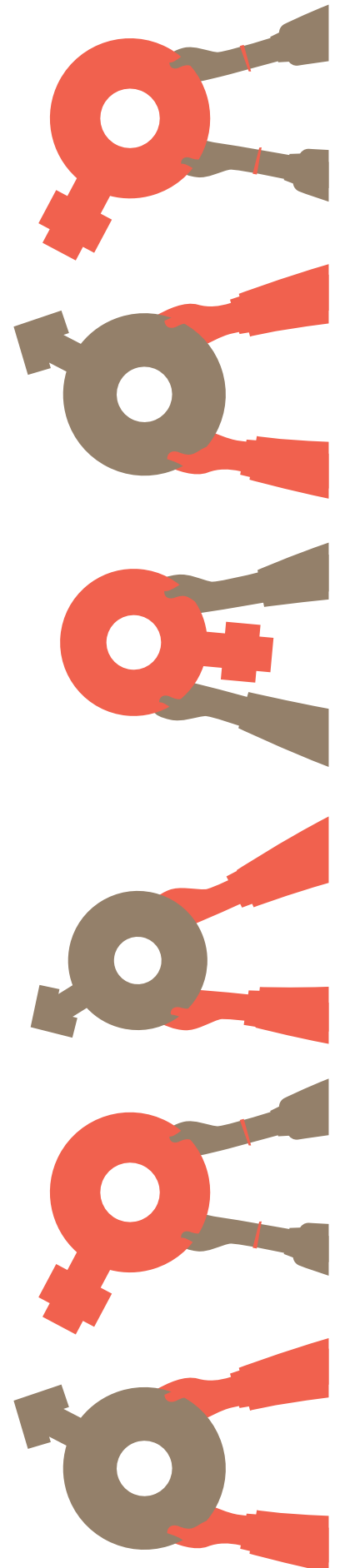
- ▶ The Olympic Committee has had a policy and/or action plan to prevent and combat gender based violence in sport since 2005.

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

**11%** (n=4) of the sport federations have introduced measures to prevent and combat gender-based violence in sport since 2015. These federations are fencing, gymnastics, rowing and sailing.

The key action taken in this area is the development of codes of conduct for coaches and people in managerial and decision-making positions (50%, n=2). One federation has been working on the establishment of a helpline and another on providing training seminars and workshops for athletes.

The Olympic Committee has been very active in trying to prevent gender-based violence in sport and protect the victims. It has developed a written strategy, introduced codes of conduct and ethical guidelines for coaches and people in leadership positions and arranged training seminars and workshops for coaches and decision makers. It has also developed guidelines for handling cases, support services for victims and has a formal complaint procedure for reporting gender based violence.



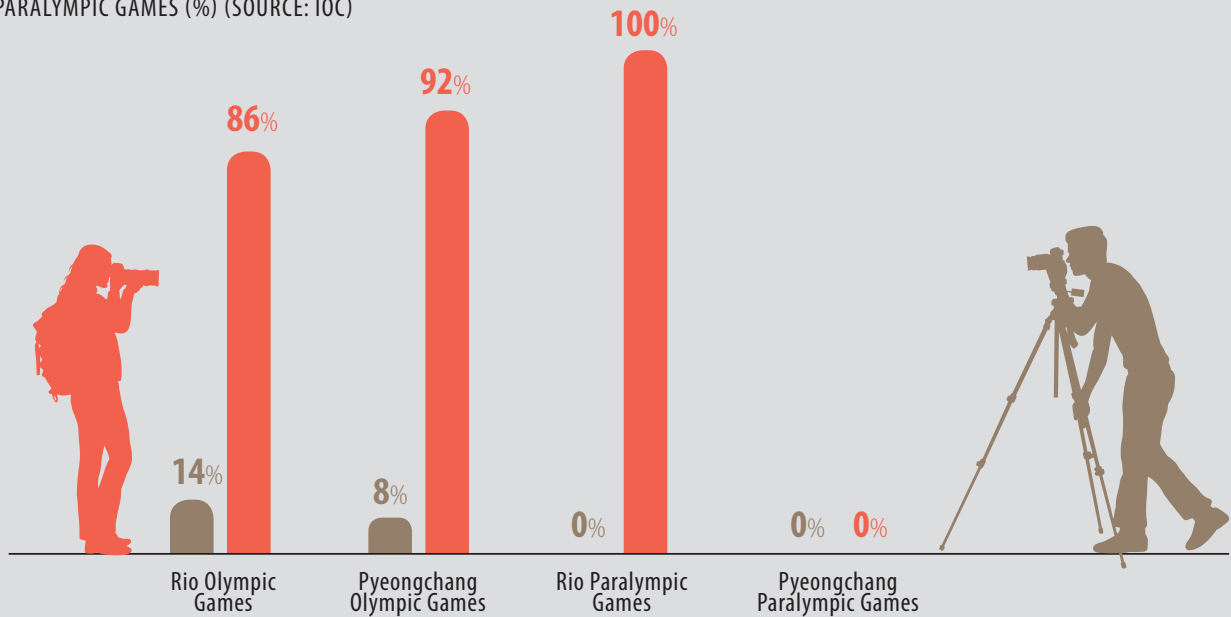


# MEDIA/COMMUNICATION

## DATA SEPARATED BY GENDER

9

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



Female journalists and reporters from the Czech Republic media companies and organisations are heavily underrepresented at the Olympic and Paralympic Games **9**.

## COMMUNICATION GUIDELINES

Only one sport federation, basketball, has guidelines for a gender balanced representation in its communication materials, including social media.





# GENDER EQUALITY POLICIES AND PROGRAMMES

## LONG-TERM BUSINESS PLAN AND ACTION PLAN

Sport federations  
GENDER EQUALITY  
MENTIONED IN LONG-TERM  
PLAN OR BUSINESS PLAN

**39%**  
(n=14)

Athletics, biathlon, bobsleigh and skeleton, fencing, golf, ice hockey, judo, luge, rowing, rugby, sailing, sprint canoeing, table tennis and taekwondo.

Sport federations  
SPECIFIC WRITTEN  
POLICY FOR ADVANCING  
TOWARDS EQUALITY FOR  
FEMALES AND MALES IN SPORT

**3%**  
(n=1)

Rowing

- ▶ As seen on the left side, gender equality is only mentioned in 39% (n=14) of the sport federations' long-term or business plans.
- ▶ Only the rowing federation has a specific written policy/or action plan for increasing equality between women and men. This plan was introduced in 2017 and contains targets for gender representation in participation.
- ▶ The **Ministry of Education, Youth and Sport**, and the Olympic Committee include gender equality in their long-term plan but do not have a written plan for gender equality in sport.

## AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES

AFFIRMATIVE  
ACTION

**5%**  
(n=2) of the sport federations

'Establishment of a Women's Rowing Centre in 2017' (rowing)

GENDER MAINSTREAMING  
STRATEGY

**5%**  
(n=2) of the sport federations

'Involvement of women in all union activities' (fencing)

### THE MINISTRY OF EDUCATION, YOUTH AND SPORT

has adopted a gender mainstreaming strategy to achieve gender equality in sport. Staff have training in this area in order to better equip the organisation to carry out gender mainstreaming in practice.

Only two sports are using affirmative action and/or implementing gender mainstreaming strategies as tools towards achieving gender equality, as shown above.

### THE OLYMPIC COMMITTEE

has incorporated a gender mainstreaming strategy in their work.

# CONCLUSION

All presidents, except three, of the 37 sport federations are men, and only 9% of all vice-presidents are women. There are very few female board members in the sport federations and in the Olympic Committee (14%). About one third of the registered and employed coaches are women. 30% of the members in a sport club or sport federation are girls and women.

With respect to actions taken to improve the situation: 11% of the federations have implemented measures to increase the number of women in decision-making positions; 36% have used different tools to increase the number of active girls and women in sport and physical activity but only 6% have goals to increase the number of female coaches.

However, no sport federation has a written policy or action plan on preventing and combating gender-based violence in sport and only four federations have taken actions to address this issue. Only one sport federation (rowing) has a specific written policy for gender equality.

The Olympic Committee has been active in improving the situation for women in sport in the following areas - leadership, coaching, gender-based violence, and participation, whereas the Ministry for Education, Youth and Sport has implemented measures around leadership and participation.