

# DENMARK

## GENDER EQUALITY IN SPORT

LEAFLET 2019<sup>1</sup>



TOTAL POPULATION

**5.766.509**

MEDIAN AGE

**41.6** YEARS



GDP PER CAPITA

**48.093** €<sup>2</sup>



POPULATION

**49,6%**

MALE



FEMALE

**50,4%**

LIFE EXPECTANCY

**76,3** YEARS

MALE

FEMALE

**81,1** 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 Denmark, and 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

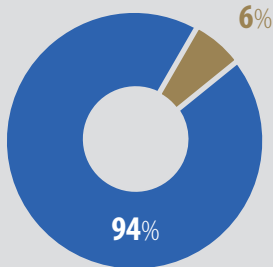
1. The results were collected from 18 Olympic sport federations plus the Danish Olympic Committee. All data was collated on 31 December 2018 except for the area of participation in sport, which was collated on 31 December 2017
2. Estimated for 2019



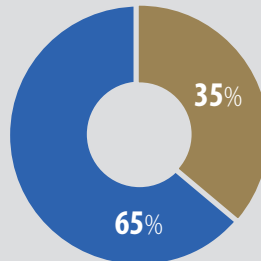
# LEADERSHIP DATA SEPARATED BY GENDER



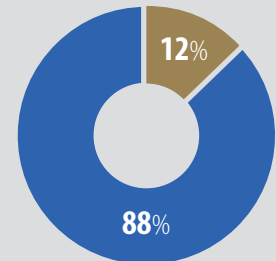
## 1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



## 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 (%)

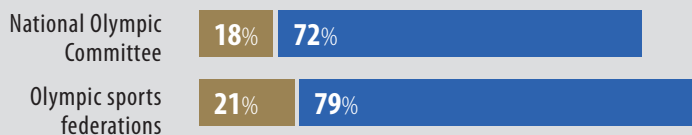


- ▶ Only one (6%) Olympic sport federation, weightlifting, has a female president **1**.
- ▶ The 18 Olympic sport federations have 20 vice-presidents. Of these 35% (n=7) are women **2**.
- ▶ Canoeing is the only federation that has a gender balance among its vice presidents (one woman and one man).
- ▶ 12% (n=2) of the sport federations have a female executive head **3**.

### THE OLYMPIC COMMITTEE

is chaired by a male president and two 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 (%)



Very few women are on the boards of the sport federations (21%) and of the Olympic Committee (18%) **4**.

- ▶ No federation has a balanced representation of female and male board members.
- ▶ Three (17%) of the federations have no women on their boards.

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

**50%** (n=9) of the **sport federations** have implemented programmes to recruit or increase the number of females in elected/appointed decision-making positions since 2015. These federations are athletics, boxing, cycling, golf, ice hockey, swimming, table tennis, tennis and weightlifting.

**44%** (n=4) of these sport federations have organised awareness raising campaigns designed to encourage women to stand for decision making positions. 33% (n=3) have implemented transparent, clear and gender-friendly election/appointment procedures. 22% (n=2) have adopted a written policy, 22% have taken actions which facilitate the reconciliation of private and family life and the same percentage has developed a network of females in decision-making positions.

The **Olympic Committee** has recently introduced a number of new ideas to recruit or increase the number of women in leadership positions. It has implemented transparent election or appointment procedures, set gender targets, arranged training seminars and workshops for decision makers and held awareness raising campaigns to encourage women to stand for decision making positions. It has also supported studies on gender equality in decision making.

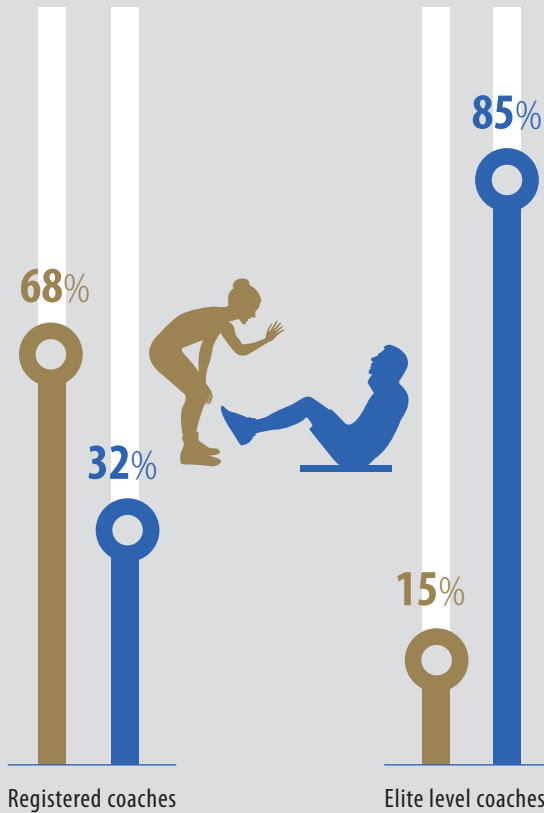


# COACHING<sup>3-4</sup>

## DATA SEPARATED BY GENDER

5

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



In the Olympic sport federations, female coaches account for **68%** (n=3236) of all registered coaches and **15%** (n=16) of the employed elite level coaches **5**.

The high number of female coaches is due to the canoeing federation that operates with 3153 female and 1057 male registered coaches.


### ALL REGISTERED COACHES

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

- ▶ Canoeing: 75% (n=3153)
- ▶ Shooting: 56% (n=5)
- ▶ Hockey: 28% (n=15)

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

- ▶ Curling: 100% (n=2)
- ▶ Golf: 100% (n=5)
- ▶ Athletics: 94% (n=75)

 No federation has a gender balance in their registered coaches.

### ELITE LEVEL COACHES

- ▶ **56%** (n=9) of the federations have not employed any female elite level coaches.
- ▶ **44%** of the federations have employed between 1-5 elite female coaches – a total of 16.
- ▶ **75%** (n=12) of the federations have employed between 1-35 male elite level coaches – a total of 92.

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

**33%** (n=6) of the **sport federations** have **implemented actions/measures to recruit or increase the number of female coaches since 2015**. These federations are athletics, boxing, rugby, swimming, table tennis and weightlifting.

**50%** (n=3) of these federations have developed a network of female coaches. 40% (n=2) have a written strategy, arranged female only training courses for coaches and organised a mentoring programme for (future) female coaches. The athletics federation has submitted a female coach as a candidate to an international coaching award and acknowledged her and other female coaches at its general assembly.

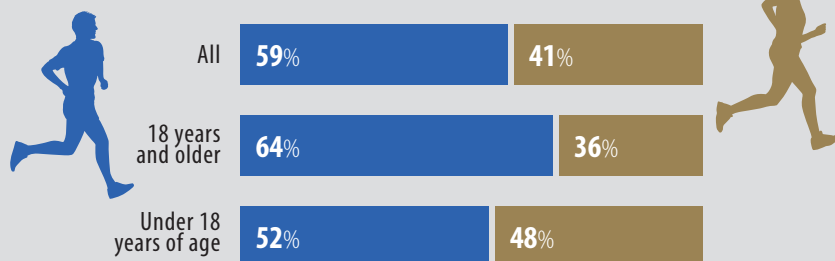
3. In the following section, the term “coaches” also covers trainers and instructors  
 4. Five of the sports federations did not answer the question about registered coaches



# PARTICIPATION (from grassroots to elite sport)

## DATA SEPARATED BY GENDER

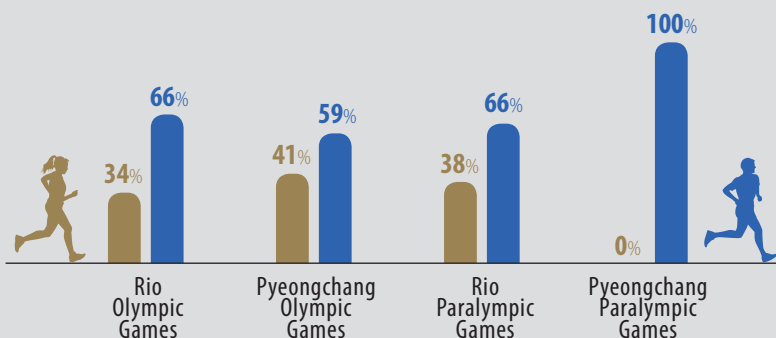
### 6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Sport in Denmark is dominated by men (59%), but many women in Denmark are physically active (41%). The gender gap is smaller between girls (48%) and boys (52%), than between women (36%) and men (64%). 72% (n=13) of the sport federations have less than 40% female members.

► Swimming (55%), handball (52%) and athletics (51%) have the highest proportion of female members. The equivalent sports among men are table tennis (89%), ice hockey (88%) and shooting (87%). Athletics and handball 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 Danish delegations to the last Olympic and Paralympic Games had a larger number of male than female athletes. Only one man competed in the Pyeongchang Paralympic Games. The gender gap is the largest among the athletes that participated in the Rio Olympic Games, where only 34% of the Danish athletes were women.

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

**78%** (n=14) 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 athletics, boxing, canoeing, cycling, golf, hockey, handball, ice hockey, rugby, shooting, table tennis, tennis, volleyball and weightlifting.

**43%** (n=6) of the sport federations that have taken measures to increase girls and women's participation in sport and physical activity have organised awareness raising campaigns to encourage women to stand for decision making positions. In addition, they have introduced new sports, or ways of practising them, which are tailored to girls and women. 36% (n=5) have implemented taster sessions for girls and women only and dedicated financial resources to support their sport and physical activity. The Ice Hockey Federation has decided to have an under-18 national team for girls while the Athletics Federation has worked on how to set the right environment and culture in the clubs for female athletes.

The Olympic Committee has a written strategy for getting more girls and women active in sport and physical activity. They are running awareness raising campaigns targeting girls and women and have arranged training seminars or workshops, for coaches and decision makers. The Olympic Committee has also dedicated financial resources to girls and women's sport and focused on equal access to sport facilities for men and women. New sports have been introduced, along with changes in the way traditional sports have been practiced. Finally, studies on gender equality in participation in sport and physical activity have been initiated and supported.

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

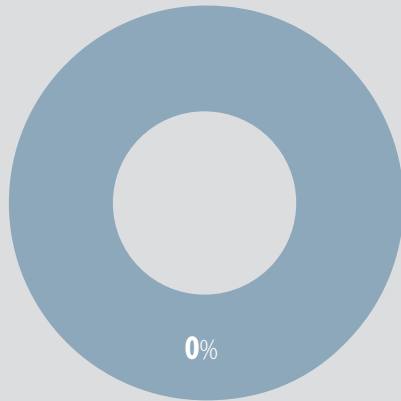
**39%** (n=7) of the sport federations have implemented actions/measures to improve the situation for female elite level athletes since 2015. These are boxing, canoeing, golf, hockey, ice hockey, rugby and weightlifting.

Good coaches, particularly for the female athletes, appear to be important. For example, golf has hired a coach for the best Danish athletes living and practicing in the USA, rugby has hired a national coach specifically for women and boxing has organised a network for clubs developing female athletes.



# 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 (%)

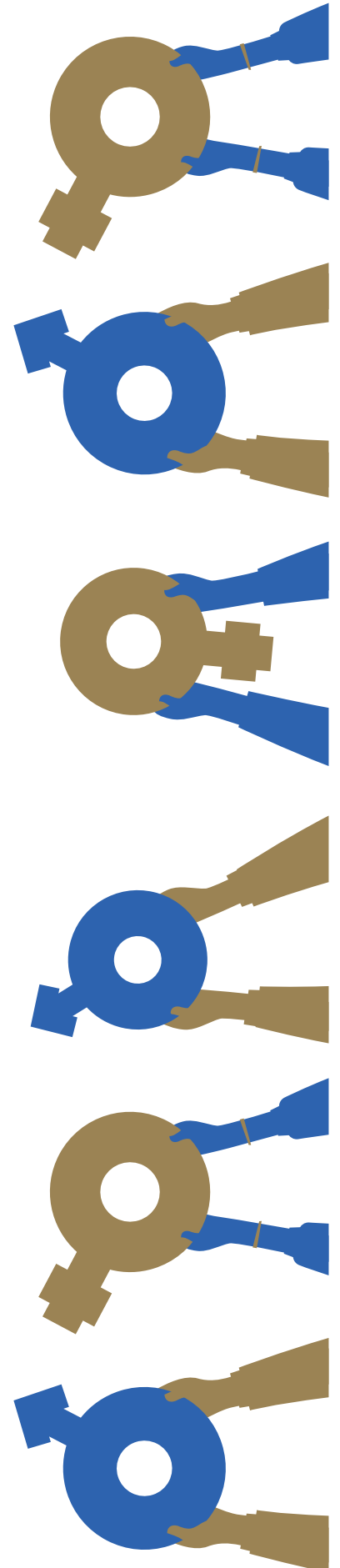


● Have a policy and/or action plan

**None** of the sport federations have a policy/action plan for preventing and combating gender-based violence in sport **8**.

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

**None** of the sport federations have implemented any actions/measures, since 2015, to prevent and combat gender-based violence in sport.



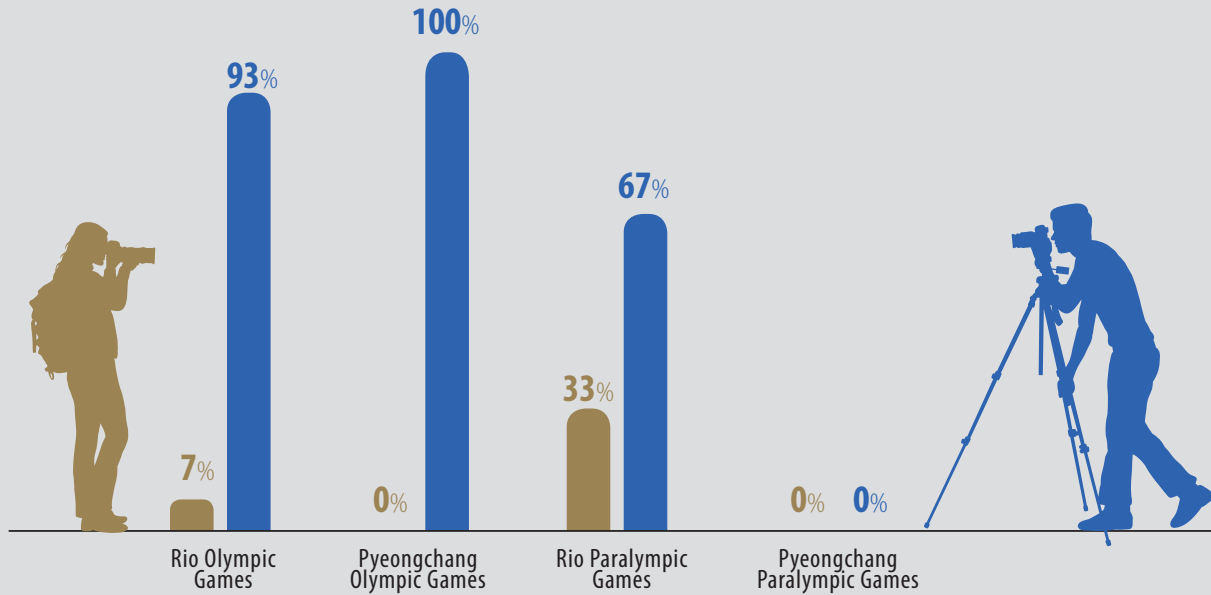


# MEDIA/COMMUNICATION

## DATA SEPARATED BY GENDER

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

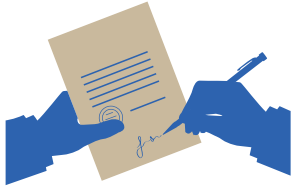


Female journalists and reporters from Danish media companies and organisations are heavily underrepresented at the Olympic Games. In Rio, only 7% (n=3) of the journalists were women **9**.

## COMMUNICATION GUIDELINES

Only one sport federation, boxing, 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

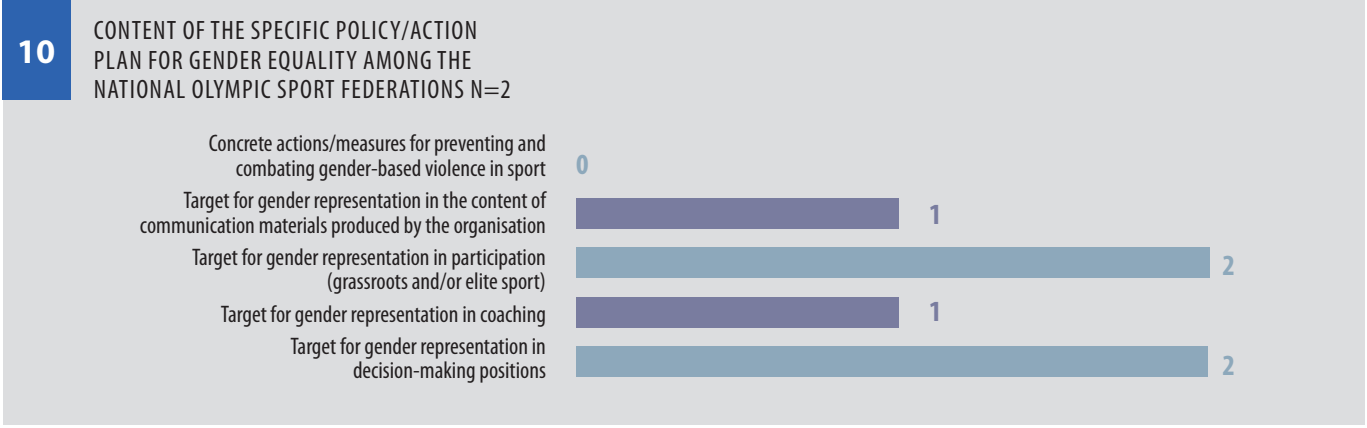


Athletics, boxing, hockey, rugby, table tennis, tennis, weightlifting



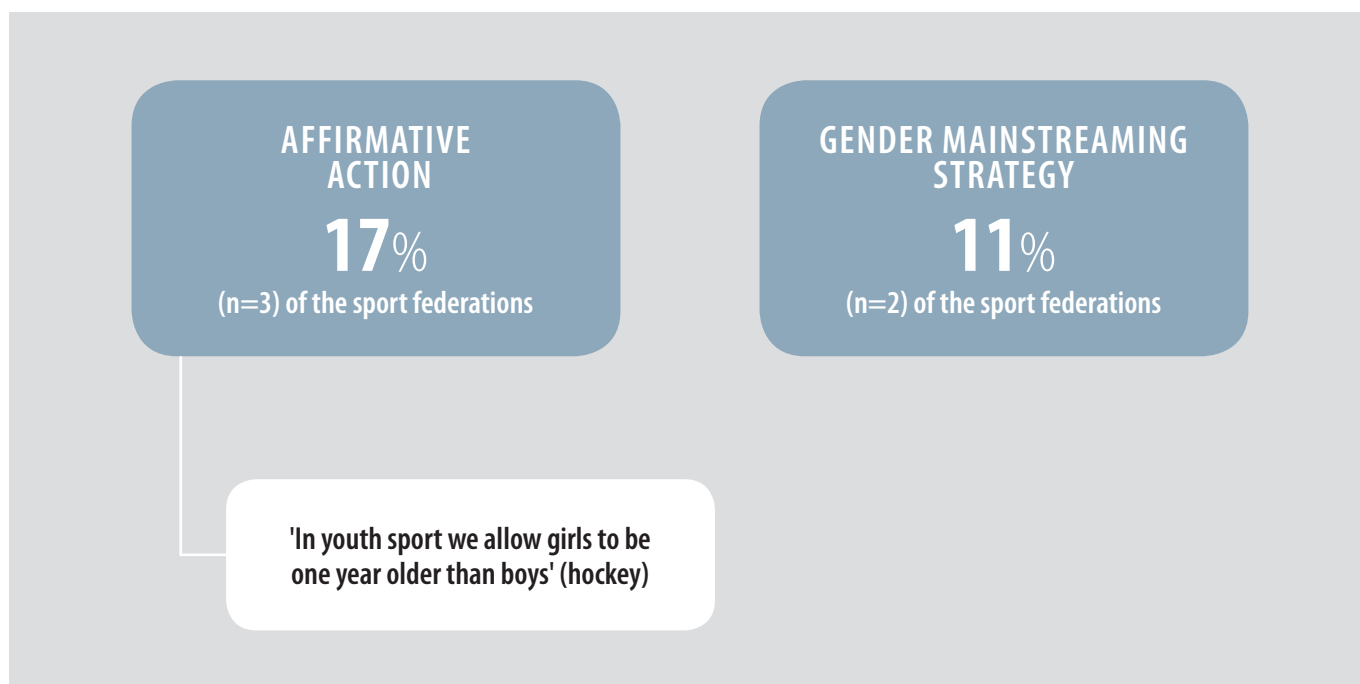
Tennis, weightlifting

- ▶ As can be seen on the left side, gender equality is mentioned in 39% (n=7) of the sport federations' long term plans. However, only 11% (n=2) have a policy for equality between women and men in sport. These are weightlifting and tennis – both sports adopted their policy in 2016.
- ▶ Both sports with a specific gender equality plan have included this theme in their federation's long-term plan.
- ▶ Gender equality is mentioned in the long-term plan of the **Olympic Committee** and they have also produced a specific policy for advancing towards gender equality in sport. Targets for gender representation in decision-making positions are included in the policy.



- ▶ The two sports federations that have a plan for gender equality, weightlifting and tennis, have set targets for gender representation in decision making and for increasing participation in sport and physical activity. In addition, the weightlifting federation has set targets for increasing women's representation in coaching and for a gender balanced representation in its communication materials **10**.

## AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



**17%** of the **sport federations** are using affirmative action and 11% have a gender mainstreaming strategy. Examples of the actions taken and the strategies used are highlighted above.

## CONCLUSION

Men hold the most powerful positions in Danish Sport. Only one federation (weightlifting) has a female president, while 35% of the vice presidents are women. The participation rate of women in sport and physical activity is 41%, but the female board members account for only 21%. There is a clear under representation of women in decision making positions in relation to women and girl's membership of the sport club/federation. About one third of all registered coaches are women, but among these only 15% are employed.

To improve the current position, 50% of the federations have implemented measures to increase the number of women in decision making positions. 28% have taken action to increase the number of female coaches and 78% have implemented measures to increase the number of active girls and women in sport and physical activity.

However, none of the federations has a policy on preventing and combating gender-based violence in their sport, nor have they undertaken any action in this area since 2015. Only two federations, plus the Olympic Committee, have a specific written policy for advancing towards equality between women and men in sport.

To deliver their policy the Olympic Committee has taken a number of different measures to improve the gender balance in its decision making and in increasing active participation by girls and women.