

GEORGIA

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION
3.801.742
MEDIAN AGE
38.0 YEARS



GDP PER CAPITA
10.584 €²



POPULATION

47.1%

MALE



FEMALE

52.9%

LIFE EXPECTANCY

73.8 YEARS

MALE

FEMALE

80.8 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 Georgia, 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 32 national Olympic sport federations plus the Ministry of Education, Science, Culture and Sport and the Georgian Olympic Committee. All data was collated on 31 December 2018 except the area of participation in sport, which was collated on 31 December 2017
2. Estimated for 2019

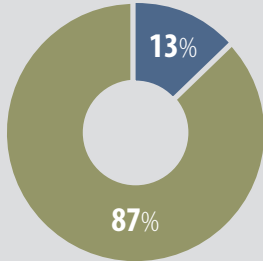


LEADERSHIP

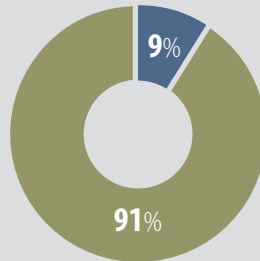
DATA SEPARATED BY GENDER



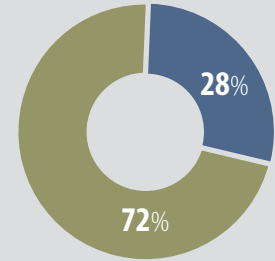
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



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 four (13%) of the 32 sport federations have a female president. These are figure skating, golf, archery and ice hockey **1**.
- ▶ Of the 77 vice-presidents in the sport federations 9% (n=7) are women **2**.
- ▶ None of the sport federations have a gender balance with respect to the number of vice-presidents.
- ▶ 28% (n=9) of the executive heads of the sport federations are females **3**.

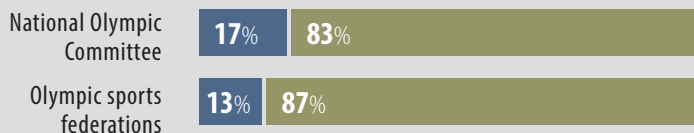
THE MINISTRY OF EDUCATION, SCIENCE, CULTURE AND SPORT

has 21 female and 127 males in administrative/managerial positions.

THE OLYMPIC COMMITTEE

is chaired by a male president and three vice-presidents, of which one is a female. 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 females are members of the boards of either the sport federations (17%) or the Olympic Committee (13%) **4**.

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

Half of the sport federations do not have any female board members (50%, n=16).

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

38% (N=12) of the sport federations have developed measures to recruit or increase the number of women in elected/appointed decision-making positions since 2015. These federations are aquatics, boxing, equestrian, football, handball, hockey, ice hockey, judo, luge, shooting, tennis and volleyball.

58% (n=7) of these sport federations have implemented transparent, clear and gender friendly election/appointment procedures and 33% (n=4) have written a strategy to increase the number of females in decision making positions. Arranging training seminars and workshops for decision makers has been delivered by 33% (n=4).

The **Ministry of Education, Science, Culture and Sport** has worked with the following tools to increase females in decision making positions in sport: transparent, clear and gender friendly election or appointment procedures; leadership skills training; and seminars and workshops for decision makers.

The **Olympic Committee** has included gender balanced representation on boards and committees in its organisation's statutes. They have also arranged women only leadership training and awareness raising campaigns to encourage females to stand for decision making positions.

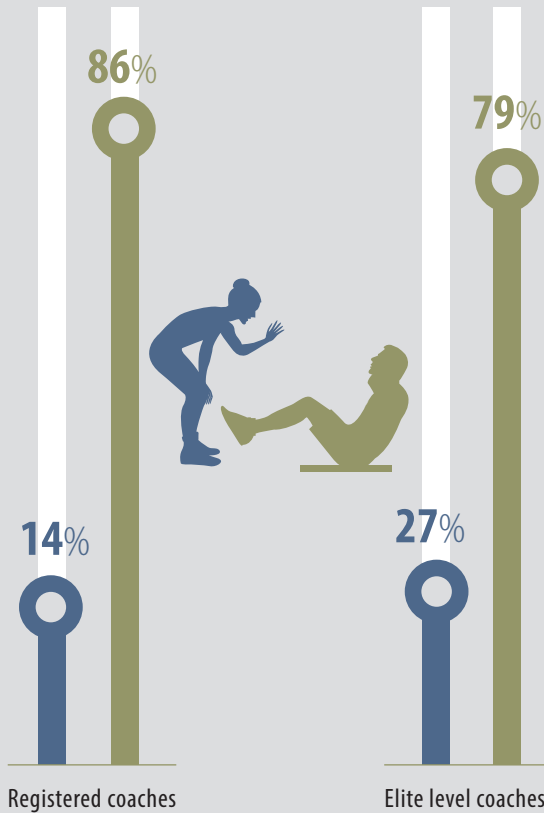


COACHING³⁻⁴

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 **14%** (n=340) of registered coaches and **27%** (n=70) of employed elite level coaches.


ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Gymnastics: 67% (n=6)
- ▶ Figure skating: 63% (n=5)
- ▶ Tennis: 50% (n=1)

Federations with the highest percentage of registered male coaches:

- ▶ Biathlon (n=2), boxing (n=8), canoeing (n=2), cycling (n=9), ice hockey (n=9), luge (n=3), rowing (n=16), rugby (n=82), weightlifting (n=14) and wrestling (n=43). These federations have only male coaches.

 *The handball federation has a gender balance in its registered coaches, 52% (n=175) male and 48% (n=163) female coaches, as well as the tennis federation (one female and one male).*

ELITE LEVEL COACHES

- ▶ **59%** (n=19) of the federations have not employed any female elite level coaches.
- ▶ **41%** (n= 13) of the federations have employed between 1-40 female elite level coaches – a total of 70.
- ▶ **94%** (n=30) of the federations have employed from 1-40 male elite level coaches – a total of 91.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

47% (n=15) of the sport federations have attempted to increase the number of female coaches since 2015. These federations are athletics, badminton, basketball, cycling, equestrian, football, handball, ice hockey, judo, luge, sailing, taekwondo, volleyball, weightlifting and wrestling.

The implementation of transparent, clear and gender friendly recruitment procedures and the organisation of education/training courses for female coaches only are among the tools most used to recruit or increase the number of female coaches. Conversely, the development of a written action plan, the establishment of a database of female coaches and the support for research on gender equality in coaching, seem to be less popular among the Georgian federations.

The **Ministry of Education, Science, Culture and Sport** has implemented the following tools in this area: training courses for female coaches only; awareness-raising campaigns targeting females; dedicated resources to female coaches and supported research on this topic.

In addition to discussing gender equality issues at the executive board meetings, the **Olympic Committee** has also developed education/training courses for female coaches and awareness raising campaigns targeting women.

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

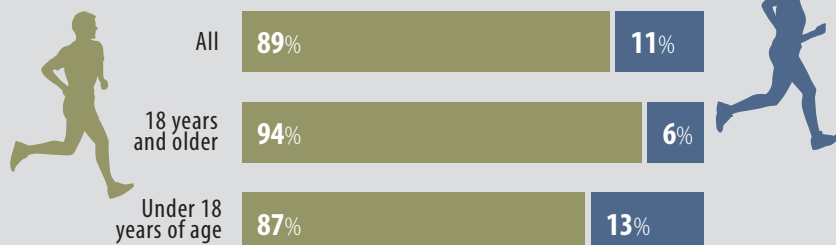
4. Seven of the sport federations did not answer the question about registered coaches



PARTICIPATION (from grassroots to elite sport)⁵

DATA SEPARATED BY GENDER

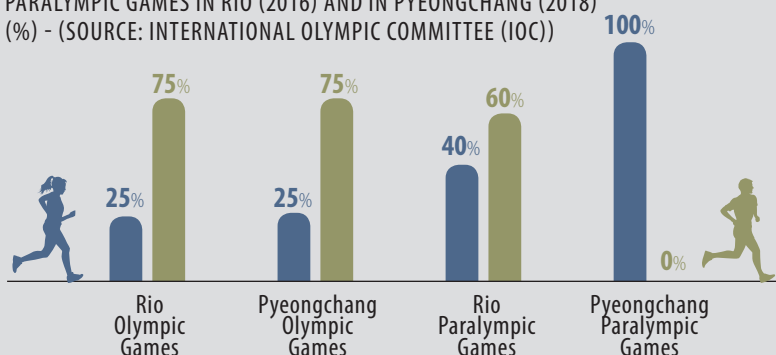
6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Georgian sport is dominated by men (89%). Very few females, especially among adults (6%) are members of a sport club/federation. Less girls (13%) and women (6%) are members of a sport club/federation than boys (87%) and men (94%). As many as 58% (n=17) of the sport federations have less than 40% female members.

► The federations with the largest proportion of females are badminton (59%), hockey (54%) and shooting (54%). Conversely, weightlifting, cycling and football have mostly male members, respectively, 99% for the first two federations and 98% for the latter. Membership of the modern pentathlon and triathlon federations are gender-balanced, with ten female and ten male 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 Georgian delegations had an overwhelming number of male athletes at the last Olympic and Paralympic Games. The gender difference is the smallest among the Paralympic athletes in Rio, where female athletes accounted for 40% (n=2).

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

56% (n=18) of the sport federations have, since 2015, implemented actions/measures to increase the number of girls and women active in sport and/or in physical activity.

These federations are aquatics, badminton, basketball, biathlon, boxing, cycling, equestrian, football, handball, hockey, ice hockey, judo, luge, rowing, taekwondo, volleyball, weightlifting and wrestling.

89% (n=16) of these are committed to ensuring equal access to sport facilities for both genders.

About half have also planned changes in their competition/championships models to be more tailored to suit the needs of girls and women and 39% (n=7) have carried out awareness raising campaigns targeting females. Very few Georgian federations have arranged taster sessions for girls and women only or implemented changes in their sporting opportunities (introducing new sports, activities or ways of practising them) to be more female friendly.

The **Ministry of Education, Science, Culture and Sport** has put in place: a written action plan to increase the number of girls and women active in sport; awareness raising campaigns targeting girls and women; training seminars or workshops for coaches/decision makers; measures to work towards granting equal access to sports facilities for both genders; changes to the competition/championship opportunities to be more tailored to girls and women; and initiated and/or supported research on gender equality in participation.

The **Olympic Committee** has organised awareness raising campaigns targeting girls and women, and training seminars, workshops, etc. for coaches/decision makers.

5. The canoe, fencing, figure skating, golf, judo and rugby federations did not answer the questions on membership. Table tennis federation has no members under 18 years of age

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

41% (n=13) of the sport federations have implemented

measures to improve the situation of female elite level athletes since 2015.

These are archery, athletics, basketball, biathlon, boxing, cycling, football, handball, judo, rowing, rugby, volleyball and wrestling.

These federations provide economic support in the form of scholarships and help with better performance, i.e. training and competition. Some federations have also introduced new leagues and age championships.

The **Ministry of Education, Science, Culture and Sport** has arranged various types of campaigns, training and seminars focused on talented female athletes.

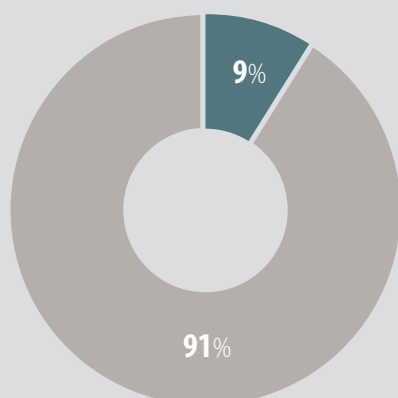
Since 2017, the **Olympic Committee** has been active in promoting girls' wrestling, judo, and cricket and has been implementing a special programme for the development of women's wrestling. The Olympic Committee has also sponsored a prize for the best 18-year-old female athlete.



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
- Don't have a policy and/or action plan

8 shows that **9%** (n=3) of the sport federations have a written policy/action plan for preventing and combating gender-based violence. These federations are cycling, figure skating and football. The cycling federation was the first one to develop such a policy/action plan – in 2015.

Among those three who have a policy and/or action plan:

- ▶ All (n=3) have a monitoring and evaluation mechanism
- ▶ All (n=3) have human resources dedicated to the implementation of the policy/action plan
- ▶ None have funds allocated
- ▶ The **Olympic Committee** has had a written policy and/or action plan since 2014. It also has a monitoring and evaluation mechanism and human resources dedicated to the implementation of the policy.

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

25% (n=8) of the sport federations have implemented measures to prevent and combat gender-based violence in sport since 2015. These federations are boxing, cycling, football, hockey, ice hockey, luge, weightlifting and wrestling.

Of these, **50%** (n=4) have put in place a support service for victims, organised awareness raising campaigns and training seminars and workshops for athletes. 33% (n=3) had supported research and provided safe transport service.

The Olympic Committee has arranged training seminars, workshops, etc. for athletes and for coaches and decision makers.

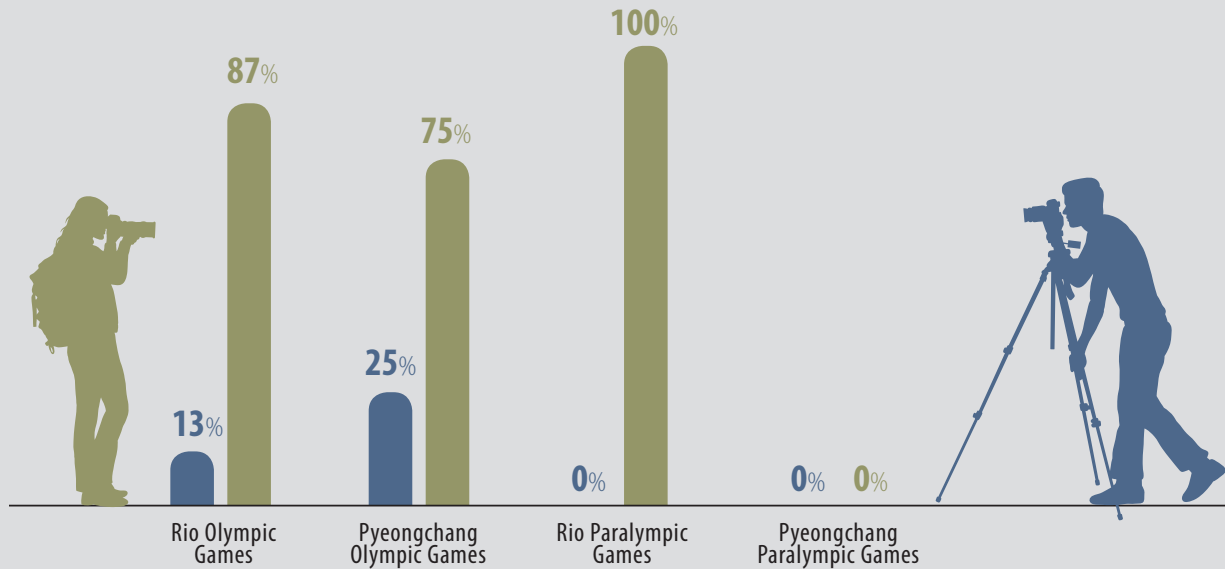


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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



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

COMMUNICATION GUIDELINES

6% **6% (n=2) of the sport federations have initiated guidelines for a gender balanced representation in the content of their communication materials, including social media.** The football federation has a rule that in all their communication materials at least one page should focus on gender balance.





GENDER EQUALITY POLICIES AND PROGRAMMES

LONG-TERM BUSINESS PLAN AND ACTION PLAN



Athletics, badminton, biathlon, cycling, football, handball, hockey, ice hockey, judo, luge, rowing, sailing and volleyball.

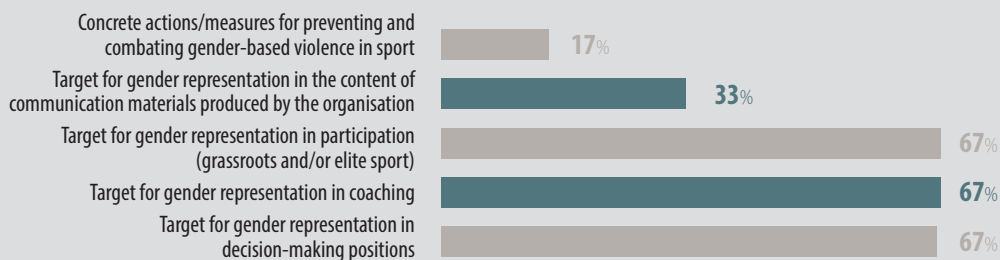


Badminton, basketball, biathlon, cycling, football and handball.

- ▶ As seen on the left side, gender equality is mentioned in 41% (n=13) of the sport federations' long term plans but only 19% (n=6) have a specific written policy or action plan for advancing towards equality between women and men in their sport.
- ▶ Five of the federations include both gender equality in their business plan and have a specific action plan for advancing towards equality between females and males in sport.
- ▶ The **Ministry of Education, Science, Culture and Sport** and the Olympic Committee mention gender equality in their long term business plan and have in addition a written policy for achieving gender equality in sport.

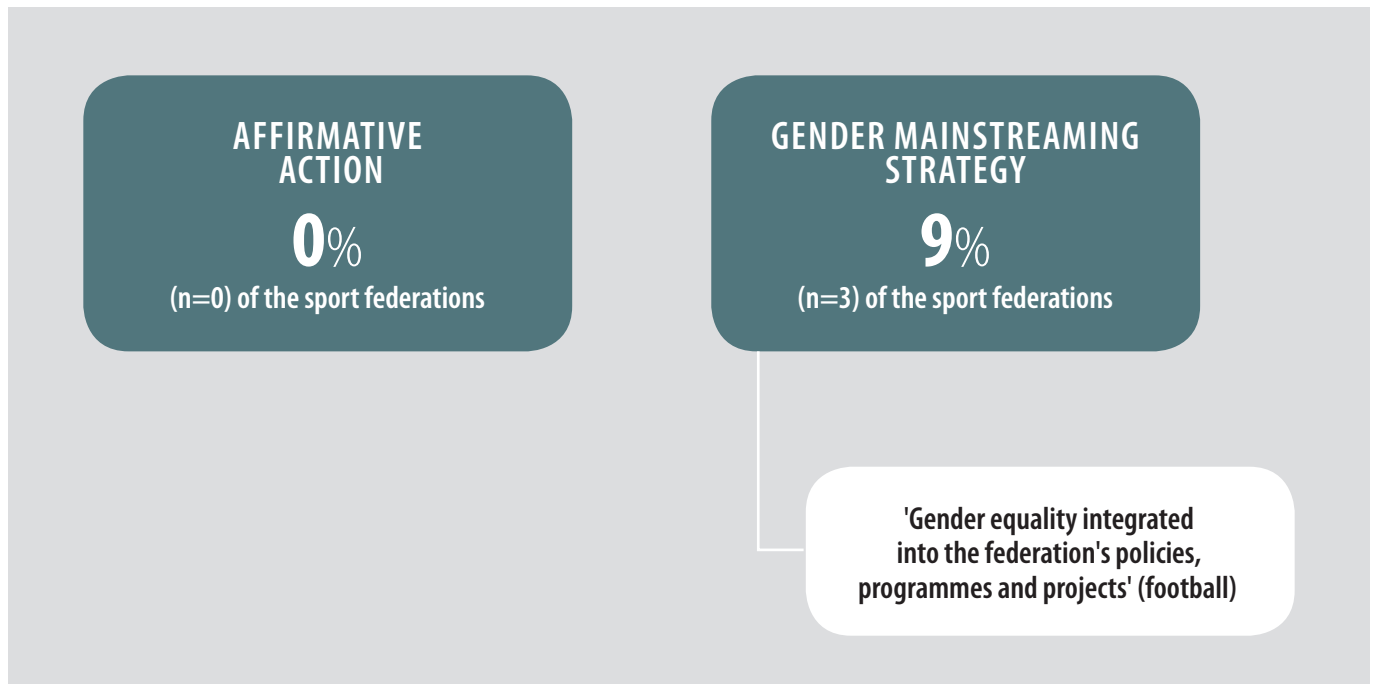
10

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



- ▶ **10** shows that 67% of the six sport federations have targets for gender balanced representation, both with respect to decision-making positions, coaching and participation in their policy/action plan for gender equality.
- ▶ The Ministry of Education, Science, Culture and Sport 's action plan contains all the targets in Figure 10.
- ▶ The National Olympic Committee stated that it has targets for gender representation in decision making positions, coaching and participation.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



None of the sport federations are using affirmative action but 9% have a gender mainstreaming strategy. One example of gender mainstreaming strategies is mentioned above.

MINISTRY OF EDUCATION, SCIENCE, CULTURE AND SPORT AND THE OLYMPIC COMMITTEE
have a gender mainstreaming strategy and considers equality in their policies, actions

CONCLUSION

Georgian sport is very male dominated. Only 4 (13%) out of 32 presidents in sport federations and only 9% (n=7) of all vice-presidents are women. Women account for only 17% of all board members, which is remarkable considering the number of girls and women active in physical activity and sport, which is only 11%. There are few female registered coaches (14%), but the percentages of employed female elite level coaches is 27%.

Since 2015, 38% of the sport federations have implemented measures to recruit or increase the number of females in decision making positions, 47% are committed to increasing the number of female coaches and 56% have used different tools to increase the participation of girls and women in physical activity and sport.

Both the Ministry of Education, Science, Culture and Sport and the Olympic Committee are active in all of the gender equality indicators. 25% of the sport federations have worked with combating and preventing gender based violence. While 41% of the sport federations mention gender equality in their long term plan only 19% have a written policy for advancing towards equality for females and males in sport. No sport federation uses affirmative actions and only 9% have a gender mainstreaming strategy.