



ISRAEL

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION

8.616.336

MEDIAN AGE

30.2 YEARS



GDP PER CAPITA

38.867 €²



POPULATION

49.4%

MALE



FEMALE

50.6%

LIFE EXPECTANCY

78.8 YEARS

MALE

FEMALE

83.2 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 Israel, 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



COUNCIL OF EUROPE



Implemented
by the Council of Europe

1. The results are based on 27 national Olympic sport federations plus the Ministry of Culture and Sport and the 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

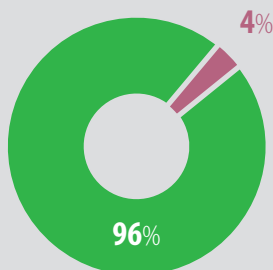


LEADERSHIP

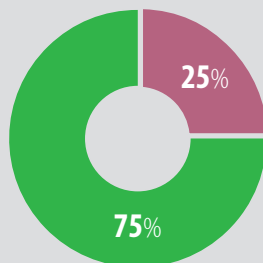
DATA SEPARATED BY GENDER



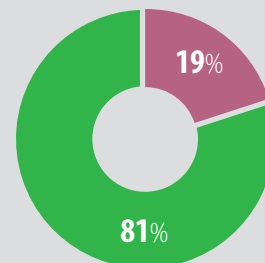
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



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 (%)



- ▶ Men are presidents of all the Olympic sport federations except for football **1**.
- ▶ The 27 Olympic sport federations have 36 vice presidents. Of these 25% (n=9) are women and they are involved in the badminton, gymnastics, ice skating, sailing and wrestling federations **2**.
- ▶ 7% (n=2) of the federations have the same number of female and male vice presidents, curling and wrestling.
- ▶ 19% (n=5) of the Olympic sport federations have a female executive head **3**.

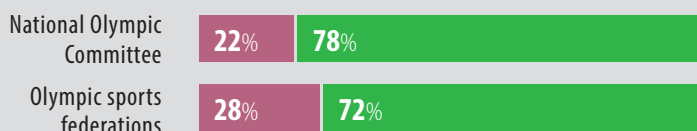
THE MINISTRY OF CULTURE AND SPORT

has three females and eleven males in administrative/managerial positions.

THE OLYMPIC COMMITTEE

is chaired by a male president and has one male vice president. The executive head of the Olympic Committee is also a man.

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



Both the Olympic sport federations and the national Olympic Committee have relatively low numbers of women on their boards. The Olympic sport federations have a higher representation of female board members than the Olympic Committee at, respectively, 28 % (n=98) and 22 % (n= 8) **4**.

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

67% (n=18) of the sport federations have since 2015, taken action to recruit or increase the number of females in elected/appointed decision making positions.

These are archery, athletics, badminton, canoeing, curling, equestrian, fencing, football, gymnastics, ice hockey, judo, rowing, rugby, table tennis, taekwondo, triathlon, volleyball, weightlifting and wrestling.

More than half of them (61%, n=11) have taken measures to ensure gender equal election/appointment procedures. 44% (n=8) have set gender quotas in their election/appointment procedures, as well as reserving seats on their boards and committees for women only. None have used awareness raising campaigns to encourage women to stand for decision making positions, or taken action to facilitate the reconciliation of private life with professional/elective obligations, for example, by providing childcare services when meetings are held.

The **Ministry of Culture and Sport** has taken many initiatives to recruit or increase the number of females in elected/appointed decision making positions. They have worked with the following tools: gender representation on boards and committees in the organisation's statutes; adopted gender quotas/targets in elections procedures; reserved positions for women; and arranged training seminars and workshops for decision makers. They have also established a network of females in leadership positions and developed mentoring programmes for women looking to hold a future leadership role.

The **Olympic Committee** has been very active, since 2015, in recruiting or increasing the number of women in elected/appointed decision making positions. They have developed a written strategy to increase the number of women in leadership roles, established open and transparent election processes, run leadership training courses for women only and organised mentoring programmes for women in leadership roles and for those who aspire to be leaders.

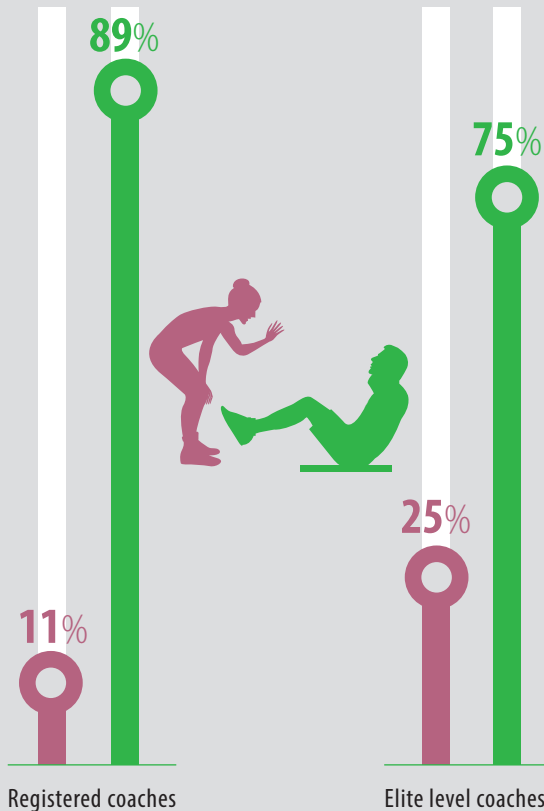


COACHING³⁻⁴

DATA SEPARATED BY GENDER

5

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



Registered female coaches in national Olympic sport federations account for only **11%** (n= 132), while **25%** (n=79) of the employed elite level coaches are females.

ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Gymnastics: 80% (n=20)
- ▶ Ice skating, swimming and weightlifting: 50% (respectively n=6, n=15 and n=1)

Federations with the highest percentage of registered male coaches:

- ▶ Archery: 100% (n=1)
- ▶ Boxing: 100% (n=2)
- ▶ Ice Hockey: 97% (n=740)

Three federations have a gender balance in their registered coaches – ice skating (n=6), swimming (n=15) and weightlifting (n=1). All have 50% female and male coaches.

ELITE LEVEL COACHES

- ▶ **22%** (n= 6) of the federations have not employed any elite level female coaches.
- ▶ **78%** (n=21) of the federations have employed between 1-20 elite level female coaches – a total of 79.
- ▶ **85%** of the federations have employed between 1-80 elite level male coaches – a total of 237.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

78% (n=21) of the sport federations have implemented measures, since 2015, to recruit or increase the number of female coaches. These federations are archery, athletics, badminton, basketball, boxing, curling, cycling, football, gymnastics, handball, ice hockey, judo, rugby, sailing, skating, swimming, table tennis, taekwondo, tennis, volleyball and weightlifting.

The measures that have most often been used include training courses for female coaches and instructors (38% n=8), written strategies to increase the number of female coaches (29% n=6) and allocating resources to female coaches (29% n=6). The latter includes earmarked money, child care when attending training seminars or coaching in competition.

The Ministry of Culture and Sport has used different tools to get more female coaches. This includes writing a strategy to increase their number, dedicating resources for female coaches, developing a database for female coaches and supporting studies on gender equality in coaching.

The Olympic Committee has also been very active, and taken many steps, to increase the number of female coaches. This includes developing plans to increase the number of female coaches, initiating gender friendly recruitment procedures and running awareness raising campaigns targeting females. They have also allocated resources for female coaches and they have supported research on gender equality in coaching.

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

4. The equestrian, football and handball federations did not answer the question about registered coaches



PARTICIPATION (from grassroots to elite sport)⁵

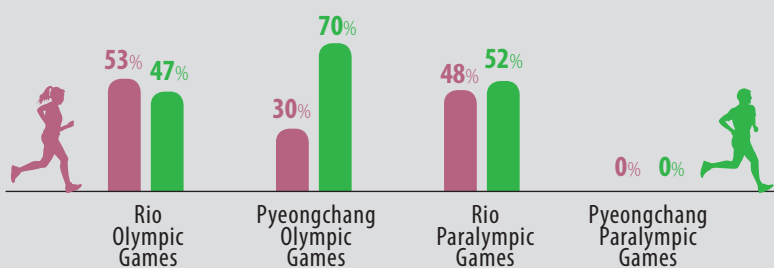
DATA SEPARATED BY GENDER

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



- ▶ About three quarters (74%) of the members of sport clubs/federations are males. There are more girls (29%) than women (20%) active in sport clubs/federations.
- ▶ The sports with the largest proportion of females are gymnastics (83%) and ice skating (79%). Boxing (96%) and curling (91%) have almost all male members. Only the swimming federation is nearly gender balanced with 46% female and 54% male 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))



The Israeli athletes that participated in the Olympic Games in Rio were very gender balanced. A few more female athletes participated in the Olympic Games and a few more males than females in the Paralympic Games in Rio. There was no Israeli delegation at the Pyeongchang Paralympic Games **7**.

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

74% (n=20) of the **sport federations** have taken action, since 2015, to increase the number of girls and women active in sport and physical activity. These federations are athletics, badminton, basketball, boxing, cycling, equestrian, football, gymnastics, handball, ice hockey, judo, rowing, rugby, sailing, table tennis, taekwondo, tennis, triathlon, volleyball and weightlifting.

60% (n=12) of these federations have dedicated financial resources to girls and women's sport and physical activity, for example, funding specific projects. Half have held training seminars or workshops for coaches and decision makers and organised "taster sessions" for girls and women only.

The **Ministry of Culture and Sport** has taken many initiatives to increase the physically active number of girls and women in sport. They have adopted a strategy, held awareness raising campaigns, arranged training seminars and dedicated financial resources to female sport. Taster sessions have also been arranged as well as making changes to the sporting opportunities, and in championships, to be more tailored to girls and women. The Ministry also supports those organisations working to increase activity among female athletes by giving them an additional 10% on their budget. Women's teams receive an additional 20% compared to male teams.

ATHENA (The National Plan for the Advancement of Women's Sports in Israel) has the goals of:

- Increasing grassroots participation
- Creating and promoting women's leadership in sport
- Changing social thinking about women in sport

The Athena programme operates in 12 prioritised sport fields and has a professional programme that interacts with other organisations, such as, The School Sport Federation, The Olympic Committee and with 33 programmes nationwide.

The **Olympic Committee** has been very active in this area and has taken different approaches; including writing plans to increase the number of girls and women active in sport, running awareness raising campaigns targeting girls and women and holding training seminars/workshops for coaches and decision makers. Additionally, they have dedicated financial resources to girls and women's sport and physical activity (funding specific projects, etc.), offered taster sessions and supported research on gender equality in participation.

5. Membership numbers were not provided by badminton, equestrian, football, fencing and taekwondo. Weightlifting does not have any female members under 18 years old. Golf does not have any children as members. Gymnastics did not provide data on its adult membership

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

48% (n=13) of the **sport federations** have implemented actions to improve the situation for female elite level athletes. These are archery, basketball, boxing, cycling, equestrian, football, gymnastics, handball, judo, sailing, tennis, triathlon and weightlifting.

The measures taken most often are related to professional support, such as, the provision of sport psychologists, dietitians and fitness trainers, co-ordination of appropriate training hours (support for mothers), holding more international women's tournaments in Israel, allocating additional financial support for women and finding sponsors for the teams and athletes.

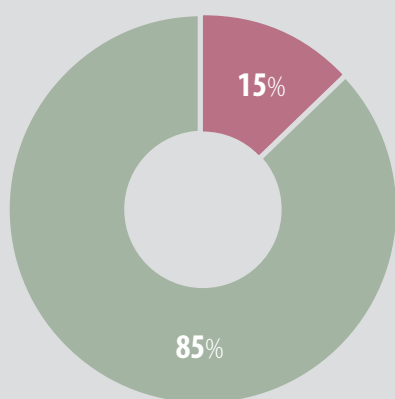
The **Ministry of Culture and Sport** is involved in the promotion of sport at elite level. It offers scholarships to elite female athletes and coaches, supports Project Athena and prioritises female athletic success. It also provides professional training and medical support for elite female athletes.



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

Only **15%** (n= 4) of the sport federations have a written policy/action plan for preventing and combating gender based violence in sport **8**. These federations are football, rugby, sailing, and triathlon. The oldest one (sailing) was adopted in 2013.

- ▶ Two of these sports (football and sailing) have a monitoring and evaluation mechanism in place
- ▶ Three of these sports (football, rugby, and triathlon) have resources dedicated to the implementation of the policy/ action plan
- ▶ None of the federations has allocated funding to the implementation of the policy/ action plan
- ▶ The **Ministry of Culture and Sport's** action plan to combat gender based violence is from 2018. It has a monitoring and evaluation mechanism, as well as human resources and funding allocated to the implementation of the plan.
- ▶ The **Olympic Committee** introduced a policy to prevent and combat gender based violence in 2018 and, like the Ministry, has a monitoring and evaluation mechanism, as well as human resources and funding allocated to the implementation of the plan.

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

22% (n=6) of the **sport federations** have implemented programmes, since 2015, to prevent and combat gender based violence. These federations are athletics, handball, rugby, sailing, swimming and triathlon.

The tools most often used include the development and implementation of a code of conduct/ethical guidelines for coaches and people in managerial and decision making positions.

The **Ministry of Culture and Sport** has developed a strategy to prevent and combat gender based violence in sport and taken many initiatives in this field. These include: adding rules that forbid gender based violence in its statutes; producing ethical guidelines for coaches; holding training seminars for coaches/decision makers; developing guidelines for handling cases of gender based violence; and establishing a formal complaint procedure for reporting gender based violence.

The **Olympic Committee** has also implemented many actions to prevent and combat gender based violence in sport. These include: appointing a welfare officer; providing support services for victims; developing a code of conduct for coaches and people in managerial and decision making positions; adding rules that forbid gender based violence in its statutes; developing guidelines for handling cases; arranging awareness raising campaigns and providing formal complaint procedures for reporting gender based violence.

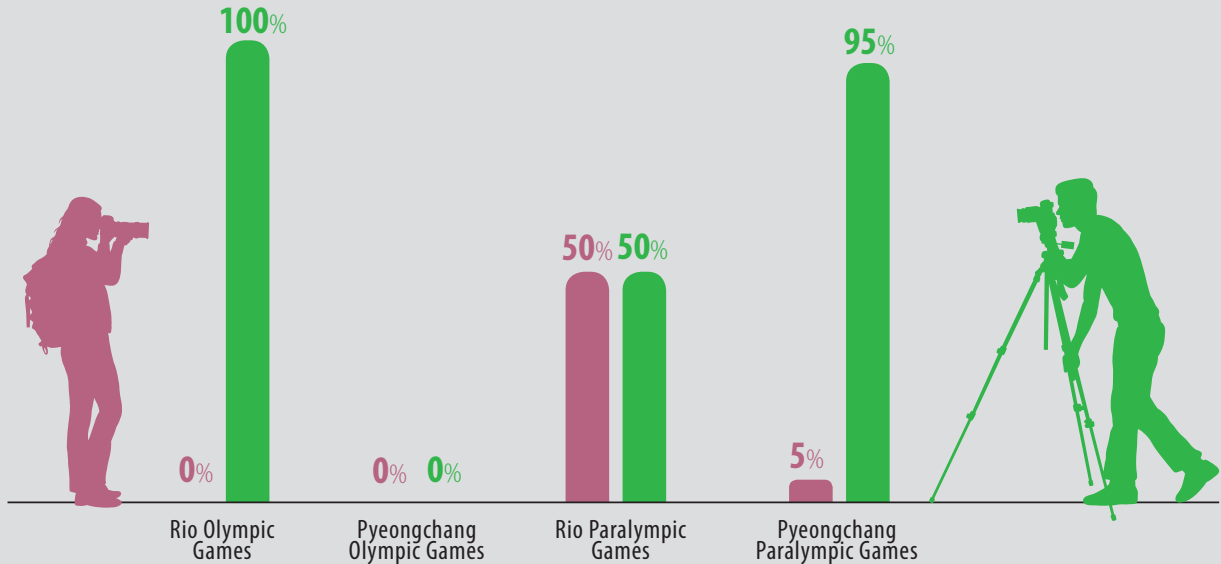


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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



Female journalists or reporters from Israeli media companies and organisations were underrepresented at the last Olympic and Paralympic Games, except for the Paralympic Games in Rio. No journalists/reporters took part in the Pyeongchang Olympic Games **9**.

COMMUNICATION GUIDELINES

26% (n=7) of the **sport federations** have **guidelines for a gender balanced representation in their communication materials, including social media**. These federations are archery, basketball, boxing, cycling, equestrian, rugby and swimming. An example from boxing is “the entire programme that is carried out in the media and the exposure of the industry is done equally for men and women”.

- ▶ The **Olympic Committee** also has guidelines for a gender balanced presentation in their communications and this is included in its Charter for Gender Equality.
- ▶ The **Ministry of Culture and Sport** and The Athena Professional Unit work together to change public awareness of women's sport by campaigning the media.





GENDER EQUALITY POLICIES AND PROGRAMMES

LONG-TERM BUSINESS PLAN AND ACTION PLAN



Archery, badminton, equestrian, gymnastics, rowing, sailing, swimming, volleyball and weightlifting

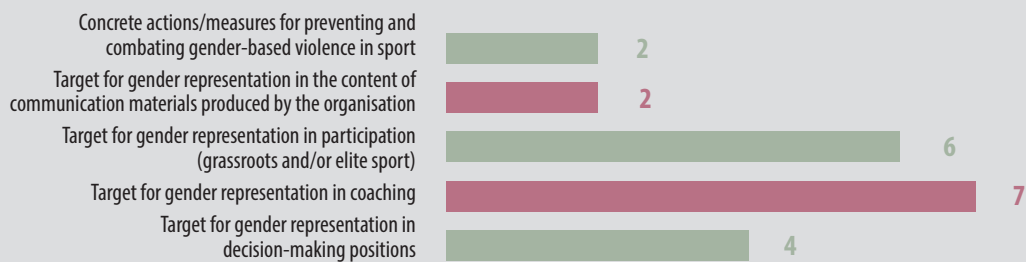


Athletics, badminton, cycling, handball, rugby, sailing, swimming, volleyball and weightlifting

- ▶ As seen on the left side, gender equality is mentioned in a third (n=9) of the sport federations long term plans and a third (n=9) have a specific written policy for advancing towards equality between women and men. These policies were introduced between 2013 and 2019.
- ▶ Five sports have both a specific written policy and include gender equality in their overall long term goals.
- ▶ Gender equality is included in both the **Olympic Committee** and the **Ministry of Culture and Sport's** long term plan and they have a written specific plan for gender equality in sport.

10

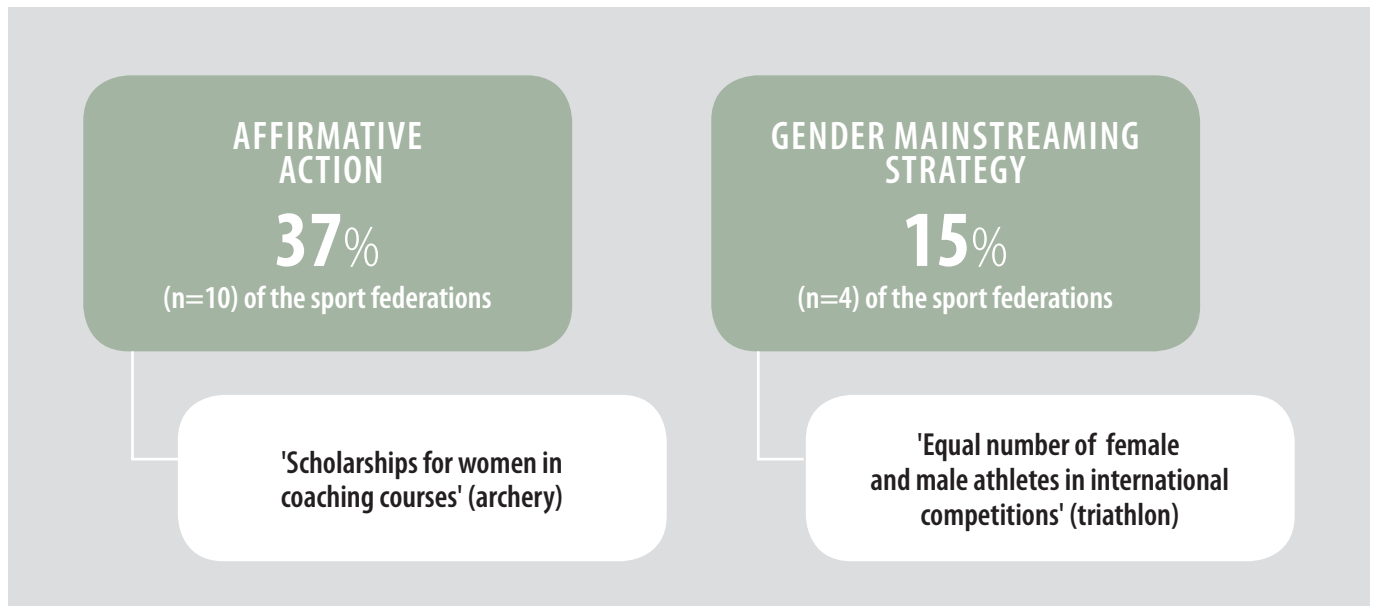
CONTENT OF THE SPECIFIC POLICY/ACTION PLAN FOR GENDER EQUALITY AMONG THE NATIONAL FEDERATIONS OF OLYMPIC SPORTS (N=9)



Seven of the nine sport federations that have a specific policy for gender equality have targets for gender representation in coaching. Figure 10 highlights that six of the nine sport federations with a specific gender equality policy, also have targets for gender representation in participation and four in decision making positions **10**.

- ▶ The **Ministry of Culture and Sport** has targets for both gender representation in decision making and participation in their equality plan. In addition they have targets for gender representation in the content of their communication materials.
- ▶ The **Olympic Committee** also has a specific gender equality plan, targets for gender representation in decision making and coaching and concrete policies for preventing and combating gender based violence.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



37% of the **sport federations** are taking affirmative action and 15% have a gender mainstreaming strategy. An example of the actions taken and strategies used are highlighted above.

THE MINISTRY OF CULTURE AND SPORT

is using affirmative action and mainstreaming strategies, through the Athena Project in particular.

THE OLYMPIC COMMITTEE

has used affirmative action but does not have a gender mainstreaming strategy to reach gender equality in sport

CONCLUSION

All presidents, except one, of the 27 Olympic sports federations are male, but 25% of all vice presidents are female. All sport federations have one or more female board members, which accounts for 28% of all board members.

The Israeli sport federations have been very active in increasing the number of women in elected/appointed decision making positions. Only 11% of the registered coaches are women, but 25% of the employed elite level coaches are females. Three federations have a gender balance in their registered coaches - weightlifting, swimming and ice skating. About a quarter of the members of sport clubs/federations are women. The sports with the largest proportion of females are gymnastics (83%) and ice skating (79%). Very few sport federations have focused on protecting and preventing gender based violence in sport or have implemented action to increase the coverage of women's sport. About a third of the sport federations include gender equality in their overall long term plan. The same number have a specific written policy or action plan relating to gender equality.

The Olympic Committee has been actively engaged in all areas to try and change the situation. It has a specific gender equality plan and allocated human resources and funding for its implementation, set targets for gender representation in decision making and coaching and has taken concrete actions to prevent and combat gender based violence.

The Ministry of Culture and Sport is also highly committed to addressing gender equality in sport, especially in relation to leadership, coaching, participation and communications/media. In addition, the Ministry has taken a number of actions to prevent gender based violence in sport. All these actions are included in the Ministry's long term plan and formal policy.