

LITHUANIA

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION
2.689.174

MEDIAN AGE
42.7 YEARS



GDP PER CAPITA
33.284 €²



POPULATION

46.4%

MALE



FEMALE

53.6%

LIFE EXPECTANCY

70.5 YEARS

MALE

FEMALE

80.5 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 Lithuania, 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

EUROPEAN UNION

CONSEIL DE L'EUROPE

1. The results are based on 34 national Olympic sport federations plus the Department of Physical Education and Sports under the Government of the Republic of Lithuania 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

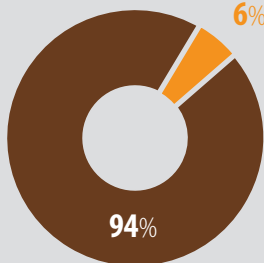


LEADERSHIP

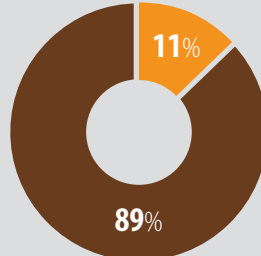
DATA SEPARATED BY GENDER



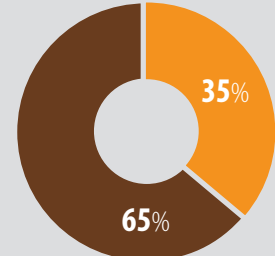
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



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 (%)



- ▶ Only two (6%) of Olympic sport federations, table tennis and skating, have a female president **1**.
- ▶ The 34 Olympic sport federations have 54 vice presidents. Of these 11% (n=6) are women **2**.
- ▶ 9% (n=3) of the federations have the same number of female and male vice presidents – gymnastics, shooting and swimming.
- ▶ 35% (n=12) of the sport federations have a female executive head **3**.

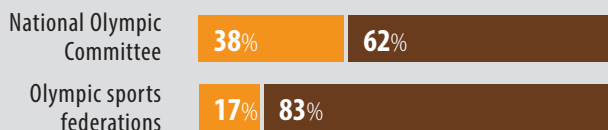
THE DEPARTMENT OF PHYSICAL EDUCATION AND SPORT UNDER THE GOVERNMENT OF THE REPUBLIC OF LITHUANIA

has four women and two men in administrative/managerial positions.

THE OLYMPIC COMMITTEE

is chaired by a female president and has 3 vice presidents, one of which is a woman. 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 (%)



The Olympic Committee has a higher representation of women on its board (38%) compared with the sport federations (17%) **4**.

One of the sport federations, gymnastics, has a balanced representation of female and male board members.

35% (n=12) of the sport federations have no female board members. These are archery, biathlon, boxing, canoeing, golf, ice hockey, modern pentathlon, sailing, skiing, taekwondo, weightlifting and wrestling.

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

50% (n=17) of the sport federations have taken action, since 2015, to recruit or increase the number of females in elected/appointed decision making positions in sport. These federations are archery, athletics, badminton, cycling, equestrian, fencing, football, hockey, ice hockey, judo, modern pentathlon, rowing, rugby, speed skating, taekwondo, triathlon and wrestling.

Almost half 47% (n=8), of these sport federations have developed gender friendly election/ appointment procedures. 41% (n=7) have held training seminars and workshops for decision makers. 24% (n=4) have seats reserved for females on boards and committees and the same number have arranged female only leadership courses.

The Olympic Committee has also been engaged in educational measures to increase the numbers of women in decision making by holding leadership training courses for females only, organising training seminars, workshops, etc. for decision makers and running awareness raising campaigns to encourage women to stand for leadership roles. The Olympic Committee has also supported research on gender equality in decision making positions.

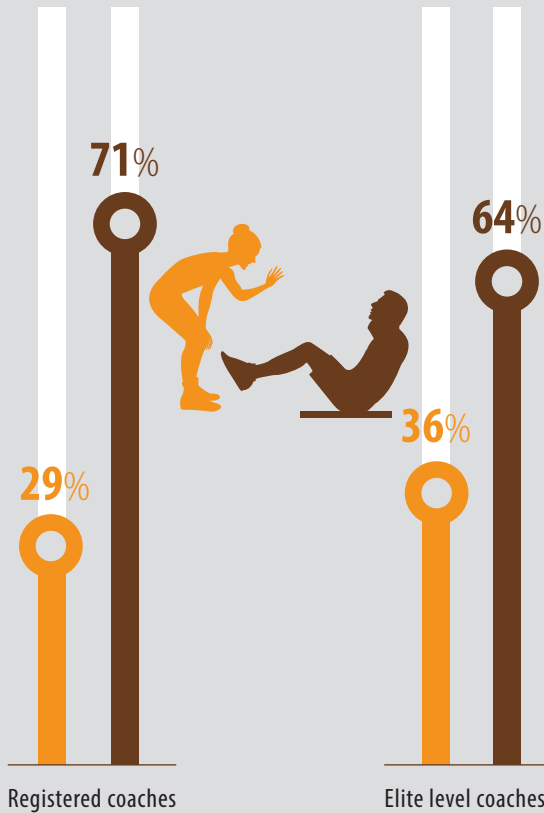


COACHING³⁻⁴

DATA SEPARATED BY GENDER

5

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



Female coaches registered in the Olympic sport federations account for **29%** (n=262) of coaches, while **36%** (n=62) of employed elite level coaches are females.

ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Skating: 88 % (n=30)
- ▶ Hockey: 60% (n=16)
- ▶ Swimming and triathlon: 50% (respectively n=1 and n=3)

Federations with the highest percentage of registered male coaches:

- ▶ Sailing: 100% (n=2)
- ▶ Rugby: 100% (n=5)
- ▶ Ice hockey: 98% (n=48)



Swimming, with one male and one female coach, and triathlon with three coaches of each gender, have a gender balance in their registered coaches.

ELITE LEVEL COACHES

- ▶ **82%** (n=28) of the federations have not employed any elite level female coaches.
- ▶ **18%** (n= 6) of the federations have employed between 1-8 elite level female coaches – a total of 20.
- ▶ **41%** (n=14) of the federations have employed between 1-15 elite level male coaches – a total of 46.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

29% (n=10) of the sport federations have implemented measures, since 2015, to recruit or increase the number of female coaches. These federations are archery, badminton, football, modern pentathlon, rowing, rugby, taekwondo, tennis, triathlon and wrestling.

Six (60%) of these federations have reserved positions for female coaches on training courses and 40% (n=4) have organised awareness raising campaigns targeting females.

To redress gender inequality in coaching, the Olympic Committee has implemented a new award: "Woman coach of the Year".



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

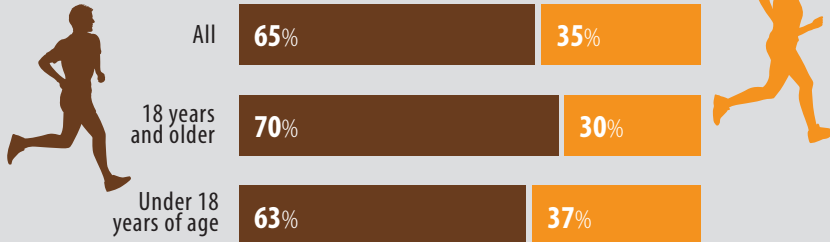
4. Two of the sport federations, athletics and volleyball, did not answer the question about registered coaches. In addition, football and wrestling did not provide the numbers of male coaches



PARTICIPATION (from grassroots to elite sport)⁵

DATA SEPARATED BY GENDER

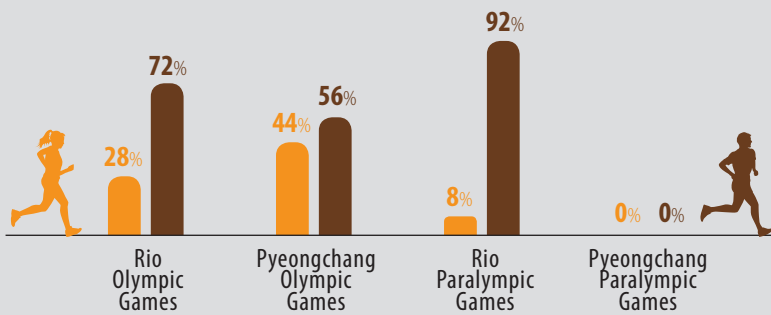
6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Both girls (37%) and women (30%) are less often members of a sport club or federation than boys (63%) and men (70%). 43% (n=10) of the sport federations have less than 40% female members.

► Skating has nearly all female members (94%), followed by gymnastics with 64%. The equivalent sports among men are ice hockey (96%) and boxing with 91% male members. Four sport federations are almost gender balanced – archery (52% females), biathlon (48% females), fencing (48% females) and hockey (53% females).

7 FEMALE AND MALE PARTICIPANTS AT THE OLYMPIC AND PARALYMPIC GAMES IN RIO (2016) AND IN PYEONGCHANG (2018) (%) - (SOURCE: INTERNATIONAL OLYMPIC COMMITTEE (IOC))



The athletes from Lithuania participating in the last Olympic Games were mostly men. The gender gap is particularly high for the Rio Olympic and Paralympic Games where, respectively, only 28% (n=19) and 8% (n=1) of the athletes were women **7**.

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

56% (n=19) of the **sport federations** have implemented measures, since 2015, to increase the number of girls and women active in sport and in physical activity. These federations are archery, badminton, basketball, biathlon, boxing, curling, cycling, football, handball, ice hockey, judo, rowing, rugby, skating, skiing, taekwondo, tennis, weightlifting and wrestling.

84% (n=16) of these sport federations have worked towards achieving equal access to sport facilities for different ages and genders. Almost half (47% n=9) have arranged taster sessions for girls and women only and 37% (n=7) have dedicated financial resources to increasing activity amongst females. One federation has initiated and supported research on gender equality in participation.

The **Olympic Committee** has also been active in trying to increase girls and women's participation in sport and physical activity by arranging awareness raising campaigns targeting girls and women and changing their competitions to be more women friendly.

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

38% (n=13) of the **sport federations** have taken action, since 2015, to improve the situation for female elite level athletes. These federations are badminton, basketball, boxing, curling, football, golf, handball, ice hockey, judo, rowing, rugby, skiing and taekwondo.

Working towards providing the same conditions for elite level male and female athletes is mirrored in the measures that these 13 federations have carried out. This includes finances, for example, supporting the participation of Lithuanian's team in championships abroad (hockey). The measures taken most often are related to creating equal opportunities in training and competition. Judo ensures their female athletes have equal access to sport equipment, facilities, international competition and sport camps.

The **Olympic Committee** has established new awards for "Female Athlete of the Year", "Women's Team of the Year" and "Woman Coach of the Year". They have also, since 2013, increased the number of scholarships awarded to athletes from 32 to 89.

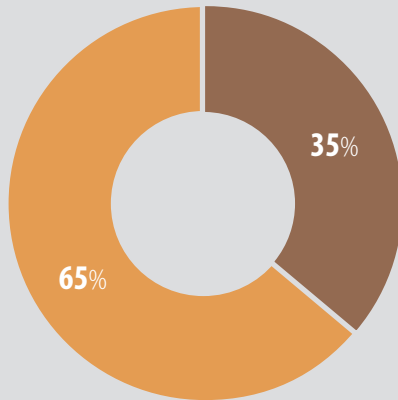
5. Athletics, basketball, football, rowing, sailing, speed skating, swimming, table tennis, volleyball and wrestling did not answer the question about membership. Cycling did not provide information for their members under 18 years old



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 (%)



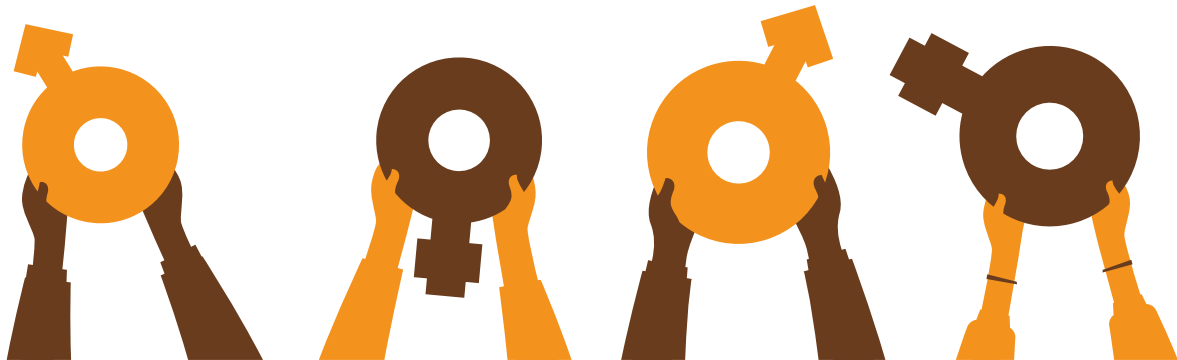
● Have a policy and/or action plan
● Don't have a policy and/or action plan

35% (n= 12) of the sport federations have a written policy/action plan for preventing and combating gender based violence in sport **8**.

These federations are athletics, basketball, canoeing, fencing, football, hockey, judo, modern pentathlon, rowing, skating, tennis and wrestling. The wrestling federation was the first to formulate a policy in 2011. All the other plans are from 2018 except one, from 2019.

Among those 12 who have a policy and/or action plan:

- ▶ 33% (n=4) have a monitoring and evaluation mechanism
- ▶ 58 % (n=7) have human resources dedicated to the implementation of the policy/action plan
- ▶ 17% (n=2) have funds allocated



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

21% (n=7) of the sport federations have implemented action, since 2015, to prevent and combat gender based violence in sport. These federations are badminton, basketball, canoeing, fencing, handball, rowing, and triathlon.

The action taken most often is the development of codes of conduct or ethical guidelines for coaches and people in managerial and decision making positions (86% n= 6). This is followed by including a rule about gender based violence in their statutes (43% n=3).

The Olympic Committee is a partner in a project which will develop a policy to prevent and combat sexual abuse in sport. They also participate in conferences and projects on good governance.

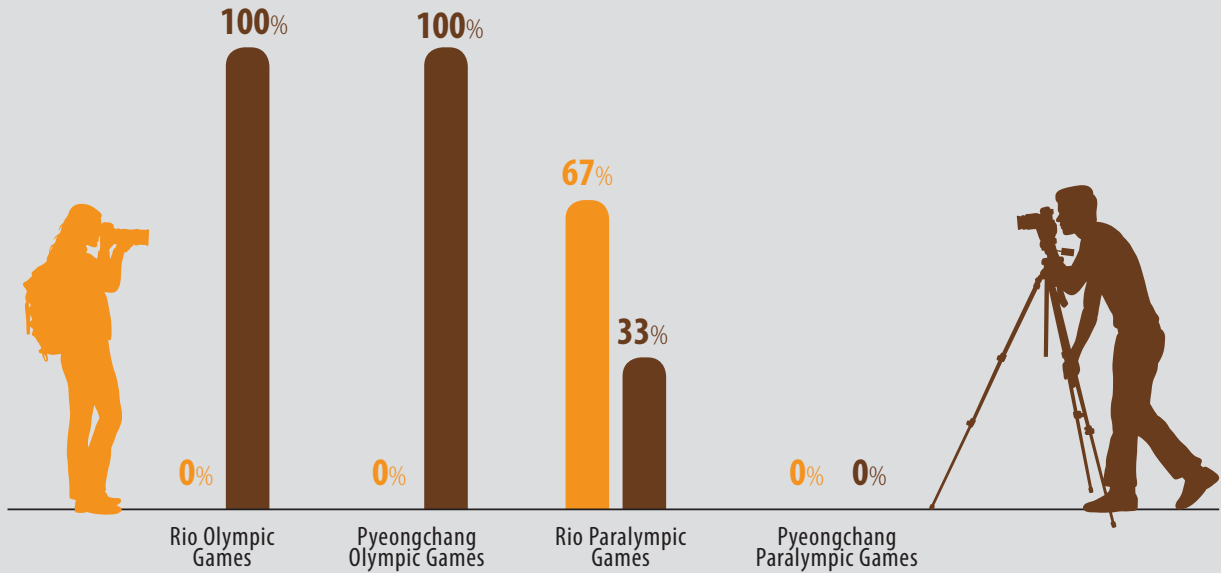


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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



Only male journalists from Lithuania participated in the Rio and Pyeongchang Olympic Games. In the Paralympic Games in Rio two women and one men reported from the Games. No journalist/reporter took part in the Pyeongchang Paralympic Games **9**.

COMMUNICATION GUIDELINES

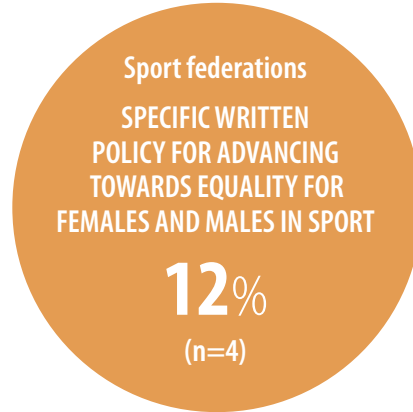
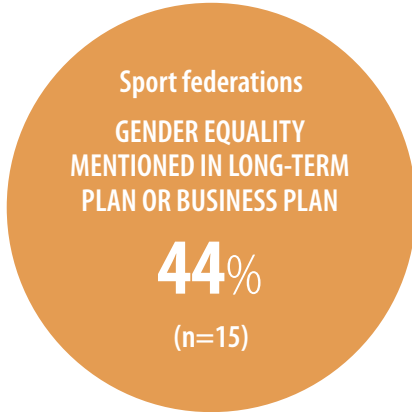
- ▶ None of the sport federations have guidelines on gender balanced representation in their communication materials. Conversely, the Olympic Committee does have these guidelines.





GENDER EQUALITY POLICIES AND PROGRAMMES

LONG-TERM BUSINESS PLAN AND ACTION PLAN



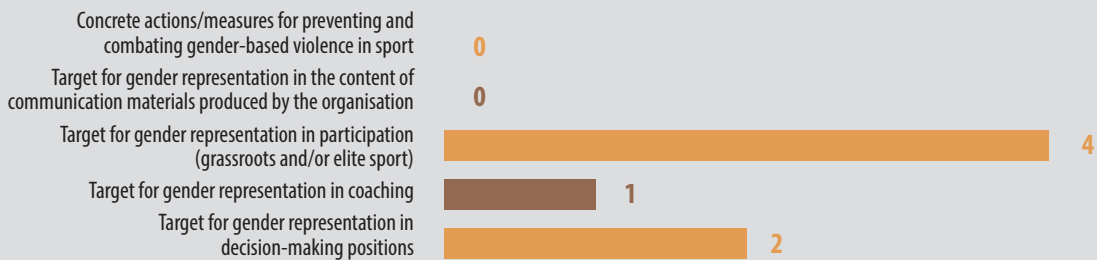
Athletics, basketball, biathlon, boxing, fencing, football, golf, handball, hockey, modern pentathlon, sailing, taekwondo, tennis, weightlifting and wrestling

Archery, basketball, football and taekwondo

- ▶ As seen on the left side, gender equality is mentioned in 44% (n=15) of the sport federations' long term plans and 12% (n=4) have a specific written policy for advancing towards equality between women and men in their sport.
- ▶ The four sports with a specific gender equality policy have all included this in their long term plan as well, except for archery.
- ▶ The **Olympic Committee** includes gender in their long term or business plan and a written policy for advancing towards gender equality in sport.

10

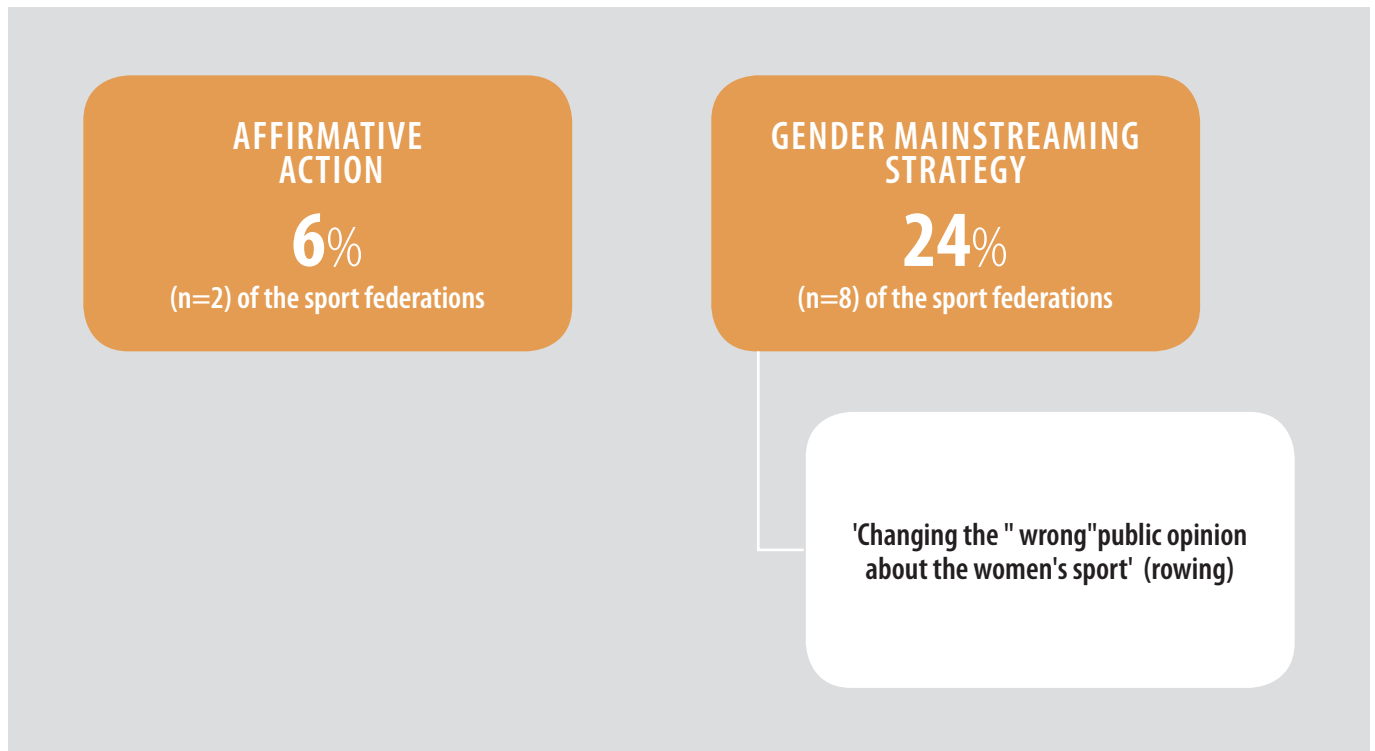
CONTENT OF THE SPECIFIC POLICY/ACTION PLAN FOR GENDER EQUALITY AMONG THE NATIONAL OLYMPIC SPORT FEDERATIONS (N=4)



The four sport organisations with a policy for gender equality, all have targets for gender representation in participation. In addition, two have targets for gender representation in decision making positions and one has set targets for coaching **10**.

- ▶ The **Olympic Committee's** action plan also contains targets for gender balanced representation in leadership positions, coaching and participation (grassroots and/or elite sport).

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



6% of the **sport federations** are using affirmative action and 24% have a gender mainstreaming policy. An example of action under gender mainstreaming is provided above.

CONCLUSION

In Lithuania the leaders of sport are males. Two sport federations have a female president, 11% have a female vice president and 17% of board members are women. Lithuania is also one of the few countries in the world that has a female president of the Olympic Committee. The country has more female elite level coaches (29%) than registered coaches (36%) compared with men, which is also unusual.

As some of the sport federations have provided limited information, especially in relation to their membership, the results for Lithuania are incomplete. However, it is clear that over half of the federations have taken action to recruit more female leaders and to encourage more girls and women to be active in their sport. 38% have implemented measures to improve the situation for female elite level athletes but only 21% have addressed the prevention of gender based violence. Only four federations have a policy for advancing towards equality for women and men in their sport and neither the sport federations, nor the Ministry or Olympic Committee, have used affirmative action or gender mainstreaming strategies to change the situation.

The Olympic Committee has used different approaches to increase equality for women in sport, including establishing special awards for female athletes, teams, and coaches. However, the Department of Physical Education and Sport under the Government of the Republic of Lithuania has not implemented any action in the field of gender equality in sport since 2015.