

NETHERLANDS

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION
17.166.085

MEDIAN AGE
42.1 YEARS



GDP PER CAPITA
47.014 €²



POPULATION

49.6%

MALE



FEMALE

50.4%

LIFE EXPECTANCY

77.1 YEARS

MALE

FEMALE

82.4 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 Netherlands, 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

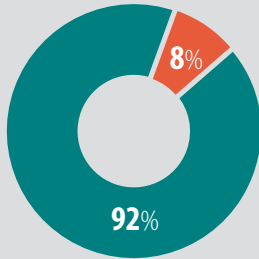
1. The results are based on 27 national Olympic sport federations plus the Ministry of Health, Welfare and Sport and the Olympic Committee. All data was collated on 31 December 2018 except the area of participation in sport, which was collated on 31 December 2017
2. Estimated for 2019



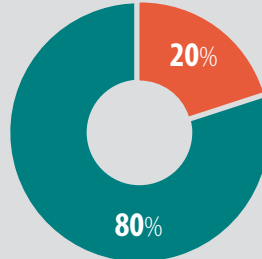
LEADERSHIP DATA SEPARATED BY GENDER



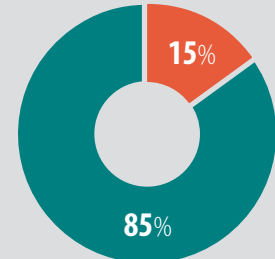
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



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 (%)

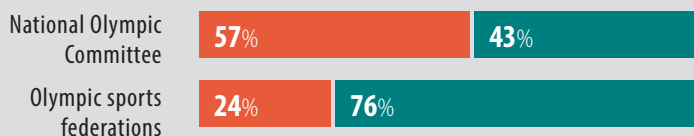


- ▶ Only two (8%) Olympic sport federations, gymnastics and basketball, have a female president **1**.
- ▶ The 27 Olympic sport federations have 20 vice presidents. Of these, 20% (n=4) are women **2**.
- ▶ No sport federation has a balanced representation of female and male vice presidents.
- ▶ 15% (n=4) of the sport federations have a female executive head **3**.

THE MINISTRY OF HEALTH, WELFARE AND SPORT has three females and one male in administrative/managerial positions

THE OLYMPIC COMMITTEE is chaired by a male president and has three vice presidents, two (67%) of these 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 (%)



The Olympic Committee has a higher representation of women on its board (57%) compared with the sport federations (24%) **4**.

19% (n=5) of the sport federations have no female board members. These are badminton, football, ice hockey, table tennis and taekwondo.

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

56% (n=15) of the sport federations have implemented actions/measures, since 2015, to recruit or increase the number of females in elected/appointed decision-making positions in sport. These federations are badminton, boxing, cycling, football, golf, gymnastics, handball, judo, rowing, skiing, swimming, table tennis, tennis, triathlon and volleyball.

87% (n=13) of them have put in place gender friendly election/appointment procedures, 27% (n=4) have set gender targets and 27% (n=4) have reserved seats on boards or committees for women. None has taken action to reconcile private life with professional or elective obligations or developed mentoring programmes and training seminars for women in decision making.

The Olympic Committee has developed clear and gender friendly election/appointment procedures, discussed gender quotas in elections and appointments, established a network of females in decision making positions and initiated or supported research on gender equality in leadership positions.

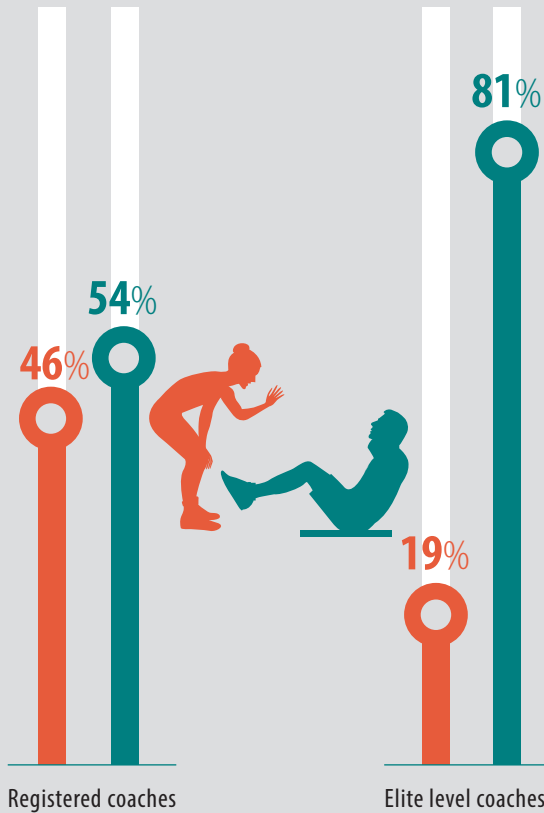


COACHING³⁻⁴

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 **46%** (n=15,516) of all coaches, while only **19%** (n=72) of employed elite level coaches are females.


ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Equestrian: 88% (n=2381)
- ▶ Gymnastics: 85% (n=3223)
- ▶ Swimming: 53% (n=2879)

Federations with the highest percentage of registered male coaches:

- ▶ Boxing: 100% (n=3)
- ▶ Shooting: 92% (n=677)
- ▶ Ice hockey: 92% (n=136)

 Handball has a gender balance in its registered coaches, with 50% (n=150) female and 50% (n=150) male coaches. Swimming is nearly gender balanced with 53% (n=2879) female and 47% (n=2540) male coaches.

ELITE LEVEL COACHES

- ▶ **8%** (n=2) of the federations have not employed any elite level female coaches.
- ▶ **92%** (n= 23) of the federations have employed between 1-25 elite level female coaches – a total of 72.
- ▶ **100%** (n=25) of the federations have employed between 1-100 elite level male coaches – a total of 305.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

24% (n=6) of the **sport federations** have implemented actions/measures, since 2015, to recruit or increase the number of female coaches. These federations are badminton, boxing, football, golf, judo, and table tennis.

There is one form of programme development that two thirds (n=4) of the federations have used to recruit or increase the number of female coaches: implementing gender friendly recruitment procedures.



3. In the following section, the term “coaches” also covers trainers and instructors
 4. Nine of the sport federations (athletics, badminton, basketball, cycling, hockey, judo, rugby, skating and triathlon) did not answer the question about registered coaches



PARTICIPATION (from grassroots to elite sport)⁵

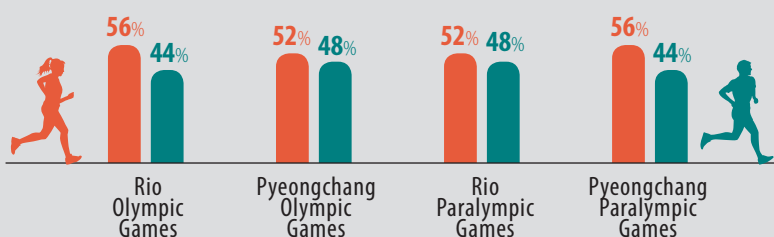
DATA SEPARATED BY GENDER

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



- ▶ Sport is dominated by men (67%). The percentages of active female participants are the same for children and adults, but both girls and women are less often members of a sport club or federation than boys and men. 48% (n=11) of the sport federations have less than 40% female members.
- ▶ Equestrian has nearly all female members (84%) and gymnastics has 79% women. The equivalent sports among men are shooting and football where, respectively, 91% and 87% of the members are men. Three sport federations are almost gender balanced – athletics (48% females), rowing (51% females) and swimming (48% 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 delegations of athletes from the Netherlands participating in the Olympic Games are almost gender balanced. There were a few more women athletes participating in the games both in Rio and in Pyeongchang. Figure 7 shows that the percentage of female athletes in the four games varies from 52% to 56% **7**.

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

36% (n=9) of the **sport federations** have implemented measures, since 2015, to increase the number of girls and women active in sport and physical activity. These federations are basketball, boxing, football, hockey, golf, ice hockey, rugby, table tennis, and triathlon.

More than half 56% (n=5) of these sport federations have worked with the following three measures: taster sessions for girls and women only; changing their sport offerings (introduction of new sports, activities or ways of practising tailored to girls and women); and changing the championships or competitions offered. Only one federation has supported research on gender equality in participation.

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

28% (n=7) of the **sport federations** have implemented actions/measures, since 2015, to improve the situation for female elite level athletes. These are archery, boxing, football, gymnastics, ice hockey, rowing and rugby.

One federation, rowing, focuses on helping female athletes to combine their private life with sport, particularly during maternity. Others have developed a safe sport policy. In general, better sponsorship and commercial arrangements for women are focused upon.

The **Ministry of Health, Welfare and Sport** has championed equality in general but, specifically, in equal pay for women and men at the elite level.

The **Olympic Committee** ensures equal access to sport facilities for both women and men elite level athletes and has taken specific measures for pregnant athletes, in line with Dutch law.

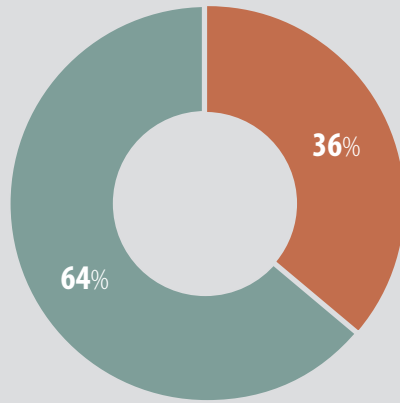
5. Archery, cycling, hockey, judo and triathlon have not answered the question about membership



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 (%)



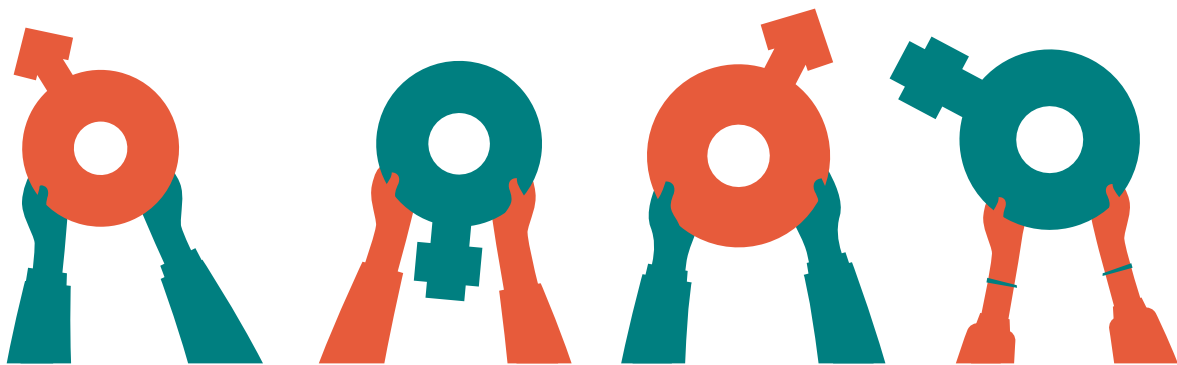
● Have a policy and/or action plan
● Don't have a policy and/or action plan

36% (n= 9) of the sport federations have a written policy and/or action plan for preventing and combating gender-based violence in sport **8**.

These federations are archery, athletics, badminton, basketball, football, gymnastics, handball, skating, and triathlon. The badminton federation was the first one to develop a policy – in 1999.

Among the nine who have a policy:

- ▶ 78% (n=7) have a monitoring and evaluation mechanism
- ▶ 100% (n=9) have human resources dedicated to the implementation of the policy/action plan
- ▶ 11% (n=1) have funds allocated
- ▶ The **Olympic Committee** has had a written policy since 2011. It also has a monitoring and evaluation mechanism to measure progress, human resources dedicated to the implementation of the policy/action plan and funds allocated to prevent and combat gender based violence in sport.



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

36% (n=9) of the sport federations have implemented measures, since 2015, to prevent and combat gender based violence in sport. These federations are archery, athletics, badminton, basketball, football, gymnastics, rugby, skating and tennis.

78% (n=7) of these sport federations have: included a rule in the organisation's statutes that forbids gender based violence; developed ethical guidelines for coaches and people in decision making positions and established guidelines for handling cases of gender based violence. None have appointed a welfare or protection officer.

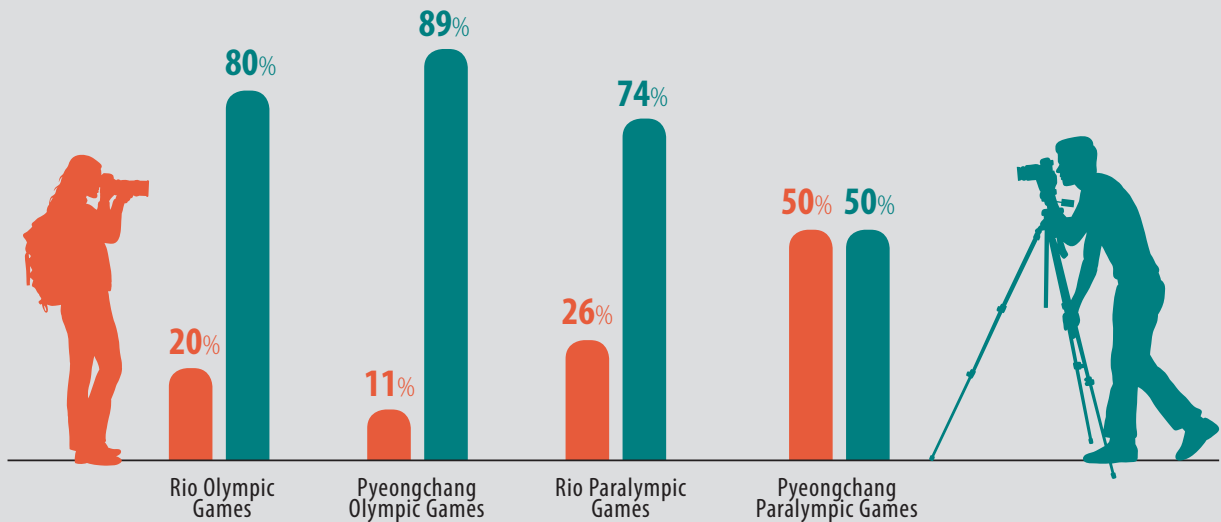
The **Olympic Committee** has been very active in relation to preventing gender based violence and has used many different tools. They have a written strategy and included gender based violence in their statutes. They have also run awareness raising campaigns and developed guidelines for handling cases of gender based violence, minimised risk procedures, provided support services for victims including a helpline, introduced a formal complaint procedure and supported research.



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 Netherlands' media companies and organisations are heavily underrepresented at the Olympic Games **9**.

STATISTICS AND/OR SURVEYS ABOUT COVERAGE TIME IN THE PUBLIC MEDIA SERVICE

The Ministry of Health, Welfare and Sport included a short paragraph about media statistics in a report from 2016 (<https://www.kennisbanksportenbewegen.nl>).

COMMUNICATION GUIDELINES

20% (n=5) of the **sport federations** have **guidelines for a gender balanced representation in their communication materials, including social media.**

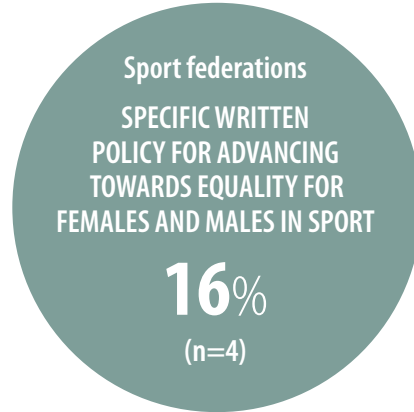
However, most of these guidelines are not written down, but they happen in practice due to a national culture that focuses on diversity, including gender balance. Equestrian, which is heavily dominated by women, gives more attention to the few males in its sport.





GENDER EQUALITY POLICIES AND PROGRAMMES

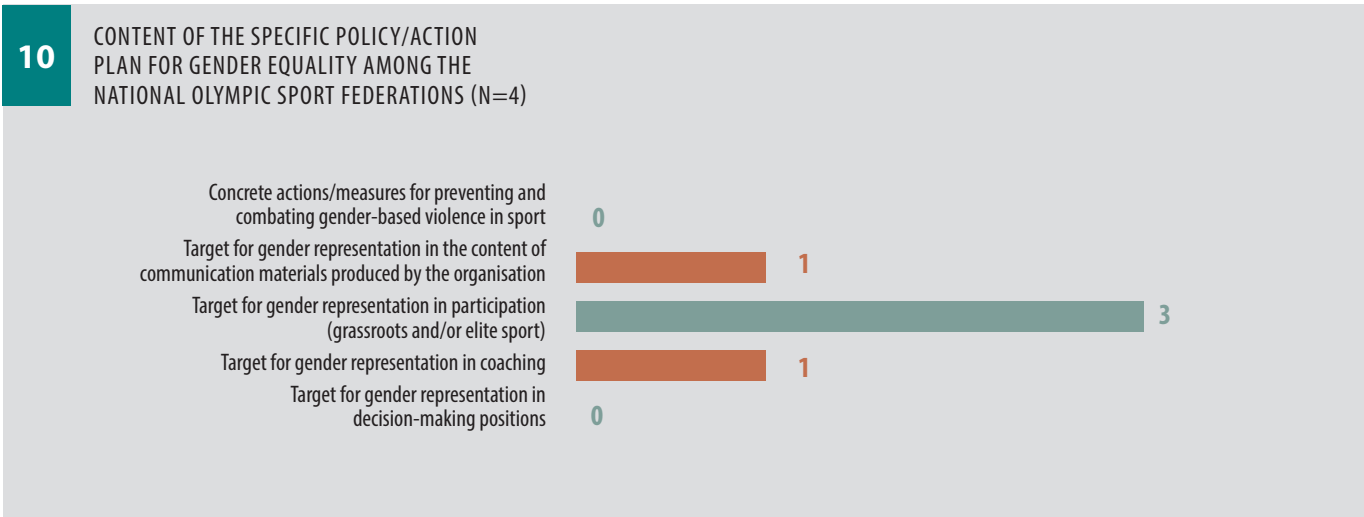
LONG-TERM BUSINESS PLAN AND ACTION PLAN



- ▶ As seen on the left side, gender equality is mentioned in 28% (n=7) of the sport federations' long term plans and 16% (n=4) have a specific written policy for advancing towards equality between women and men in sport. The oldest plan is from 2015 (rowing).
- ▶ Among the four sports that have a specific gender equality plan, two do not include equality in their long term plans (football and rowing).
- ▶ The **Ministry of Health, Welfare and Sport** mentions gender equality in its long term business plan and the **Olympic Committee** has a written policy for advancing towards gender equality in sport.

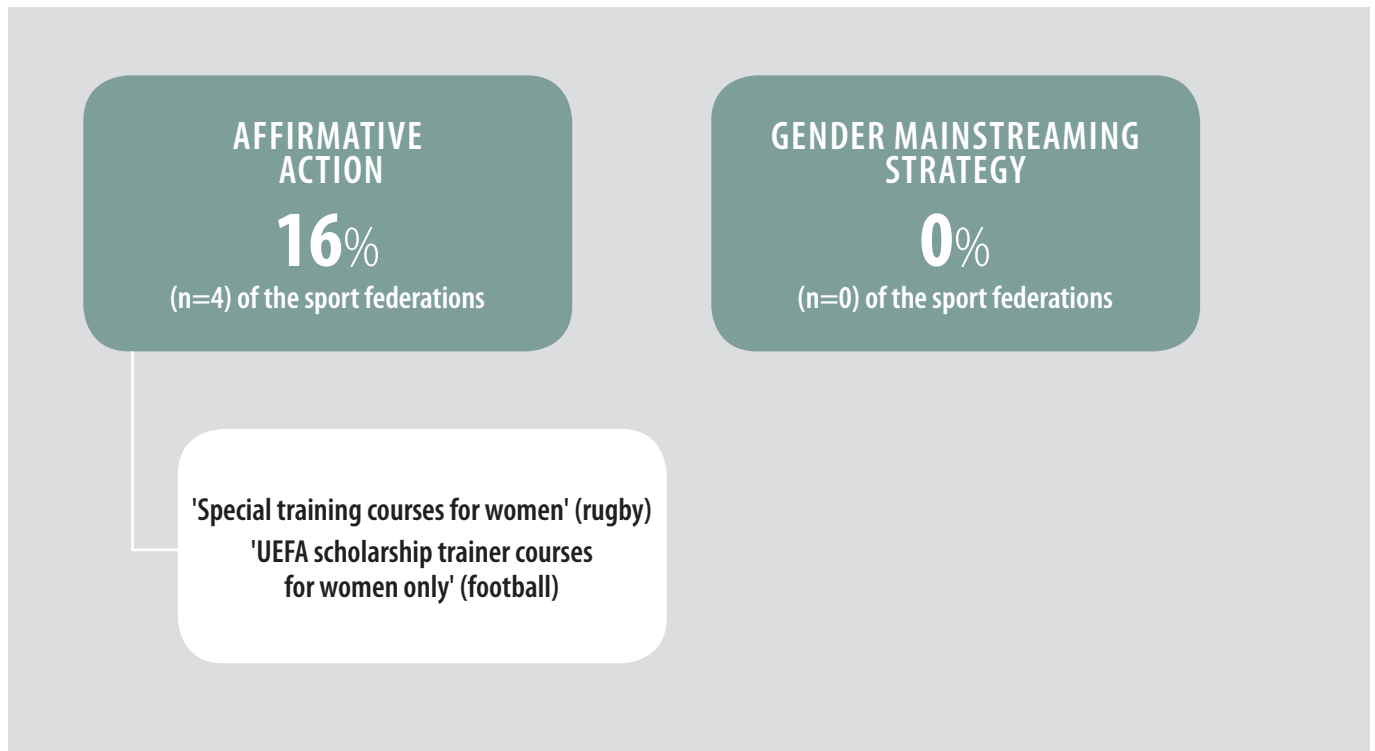
Athletics, basketball, curling, golf, handball, rugby and triathlon.

Football, golf, rowing and volleyball.



Three of the four sport federations with a policy/action plan for gender equality also have targets for gender representation in participation **10**.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



16% of the **sport federations** are using affirmative action but none have a gender mainstreaming strategy. Examples of affirmative actions are mentioned above.

CONCLUSION

There are only two (8%) female presidents, gymnastics and basketball, and four (20%) vice presidents of the sport federations. The Olympic Committee has a male president and three vice presidents, of which two are women. The Olympic Committee has 57% women on its board, compared to the boards of the sport federations that have only 24% women.

At every age, there are only about half as many females as males in sport clubs. However, at the Olympic level there are more females than males in both the Olympic and the Paralympic Games. Over half of the sport federations are emphasizing recruiting more women in leadership positions. In coaching, while 46% of registered coaches are women, only 19% of the elite level coaches are female. A quarter of the federations are taking action to recruit more female coaches. Only a third of the federations have addressed preventing gender based violence in their policies and practices and only four (16%) have a written policy for advancing towards equality for females and males in sport.

The Olympic Committee has been active in relation to promoting and changing the situation for women in sport, with an emphasis on equality and safety. For its part, the Ministry of Health, Welfare and Sport has been active in improving the situation for female elite level athletes.