



PORTUGAL

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION
10.165.925

MEDIAN AGE
43.9 YEARS



GDP PER CAPITA
29.843 €²



POPULATION

48.5%

MALE



FEMALE

51.5%

LIFE EXPECTANCY

75.3 YEARS

MALE

FEMALE

82.0 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 Portugal, 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 28 national Olympic sport federations plus the Institute of Sport and Youth and the 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

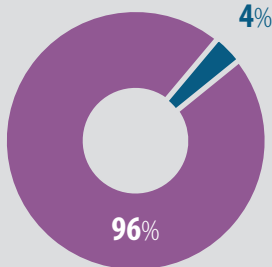


LEADERSHIP

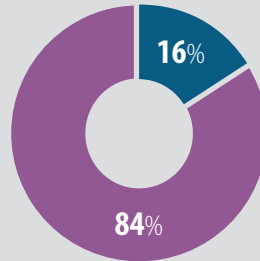
DATA SEPARATED BY GENDER



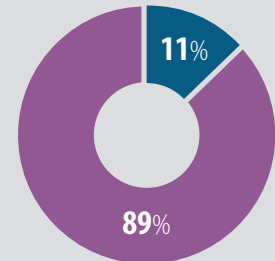
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



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 (4%) Olympic sport federation, archery, has a female president **1**.
- ▶ The 28 Olympic sport federations have 115 vice presidents. Of these 16% (n=18) are women **2**.
- ▶ One of the federations, tennis, has the same number of female and male vice presidents.
- ▶ 11% (n=3) of the sport federations have a female executive head **3**.

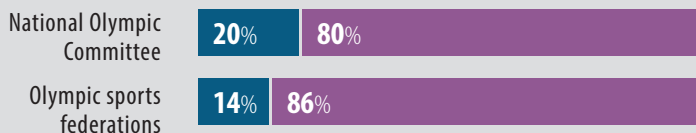
THE INSTITUTE OF SPORT AND YOUTH

has two females and two males in administrative/managerial positions.

THE OLYMPIC COMMITTEE

is chaired by a male president and of the 5 vice presidents, one 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 females on its board (20%) compared with the Olympic sport federations (14%) **4**.

- ▶ No sport federation has a balanced representation of female and male board members.
- ▶ Seven sport federations have no female board members. These are athletics, boxing, canoeing, cycling, equestrian, shooting and winter sports.

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

29% (n=8) of the **sport federations** have made efforts, since 2015, to recruit or increase the number of females in elected/appointed decision making positions. These federations are archery, athletics, basketball, football, golf, handball, hockey and volleyball.

63% (n=5) of these sport federations have developed a concrete strategy to achieve this goal and 38% (n=3) have run awareness raising campaigns to encourage females to take on leadership roles.

The **Institute of Sport and Youth** has taken measures in the legislative and financial fields to increase its support to the sport organisations (associations/clubs) based on an evaluation of their sport development programmes and activity reports.

The **Olympic Committee** has agreed to reserve seats on its boards and committees for women.

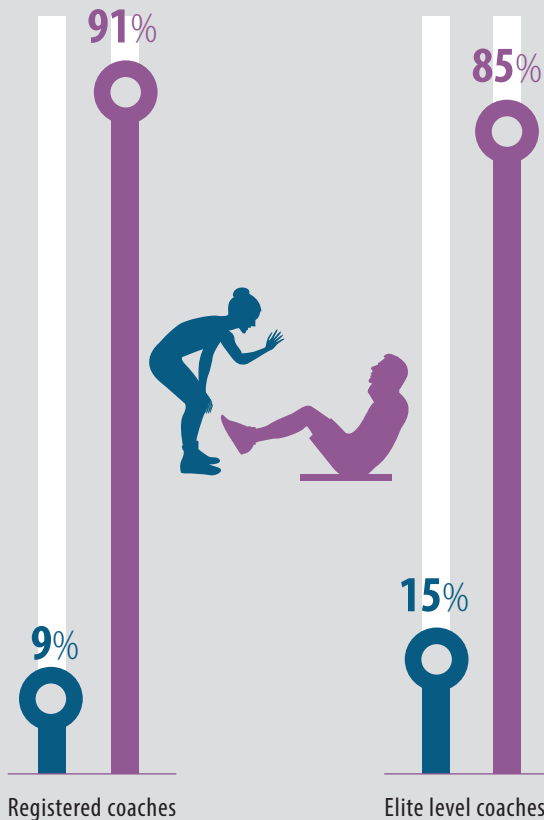


COACHING³⁻⁴

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 the Olympic sport federations account for **9%** (n=1290) of coaches, while **15%** (n=40) of employed elite level coaches are female.

ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Gymnastics: 65% (n=512)
- ▶ Volleyball and winter sports: 29% (n=219 and n=2 respectively)
- ▶ Badminton and swimming: 26% (n=16 and n=159 respectively)

Federations with the highest percentage of registered male coaches:

- ▶ Boxing: 100% (n=80)
- ▶ Football: 99% (n=14546)
- ▶ Shooting: 96% (n=135)



No federation has a gender balance in its registered coaches.

ELITE LEVEL COACHES

- ▶ **50%** (n=14) of the federations have not employed any elite level female coaches.
- ▶ **50%** (n= 14) of the federations have employed between 1-10 elite level female coaches – a total of 40.
- ▶ **86%** (n=24) of the federations have employed between 1-37 elite level male coaches – a total of 225.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

32% (n=9) of the sport federations have taken action, since 2015, to recruit or increase the number of female coaches. These federations are athletics, basketball, cycling, football, handball, hockey, rowing, table tennis and wrestling.

There are two measures that more than half (56%) of them have used to recruit or increase the number of female coaches. Both are related to education and they are awareness raising campaigns targeting females and holding courses for female coaches only. Very few have organised a mentoring programme for female coaches or reserved positions for female coaches on educational courses.



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

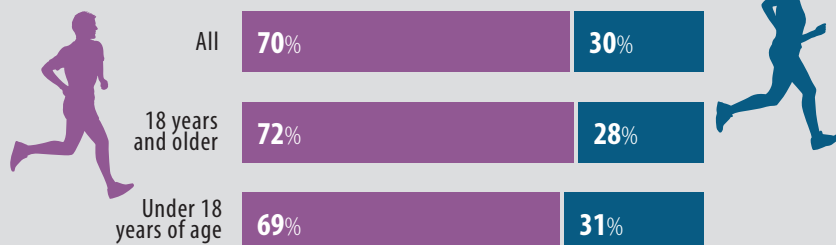
4. Four of the sport federations, fencing, rugby, table tennis and wrestling did not answer the question about registered coaches



PARTICIPATION (from grassroots to elite sport)⁵

DATA SEPARATED BY GENDER

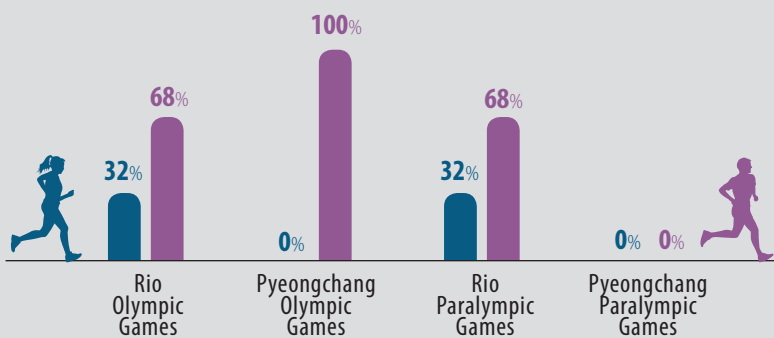
6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Sport is dominated by men (70%). Both girls (31%) and women (28%) are less often members of a sport club/federation than boys (69%) and men (72%). 68% (n=17) of the sport federations have fewer than 40% female members.

► Gymnastics have most women members (87%), followed by equestrian (60%). The equivalent sports among men are football and cycling where, respectively, 95% and 94% of the members are men. Hockey is almost gender balanced with 49% females and 51% males.

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



More Portuguese male (68%) than female athletes (32%) competed in the last Olympic and Paralympic Games in Rio. Only two men participated in the Pyeongchang Olympic Games **7**.

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

68% (n=19) 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 athletics, badminton, basketball, boxing, canoeing, cycling, fencing, football, handball, hockey, judo, rowing, rugby, table tennis, tennis, triathlon, volleyball, weightlifting and wrestling.

The measures taken most often to increase girls and women's participation in sport and physical activity are the development of a strategy (47% n=9), the initiation of awareness campaigns targeting girls and women (47% n=9) and changing competitions and championships so they are more tailored to girls and women (47% n=9). No federation has supported research on gender equality in participation.

The **Institute of Sport and Youth** has allocated financial resources to girls and women's sport and physical activity by sponsoring specific projects.

The **Olympic Committee** has held training seminars and workshops for coaches and decision makers on increasing women's participation in sport.

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

36% (n=10) of the sport federations have started or enhanced programmes to improve the situation for female elite level athletes. These are boxing, football, golf, handball, hockey, sailing, table tennis, tennis, volleyball and wrestling.

The actions taken mostly relate to increasing both the quantity and quality of practices and competitions. For example, increasing the number of national teams (football), opening a High Performance Women's Centre for Rowing, offering sports equipment (handball) and establishing a high performance programme (boxing).

The **Institute of Sport and Youth** has developed measures to support the Olympic preparation plans of female elite athletes. In addition, they support women elite athletes during maternity.

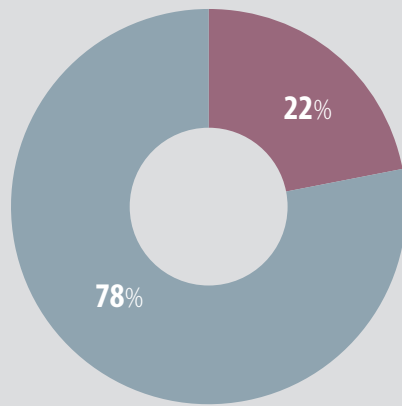
5. Fencing, table tennis and wrestling did not answer the question on membership



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 (%)

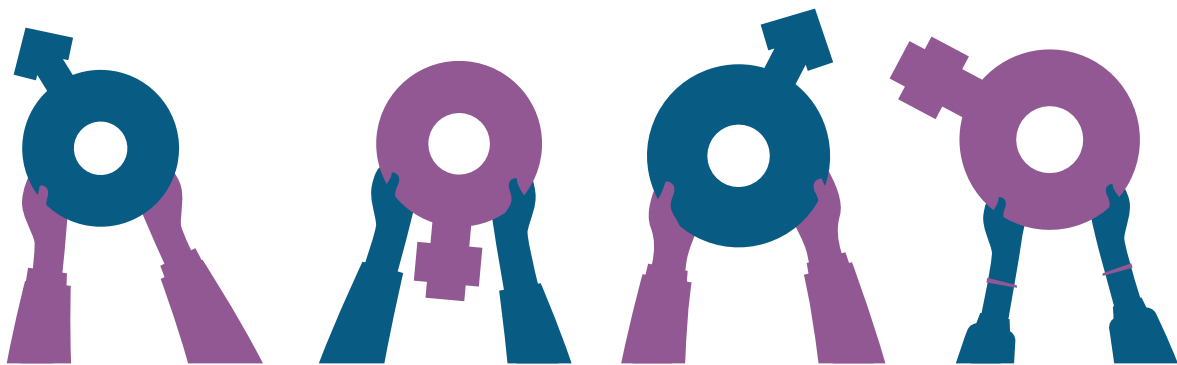


● Have a policy and/or action plan
● Don't have a policy and/or action plan

22% (n= 6) 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 badminton, boxing, football, gymnastics, hockey and modern pentathlon. The badminton federation was the first to develop a policy/action plan – in 2009.

Among those 6 who have a policy and/or action plan:

- ▶ 33% (n=2) have a monitoring and evaluation mechanism
- ▶ 83% (n=5) have human resources dedicated to the implementation of the policy/action plan
- ▶ 33% (n=2) have funds allocated
- ▶ The **Institute of Sport and Youth** has a written policy since 1990 (sports law) which aims to adopt measures to prevent and punish unsportsmanlike events, violence, corruption, doping and any form of social discrimination.



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

19% (n=5) of the sport federations have implemented measures, since 2015, to prevent and combat gender based violence in sport. These federations are badminton, basketball, boxing, football, gymnastics, and modern pentathlon.

All of these five sports have developed codes of conduct/ethical guidelines for coaches and people in managerial and decision making positions. Three (60%) of the sports have produced educational courses, training seminars and workshops for athletes, coaches and decision makers. In addition, three federations have developed guidelines for handling cases of gender based violence.

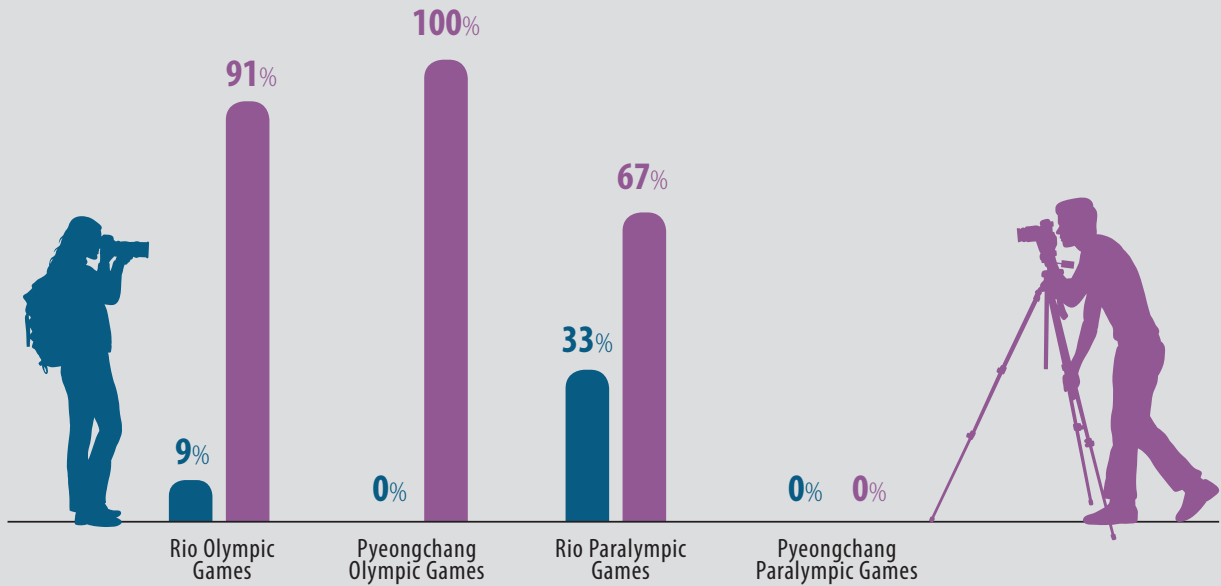


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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



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

COMMUNICATION GUIDELINES

11% (n=3) of the **sport federations** have guidelines for a gender balanced representation in their communication materials, including social media.

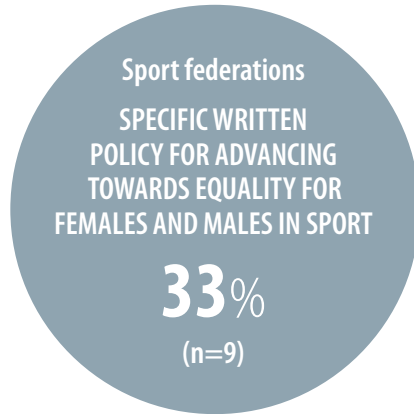
- In general, the focus is on the equal presentation of images of women and men in different types of media.





GENDER EQUALITY POLICIES AND PROGRAMMES

LONG-TERM BUSINESS PLAN AND ACTION PLAN



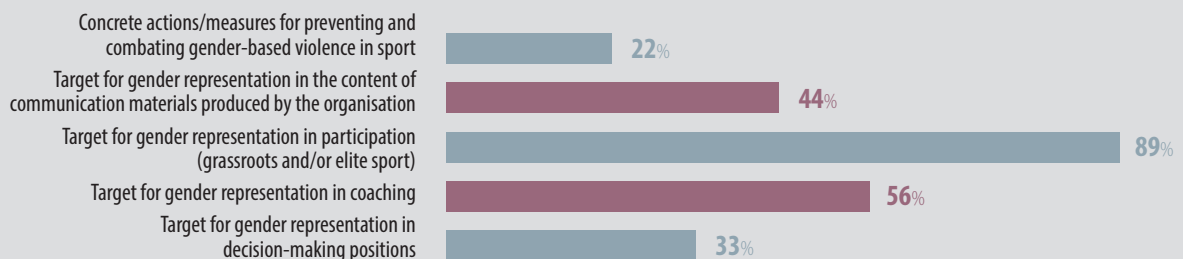
Archery, athletics, badminton, boxing, cycling, equestrian, football, golf, handball, modern pentathlon, rowing, rugby, swimming, tennis, triathlon, volleyball, winter sports and wrestling.

Boxing, football, gymnastics, hockey, tennis, triathlon, volleyball, winter sports and wrestling.

- ▶ As seen on the left side, gender equality is mentioned in 67% (n=18) of the sport federations' long term or business plans and 33% (n=9) have a specific written policy/action plan for advancing towards equality between women and men in sport.
- ▶ One federation, gymnastics, has a specific policy for gender equality but this theme is not included in their long term plan.
- ▶ The **Institute of Sport and Youth** mentions gender equality in its long term business plan and has, in addition, a written policy for advancing towards gender equality in sport.
- ▶ The **Olympic Committee** mentions gender equality in their long term plan but does not have a written policy for advancing towards gender equality in sport.

10

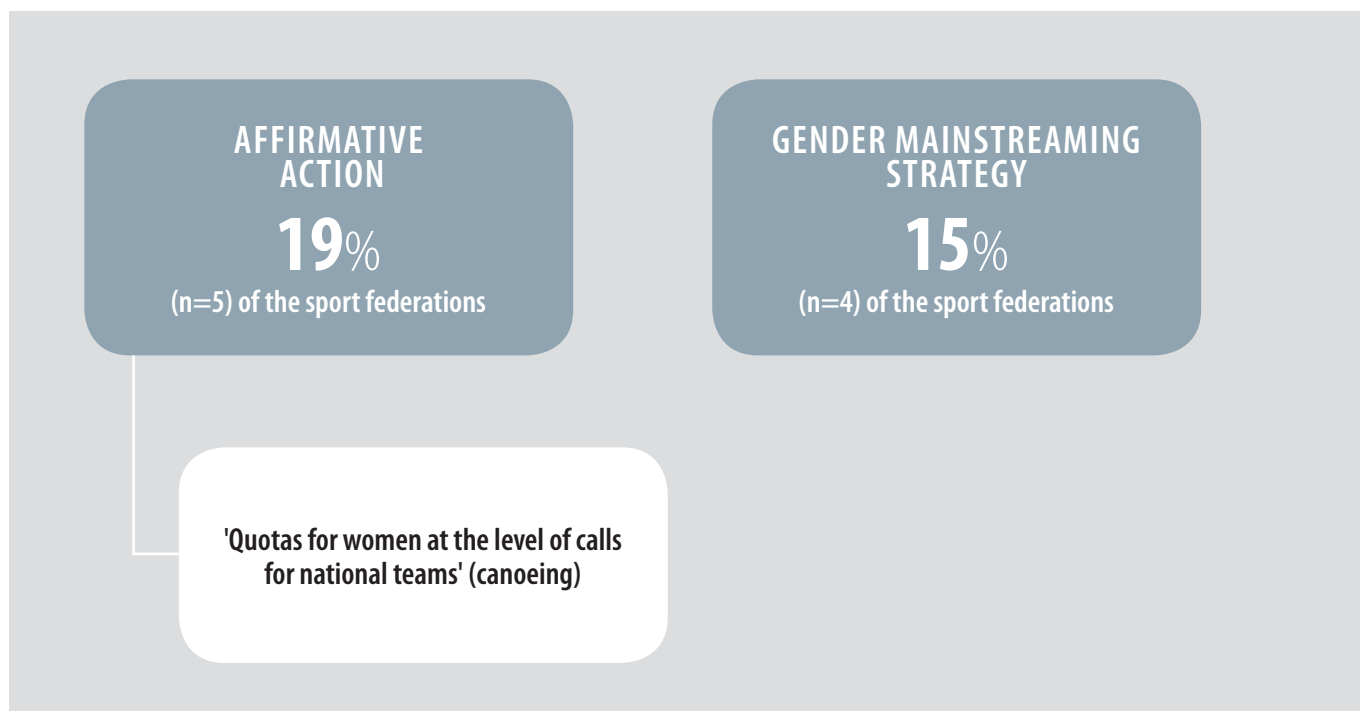
CONTENT OF THE SPECIFIC POLICY/ACTION PLAN FOR GENDER EQUALITY AMONG THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



Many of the 9 sport organisations that have a policy for gender equality, have targets for gender representation in participation (89% n=8). More than half (56% n=5) have targets for gender representation in coaching **10**.

- ▶ The **institute for Sport and Youth** adds that in addition to the implementation of public policy in this area, they have also adopted measures in relevant legislative and financial areas.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



19% of the **sport federations** are using affirmative action and 15% have a gender mainstreaming strategy. An example of affirmative action is mentioned above.

THE INSTITUTE OF SPORT AND YOUTH uses both affirmative action and a gender mainstreaming strategy in their sport development programmes and relevant financing.

CONCLUSION

Leadership, coaching as well as participation in sport is male dominated. Among the sport federations there is only one female president, archery, and only 16% of vice presidents and 14 % of board members are female. The number of female registered coaches is only 10 %, and 15% of the employed elite level coaches are women. About a third of the members in sport clubs are female. This is mirrored in the participation in the Olympic Games in Rio where the female athletes only counted for 32% of the team.

To change the situation, most action (68%) has been taken in the area of increasing girls and women's active participation in sport. 36% of the federations have implemented measures to improve the situation for female elite level athletes, 32% have taken action to get more women in coaching and 29% are working to increase the numbers of women in leadership positions.

A written policy for preventing gender based violence is found in 22% of the federations and 19% have taken action to combat gender based violence. About a third of the federations have a specific written policy for advancing towards equality for females and males in sport.

The Institute for Sport and Youth has been very active in promoting gender equality by taking appropriate action within the main areas mentioned above. The Olympic Committee has focused on increasing women in coaching and leadership positions on its boards and committees.