

SERBIA

GENDER EQUALITY IN SPORT

LEAFLET 2019¹



TOTAL POPULATION

8.686.414

MEDIAN AGE

40.2 YEARS



GDP PER CAPITA

6.121 €²



POPULATION

49.4%

MALE



FEMALE

50.6%

LIFE EXPECTANCY

71.5 YEARS

MALE

FEMALE

77.3 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 Serbia, and 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 22 national Olympic sport federations plus the Ministry of Youth and Sport and the Serbian 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

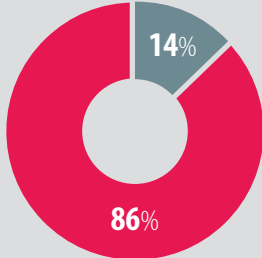


LEADERSHIP

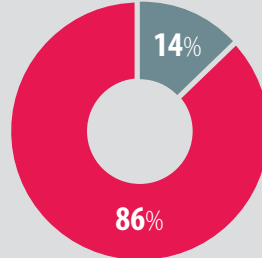
DATA SEPARATED BY GENDER



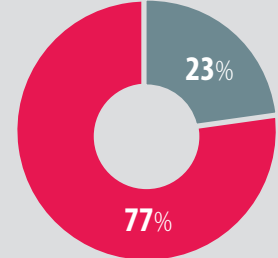
1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



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 (%)



- ▶ Three (14%) Olympic sport federations, gymnastics, synchronised swimming and triathlon, have a female president **1**.
- ▶ The 22 Olympic sport federations have 29 vice presidents. Of these 14% (n=4) are women **2**.
- ▶ 23% (n=5) of the sport federations have a female executive head **3**.

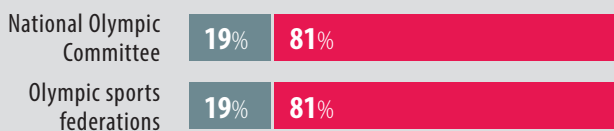
THE MINISTRY OF YOUTH AND SPORT

has eight females and ten males in administrative/managerial positions.

THE OLYMPIC COMMITTEE

is chaired by a female president and, of three 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 (%)



- ▶ There is no difference between the boards of the Olympic sport federations and the board of the Olympic Committee in relation to the representation of women. This is 19% women for both **4**.
- ▶ One sport federation, water polo, has a balanced representation of female and male board members.

41% (n=9) of the sport federations, canoeing, fencing, football, handball, rowing, swimming, taekwondo, tennis and volleyball, have no female board members.

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

59% (n=13) of the sport federations have implemented measures, since 2015, to recruit or increase the number of females in elected/appointed decision making positions in sport. These federations are athletics, badminton, cycling, diving, golf, judo, rowing, sailing, taekwondo, triathlon, volleyball, water polo and wrestling.

54% (n=7) of these sport federations have organised training seminars and workshops on this topic. 31% (n=4) have developed a strategy to increase the number of women in decision making positions and the same number have included a statement about gender representation in their statutes. None have organised a mentoring programme for (future) women leaders or taken action to facilitate the reconciliation of private life, and professional or elective obligations.

The **Ministry of Youth and Sport** has adopted an action plan and included "gender representation on boards" in the statutes of the organisation.

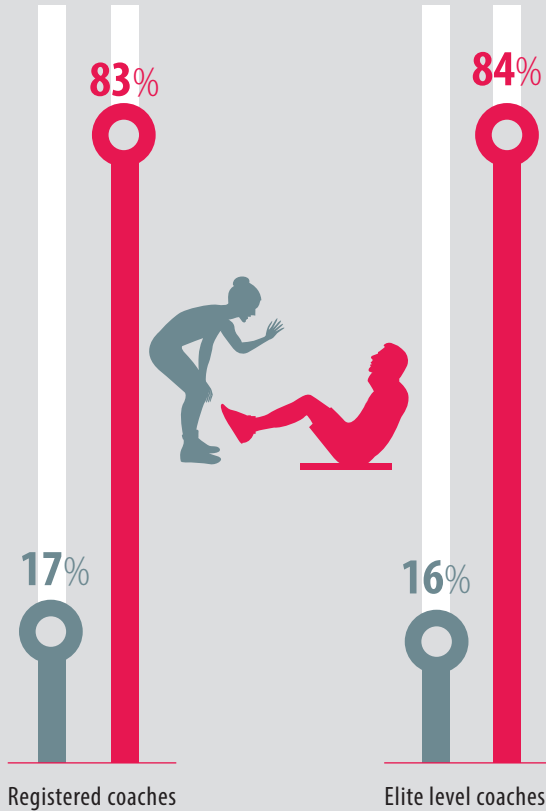


COACHING³⁻⁴

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 **17%** (n=419) of coaches, while **16%** (n=27) of employed elite level coaches are females.

ALL REGISTERED COACHES

Federations with the highest percentage of registered female coaches:

- ▶ Synchronised swimming: 97% (n=31)
- ▶ Gymnastics: 56% (n=112)
- ▶ Diving (n=3) and tennis (n=5): 50%

Federations with the highest percentage of registered male coaches:

- ▶ Cycling: 100% (n=5)
- ▶ Golf: 100% (n=9)
- ▶ Football: 100% (n=24)



Diving and tennis are gender balanced in their registered coaches, 50% female and 50% male.

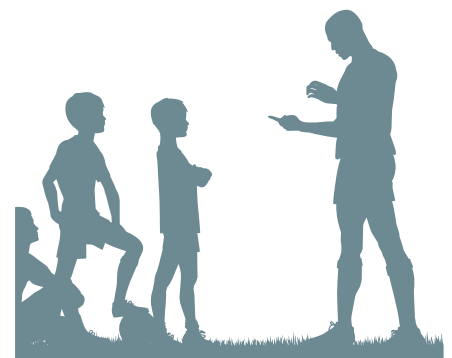
ELITE LEVEL COACHES

- ▶ **55%** (n=12) of the federations have not employed any elite level female coaches.
- ▶ **45%** (n= 10) of the federations have employed between 1-6 elite level female coaches – a total of 27.
- ▶ **73%** (n=16) of the federations have employed between 1- 24 elite level male coaches – a total of 141.

ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

41% (n=9) of the sport federations have implemented measures, since 2015, to recruit or increase the number of female coaches. These federations are athletics, canoeing, diving, golf, judo, rowing, sailing, volleyball, and wrestling.

More than half of them (57% n=5) have arranged training courses for female coaches and 57% have also held awareness raising campaigns targeting women. Only one federation has developed a mentoring programme for future female coaches and only one has reserved positions on courses for women.



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

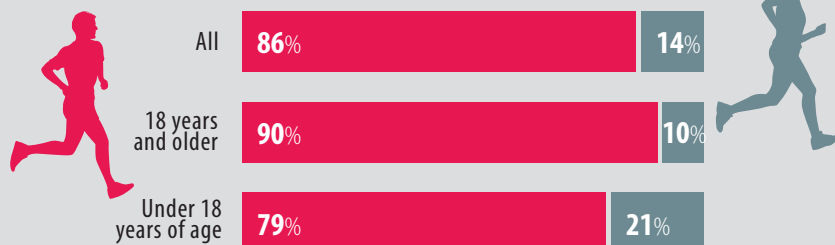
4. Two of the sports federations, handball and volley-ball, did not answer the question about registered coaches



PARTICIPATION (from grassroots to elite sport)⁵

DATA SEPARATED BY GENDER

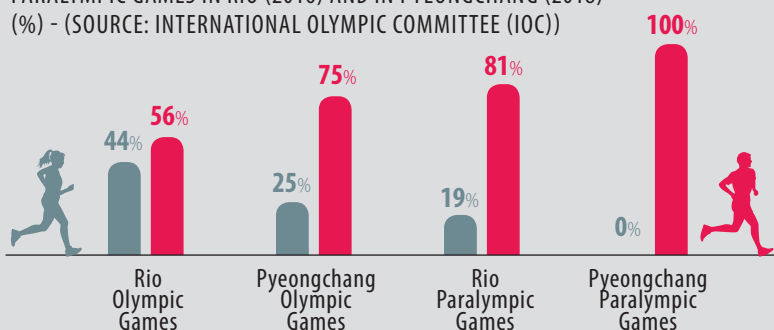
6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Very few females participate in sport. Only 10 % of women and 21% of girls (Figure 6). In total, only 14% are members of a sport club or federation. As many as 58% (n=11) of the sport federations have fewer than 40 % female members.

► Synchronized swimming is the only federation with all female members and gymnastics has 82% female membership. The sports with many more men than women are football (98%) and cycling (90%). The badminton federation is almost gender balanced with 52% 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 Serbian delegations to the last two Olympic and Paralympic Games had an overwhelming number of male athletes. However, the difference between the participants at the Rio Olympics was small with 44% female and 56% male participating athletes **7**.

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

50% (n=11) of the sport federations have taken responsibility, since 2015, to increase the number of girls and women active in sport and physical activity. These federations are badminton, basketball, diving, golf, judo, rowing, sailing, synchronized swimming, triathlon, volleyball, and water polo.

91% (n=10) of them have worked to ensure equal access to sport facilities for both genders. More than half (55% n=6) have produced a written strategy and the same number (55%) have run awareness raising campaigns targeting girls and women. None have initiated or supported research.

The **Ministry of Youth and Sport** has also developed a strategy in this area and holds awareness raising campaigns targeting girls and women.

Awareness raising seems to be high on the agenda in Serbia because such campaigns have also been run by the **Olympic Committee**. In addition, they have arranged training seminars for coaches and decision makers and focused on equal access to sport facilities for all ages and both genders.

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

41% (n=9) of the sport federations have implemented actions/asures, since 2015, to improve the situation for female elite level athletes. These are athletics, basketball, football, judo, rowing, sailing, swimming, tennis and volleyball.

Getting more, and better, training opportunities and access to facilities is mirrored in some of the actions taken for elite level athletes. Examples include providing access to participation camps organised by the World or the European federation (sailing), trying to get better prize money for women and bonuses and sponsorship for the female elite level athletes.

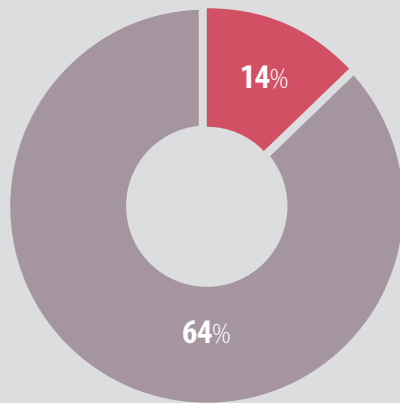
The **Ministry of Youth and Sport** has referred to sports law to encourage the introduction of regulations for national athletic awards and monetary prizes.

5. Three sport federations did not answer the questions about membership – basketball, taekwondo and volleyball

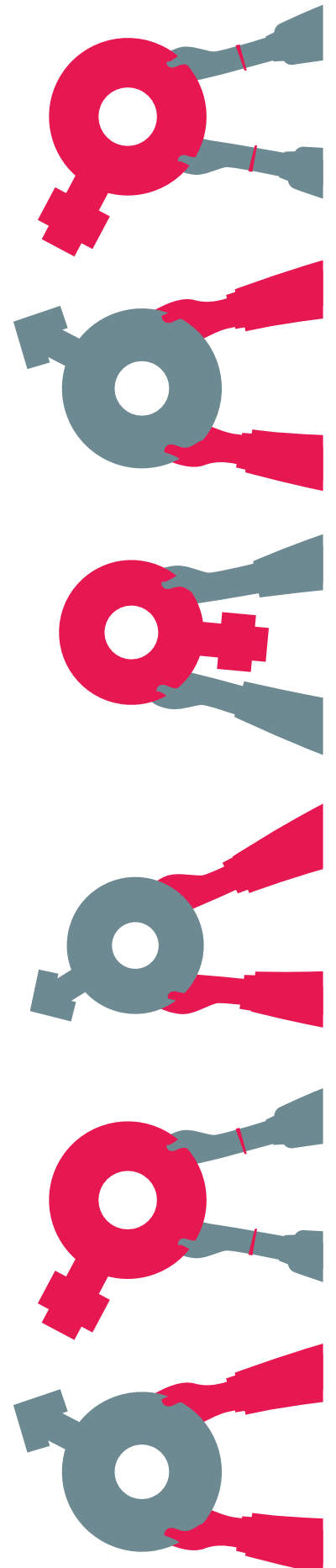


GENDER-BASED VIOLENCE ACTION PLAN

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



14% (n= 3) of the sport federations have a written policy/action plan for preventing and combating gender based violence in sport **8**. These federations are golf, sailing and wrestling. The sailing federation was the first one to develop such a policy – in 2012.

Among the three federations that have a policy:

- ▶ Two have a monitoring and evaluation mechanism in place
- ▶ One has human resources dedicated to the implementation of the policy/action plan
- ▶ One has funds allocated

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

14% (n=3) of the sport federations have written policies to prevent and combat gender based violence in sport. These federations are golf, sailing and volleyball.

All three federations have developed codes of conduct or ethical guidelines for coaches and people in managerial and decision making positions in their sport. Two of them have added a rule in their statutes that forbids gender based violence.

The **Olympic Committee** also has developed policies to prevent and combat gender based violence and included its prevention in their statutes. It has also launched awareness raising campaigns and arranged training seminars for athletes, coaches and decision makers.

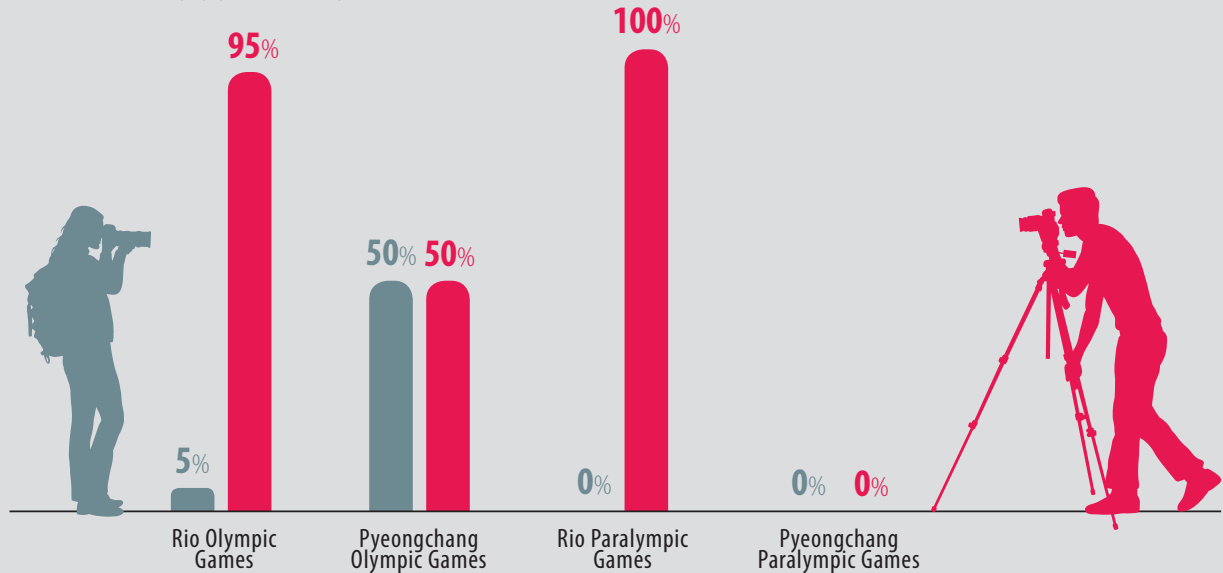


MEDIA/COMMUNICATION

DATA SEPARATED BY GENDER

9

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



Serbian female journalists and reporters from media companies and organisations were heavily underrepresented at the Olympic Games. Only one female journalist and 5% of the press contingent reported from the Olympic Games in Rio. No gender difference was found for the Games in Pyeongchang, where three Serbian male and three Serbian female reporters worked **9**.

COMMUNICATION GUIDELINES

18% (n=4) of the sport federations have guidelines for a gender balanced representation in their communication materials, including social media.

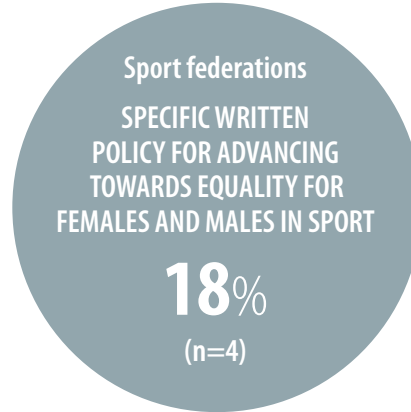
These guidelines imply a gender balance in the different forms of communication the federation publishes, such as, internal media, broadcasting, posters, publications of results, etc. The football federation reports all the women's league activity on their official website and golf publishes statistics for every event and includes both the number of women who participate, as well as their results.





GENDER EQUALITY POLICIES AND PROGRAMMES

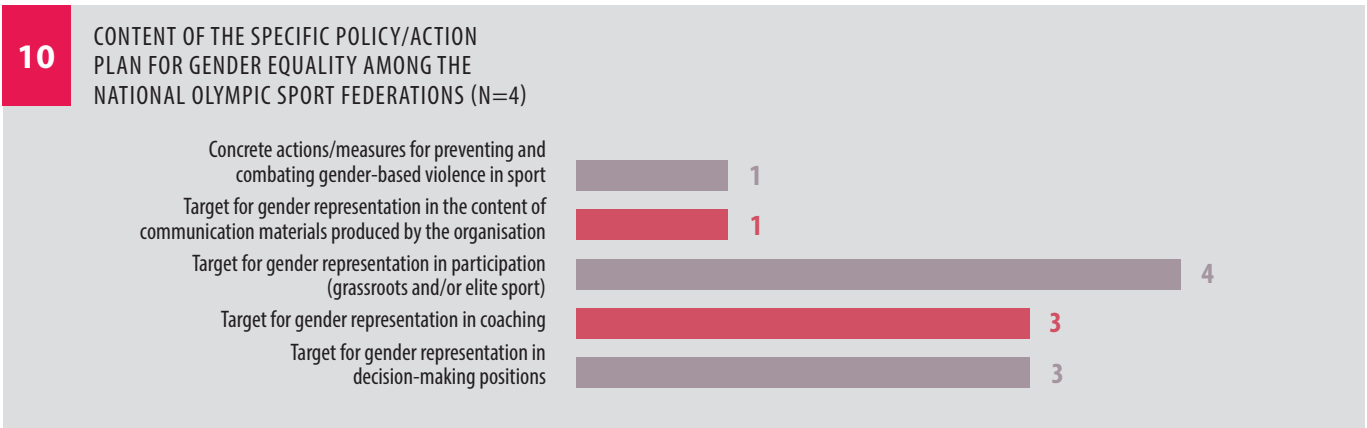
LONG-TERM BUSINESS PLAN AND ACTION PLAN



Athletics, canoeing, cycling, golf, handball, judo, sailing, swimming, synchronized swimming, triathlon, volleyball and wrestling

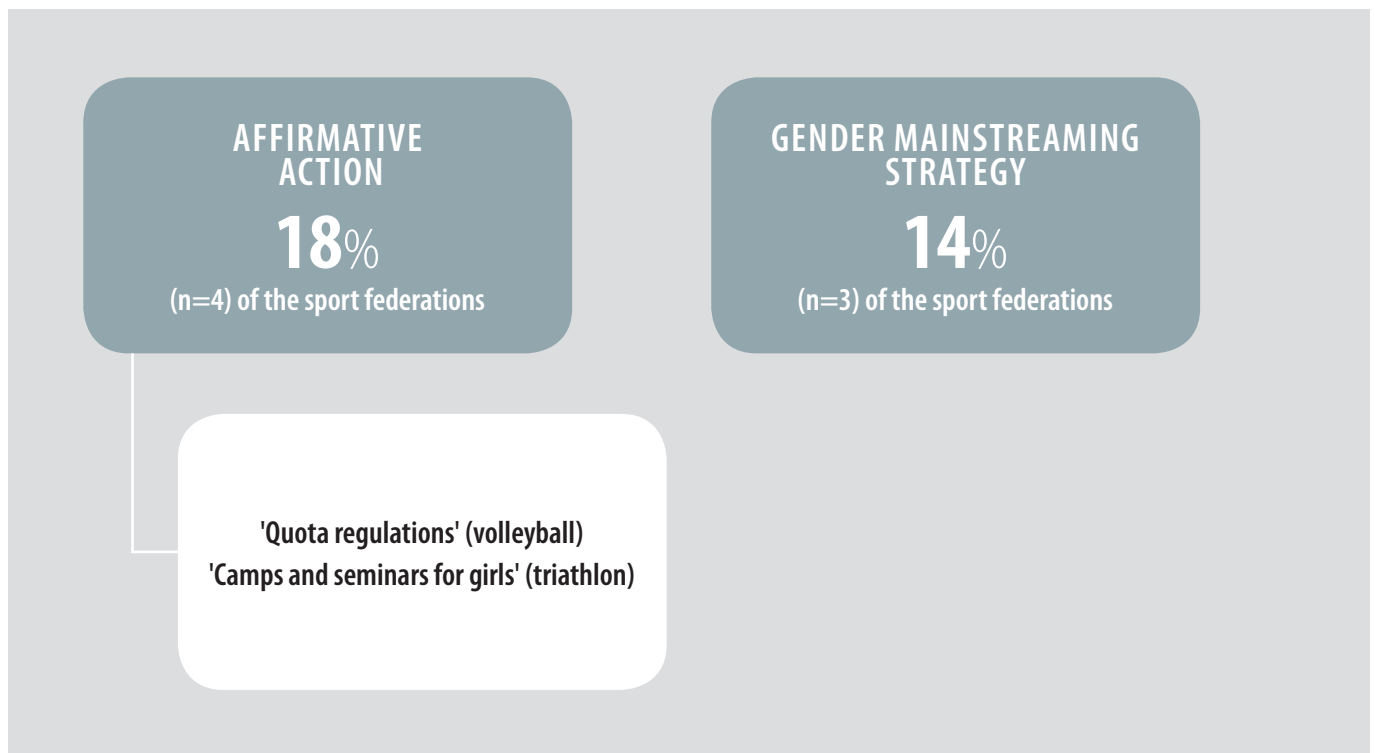
Handball, sailing, synchronized swimming and volleyball

- ▶ As seen on the left side, gender equality is mentioned in 55% (n=12) of the sport federations' long-term plans and 18% (n=4) have a written policy for advancing towards equality between women and men in sport.
- ▶ Both the **Olympic Committee** and the **Ministry of Youth and Sport** mention gender equality in their long term plans, but do not have a specific policy/action plan for advancing towards this goal.



All federations with an action plan for gender equality, also have targets for gender representation in participation. Three of them have targets for gender representation in decision making and coaching **10**.

AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



18% of the **sport federations** are taking affirmative action and 14% have a gender mainstreaming strategy. Examples of actions taken are highlighted above.

CONCLUSION

Men have the most powerful positions in Serbian sport as they hold more than 80% of the federation presidencies and vice presidencies. However, the Olympic Committee is chaired by a woman and one of its three vice presidents is a woman. Only 19% of the Olympic Committee board members and that of the federations are women.

To address the situation, 59% of the sport federations are trying to get more women in decision making positions. In the area of coaching, only 17% of registered coaches and 16% of employed elite level coaches are women, however, 41% of the federations have implemented measures to increase the numbers of female coaches. Only 21% of girls and 10% of women are members of sport clubs or federations but 50% of the federations are trying to remedy that by publicity, awareness raising campaigns and by training more female coaches. Only 14% of the federations are addressing gender based violence.

Both the Ministry of Youth and Sport and the Olympic Committee are active in trying to change the situation. Both have taken action to increase the activity level of Serbian women. In addition, the Ministry has implemented measures in the areas of leadership and elite level coaches and the Olympic Committee has worked to combat and prevent gender based violence.