

# SPAIN

## GENDER EQUALITY IN SPORT

LEAFLET 2019<sup>1</sup>



TOTAL POPULATION  
**45.757.611**

MEDIAN AGE  
**43.2 YEARS**



GDP PER CAPITA  
**37.801 €<sup>2</sup>**



POPULATION

**49.4%**

MALE



FEMALE

**50.6%**

LIFE EXPECTANCY

**78.2 YEARS**

MALE

FEMALE

**84.4 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 Spain, 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](http://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

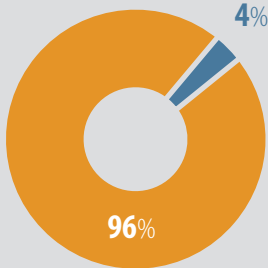
1. The results are based on 27 Olympic sport federations plus the High Council for Sport and the Spanish Olympic Committee. Data was collated on 31 December 2018 except for the area of participation in sport, which was collated on 31 December 2017
2. Estimated for 2019



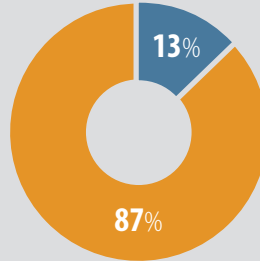
# LEADERSHIP DATA SEPARATED BY GENDER



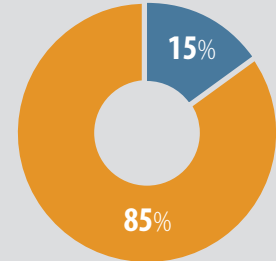
## 1 FEMALE AND MALE PRESIDENTS OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



## 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, sailing, has a female president **1**.
- ▶ The 27 Olympic sport federations have 76 vice-presidents. Of these 13% (n=10) are women **2**.
- ▶ 11% (n=3) of the federations have the same number of female and male vice-presidents – archery, gymnastics and volleyball.
- ▶ 15% (n=4) of the sport federations have a female executive head **3**.

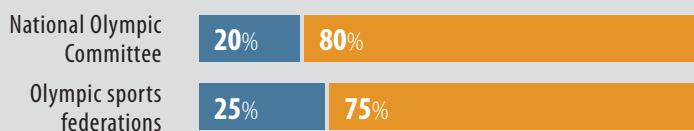
### THE HIGH COUNCIL FOR SPORT

has **29** females and **34** males in administrative/managerial positions.

### THE OLYMPIC COMMITTEE

is chaired by a male president and four vice presidents, **50%** (n=2) of these are women. The executive head of the Olympic Committee is a woman.

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



The Olympic sport federations have a slightly higher representation of females in their boards (25%) compared with the Olympic Committee (20%) **4**.

- ▶ One of the sport federations, fencing, has a balanced representation of female and male board members.
- ▶ One sport federation, rugby, has no female board members.

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

**85%** (n=23) of the sport federations have implemented measures, since 2015, to recruit or increase the number of females in elected/appointed decision making positions. These federations are athletics, badminton, basketball, boxing, canoeing, cycling, equestrian, fencing, gymnastics, handball, hockey, ice sports, judo, rowing, rugby, shooting, taekwondo, tennis, triathlon, volleyball, weightlifting, winter sports, and wrestling.

**65%** (n=15) of these sport federations have worked with gender friendly election/appointment procedure. 44% (n=10) have arranged training courses on leadership for females only and 30% (n=7) have written a strategy to increase the number of females in decision making positions.

The **High Council for Sport** has adopted a written action plan to increase the number of women in decision making positions.

The **Olympic Committee** has been very active in trying to get more female leaders. They have arranged training courses on leadership for women only, run awareness raising campaigns, built a network of females in decision making, developed mentoring programme for females and supported research in this area.

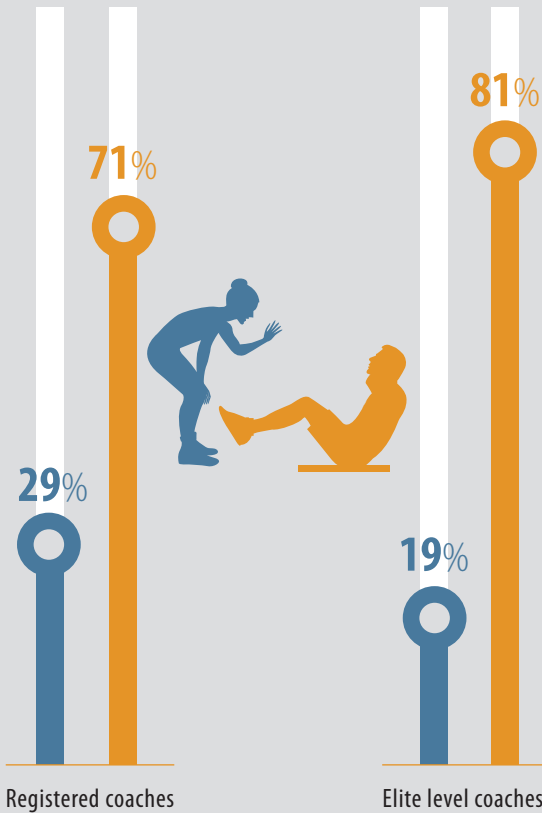


# COACHING<sup>3-4</sup>

## 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=2391) of coaches, while **19%** (n=80) of employed elite level coaches are females.

### ALL REGISTERED COACHES

**Federations with the highest percentage of registered female coaches:**

- ▶ Gymnastics: 75% (n=15)
- ▶ Volleyball: 39% (n=1887)
- ▶ Judo (n=6) and tennis (n=1): 33%

**Federations with the highest percentage of registered male coaches:**

- ▶ Cycling (n=6), fencing (n=5), golf (n=8), rowing (n=10), shooting (n=3), and weightlifting (n=4). They have only male coaches.

No federation has a gender balance in its registered 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 1-15 elite level female coaches – a total of 80.

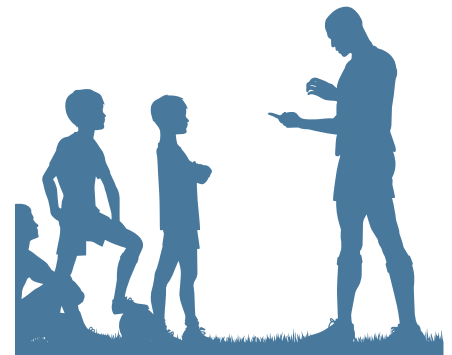
- ▶ **100%** (n=27) of the federations have employed between 1-78 elite level male coaches – a total of 335.

## ACTIONS/MEASURES TAKEN TO INCREASE THE NUMBER OF WOMEN COACHES

**74%** (n=20) of the sport federations have implemented actions/measures, since 2015, to recruit or increase the number of female coaches. These federations are athletics, badminton, basketball, boxing, canoeing, cycling, equestrian, fencing, gymnastics, handball, hockey, ice sports, judo, rugby, shooting, tennis, triathlon, weightlifting, winter sports and wrestling.

The measure used by most of these federations (60% n=12) is to run educational courses for female coaches only. Half of them (n=10) have also developed clear and gender friendly recruitment procedures and 30% (n=6) have adopted a written action plan to increase the number of female coaches. The same number has also arranged awareness raising campaigns targeting females.

The Olympic Committee has dedicated resources to female coaches (earmarked money, child care when attending training seminars and coaching in competitions etc).



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

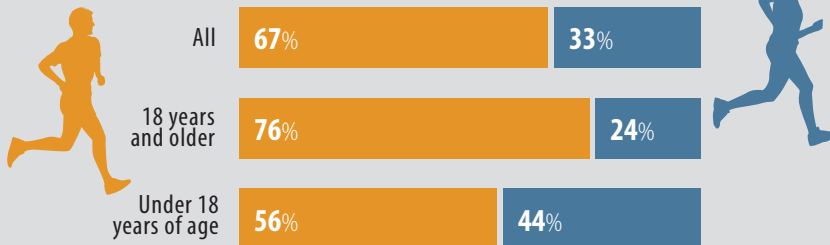
4. Two of the sports federations, handball and swimming, did not answer the question about registered coaches



# PARTICIPATION<sup>5</sup> (from grassroots to elite sport)

## DATA SEPARATED BY GENDER

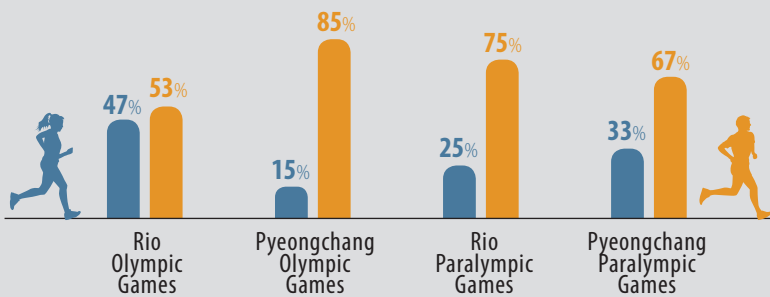
### 6 FEMALE AND MALE MEMBERSHIP OF THE NATIONAL OLYMPIC SPORT FEDERATIONS (%)



► Sport is dominated by men (67%). Both girls (44%) and women (24%) are less often a member of a sport club/federation than boys (56%) and men (76%). Three quarters of the federations (n=14) have fewer than 40% female members.

► Gymnastics (85%) and volleyball (76%) have the largest proportion of registered females. The equivalent sports among men are boxing and wrestling with 86% male members. Swimming is almost gender balanced with 48% women.

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



7 shows that more male than female athletes participated in the Olympics in Rio and Pyeongchang. The gender balance is best for Rio where 47% of the athletes were women. The gender gap in Pyeongchang was very high, because only 15% of the participants were women.

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

**82%** (n=22) of the sport federations have implemented actions/measures, since 2015, to increase the number of girls and women active in sport and/or in physical activity. These federations are archery, athletics, badminton, basketball, boxing, canoeing, cycling, fencing, golf, gymnastics, handball, hockey, ice sports, rowing, rugby, sailing, shooting, tennis, triathlon, weightlifting, winter sports, and wrestling.

Most of these federations (68% n=15) have focused on providing equal access to sport facilities for both genders. 60% (n=13) have given economic aid to girls and women's sport by funding specific projects and half (50% n= 11) of the federations have written strategies and run awareness raising campaigns targeting girls and women.

The High Council for Sport has been very active in implementing measures to increase the number of girls and women in sport and physical activity. The Council has produced a comprehensive action plan, arranged awareness raising campaigns targeting girls and women, held training seminars and workshops for coaches, dedicated financial resources to women's sports and ensured equal access to sport facilities for both genders.

The Olympic Committee has dedicated financial resources to girls and women's sport and physical activity by funding specific projects.

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

**74%** (n=20) of the sport federations have taken varied measures, since 2015, to improve the situation for female elite level athletes. These are athletics, badminton, basketball, boxing, equestrian, fencing, golf, gymnastics, handball, hockey, ice sports, rowing, rugby, sailing, swimming, tennis, triathlon, winter sports, volleyball and wrestling.

The actions taken by these federations are primarily related to financial support. For example, specific funding for women participating in international competitions, sponsorship for women's teams, as well as equal pay for male and female athletes.

The High Council for Sport gives aid to female athletes with children and helps them combine their sporting career with their personal and professional life.

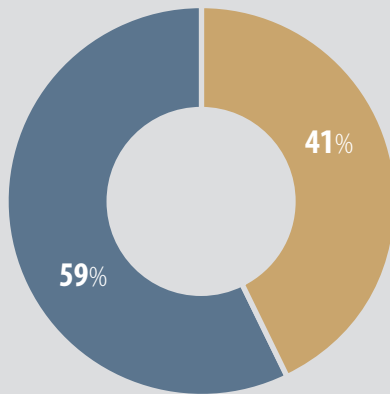
5. Canoeing, badminton, cycling, equestrian, handball, judo, rowing, shooting and taekwondo did not answer the question about membership. Judo has not filled out the questions about membership for boys and girls under 18 year of age and the winter sports federation has no members in the youngest age group



# 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 (%)



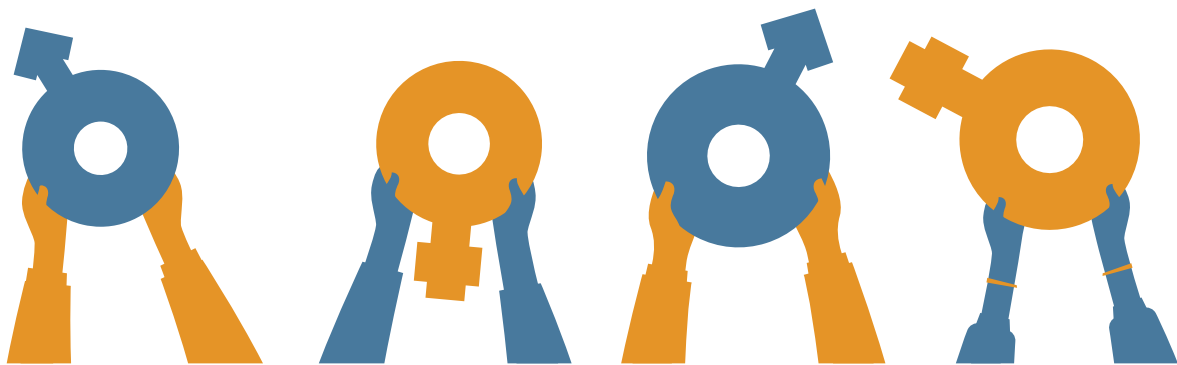
● Have a policy and/or action plan  
● Don't have a policy and/or action plan

**59%** (n= 16) 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, badminton, basketball, canoeing, cycling, equestrian, fencing, handball, hockey, rugby, shooting, swimming, triathlon, volleyball, weightlifting, and winter sports. The badminton federation was the first one to produce a policy/action plan – in 2006.

Among those 16 that have a policy:

- ▶ 88% (n=14) have a monitoring and evaluation mechanism
- ▶ 63% (n=10) have human resources dedicated to the implementation of the policy/action plan
- ▶ 25% (n=4) have funds allocated



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

**41%** (n=11) of the sport federations have implemented actions, since 2015, to prevent and combat gender based violence in sport. These federations are badminton, basketball, boxing, canoeing, fencing, handball, hockey, rugby, volleyball, winter sports and wrestling.

Almost all of them (91% n=10) have adopted a plan or strategy to prevent and combat gender based violence. 55% (n=6) have developed a formal complaint procedure for reporting gender based violence and 55% (n=6) have minimised risk by introducing procedures, such as, criminal record checks, and the same number of federations have developed codes of conduct for coaches and people in leadership positions.

The High Council for Sport has held training seminars for athletes and organised awareness raising campaigns on this topic. It has also implemented formal complaint procedure for reporting gender based violence, appointed a welfare or protection officer, included the prevention of gender based violence in its statutes and implemented procedures to minimise risk.

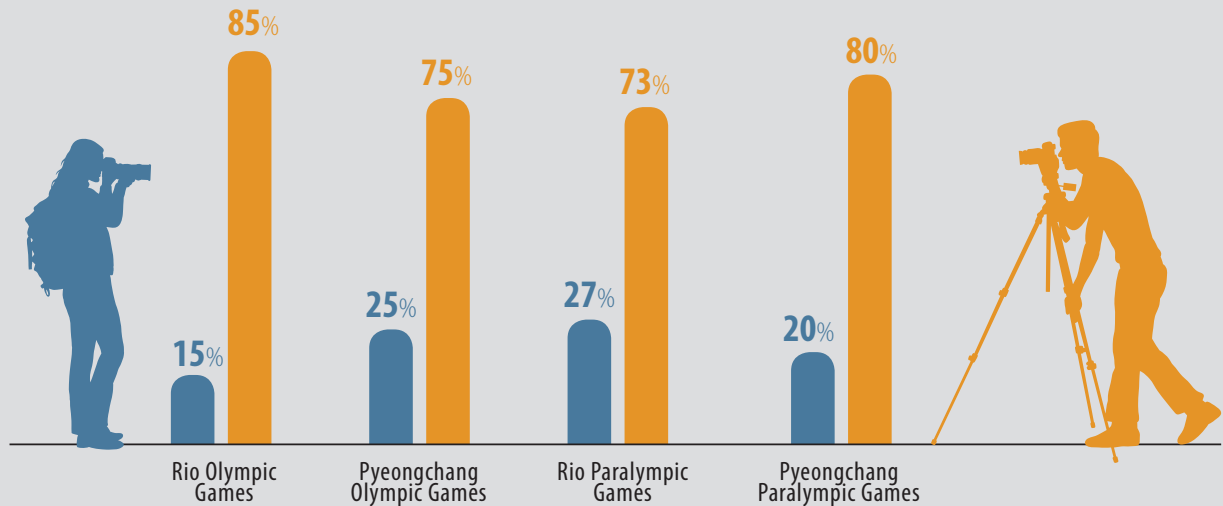


# MEDIA/COMMUNICATION

## DATA SEPARATED BY GENDER

9

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



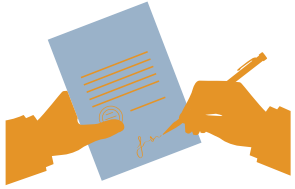
Spanish female journalists and reporters from media companies and organisations were heavily underrepresented at the Olympic and Paralympic Games **9**.

## COMMUNICATION GUIDELINES

**56%** (n=15) of the **sport federations** have **guidelines for a gender balanced representation in their communication materials, including in social media.**

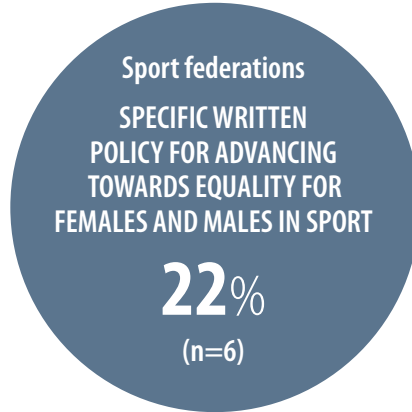
Most of these guidelines imply a gender balance in the different forms of communication that the federation publishes. This includes internal media, broadcasting, posters, publication of results, etc. Fencing has a female team dedicated to disseminating news about women's fencing.





# GENDER EQUALITY POLICIES AND PROGRAMMES

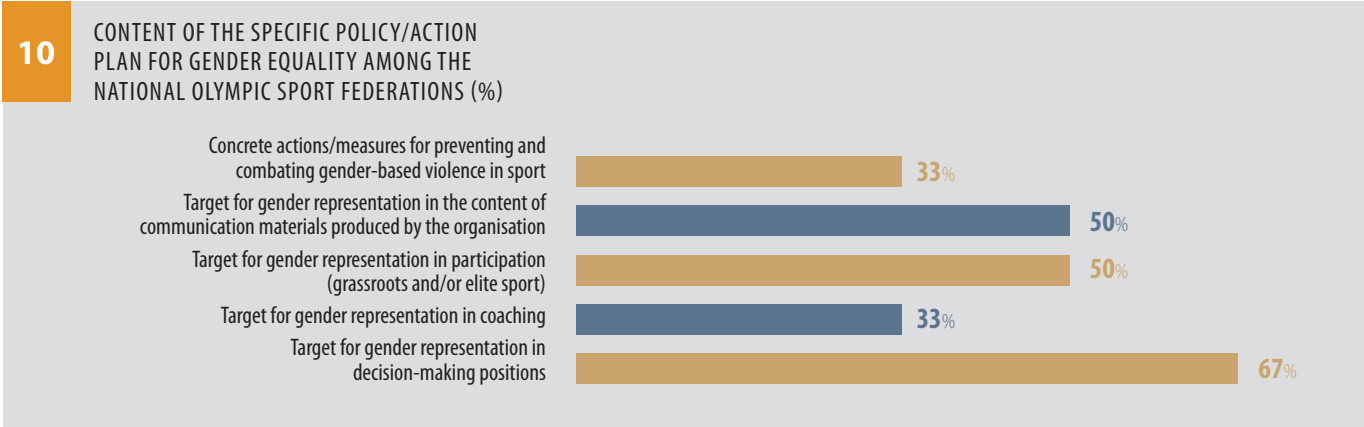
## LONG-TERM BUSINESS PLAN AND ACTION PLAN



Archery, athletics, badminton, basketball, boxing, cycling, fencing, gymnastics, handball, hockey, judo, sailing, shooting, tennis, triathlon and winter sports.

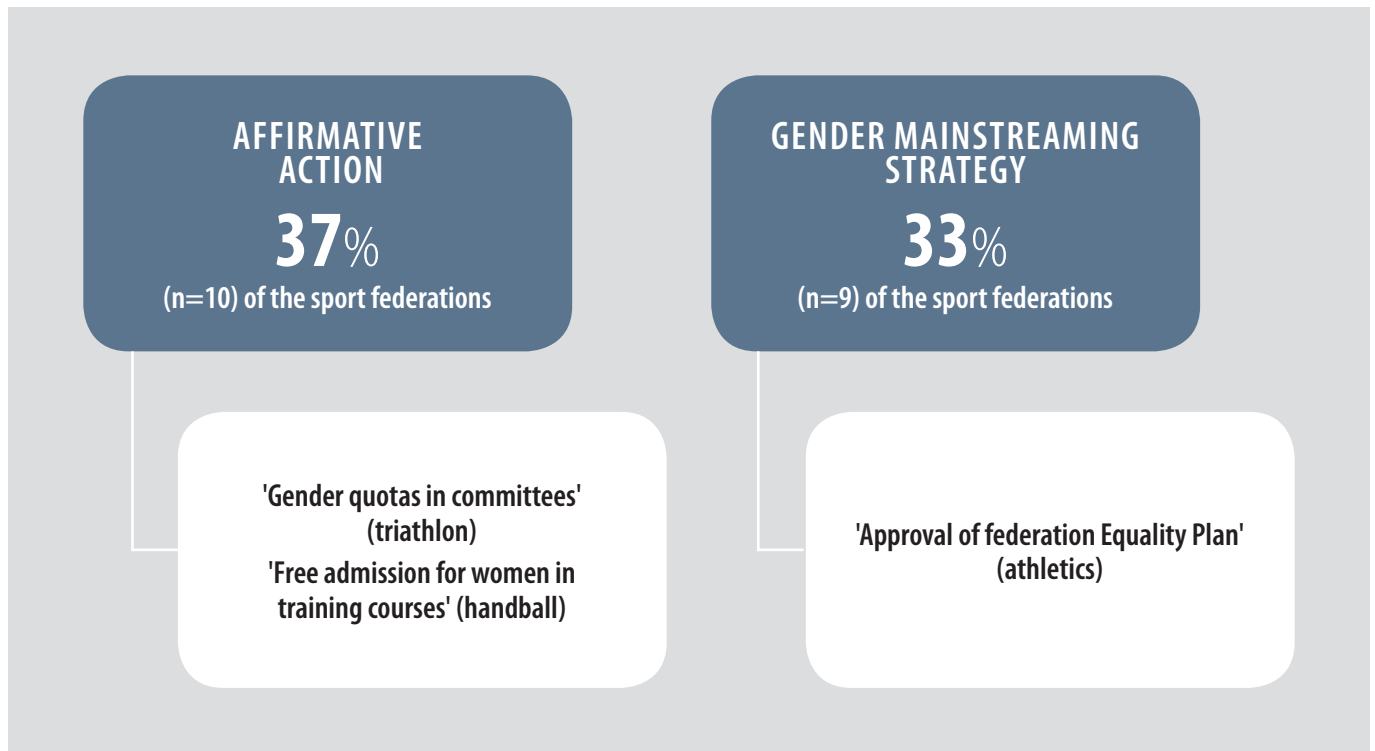
Badminton, boxing, gymnastics, handball, rugby and winter sports.

- ▶ As seen on the left side gender equality is mentioned in 59% (n=16) of the sport federations' long term plans, but only 22% (n=6) have a written policy for advancing towards equality between women and men in sport.
- ▶ All sports with a specific gender equality plan also include gender equality in their long term plans, except for rugby.



**67%** (n=4) of the six sport organisations that have a policy for gender equality also have targets for gender representation in their decision making. 50% (n=3) have targets for gender representation in participation and in the content of the communication materials produced by the organisation **10**.

## AFFIRMATIVE ACTION AND GENDER MAINSTREAMING STRATEGIES



**37%** of the **sport federations** are taking affirmative action and 33% have a gender mainstreaming strategy. Examples of the actions taken and strategies used are highlighted above.

## CONCLUSION

Sport in Spain is governed by men. All the presidents of the national Olympic sport federations, except sailing, are chaired by men. This is also mirrored by the number of female vice presidents, which accounts for only 13%. The Spanish Olympic Committee is an exception because although it is chaired by a man, there is a gender balance among its vice presidents. 25% of the board members of the federations are women. Female registered coaches account for 29% and employed elite level coaches 19%.

Action taken to improve the situation has been mixed. Only 22 % have a specific written policy for advancing towards equality for females and males in sport. 59% of the federations have a policy/action plan to prevent and combat gender based violence and 41% have taken action in this area. 74% of the federations have taken measures to achieve a better gender balance among their coaches and 82% have tried to increase the number of physically active girls and women.

Both the High Council for Sport and the Olympic Committee have been active in almost all areas of working towards gender equality in sport.