

# ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

ANALYTICAL REPORT OF THE DATA COLLECTED:  
INSIGHTS INTO TRENDS AND PROGRESS



All In Plus: Promoting greater gender equality in sport

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# **ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT**

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This report was drafted by the Mediterranean Institute of Gender Studies (MIGS) in collaboration with the Council of Europe, the European Union and other All In Plus joint project partners

Council of Europe

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# TABLE OF CONTENTS

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|   |           |
|---|-----------|
| <b>INTRODUCTION AND ACKNOWLEDGMENTS</b>                                     | <b>5</b>  |
| <b>METHODOLOGY</b>  | <b>7</b>  |
| <b>EXECUTIVE SUMMARY – MAIN FINDINGS</b>                                    | <b>9</b>  |
| Gender equality in sports across the project jurisdictions                  | 9         |
| Gender equality across the different sports                                 | 12        |
| <b>1. GENDER EQUALITY IN SPORT IN THE PROJECT JURISDICTIONS</b>             | <b>15</b> |
| 1.1 Gender equality in leadership   | 15        |
| 1.2 Gender equality in coaching   | 22        |
| 1.3 Gender equality in sports officiating                                   | 27        |
| 1.4 Gender equality in sports participation                                 | 33        |
| 1.5 Preventing gender-based violence in sport                               | 39        |
| 1.6 Gender equality in media representation                                 | 44        |
| 1.7 Policies and programmes to address gender equality in sport             | 47        |
| <b>2. GENDER EQUALITY IN AND ACROSS SPORTS DISCIPLINES</b>                  | <b>53</b> |
| 2.1 Gender equality in leadership in the different sports                   | 53        |
| 2.2 Gender equality in coaching by sport                                    | 55        |
| 2.3 Gender equality in sports officials officiating in the different sports | 57        |
| 2.4 Gender equality in participation in the different sports                | 59        |
| 2.5 The prevention of gender-based violence in the different sports         | 62        |
| 2.6 Gender equality in media/communications in the different sports         | 64        |
| 2.7 Policies and programmes to address gender equality by sport             | 65        |
| <b>3. RECOMMENDATIONS</b>   | <b>69</b> |
| 3.1 General recommendations   | 69        |
| 3.2 Other points for consideration  | 72        |
| <b>ANNEX A – SPORTS CATEGORY GROUPS</b>                                     | <b>75</b> |



# INTRODUCTION AND ACKNOWLEDGMENTS

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This report is an essential part of “All In Plus: Promoting greater gender equality in sport”, a European Union (EU) and Council of Europe (CoE) joint project. The overarching goal of All In Plus is to highlight the benefits of greater gender equality in sport. The key objectives are to ensure that the relative invisibility of women in sport and the ongoing lack of awareness about gender imbalance in sport and related issues are brought clearly to the forefront.

The project is structured around three pillars:

- ▶ data collection and analysis in six key areas: leadership, coaching and officiating, participation, gender-based violence, media/communication, and gender equality policies and programmes;
- ▶ updating of an online resource centre containing best practice examples;
- ▶ media sensitisation.

The project covers and standardises data collection in 21 jurisdictions, based on a set of agreed gender equality indicators in six strategic fields: leadership; coaching and officiating; participation; gender-based violence; media/communication; and gender equality policies and programmes. The target groups for the data collection include Ministries/government departments responsible for sport, National Olympic Committees (NOCs), National Paralympic Committees (NPCs), as well as National Federations of Olympic and Paralympic sports. A network of national data collection co-ordinators composed of one representative per country was set up in this regard.

“All In Plus: Promoting greater gender equality in sport” is the follow-up to the “All In – Towards gender balance in sport” joint project (1 March 2018–31 October 2019), aiming to provide support to public authorities and organisations when designing and implementing policies and programmes addressing gender inequalities in sport, and when adopting a gender mainstreaming strategy. This previous project produced a series of deliverables, including those based on the data collection campaign, the [Toolkit on gender equality in sport, country factsheets](#), and an [online library of best practices](#).<sup>1</sup>

This analysis builds on the foundation of the 2019 “All In” project, offering a platform to monitor progress. However, direct comparisons between the two data sets should be approached with caution due to significant differences in their composition and scope. The 2019 data collection exercise involved 18 jurisdictions – Albania, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Czechia, Denmark, Finland, France, Georgia, Israel, Lithuania, Montenegro, Netherlands, Portugal, Serbia, and Spain. In contrast, the current analysis includes 20 countries: Albania, Austria, Belgium, Cyprus, Czechia, Finland, France, Georgia, Greece, Iceland, Israel, Lithuania, Montenegro, Malta, Netherlands, Portugal, Spain, Sweden, Switzerland, Ukraine, as well as Kosovo.\* Additionally, the response rate varied between the two exercises, and the present data collection included Paralympic disciplines and non-Olympic/Paralympic sports federations, which are incorporated into country-level analyses. Furthermore, this analysis gathered new data on gender equality in sports officiating and expanded details on gender equality policies and strategies. These differences underscore the importance of careful interpretation while enabling valuable insights into progress and trends. Despite these limitations, aligning key metrics can provide a valuable opportunity to monitor progress over time and offer meaningful insights into trends and areas of improvement, supporting ongoing efforts to achieve the project’s goals.

The project provides a privileged opportunity to drive meaningful change and encourage greater participation and support for women, in all their diversity, in sport.

The All In Plus Team would like to thank all of those who have contributed to the All In Plus joint EU – CoE project: promoting greater gender equality in sport. This includes, but is not limited to, the following: all the All In Plus national co-ordinators, the network of sports media professionals, Council of Europe Secretariat with special thanks to the Gender Equality Team, Nicholas Raveney, colleagues from the IOC, EBU, GO, UNESCO, IPC, IFSO, AIPS, Centre for Sports and Human Rights, FIBA, UEFA, Susana Pavlou and Daphne Demetriou from the MIGS.

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1. Data gathered through the previous ALL IN project can be accessed through the interactive dashboard “How gender equality is addressed in Europe”: All In’s [“Tableau Public”](#).

\* All references to Kosovo, whether the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.



## METHODOLOGY

**T**wenty-one partners were involved in the project: Albania, Austria, Belgium, Cyprus, Czechia, Finland, France, Georgia, Greece, Iceland, Israel, Kosovo,\* Lithuania, Montenegro, Malta, Netherlands, Portugal, Spain, Sweden, Switzerland, and Ukraine.

Each partner appointed one or two co-ordinators who were responsible for carrying out the data collection in their respective jurisdictions. Survey questions were submitted to the NOCs, the NPCs, the ministries/government departments responsible for sport and the national sports federations.<sup>2</sup> The online questionnaire was sent through the software programme Eval&Go. The data collection took place from January to May 2024 and the data analysis took place from May to September 2024.

As mentioned above, not all sports federations included in the jurisdiction level analyses (Chapter 1) represent Olympic/Paralympic sports. However, for the sports level analyses (Chapter 2) only the sports federations representing Olympic/Paralympic sports were included. The criteria used to include the sports in the analysis was that the sport should exist in a least half (n=11) of the jurisdictions monitored, and that it should belong to only one international federation/union. For the purpose of this analysis, Olympic and Paralympic disciplines were grouped together. In total, 31 sports disciplines are included in the analysis.<sup>3</sup>

The quantitative data presented in this analysis pertain specifically to the year 2023. In contrast, the data on gender equality policies and policies addressing the prevention of gender-based violence encompass developments and measures implemented from 2020 onwards. This distinction reflects the varied timelines of data collection and reporting across different focus areas of the analysis.

Table 1 gives an overview of the total number of respondents in each jurisdiction.

**Table 1. Number and type of respondents per jurisdiction**

| Partners     | Sports federations | Olympic Committee | Paralympic Committee | Government agency responsible for sport | TOTAL      |
|--------------|--------------------|-------------------|----------------------|---|------------|
| Albania      | 19                 | 1                 | 0                    | 0                                       | <b>20</b>  |
| Austria      | 31                 | 1                 | 1                    | 1                                       | <b>34</b>  |
| Belgium      | 41                 | 1                 | 1                    | 2                                       | <b>45</b>  |
| Cyprus       | 22                 | 0                 | 1                    | 1                                       | <b>24</b>  |
| Czechia      | 32                 | 1                 | 1                    | 4                                       | <b>38</b>  |
| Finland      | 23                 | 1                 | 1                    | 1                                       | <b>26</b>  |
| France       | 31                 | 1                 | 1                    | 1                                       | <b>34</b>  |
| Georgia      | 32                 | 0                 | 1                    | 1                                       | <b>34</b>  |
| Greece       | 24                 | 1                 | 1                    | 1                                       | <b>27</b>  |
| Iceland      | 18                 | 1                 | 1                    | 1                                       | <b>21</b>  |
| Israel       | 27                 | 1                 | 1                    | 1                                       | <b>30</b>  |
| Kosovo*      | 11                 | 0                 | 1                    | 0                                       | <b>12</b>  |
| Lithuania    | 29                 | 0                 | 1                    | 0                                       | <b>30</b>  |
| Malta        | 25                 | 1                 | 1                    | 1                                       | <b>28</b>  |
| Montenegro   | 6                  | 1                 | 1                    | 1                                       | <b>9</b>   |
| Netherlands  | 21                 | 0                 | 0                    | 1                                       | <b>22</b>  |
| Portugal     | 28                 | 1                 | 1                    | 1                                       | <b>31</b>  |
| Spain        | 31                 | 1                 | 1                    | 1                                       | <b>34</b>  |
| Sweden       | 31                 | 1                 | 1                    | 0                                       | <b>33</b>  |
| Switzerland  | 33                 | 1                 | 1                    | 1                                       | <b>36</b>  |
| Ukraine      | 29                 | 1                 | 1                    | 0                                       | <b>31</b>  |
| <b>TOTAL</b> | <b>544</b>         | <b>16</b>         | <b>19</b>            | <b>20</b>                               | <b>599</b> |

2. Except for Belgium where the sports federations are community-based. Respondents included 31 sports federations from Belgium Flanders, 10 federations from Belgium Wallonia, the Belgian Olympic Committee, and the Belgian Paralympic Committee. The two national agencies include the General Sports Administration (Wallonia), and Sport Vlaanderen (Flanders).

3. See Annex A for the list of sports category groups.





# EXECUTIVE SUMMARY – MAIN FINDINGS

## Gender equality in sports across the project jurisdictions

### GENDER EQUALITY IN LEADERSHIP

**Women remain significantly under-represented in the most powerful roles in sports.** Only 12-14% of sports federations have female Presidents, a marginal improvement from 2019. Some jurisdictions, such as Albania, Cyprus, Montenegro, Portugal, and Ukraine, have no female Presidents. Women hold a slightly higher percentage of Vice-President roles (29%) and Board memberships (29%), which aligns with trends of higher representation at lower leadership levels. This is an improvement from 2019 but still indicates a gender gap. Female Presidents and Vice-Presidents in NOCs and NPCs have slightly higher representation than in national sports federations, with rates of 14% and 31%, respectively.

Sweden, Finland, and Iceland consistently rank high in female representation across Presidents, Vice-Presidents, and Board members. Montenegro, Malta, and Greece have some of the lowest levels of female representation, with many federations lacking any female Board members. In 16 jurisdictions, some federations lack female Board members entirely, highlighting significant disparities.

**Since 2020, 60% of organisations have taken action to recruit more women into decision-making roles.** NOCs are the most active in this regard (94%), followed by Ministries (70%) and NPCs (63%), while sports federations are the least active (59%). Jurisdictions like Israel, France, and Albania lead in their efforts to promote women's leadership, indicating targeted initiatives in these jurisdictions.

### GENDER EQUALITY IN COACHING

**Only 22% of registered coaches across the respondent jurisdictions are women, indicating a gender imbalance in the coaching profession. Women also account for just 22% of coaches working with national teams or elite-level athletes, reflecting under-representation at the highest levels.**

There are large variations across jurisdictions. Montenegro (7%), Czechia (11%), Georgia (14%), and Ukraine (16%) show a very wide gender gap, while Malta (40%), Sweden (38%), and France (30%) show relatively better representation, though still far from gender-balanced. In some jurisdictions, some federations do not employ any female coaches at all (Cyprus, Czechia, and Montenegro) and **5% of federations could not provide gender-disaggregated data, indicating gaps in data collection in this area.**

50% of organisations report taking action to recruit and increase the number of female coaches, a notable improvement from 2019 (38%). Montenegro (83%) and Sweden (77%) lead in implementing initiatives, suggesting proactive approaches in these jurisdictions. Lithuania (27%), Belgium (29%), Czechia (29%), and Iceland (29%) show limited efforts.

NOCs (63%) were shown to be the most active in developing female coaching programmes, followed by sports federations (50%), national sports authorities (45%), and NPCs (37%).

**Just over a third of organisations have written action plans or strategies to advance gender equality in coaching, indicating insufficient institutional commitment to structured interventions.**

### GENDER EQUALITY IN SPORTS OFFICIATING

**Women constitute only 32% of registered sports officials across surveyed jurisdictions, highlighting significant gender gaps in sports officiating.** There is considerable variation in the representation of female sports officials, with Sweden (53%) and Iceland (67%) achieving relatively high proportions. Jurisdictions like Kosovo\* (7%), Austria (9%) and Czechia (12%) have the lowest proportion of female sports officials, emphasising the need for more targeted interventions.

47% of organisations have implemented measures to recruit and increase the number of female sports officials. Jurisdictions like Albania (80%) and Spain (74%) lead in proactive measures, while Iceland (19%) and Portugal (23%) are less proactive, despite having some of the highest proportions of sports female officials.

Governments/agencies responsible for sports (50%) and sports federations (48%) are the most active in implementing actions to increase the number of women in sports officiating, while NOCs (25%) and NPCs (21%) are less engaged.

**Research on gender equality in sports officiating is a measure that has been given the least priority, indicating a missed opportunity to understand and address systemic barriers, and an area for development.** Transparent, gender-sensitive recruitment procedures are underutilised, with only 46% of organisations adopting such measures. Encouragingly, 40% of organisations have incorporated recruitment efforts for female sports officials into written strategies or action plans, signalling a growing commitment to structured approaches.

## GENDER EQUALITY IN SPORTS PARTICIPATION

**Women and girls represent only 31% of all sports federations members, highlighting a significant gender gap in participation. Men dominate overall membership (35%), followed by boys (28%), girls (20%), and women (17%), indicating that gender imbalances persist across age groups.**

Girls have higher participation rates (55%) compared to women (45%), while the reverse is true for boys and men. This suggests that girls are more likely to drop out of sports participation as they transition into adulthood compared to boys. Adult women's participation is particularly low at 27% compared to 73% for men, underscoring a critical retention issue for women in sports.

Finland stands out as a leader in gender balance, with women and girls comprising 50% of all sports federations members, and girls surpassing boys in membership at 68%. Other jurisdictions with relatively balanced participation include Lithuania with women comprising 46% of sports membership.

Across all types of organisations, less than half have implemented measures to recruit or increase the number of women and girls in sports participation. This reflects a lack of widespread commitment to addressing gender disparities in sports participation. Governments/agencies responsible for sports are the most proactive, with 50% taking action. This indicates that governmental bodies are playing a relatively stronger role in promoting gender equality in sports participation than NOCs/NPCs. Sports federations, which directly oversee grassroots and competitive sports, have taken action at a similar rate (48%). Whilst this is promising, it also highlights the fact that more than half of these organisations have yet to address the issue effectively.

National Olympic Committees (25%) and National Paralympic Committees (21%) are lagging behind in implementing measures to increase women's and girls' participation. Given their influence in shaping national sports policies and elite sports development, their low engagement is a missed opportunity to drive change at all levels.

**The disparity in action rates among different types of organisations suggests a lack of co-ordinated, unified strategies for increasing women's and girls' participation in sports. This fragmentation could hinder the effectiveness of efforts to close the gender gap.**

## PREVENTING GENDER-BASED VIOLENCE (GBV) IN SPORT

**The proportion of organisations with a written policy/action plan to prevent GBV has significantly increased from 25% in 2019 to 39% in the current data.** Austria (88%) and Spain (82%) lead in policy adoption, while Ukraine and Malta fall behind with less than 15% of organisations having such policies. While 71% of organisations with policies have monitoring mechanisms and human resources for implementation, only 33% allocate funds to these efforts, highlighting a critical resource gap. Policies that exist are not necessarily accompanied by actionable measures or dedicated financial support. 86% of policies are associated with national mechanisms for GBV prevention, indicating strong co-ordination between national authorities and sports federations.

Austria and France show the highest rates of implementation measures (85% and 82%), while Ukraine, Portugal, Malta, and Georgia have implementation rates below 30%, aligning with their lower policy adoption rates.

NOCs are the most active in implementing measures (75%), followed by governments/agencies responsible for sports (65%), sports federations (44%), and NPCs (31%).

**A positive observation is that 56% of organisations explicitly prohibit GBV in their statutes, rules, or laws, embedding prevention into their foundational documents.** However, formal complaint procedures exist in just over half (51%) of organisations, and guidelines for handling cases are even less common (44%). Victim support measures are also under-developed, with only 37% providing support services and 25% establishing helplines.

#### GENDER EQUALITY IN MEDIA REPRESENTATION

**Across all project jurisdictions, 35% of organisations have taken action to promote gender-balanced representation in the media.** Austria (65%), Spain (59%), and Israel (53%) are leading in these efforts, while other jurisdictions have lower rates, with Albania having the fewest organisations addressing gender balance in the media. 36% of organisations have specifically targeted social media for a gender-balanced representation of those practising sports, with 27% focusing on gender-balanced representation of athletes. This indicates a growing awareness of the role of social media in shaping public perceptions of gender in sports.

NOCs and NPCs are the most active in taking action on gender-balanced media representation, with 69% and 63% of these organisations reporting actions, respectively. Governments/agencies responsible for sports are also relatively active (40%), while sports federations are the least likely to take action, with only 35% reporting efforts in this area.

**Only 28% of organisations across jurisdictions have specific guidelines for gender portrayal in the media.** France (65%) and Montenegro (56%) stand out for having a higher proportion of organisations with such guidelines. In contrast, the majority of jurisdictions have fewer than 30% of organisations with guidelines.

#### POLICIES AND PROGRAMMES TO ADDRESS GENDER EQUALITY IN SPORT

**On average, 67% of organisations have gender equality included in their long-term plans.** Sweden leads with 97% of organisations incorporating gender equality into their long-term plans, followed by other jurisdictions such as Finland, France, and Spain with high rates of commitment. However, fewer organisations in Lithuania and Ukraine report having gender equality in their long-term plans, suggesting a need for greater attention in this area.

**34% of organisations across the surveyed jurisdictions have developed written policies or action plans for advancing gender equality in sport, a notable improvement from 22% in 2019.** Sweden, Finland, France, and Spain are leading in adopting such policies, with 56% to 61% of organisations in these jurisdictions having a written plan. Conversely, jurisdictions such as Lithuania, Montenegro, Ukraine, and Malta have adopted such policies at very low rates (below 15%).

Among organisations with a gender equality policy or action plan, 56% have a monitoring and evaluation mechanism in place to track the implementation and impact of the policy. **However, only 39% have allocated funds to the implementation of these plans. This highlights a gap in the practical support needed to ensure the success of gender equality initiatives. In absolute numbers, fewer organisations have allocated funds compared to human resources, suggesting that financial support remains a key challenge.**

Gender mainstreaming is the most commonly used strategy for advancing gender equality, with 67% of organisations in Kosovo\* and 62% in Austria using this approach. Affirmative action is also used by many organisations, particularly in Spain, France, Kosovo,\* and Austria, with the highest rates of adoption. Governments/agencies responsible for sports and NOCs are more likely to use gender mainstreaming, while NPCs use both strategies (mainstreaming and affirmative action) at equal rates. Sports federations are more likely to implement affirmative action, particularly at the grassroots level.

## Gender equality across the different sports

### GENDER EQUALITY IN LEADERSHIP

**While progress has been made in certain areas, such as gender-balanced boards in some sports and proactive measures by many federations, the overall representation of women in leadership remains low.**

While most sports have at least some women's representation in presidential roles, three – canoe and kayak, ice hockey, and wrestling – lack any female Presidents, reflecting entrenched gender disparities in these disciplines. Only 12% of sports Presidents are women, indicating a significant gender gap at the highest level of decision-making. Sports like skating (50% female Presidents), rowing (29%), gymnastics (22%), and volleyball (21%) show relatively higher female representation in Presidential roles. Vice-Presidential positions have better representation in gymnastics (51%), fencing (48%), and skating (47%). Most sports (17 out of 31) have boards with 30% or less female representation, indicating that women remain under-represented in collective decision-making roles across the majority of disciplines. Gymnastics and skating stand out with gender-balanced boards (59% and 50% female representation, respectively). A majority (61%) of sports federations have implemented measures to recruit and increase the number of women in decision-making positions, a positive step toward greater gender equity. Athletics (91%), triathlon (87%), and boxing (86%) have been the most proactive, demonstrating strong commitment to gender inclusion. Conversely, skating, canoe and kayak, and equestrian have taken the least action. In the case of skating, this may be due to already high levels of female representation in leadership roles.

### GENDER EQUALITY IN COACHING

**Across all sports surveyed, only 10% of registered coaches are women. This stark under-representation underscores significant gender imbalances in coaching, particularly at the grassroots level.** Female coaches are most prevalent in sports like skating (87%), swimming (47%), canoe and kayak (36%), and rowing (34%). Conversely, sports such as tennis, hockey, rugby, football, ice hockey, badminton, boxing, and cycling have less than 10% female representation among coaches. These disparities may reflect entrenched gender norms, limited opportunities, or a lack of targeted initiatives to promote women in coaching roles. **Female representation among elite-level coaches (28%) is significantly higher than at grassroots levels (10%). This suggests that women who do enter coaching may face barriers at the entry level but are more likely to succeed and advance to elite positions when given the opportunity.** Sports like skating (57%), gymnastics (53%), and equestrian (40%) show relatively high female representation at elite levels, indicating that traditionally more female-dominated sports may have more supportive pathways or structures for women to advance. Despite higher representation at the elite level, the majority of sports (21 out of 31) have less than 30% female coaches even at the elite level.

### GENDER EQUALITY IN SPORTS OFFICIATING

**Women make up 43% of sports officials, indicating a relatively strong presence compared to other areas of sports leadership and participation. This suggests that officiating may offer more accessible pathways for women compared to coaching or administrative leadership roles.** Again, those sports that have consistently shown to have higher levels of women's representation indicate the same for sports officiating, with skating (84%), gymnastics (73%), equestrian (67%), and handball (65%) showing the highest proportions of female sports officials. Football, ice hockey, and table tennis have the fewest female officials, with women making up less than 10% in football and ice hockey, and just 11% in table tennis. **The proportion of female elite level officials (28%) mirrors that at the grassroots level, suggesting that barriers to advancement persist.** While some sports like skating (75%), gymnastics (67%), canoe and kayak (54%), and handball (53%) have over 50% female elite level sports officials, the majority (16 sports) still have less than 30% female representation at this level. Almost half (49%) of sports federations have implemented measures to recruit and increase the number of female officials. Football (84%), rugby, ice hockey, and hockey (83%) are the most proactive, indicating a strong commitment to addressing gender disparities in officiating. Conversely, skating, shooting, canoe and kayak, and equestrian have taken minimal action (all under 25%), despite some of these sports having high overall representation of female officials.

## GENDER EQUALITY IN SPORTS PARTICIPATION

**In terms of women and girls' participation in different sports, the data shows that women prevail in elite participation in traditionally female-dominated sports like skating, equestrian, and gymnastics. This could reflect societal norms or historical gendered pathways in sports development.** Sports like volleyball, handball, and swimming show near-equal participation between men and women indicating that these sports might have more inclusive pathways or equal opportunities between women and men at all levels of participation. Basketball stands out as an anomaly. Despite only 9% overall participation by women, their elite-level participation surges to 47%. This could suggest that women in basketball face significant barriers at the grassroots level but excel when given opportunities to compete at higher levels.

**Similarly to the findings of the country-level analysis, the data supports the idea that greater membership in sports clubs or federations correlates with increased participation in elite competitions. This suggests that grassroots engagement plays a critical role in fostering elite-level athletes.**

## PREVENTING GENDER-BASED VIOLENCE IN SPORT

**The analysis on the prevention of gender-based violence (GBV) in sports highlights significant progress in some areas, but also underscores critical gaps in policy adoption, implementation, and resource allocation.** While 71% of federations dedicate human resources to implementing their plans, only 35% allocate financial resources, a significant gap that undermines the effectiveness of these initiatives. A majority (67%) of federations include monitoring and evaluation mechanisms in their plans, which is a positive step towards accountability and effectiveness. **The correlation between having a written policy and implementing measures (e.g., in athletics) suggests that formal frameworks are a key driver of action in this area.** However, the lack of financial resources allocated to these efforts suggests that many federations may struggle to move from policy to sustained action that can have a meaningful impact.

## GENDER EQUALITY IN MEDIA/COMMUNICATION

**Only 35% of sports federations have taken action targeting the media, reflecting a significant gap in efforts to address gender disparities in media representation.**

The low engagement suggests that many federations may not prioritise media as a key avenue for promoting gender equity in sports. There is a wide variation across sport disciplines with rugby (58%), basketball (55%), and golf (53%) leading in this area, while modern pentathlon falls behind significantly, with only 10% of its federations taking action.

## GENDER EQUALITY POLICIES AND PROGRAMMES

**All sports federations reported having a written gender equality plan, demonstrating a widespread acknowledgment of the importance of gender equity in sports.**

However, the effectiveness of these plans varies significantly, as evidenced by differences in implementation, monitoring, and resource allocation. Rugby (67%) and athletics (57%) lead in the number of federations with gender equality plans, reflecting a strong commitment in these sports. Only 6% of federations in gymnastics report having a gender equality plan, suggesting that, given higher levels of women's participation at all levels within this sport discipline, no action is needed in this area. While some federations, like football (86%), allocate funding to implement gender equality plans, others, including shooting, badminton, taekwondo, modern pentathlon, and gymnastics, report no funding. **The lack of financial resources in these sports undermines the potential impact of their gender equality plans.** Boxing (57%) is the only sport where more than half of its federations employ gender mainstreaming strategies, reflecting a strong commitment to integrating gender equity across all aspects of the sport. Other sports, like equestrian (0%), football, archery, skating, and weightlifting (all under 10%), show minimal use of gender mainstreaming. Boxing and wrestling also have a high rate of employing affirmative action.





# 1. GENDER EQUALITY IN SPORT IN THE PROJECT JURISDICTIONS

## 1.1 Gender equality in leadership

### WOMEN IN DECISION-MAKING POSITIONS IN THE NATIONAL SPORTS FEDERATIONS

Table 2 presents the percentages of women in leadership roles within the national sports federations in each jurisdiction – serving as Presidents, Vice-Presidents, or Board members.

**Table 2. Women in leadership roles in the national sports federations in each jurisdiction – as Presidents, Vice-Presidents and Board members (%)**

| Jurisdiction | Female Presidents |           | Female Vice-Presidents |            | Female Board members |              |
|--------------|-------------------|-----------|------------------------|------------|----------------------|--------------|
|              | %                 | n         | %                      | n          | %                    | n            |
| Albania      | 0                 | 0         | 19                     | 5          | 30                   | 45           |
| Austria      | 16                | 5         | 18                     | 18         | 22                   | 58           |
| Belgium      | 5                 | 2         | 21                     | 10         | 34                   | 89           |
| Cyprus       | 0                 | 0         | 15                     | 4          | 20                   | 55           |
| Czechia      | 3                 | 1         | 14                     | 9          | 20                   | 48           |
| Finland      | 26                | 6         | 49                     | 18         | 38                   | 85           |
| France       | 10                | 3         | 45                     | 78         | 32                   | 233          |
| Georgia      | 6                 | 2         | 25                     | 21         | 21                   | 64           |
| Greece       | 15                | 4         | 32                     | 24         | 19                   | 64           |
| Iceland      | 25                | 5         | 45                     | 9          | 44                   | 51           |
| Israel       | 11                | 3         | 28                     | 7          | 43                   | 166          |
| Kosovo*      | 36                | 4         | 35                     | 6          | 33                   | 27           |
| Lithuania    | 10                | 3         | 22                     | 10         | 22                   | 50           |
| Malta        | 4                 | 1         | 10                     | 2          | 26                   | 48           |
| Montenegro   | 0                 | 0         | 47                     | 8          | 12                   | 6            |
| Netherlands  | 24                | 5         | 50                     | 10         | 32                   | 43           |
| Portugal     | 0                 | 0         | 27                     | 34         | 22                   | 49           |
| Spain        | 10                | 3         | 24                     | 24         | 34                   | 181          |
| Sweden       | 45                | 14        | 41                     | 15         | 49                   | 129          |
| Switzerland  | 12                | 4         | 25                     | 11         | 23                   | 56           |
| Ukraine      | 0                 | 0         | 14                     | 17         | 23                   | 117          |
| <b>TOTAL</b> | <b>12</b>         | <b>65</b> | <b>29</b>              | <b>340</b> | <b>29</b>            | <b>1,664</b> |

Women are under-represented in the most powerful positions in the sports federations. The number of female Presidents is very low, varying from zero to 12%. The overall proportion of female Presidents in the 2019 data was 14%. Five jurisdictions (Albania, Cyprus, Montenegro, Portugal and Ukraine) have no female Presidents and two jurisdictions have only one female President in all of their sports federations (Czechia and



Malta). Sweden has the highest proportion of female Presidents, accounting for 45%, followed by Kosovo\* (36%), Finland (26%), and Iceland (24%).

The number of female Vice-Presidents is higher than that of Presidents in all jurisdictions except for Sweden. The overall proportion of female Vice-Presidents is 29%, significantly higher than the 2019 rate of 18%. Finland has the highest percentage of female Vice-Presidents (49%), followed by Montenegro (47%), France and Iceland (both 45%), and Sweden (41%). Malta has the lowest number of female Vice-Presidents (10%), followed by Czechia and Ukraine where 14% of the Vice-Presidents in the sports federations are women. While the 2019 data showed an increase in the proportion of women as one moves lower in the hierarchal system of leadership, the 2023 data shows the same proportion of Board members as Vice-Presidents at 29%. This is an improvement from the 2019 data of 22%.

The jurisdictions with fewest women on the boards of the sports federations are Montenegro (12%) and Greece (19%). The jurisdictions with the highest number of female Board members are Sweden (49%), Iceland (44%) and Israel (43%).

Further analysis reveals that 14% of respondents, representing 16 jurisdictions, do not have any female Board members at all. The percentage of sports federations that lack any female Board members varies among these 16 jurisdictions, from 4% in Cyprus and Iceland, to 44% of sports federations in Montenegro. In Israel, France, Kosovo\*, Spain and Sweden all sports federations have at least one female board member.

### WOMEN IN LEADERSHIP ROLES IN THE NOCS/NPCS

Table 3 presents the percentages of women in leadership roles in the Olympic/Paralympic Committees in each jurisdiction – as Presidents, Vice-Presidents or Board members.

**Table 3. Women in leadership roles in the Olympic/Paralympic Committees in each jurisdiction – as Presidents, Vice-Presidents or Board members (%)**

| Jurisdiction | Female Presidents |          | Female Vice-Presidents |           | Female Board members |            |
|--------------|-------------------|----------|------------------------|-----------|----------------------|------------|
|              | %                 | n        | %                      | n         | %                    | n          |
| Albania      | 0                 | 0        | 0                      | 0         | 30                   | 3          |
| Austria      | 50                | 1        | 50                     | 3         | 27                   | 11         |
| Belgium      | 0                 | 0        | 67                     | 2         | 35                   | 8          |
| Cyprus       | 0                 | 0        | 0                      | 0         | 11                   | 1          |
| Czechia      | 0                 | 0        | 14                     | 1         | 27                   | 8          |
| Finland      | 50                | 1        | 67                     | 2         | 52                   | 11         |
| France       | 0                 | 0        | 53                     | 8         | 39                   | 24         |
| Georgia      | 0                 | 0        | 0                      | 0         | 0                    | 0          |
| Greece       | 0                 | 0        | 0                      | 0         | 16                   | 3          |
| Iceland      | 0                 | 0        | 67                     | 2         | 38                   | 10         |
| Israel       | 50                | 1        | 50                     | 1         | 34                   | 17         |
| Kosovo*      | 100               | 1        | 0                      | 0         | 33                   | 9          |
| Lithuania    | 0                 | 0        | 0                      | 0         | 22                   | 2          |
| Malta        | 0                 | 0        | 0                      | 0         | 47                   | 8          |
| Montenegro   | 0                 | 0        | 50                     | 1         | 9                    | 2          |
| Portugal     | 0                 | 0        | 22                     | 2         | 45                   | 17         |
| Spain        | 0                 | 0        | 67                     | 4         | 21                   | 6          |
| Sweden       | 50                | 1        | 50                     | 2         | 55                   | 11         |
| Switzerland  | 0                 | 0        | 50                     | 1         | 33                   | 8          |
| Ukraine      | 0                 | 0        | 43                     | 3         | 28                   | 9          |
| <b>TOTAL</b> | <b>14</b>         | <b>5</b> | <b>31</b>              | <b>32</b> | <b>29</b>            | <b>168</b> |

(No data provided for the Netherlands.)

An analysis of the female leaders in the Olympic and Paralympic Committees reveals that they are only slightly more successful than the national sports federations in electing female Presidents and Vice-Presidents. The female Presidents in the NOCs account for 14% and the Vice-Presidents 32%, compared to 19% and 29% respectively in 2019. The NOC/NPCs in 15 jurisdictions do not have a female President, while there is at least one female President in Austria, Finland, Israel, Kosovo\*, and Sweden.

In terms of Vice-Presidents, the overall rate of women’s representation is 31%, and five jurisdictions have a higher proportion of female Vice-Presidents including Belgium, Finland, Iceland and Spain (both 67%), and France (53%). Five jurisdictions have an equal proportion of male and female Vice presidents: Austria, Israel, Montenegro, Sweden, and Switzerland.

The percentage of women in the executive boards of the NOC/NPCs is the same as for the sports federations. However, differences are more apparent when comparing the boards of NOC/NPCs in the different jurisdictions. Two jurisdictions have a higher proportion of female Board members of the NOC/NPCs – Sweden (55%) and Finland (52%).

#### **FEMALE EXECUTIVE HEADS OF NATIONAL SPORTS FEDERATIONS AND OLYMPIC/PARALYMPIC COMMITTEES**

Table 4 presents the percentages of female executive heads of sports federations and Olympic/Paralympic Committees in each jurisdiction in descending order.

**Table 4. Women as executive heads of sports federations and Olympic/Paralympic Committees in each jurisdiction (%)**

| Jurisdiction | Female executive heads |            |
|--------------|------------------------|------------|
|              | %                      | n          |
| Kosovo*      | 58                     | 7          |
| Finland      | 44                     | 11         |
| Lithuania    | 37                     | 11         |
| Israel       | 33                     | 10         |
| Ukraine      | 32                     | 10         |
| Sweden       | 30                     | 10         |
| Georgia      | 27                     | 9          |
| Cyprus       | 26                     | 6          |
| Czechia      | 24                     | 8          |
| Greece       | 23                     | 6          |
| Austria      | 21                     | 7          |
| Belgium      | 21                     | 9          |
| Albania      | 20                     | 4          |
| Iceland      | 20                     | 4          |
| France       | 18                     | 6          |
| Spain        | 18                     | 6          |
| Malta        | 15                     | 4          |
| Switzerland  | 14                     | 5          |
| Portugal     | 13                     | 4          |
| Montenegro   | 13                     | 1          |
| Netherlands  | 10                     | 2          |
| <b>TOTAL</b> | <b>25</b>              | <b>140</b> |

The overall proportion of female executive heads of sports federations and Olympic/Paralympic Committees in the jurisdictions surveyed reaches 25%. The lowest proportion of female executive heads can be found in the Netherlands (10%), while the highest is in Kosovo\* (58%), followed by Finland (44%).

## WOMEN IN MANAGERIAL POSITIONS OF NATIONAL SPORTS AUTHORITIES IN EACH JURISDICTION

Table 5 presents the percentages of women in managerial positions of national sports authorities in each jurisdiction in descending order.

**Table 5. Women in managerial positions of national sports authorities in each jurisdiction (%)**

| Jurisdiction | Women in managerial positions |            |
|--------------|-------------------------------|------------|
|              | %                             | n          |
| Netherlands  | 80                            | 4          |
| Greece       | 53                            | 26         |
| Austria      | 50                            | 3          |
| Cyprus       | 50                            | 7          |
| Finland      | 50                            | 1          |
| Iceland      | 50                            | 1          |
| Spain        | 50                            | 3          |
| Portugal     | 47                            | 14         |
| Georgia      | 33                            | 1          |
| Switzerland  | 33                            | 34         |
| Czechia      | 30                            | 16         |
| France       | 29                            | 63         |
| Malta        | 27                            | 3          |
| Israel       | 25                            | 2          |
| Belgium      | 21                            | 4          |
| Lithuania    | 0                             | 0          |
| Montenegro   | 0                             | 0          |
| <b>TOTAL</b> | <b>30</b>                     | <b>169</b> |

(No data provided for Albania, Kosovo\*, Sweden and Ukraine.)

The overall proportion of women in managerial positions in the national sports authorities in the jurisdictions surveyed reaches 30%. The lowest proportion of women in managerial positions can be found in Belgium (21%), while the highest is in the Netherlands (80%). Seven jurisdictions have an equal representation of women and men in managerial positions, including Greece with 53%, followed by Austria, Cyprus, Finland, Iceland, Portugal, and Spain with 50%. In Lithuania and Montenegro, there are no women in managerial positions in the national sports authorities.

## FEMALE CHAIRS OF COMMISSIONS/COMMITTEES – OLYMPIC AND PARALYMPIC COMMITTEES

Table 6 presents the percentages of female Chairs of Commissions/Committees of Olympic and Paralympic Committees in each jurisdiction in descending order.

**Table 6. Female Chairs of Commissions/Committees of Olympic and Paralympic Committees in each jurisdiction (%)**

| Jurisdiction | Chairs of Commissions/<br>Committees of Olympic and Paralympic Committees |    |
|--------------|---|----|
|              | %   | n  |
| Sweden       | 100   | 2  |
| Albania      | 50  | 1  |
| Portugal     | 50  | 7  |
| France       | 48  | 18 |
| Iceland      | 46  | 32 |
| Israel       | 44  | 7  |
| Finland      | 40  | 6  |
| Czechia      | 37  | 7  |
| Malta        | 29  | 2  |
| Montenegro   | 29  | 2  |

|                |           |            |
|----------------|-----------|------------|
| Ukraine        | 29        | 4          |
| <b>Belgium</b> | <b>25</b> | <b>4</b>   |
| Switzerland    | 25        | 2          |
| <b>Greece</b>  | <b>18</b> | <b>3</b>   |
| Spain          | 13        | 3          |
| <b>Austria</b> | <b>0</b>  | <b>0</b>   |
| Cyprus         | 0         | 0          |
| <b>Georgia</b> | <b>0</b>  | <b>0</b>   |
| <b>TOTAL</b>   | <b>28</b> | <b>100</b> |

(No data provided for Kosovo\*, Lithuania and the Netherlands.)

The overall proportion of female Chairs of Commissions/Committees reaches 28%. Austria, Cyprus and Georgia have no female Chairs, while Sweden reports 100% representation (n=2). The lowest proportion of female Chairs can be found in Spain (13%), Greece (18%), followed by Switzerland and Belgium (25%), while the highest is in the Netherlands (80%). Two jurisdictions report equal representation of women and men as Chairs of Commissions/Committees, including Albania and Portugal, while almost a balanced representation can be found in France (48%), Iceland (46%), Israel (44%), and Finland (40%).

#### VOTING MEMBERS OF THE GENERAL ASSEMBLY – SPORTS FEDERATIONS

Table 7 presents the percentages of female voting members of the general assembly of sports federations and Olympic/Paralympic Committees in each jurisdiction, in descending order.

**Table 7. Female voting members of the general assembly of sports federations and Olympic/Paralympic Committees in each jurisdiction (%)**

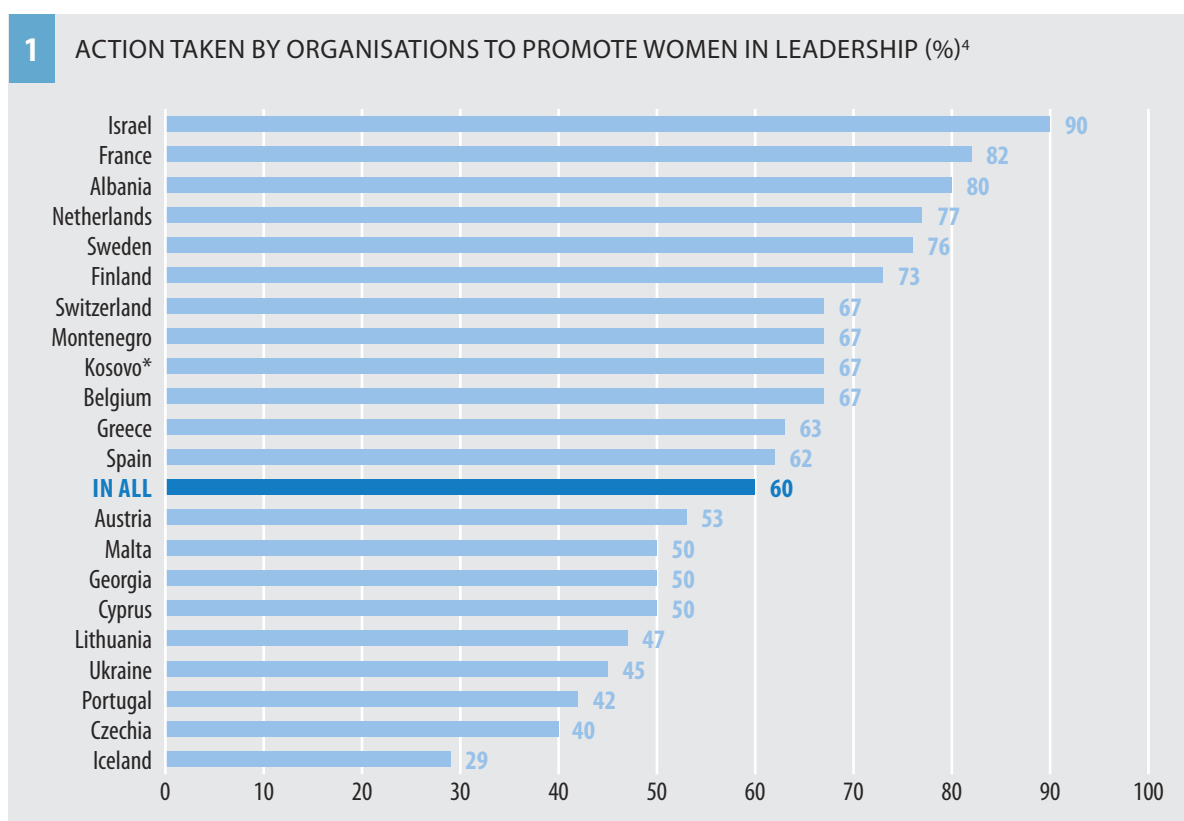
| Jurisdiction       | Women voting members of the general assembly |               |
|--------------------|--|---------------|
|                    | %  | n             |
| Finland            | 42   | 655           |
| <b>France</b>      | <b>41</b>                                    | <b>3,727</b>  |
| Kosovo*            | 37   | 89            |
| <b>Sweden</b>      | <b>37</b>                                    | <b>508</b>    |
| Iceland            | 36   | 311           |
| <b>Israel</b>      | <b>33</b>                                    | <b>1,622</b>  |
| Cyprus             | 32   | 223           |
| <b>Switzerland</b> | <b>29</b>                                    | <b>1,029</b>  |
| Lithuania          | 29   | 187           |
| <b>Montenegro</b>  | <b>29</b>                                    | <b>76</b>     |
| Austria            | 26   | 294           |
| <b>Belgium</b>     | <b>26</b>                                    | <b>332</b>    |
| Albania            | 25   | 91            |
| <b>Netherlands</b> | <b>25</b>                                    | <b>375</b>    |
| Ukraine            | 25   | 186           |
| <b>Czechia</b>     | <b>22</b>                                    | <b>5,095</b>  |
| Spain              | 20   | 444           |
| <b>Georgia</b>     | <b>19</b>                                    | <b>64</b>     |
| Malta              | 19   | 424           |
| <b>Greece</b>      | <b>18</b>                                    | <b>335</b>    |
| Portugal           | 14   | 212           |
| <b>TOTAL</b>       | <b>28</b>                                    | <b>16,279</b> |

The overall proportion of female voting members of the general assembly of sports federations and Olympic/Paralympic Committees in the jurisdictions surveyed reaches 28%. Four jurisdictions report having less than 20% women's representation, including Portugal (14%), Greece (18%), and Malta and Georgia (both 19%). Those jurisdictions with the highest representation are Finland (42%) and France (41%). Others range from 20% (Spain) to 37% (Kosovo\* and Sweden).

## ACTION TAKEN AMONG ORGANISATIONS TO INCREASE FEMALE REPRESENTATION IN DECISION-MAKING

Since 2020, 60% (n=361) of the surveyed organisations, have taken action to recruit and increase the number of women in decision-making bodies (Figure 1).

The three jurisdictions with the highest proportion of organisations active in this area are Israel (90%), France (82%) and Albania (80%). In the majority of jurisdictions, at least 50% of organisations have taken action to increase the representation of women in leadership.



In addition to the efforts of the sports federations, 50% of the Ministries and other government departments (n=7) and half of the NOCs (n=8) have also joined in this endeavour. If we break down the information by type of organisation (see Table 8), 94% of NOCs have been the most active in this area, followed by Ministries and other national authorities (70%), and NPCs (63%). Sports federations were the least likely to be active with a rate of 59% federations having taken action.

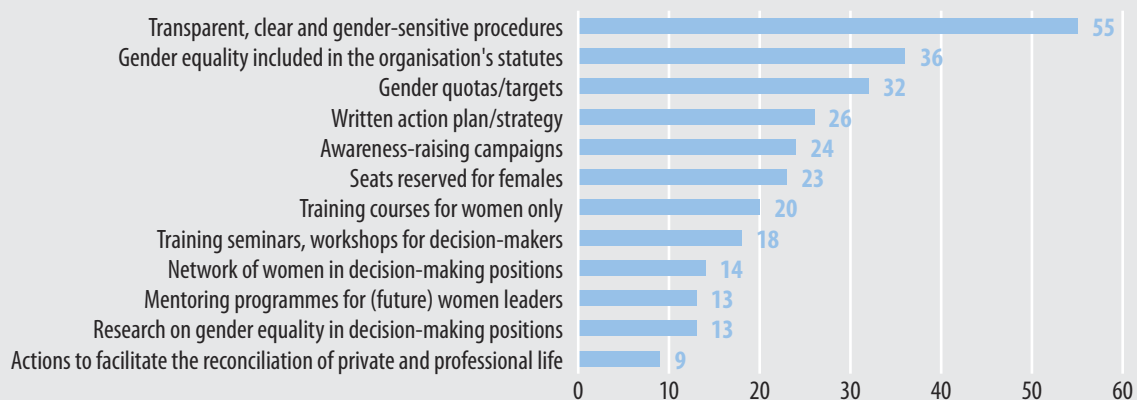
**Table 8. Type of organisation taking action to promote women in leadership**

| Type of organisation                     | Action to promote women in leadership |            |
|--|---------------------------------------|------------|
|  | %                                     | n          |
| Government/agency responsible for sports | 70                                    | 14         |
| <b>NOC</b>                               | <b>94</b>                             | <b>15</b>  |
| NPC                                      | 63                                    | 12         |
| <b>Sports federation</b>                 | <b>59</b>                             | <b>320</b> |

Figure 2 shows the type of actions and measures taken by organisations to promote gender equality in leadership and decision-making. Over half of the organisations surveyed report implementing transparent, clear and gender-sensitive procedures to promote women in decision-making (55%). Importantly, 36% of the respondents have gender equality included in their organisation's statutes. The least popular measures are actions to facilitate reconciliation of private life and professional or elective obligations. Such actions could include providing childcare when meetings are held, facilitating online participation etc.

4. The reference "IN ALL" in this figure and all data figures to follow (unless otherwise indicated) indicates the organisations that responded positively to the question as a percentage of the total number of respondents.

## 2 TYPE OF ACTIONS AND MEASURES TAKEN BY ORGANISATIONS TO PROMOTE WOMEN IN LEADERSHIP (%)



### CONCLUSION

Analysing the overall score for all jurisdictions for indicators related to gender equality in decision-making, it remains under 30%, at only 25%. The jurisdictions scoring the highest include Sweden and Finland with 46%, reaching balanced representation of women and men in leadership positions in organisations.

**Table 9. Female representation in leadership and decision-making in organisations (federations, NOC/NPCs, and national authorities) (%)**

| Women in Leadership | Overall Score |
|---------------------|---------------|
| Jurisdiction        | %             |
| Sweden              | 46            |
| Finland             | 46            |
| Iceland             | 37            |
| Israel              | 35            |
| Kosovo*             | 33            |
| France              | 32            |
| Austria             | 28            |
| Spain               | 26            |
| Belgium             | 26            |
| Portugal            | 25            |
| Switzerland         | 25            |
| Netherlands         | 22            |
| Ukraine             | 19            |
| Czechia             | 19            |
| Montenegro          | 19            |
| Albania             | 18            |
| Greece              | 18            |
| Malta               | 18            |
| Cyprus              | 15            |
| Lithuania           | 14            |
| Georgia             | 13            |
| <b>AVERAGE</b>      | <b>25</b>     |

Despite this, 60% of sports federations in the jurisdictions monitored have, since 2020, attempted to recruit and increase the number of women in decision-making bodies. Although there does not seem to be a direct correlation between those jurisdictions performing higher in relation to women's representation and efforts to promote gender equality, for example, in Sweden and Finland over 70% of organisations have taken action to increase women's representation in leadership and decision-making. In contrast, in Cyprus, Georgia, Lithuania, Malta, and Ukraine, 50% or less of organisations have taken action to recruit and increase women in decision-making bodies.



## 1.2 Gender equality in coaching<sup>5</sup>

### GENDER EQUALITY IN COACHING

Table 10 shows the number of female coaches employed by sports federations (full-time and part-time) per jurisdiction. Only 23% of the registered coaches employed by sports federations surveyed are women. The lowest percentage of women registered as coaches can be found in Montenegro at 7%, and the highest in Malta at 40%.

**Table 10. Number of female coaches employed by sports federations (full-time and part-time) in each jurisdiction (%)**

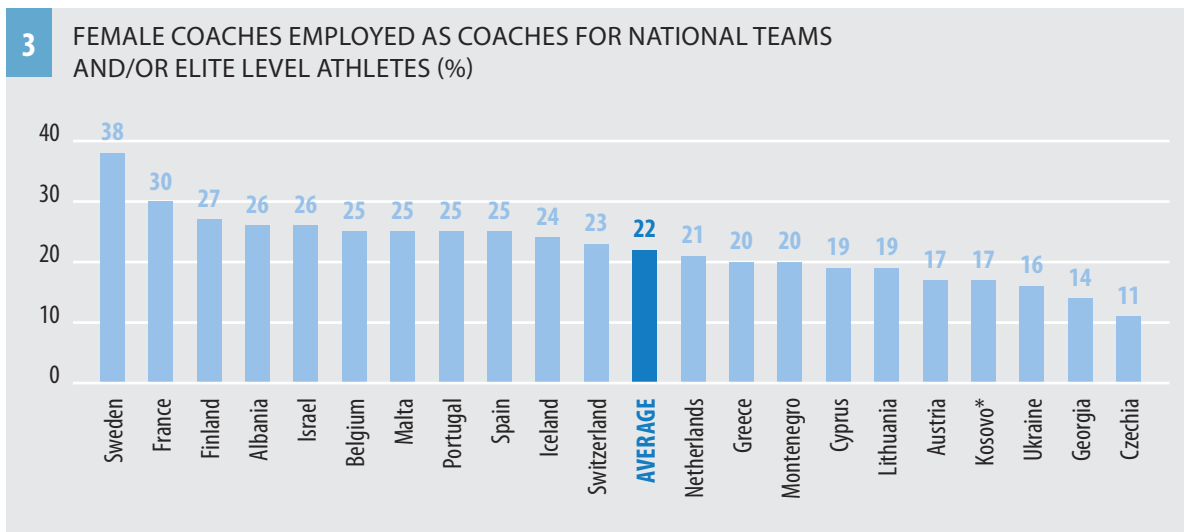
| Jurisdiction       | Female coaches |                |
|--------------------|----------------|----------------|
|                    | %              | n              |
| Malta              | 40             | 233            |
| <b>Switzerland</b> | <b>39</b>      | <b>5,653</b>   |
| Sweden             | 34             | 42,355         |
| <b>Belgium</b>     | <b>32</b>      | <b>12,921</b>  |
| Finland            | 31             | 3,315          |
| <b>Lithuania</b>   | <b>30</b>      | <b>273</b>     |
| France             | 28             | 42,050         |
| <b>Ukraine</b>     | <b>26</b>      | <b>1,311</b>   |
| Austria            | 25             | 2,464          |
| <b>Iceland</b>     | <b>25</b>      | <b>27</b>      |
| Netherlands        | 23             | 18,471         |
| <b>Spain</b>       | <b>23</b>      | <b>7,002</b>   |
| Czechia            | 22             | 8,422          |
| <b>Israel</b>      | <b>15</b>      | <b>1,269</b>   |
| Cyprus             | 15             | 401            |
| <b>Georgia</b>     | <b>13</b>      | <b>353</b>     |
| Greece             | 13             | 1,268          |
| <b>Portugal</b>    | <b>12</b>      | <b>2,389</b>   |
| Albania            | 12             | 293            |
| <b>Kosovo*</b>     | <b>9</b>       | <b>11</b>      |
| Montenegro         | 7              | 73             |
| <b>TOTAL</b>       | <b>23</b>      | <b>150,554</b> |

Further analysis reveals that 84% of the sports federations across all jurisdictions surveyed employ at least one female coach, whereas 11% of sports federations do not employ any female coaches at all, while 5% could not provide gender disaggregated data. The jurisdictions where some federations do not employ any female coaches include Cyprus, Czechia, and Montenegro.

5. The term “coaches” also covers trainers and instructors and was defined as follows in the questionnaire: “Coach/trainer/instructor: person responsible for leading/organising the training for a group of athletes (children, youth and/or adults)”.

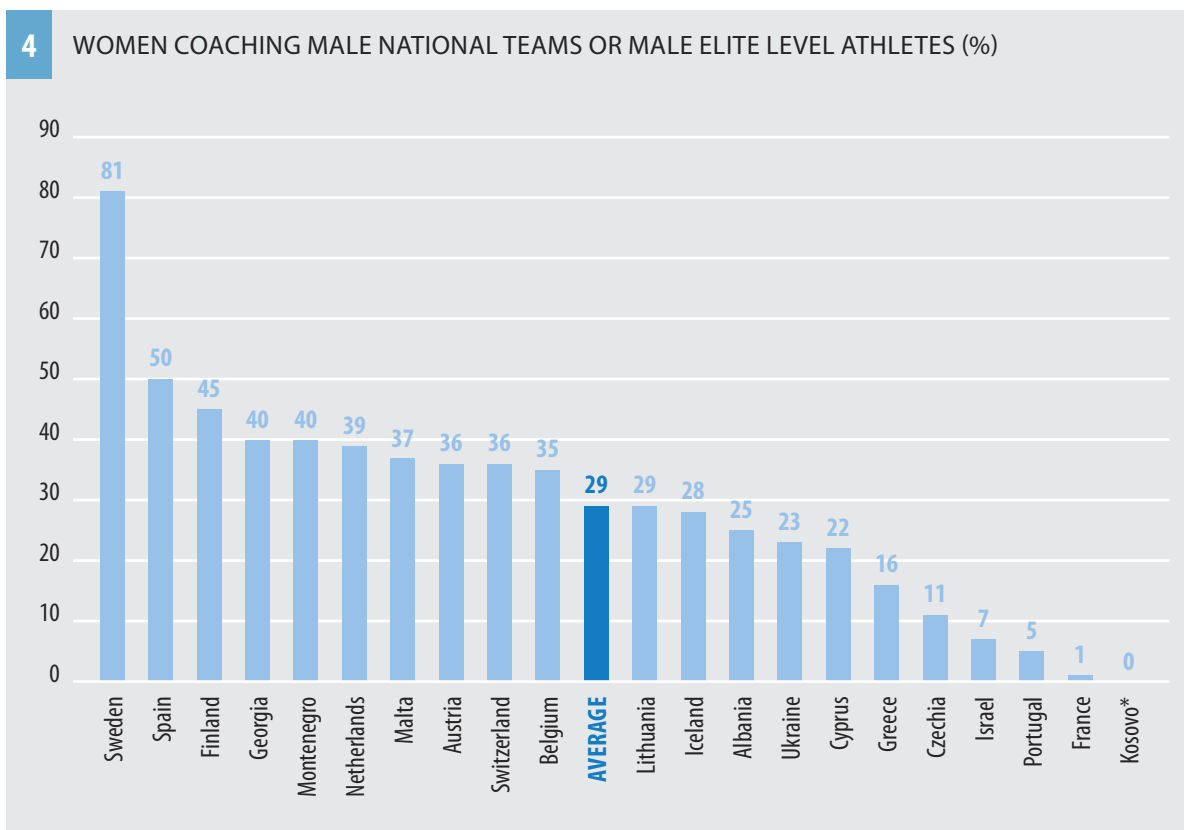
### GENDER EQUALITY IN ELITE LEVEL COACHING

Figure 3 shows the percentage of female coaches employed by the sports federations to work as coaches for the national teams and/or with elite level athletes (full-time and part-time) in 2023.



On average, 22% of coaches employed by the sports federations to coach national teams and/or elite level athletes are women. This figure reveals that women are under-represented among elite level employed coaches in all jurisdictions. Sweden (38%) and France (30%) have the highest proportion of female elite level coaches, while Czechia (11%), Georgia (14%) and Ukraine (16%) have the lowest.

Figure 4 shows the percentage of female elite level coaches that coach male national teams or male elite level athletes. Women coaching men’s games challenges the stereotype that women are less knowledgeable or capable in male-dominated sports and contributes to expanding opportunities for talented coaches to progress based on expertise rather than gender.



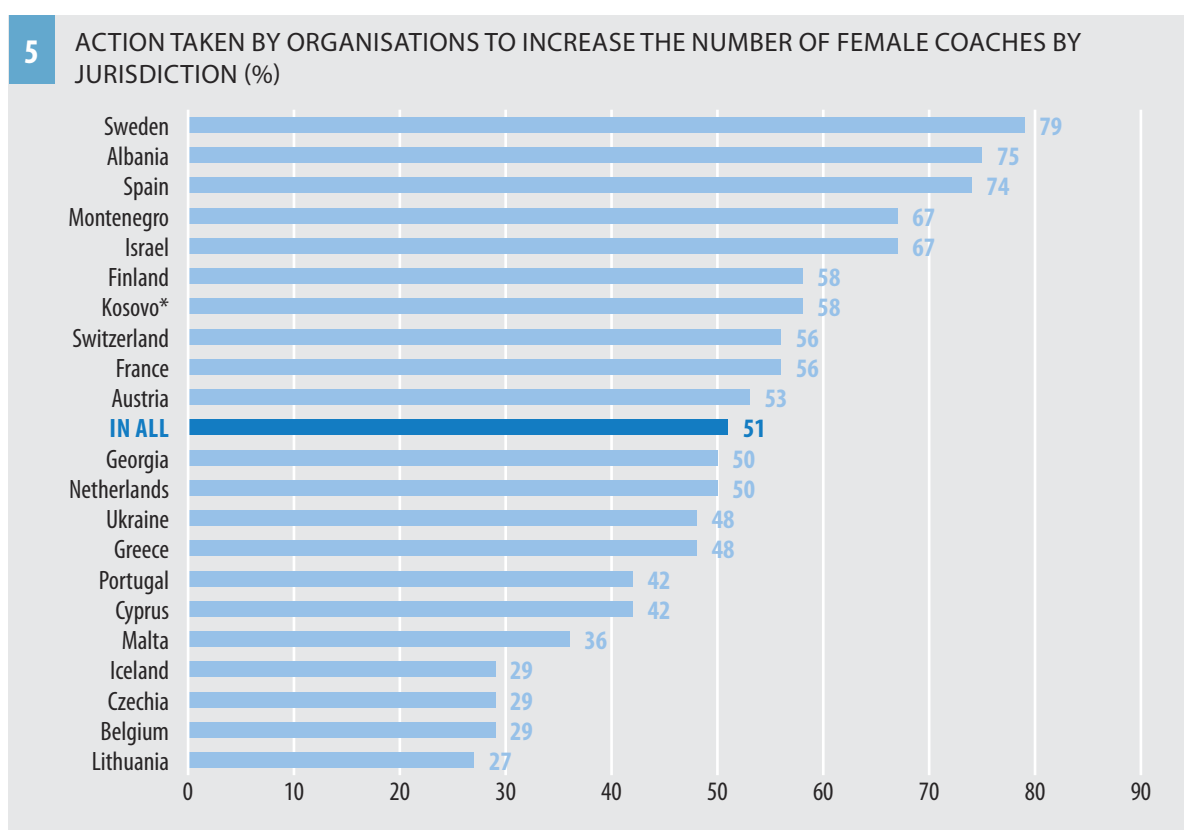


On average, 29% of female elite level coaches coach men’s national teams or elite level athletes. In absolute numbers, out of 8,037 elite level coaches, only 546 coach men’s national teams. Here, Sweden stands out with over 80%, while Kosovo\* reported no women coaching male elite level athletes. Interestingly, despite France having among the highest levels of women coaching at the elite level (30%), as well as the highest absolute number of female elite level coaches (n=6,552), only 1% coach men’s national teams or elite level athletes. Similarly, Israel reported only 7% of women coaching men’s national teams and/or elite level athletes. It is worth noting here that among male elite level coaches, a similarly low number coach women national teams or elite level athletes (1,612 out of 20,983), demonstrating that coaching remains segregated on the basis of gender.

#### ACTION TAKEN BY SPORTS FEDERATIONS TO RECRUIT AND INCREASE THE NUMBER OF FEMALE COACHES

In all the jurisdictions surveyed, 51% (n=298) of the organisations report having developed actions to recruit and increase the number of female coaches. This is an increase of 15 percentage points since the last data collection exercise in 2019 (38%).

As seen in Figure 5, there are large differences between the jurisdictions. 79% and 75% of organisations in Sweden and Albania respectively, have implemented actions, whereas in Lithuania only 27%, followed by Belgium, Czechia, Iceland with 29%. In most jurisdictions, between 48% and 58% of sports federations have taken some action to increase the number of female coaches.

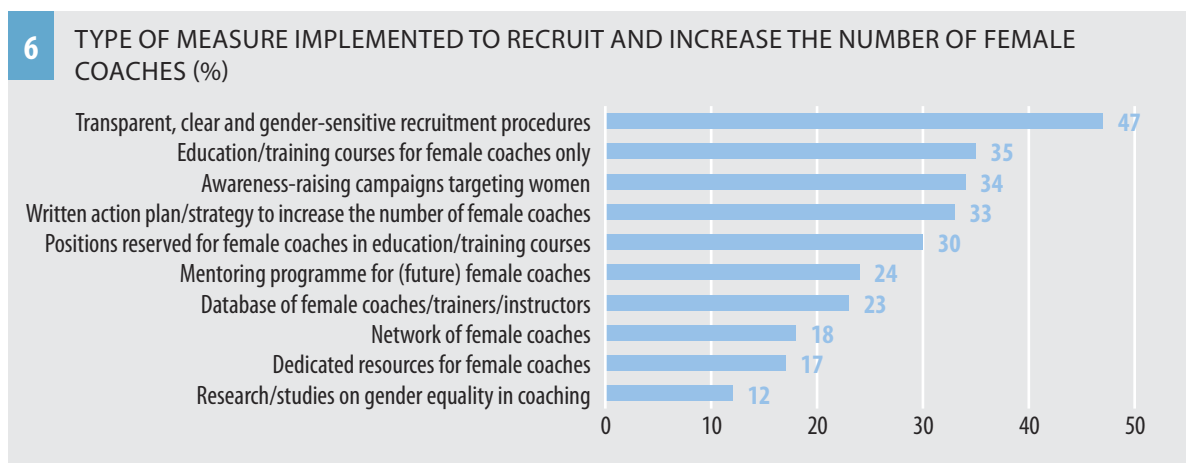


When analysed by type of organisation (see Table 11), action has been taken in this area by 63% of NOCs (n=10), 50% of the sports federations (n=272), 45% of national sports authorities (n=9), followed by 37% of NPCs (n=7).

**Table 11. Type of organisation taking action to increase the number of female coaches**

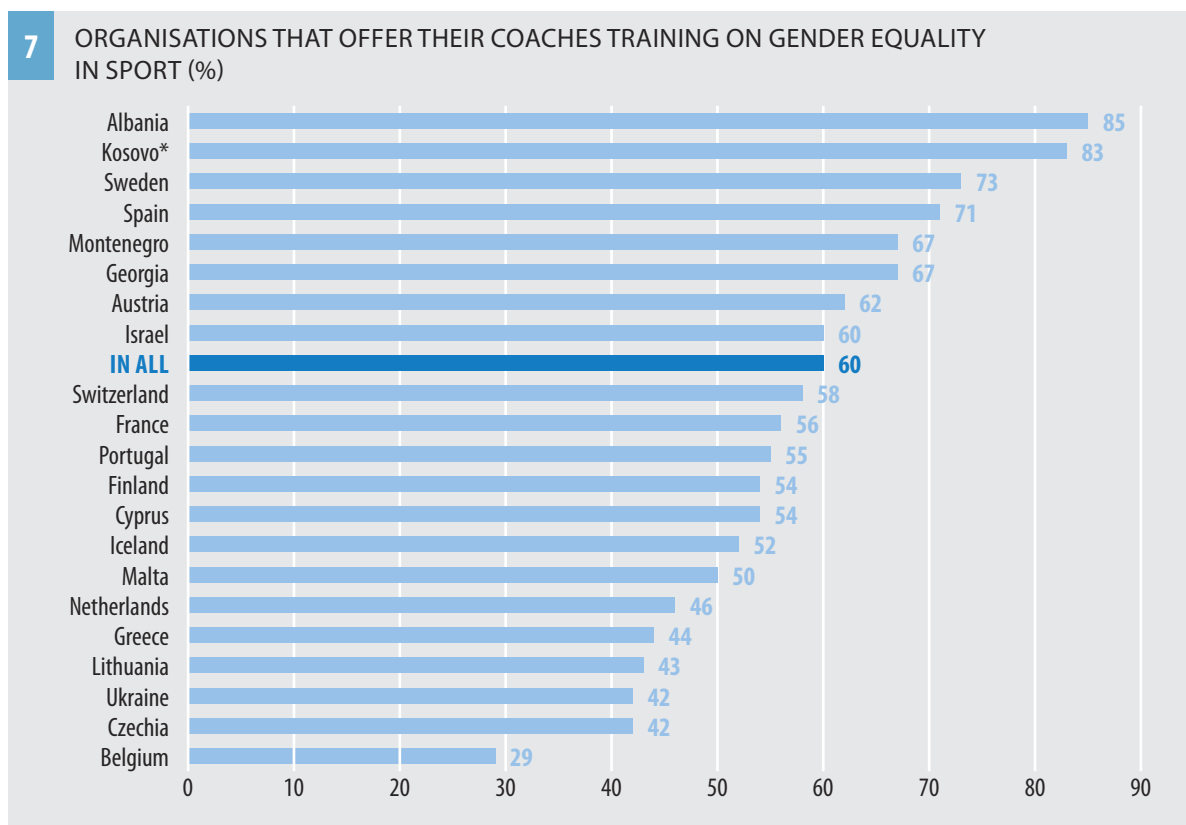
| Type of organisation                     | Action to increase the number of female coaches |            |
|--|---|------------|
|  | %   | n          |
| Government/agency responsible for sports | 45  | 9          |
| <b>NOC</b>                               | <b>63</b>                                       | <b>10</b>  |
| NPC                                      | 37  | 7          |
| <b>Sports federation</b>                 | <b>50</b>                                       | <b>272</b> |

Figure 6 shows the type of actions and measures taken by organisations to recruit and increase the number of female coaches.



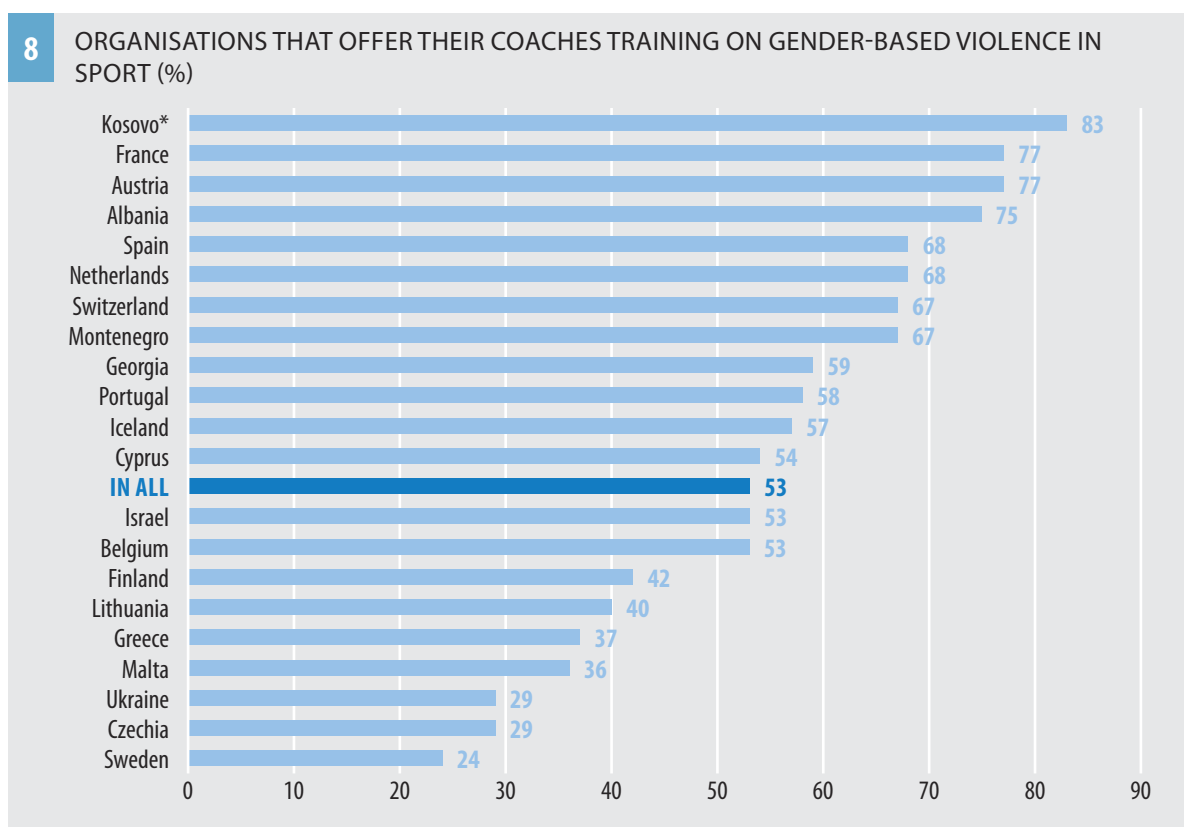
Under half of the organisations surveyed report implementing transparent, clear and gender-sensitive procedures to recruit and increase the number of female coaches (47%). Only 12% of respondents reported undertaking research on gender equality in coaching. Just over a third of organisations have a written action plan/strategy to increase the number of female coaches.

Figure 7 shows the proportion of organisations per country that offer training on gender equality in sport to their coaches.



The highest proportion of organisations offering such courses can be found in Albania (85%) and Kosovo\* (83%), while only 29% of organisations in Belgium do so. Overall, 60% (n=329) of the 544 organisations that responded to the question report offering coaches training on gender equality. When broken down by type of organisation, 63% (n=5) of NOCs, 60% (n=12) or Ministries, 55% of sports federations (n=299), and 42% (n=8) of NPCs offer such training.

Figure 8 shows the proportion of organisations per jurisdiction that offer training on gender-based violence in sport to their coaches.



Overall, 53% (n=319) of organisations reported offering training on gender-based violence in sport. The highest proportion of organisations offering such courses can be found in Kosovo\* (83%), followed by France and Austria (77%). The lowest proportion of organisations offering such courses are in Sweden (24%), followed by Czechia and Ukraine (29%).

When broken down by type of organisation, 63% (n=12) of NPCs, 60% (n=12) of governments/agencies responsible for sports, and 56% (n=9) of NOCs, and 53% (n=286) of sports federations offer such training.

## CONCLUSION

Table 12 shows the overall scores for the representation of women in non-elite and elite level coaching in the different jurisdictions. Sweden, Malta and Switzerland have the highest rates of female coaches. However, the average rate across jurisdictions is very low – at 22%.

**Table 12. Female representation in coaching (non-elite and elite level) by jurisdiction (%)**

| Women in Coaching | Overall score |
|-------------------|---------------|
| Jurisdiction      | %             |
| Sweden            | 36            |
| Malta             | 33            |
| Switzerland       | 31            |
| Belgium           | 29            |
| Finland           | 29            |
| France            | 29            |

|                      |           |
|----------------------|-----------|
| Iceland              | 25        |
| Lithuania            | 25        |
| Spain                | 24        |
| Netherlands          | 22        |
| Israel               | 21        |
| Ukraine              | 21        |
| Austria              | 21        |
| Albania              | 19        |
| Portugal             | 19        |
| Czechia              | 17        |
| Greece               | 17        |
| Cyprus               | 17        |
| Georgia              | 14        |
| Montenegro           | 14        |
| Kosovo*              | 13        |
| <b>AVERAGE SCORE</b> | <b>22</b> |

Just over half (52%) of sports federations, NOCs/NPCs and governments/agencies responsible for sports in the jurisdictions surveyed, have, since 2020, attempted to recruit and increase the number of women in coaching. In terms of offering training on gender equality and gender-based violence to coaches, the rate is 57% and 55% respectively.

There does not seem to be a direct correlation between those jurisdictions performing higher in relation to women's representation in coaching and efforts to promote gender equality. However, Albania stands out in relation to the level of commitment among organisations to take action to recruit and increase the number of female coaches, as well as in relation to offering training to coaches on gender equality and gender-based violence in sport. Similarly, Montenegro, despite having the lowest percentage of female registered coaches at 7%, shows a high level of commitment to increasing this number with 83% of sports federations having taken action.

Those jurisdictions that show both relatively higher levels of women's representation, as well as relatively higher levels of commitment to taking action are France, Spain, and Sweden, whereas Iceland shows a negative correlation with only 29% of organisations taking action to increase women's representation in coaching.

### 1.3 Gender equality in sports officiating<sup>6</sup>

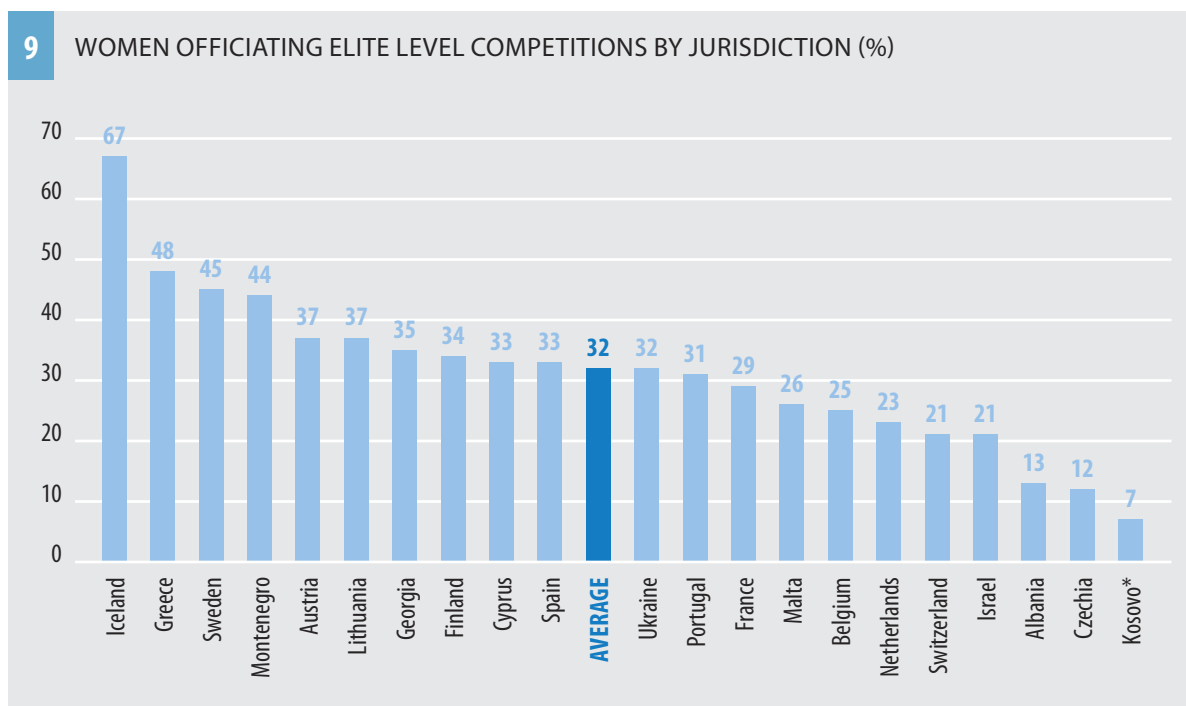
Table 13 shows the number of female registered sports officials employed by the sports federations (full-time and part-time) per country. Only 32% of the registered sports officials employed by sports federations across the jurisdictions surveyed are women. The lowest percentage of female registered sports officials can be found in Austria at 8%, despite the relatively high absolute number of female registered officials. The highest proportion of female sports officials are in Sweden, with 53%, followed by the Netherlands with 51%. 84% (n=459) of the sports federations employ at least one female sports official, 11% (n=60) of sports federations do not employ any female sports officials at all while 5% could not provide gender disaggregated data.

6. Sports official: a sports referee, a sports judge or any other person (umpire, race commissioner etc.) charged with supervision of compliance with rules during sports matches.

**Table 13. Female registered sports officials (referees, judges, umpires, race commissioners etc.)**

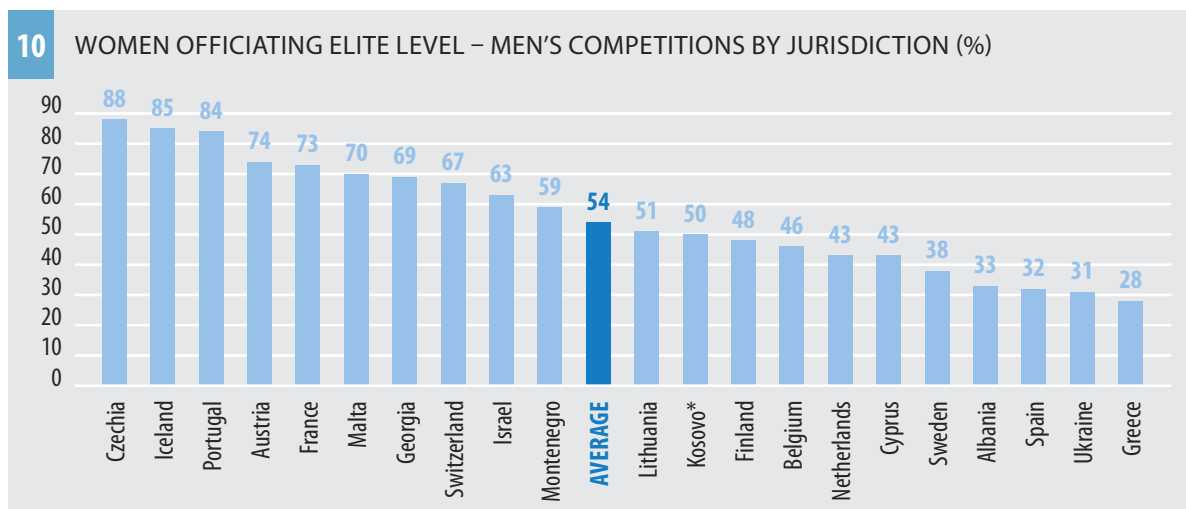
| Jurisdiction | Female Sports Officials |                |
|--------------|-------------------------|----------------|
|              | %                       | n              |
| Sweden       | 53                      | 4,206          |
| Netherlands  | 51                      | 37,647         |
| Malta        | 46                      | 294            |
| Iceland      | 40                      | 109            |
| France       | 38                      | 61,624         |
| Finland      | 37                      | 3,666          |
| Georgia      | 37                      | 501            |
| Belgium      | 36                      | 4,439          |
| Spain        | 36                      | 4,521          |
| Lithuania    | 33                      | 336            |
| Portugal     | 31                      | 3,895          |
| Ukraine      | 31                      | 808            |
| Montenegro   | 29                      | 57             |
| Albania      | 28                      | 243            |
| Czechia      | 28                      | 4,977          |
| Cyprus       | 24                      | 244            |
| Greece       | 24                      | 901            |
| Kosovo*      | 23                      | 40             |
| Switzerland  | 23                      | 3,115          |
| Israel       | 22                      | 620            |
| Austria      | 8                       | 18,969         |
| <b>TOTAL</b> | <b>32</b>               | <b>563,240</b> |

Figure 9 shows the proportion of female sports officials that officiate in elite level competitions in the jurisdictions surveyed.



The highest proportion can be found in Iceland where over two thirds of elite level sports officials are women (67%), followed by Greece (48%), Sweden (45%) and Montenegro (44%). The lowest proportion of female sports officials is in Kosovo\* at only 7%, followed by Czechia (12%), and Albania (13%). Fourteen jurisdictions have rates of over 20% representation, with the average rate across jurisdictions standing at 32%.

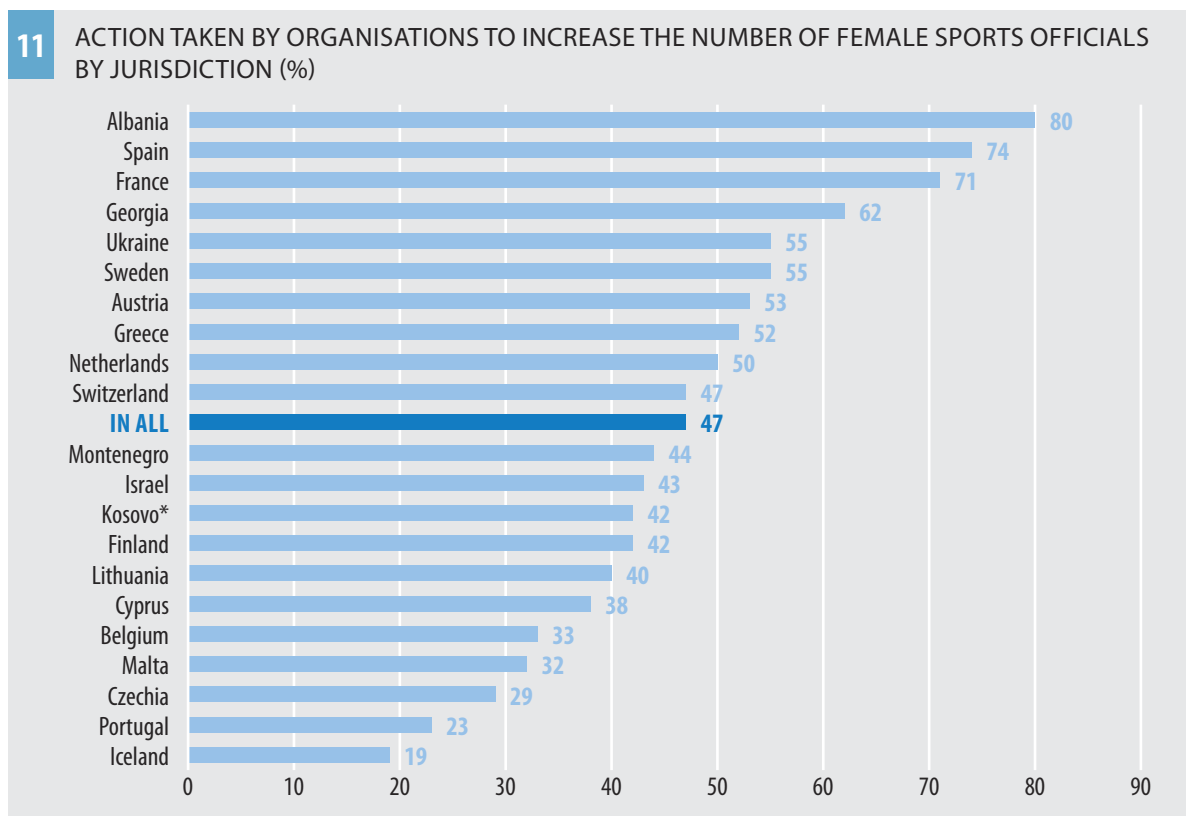
Figure 10 shows the percentage of female elite level sports officials that officiated men's national teams or men's elite level athletes.



In contrast to coaching, a higher level of women officiate men's elite level competitions. On average, 54% of female elite level sports officials officiate elite level men's competitions among the jurisdictions surveyed, with the highest proportion in Czechia (88%), followed by Iceland (85%) and Portugal (84%). In absolute numbers, out of 3,608 female sports officials, 1,957 officiate in men's elite level competitions. By comparison, out of 10,315 male sports officials, 5,711 officiate in women's elite level competitions (55%).

**ACTION TAKEN BY ORGANISATIONS TO RECRUIT OR INCREASE THE NUMBER OF FEMALE SPORTS OFFICIALS PER JURISDICTION**

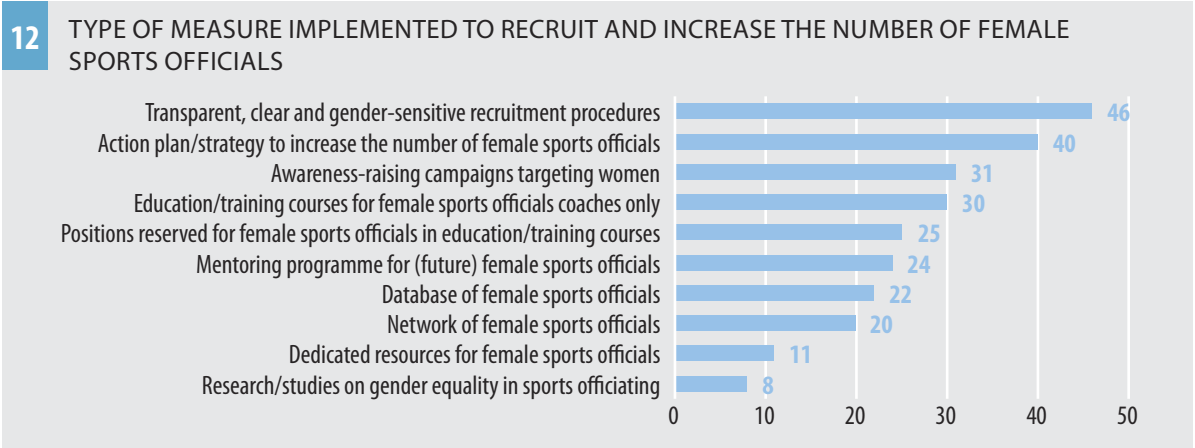
Since 2020, 47% of organisations (n=281) reported implementing measures to recruit or increase the number of female sports officials. As seen in Figure 11, there are large differences across the jurisdictions. The jurisdictions with the highest proportion of organisations implementing actions in this area are Albania and Spain, with 80% and 74% respectively. On the other end of the spectrum are Iceland with 19%,



followed by Portugal at 23% – two jurisdictions with the highest rates of female sports officials among the jurisdictions surveyed. In the majority of jurisdictions, between 40% and 55% of sports federations have taken some action to increase the number of female sports officials. When analysed by type of organisation, action has been taken in this area by 50% of governments/agencies responsible for sports (n=10), 48% of the sports federations (n=263), 25% of NOCs (n=4), followed by 21% of NPCs (n=4).

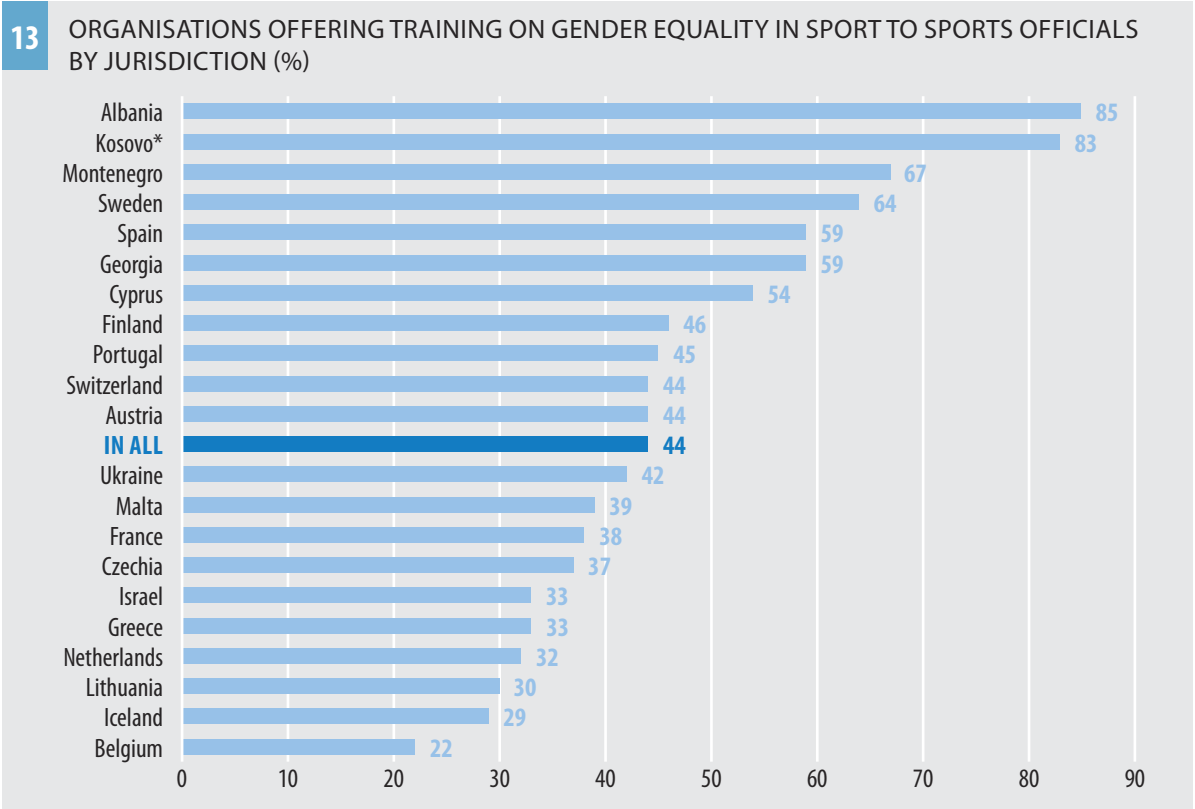
**TYPE OF ACTIONS AND MEASURES TO RECRUIT AND INCREASE THE NUMBER OF FEMALE SPORTS OFFICIALS**

Figure 12 shows the type of actions and measures taken by organisations to recruit and increase the number of female sports officials.



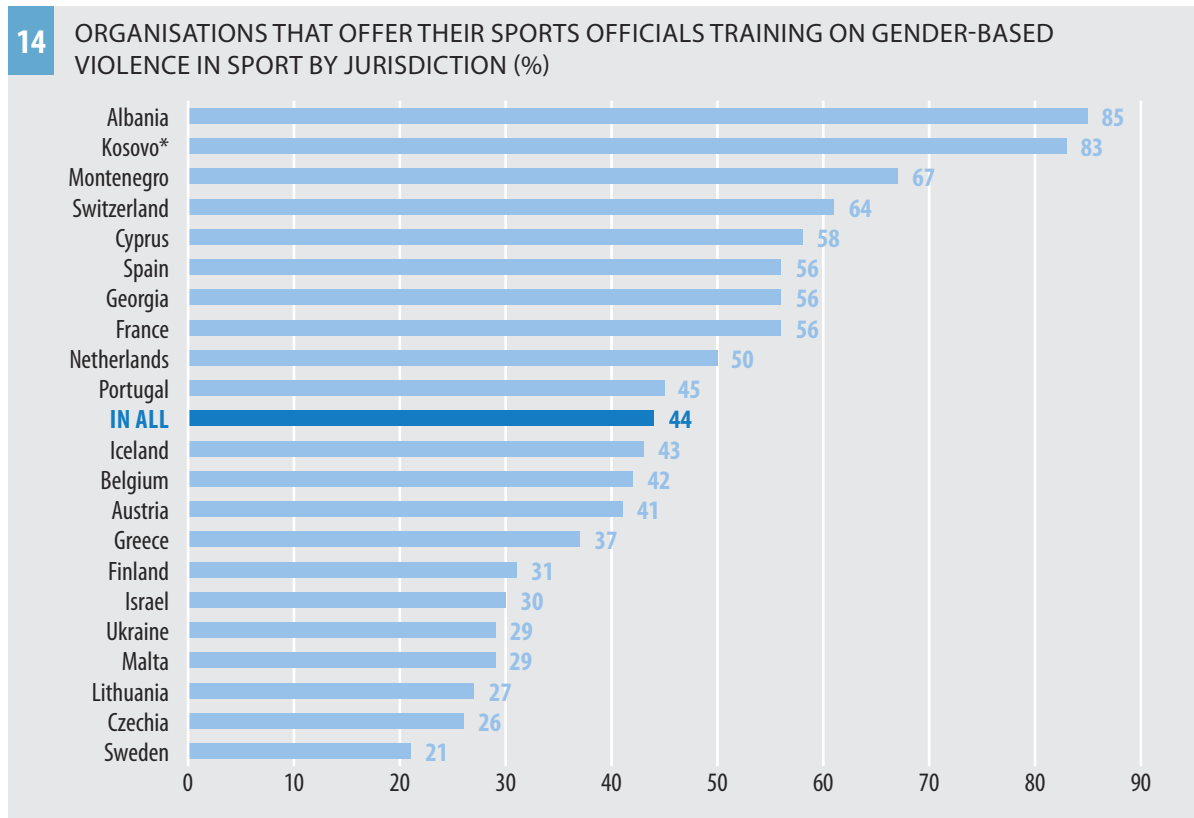
Under half of the organisations surveyed report implementing transparent, clear and gender-sensitive procedures to recruit and increase the number of female sports officials (46%). The least popular measure implemented is research on gender equality in sports officiating. A positive observation is that 40% of organisations include actions to recruit and increase the number of female sports officials in a written strategy/action plan.

Figure 13 shows the proportion of organisations per jurisdiction that offer training on gender equality in sport to their sports officials.



Overall, 44% (n=266) of organisations report offering sports officials training on gender equality. The highest proportion of organisations offering such courses can be found in Albania (85%) and Kosovo\* (83%), while only 22% of organisations in Belgium do so. When broken down by type of organisation, 45% (n=247) of sports federations offer such courses, followed by 37% (n=7) of NPCs, 35% of governments/agencies responsible for sports (n=7), and 31% of NOCs (n=5).

Figure 14 shows the proportion of organisations per jurisdiction that offer training on gender-based violence in sport to sports officials.



Overall, 44% (n=261) of organisations in the jurisdictions surveyed report offering training on gender-based violence in sport. The highest proportion of organisations offering such courses can be found in Albania (85%), followed by Kosovo\* (83%). The lowest proportion of organisations offering such courses are in Sweden (21%), followed by Czechia (26%) and Lithuania (27%). When broken down by type of organisation, 53% (n=10) of NPCs, 44% (n=239) of sports federations, 35% (n=7) of governments/agencies responsible for sports, and 31% (n=5) of NOCs offer such training.

## CONCLUSION

Analysing the overall score across jurisdictions for indicators related to gender equality in sports officiating, women’s representation reaches only 32%. Less than half of sports federations, NOCs/NPCs and governments/agencies responsible for sports in the jurisdictions surveyed, have, since 2020, taken action to increase the number of women in officiating (45%). In terms of offering training on gender equality and gender-based violence to sports officials, the rate is 47% and 46% respectively.

There does not seem to be a direct correlation between those jurisdictions performing higher in relation to women’s representation in officiating and efforts to promote gender equality. However, again Albania stands out in relation to the level of commitment among organisations to take action to recruit and increase the number of female sports officials, as well as in relation to offering training to sports officials on gender equality and gender-based violence in sport.

Those jurisdictions that show both relatively higher levels of women’s representation, as well as relatively higher levels of commitment to taking action are France, Spain, and Sweden, whereas Iceland shows a negative correlation with only 19% of organisations taking action to increase women’s representation in sports officiating.



**Table 14. Women’s representation in officiating by jurisdiction (%)**

| <b>Women in Officiating</b> | <b>Overall score</b> |
|-----------------------------|----------------------|
| <b>Jurisdiction</b>         | <b>%</b>             |
| Iceland                     | 54                   |
| Sweden                      | 49                   |
| Netherlands                 | 38                   |
| Montenegro                  | 37                   |
| Georgia                     | 36                   |
| Greece                      | 36                   |
| Malta                       | 36                   |
| Finland                     | 36                   |
| Lithuania                   | 35                   |
| Spain                       | 35                   |
| France                      | 34                   |
| Ukraine                     | 32                   |
| Portugal                    | 31                   |
| Belgium                     | 31                   |
| Israel                      | 30                   |
| Cyprus                      | 29                   |
| Austria                     | 23                   |
| Switzerland                 | 22                   |
| Albania                     | 21                   |
| Czechia                     | 20                   |
| Kosovo*                     | 15                   |
| <b>AVERAGE</b>              | <b>32</b>            |

## 1.4 Gender equality in sports participation

### GENDER EQUALITY IN SPORT MEMBERSHIP

Table 15 shows the percentage of girls and boys (under 18 years) who are members of a sports club or federation in each jurisdiction, and Table 16 the percentage of women and men (over 18 years) who are members of a sports club or federation in each jurisdiction.

**Table 15. Percentage of girls and boys (under 18 years) who are members of a sports club or federation in each jurisdiction**

| Jurisdiction | Girls (under 18) |                  | Boys (under 18) |                  | Total (all)      |
|--------------|------------------|------------------|-----------------|------------------|------------------|
|              | %                | n                | %               | n                | n                |
| Finland      | 69               | 118,738          | 31              | 54,070           | <b>172,808</b>   |
| Sweden       | 48               | 538,778          | 52              | 581,668          | <b>1,120,446</b> |
| Montenegro   | 47               | 2,464            | 53              | 2,783            | <b>5,247</b>     |
| France       | 45               | 1,576,021        | 55              | 1,901,149        | <b>3,477,170</b> |
| Iceland      | 45               | 9,841            | 55              | 12,021           | <b>21,862</b>    |
| Spain        | 45               | 398,371          | 55              | 495,288          | <b>893,659</b>   |
| Belgium      | 40               | 188,831          | 60              | 287,253          | <b>476,084</b>   |
| Switzerland  | 39               | 212,734          | 61              | 337,142          | <b>549,876</b>   |
| Austria      | 38               | 150,398          | 62              | 247,404          | <b>397,802</b>   |
| Greece       | 37               | 41,905           | 63              | 71,601           | <b>113,506</b>   |
| Albania      | 37               | 3,399            | 63              | 5,911            | <b>931</b>       |
| Netherlands  | 35               | 339,151          | 65              | 616,664          | <b>955,815</b>   |
| Portugal     | 32               | 120,819          | 68              | 262,659          | <b>383,478</b>   |
| Lithuania    | 31               | 5,835            | 69              | 12,857           | <b>18,692</b>    |
| Czechia      | 25               | 108,812          | 75              | 322,192          | <b>431,004</b>   |
| Cyprus       | 24               | 5,985            | 76              | 19,188           | <b>25,173</b>    |
| Kosovo*      | 24               | 510              | 76              | 1,657            | <b>2,167</b>     |
| Israel       | 23               | 26,243           | 77              | 87,038           | <b>113,281</b>   |
| Malta        | 20               | 2,377            | 80              | 9,535            | <b>11,912</b>    |
| Ukraine      | 17               | 15,038           | 83              | 71,059           | <b>86,097</b>    |
| Georgia      | 9                | 3,890            | 91              | 40,472           | <b>44,362</b>    |
| <b>TOTAL</b> | <b>35</b>        | <b>3,870,140</b> | <b>65</b>       | <b>5,439,611</b> | <b>9,309,751</b> |

Table 15 reveals that 544 national federations reported 3,870,140 girls as members of their sport clubs – this number accounts for 35% of young people who are members of sports clubs out of 9,309,751 members.

**Table 16. Percentage of women and men (over 18 years) who are members of a sports club or federation in each jurisdiction**

| Jurisdiction | Women (over 18) |                  | Men (over 18) |                  | Total (all)      |
|--------------|-----------------|------------------|---------------|------------------|------------------|
|              | %               | n                | %             | n                | n                |
| Lithuania    | 46              | 30,886           | 54            | 35,862           | 66,748           |
| Finland      | 40              | 126,797          | 60            | 191,341          | 318,138          |
| France       | 36              | 1,133,533        | 64            | 2,003,567        | 3,137,100        |
| Spain        | 35              | 294,515          | 65            | 540,524          | 835,039          |
| Sweden       | 35              | 461,685          | 65            | 869,564          | 1,331,249        |
| Iceland      | 33              | 8,145            | 67            | 16,188           | 24,333           |
| Albania      | 33              | 1,762            | 67            | 3,655            | 5,417            |
| Switzerland  | 32              | 315,063          | 68            | 668,266          | 983,329          |
| Greece       | 31              | 53,407           | 69            | 119,672          | 173,079          |
| Belgium      | 31              | 164,774          | 69            | 370,944          | 535,718          |
| Israel       | 29              | 11,038           | 71            | 27,295           | 38,333           |
| Austria      | 29              | 154,580          | 71            | 385,532          | 540,112          |
| Netherlands  | 28              | 302,602          | 72            | 782,896          | 1,085,498        |
| Portugal     | 28              | 57,051           | 72            | 147,707          | 204,758          |
| Kosovo*      | 26              | 617              | 74            | 1,787            | 2,404            |
| Montenegro   | 19              | 1,162            | 81            | 4,861            | 6,023            |
| Malta        | 18              | 1,837            | 82            | 8,258            | 10,095           |
| Czechia      | 17              | 59,130           | 83            | 289,798          | 348,928          |
| Cyprus       | 14              | 4,357            | 86            | 27,146           | 31,503           |
| Ukraine      | 11              | 8,008            | 89            | 64,217           | 72,225           |
| Georgia      | 4               | 1,207            | 96            | 26,921           | 28,128           |
| <b>TOTAL</b> | <b>27</b>       | <b>3,192,156</b> | <b>73</b>     | <b>6,586,001</b> | <b>9,778,157</b> |

In addition, there are more girls active in sports clubs/federations (55%) compared to women (45%) (see Table 17). The opposite is true for men and boys, with men representing the majority of male members of sports federations at 55%. This indicates that girls are more likely to drop out of sports participation in adulthood compared to boys. In the adult category, women’s participation reaches 27% compared to 73% men.

**Table 17. Sports participation by gender (all jurisdictions) (%)**

| Gender       | n                 | %          |
|--------------|-------------------|------------|
| Girls        | 3,870,140         | 20         |
| Women        | 3,192,156         | 17         |
| Boys         | 5,439,611         | 28         |
| Men          | 6,586,001         | 35         |
| <b>TOTAL</b> | <b>19,087,908</b> | <b>100</b> |

As shown in Table 17, when we count all members from all categories, men represent the highest percentage with 35% over boys (28%), girls (20%) and women (17%).

Table 18 shows the total proportion of women and girls who are members of sports clubs/federations by jurisdiction.

**Table 18. Women and girls members of sports clubs/federations by jurisdiction (%)**

| Jurisdiction | Girls (under 18) |                  | Women (over 18) |                  | Total (all) |                  |
|--------------|------------------|------------------|-----------------|------------------|-------------|------------------|
|              | %                | n                | %               | n                | %           | n                |
| Finland      | 69               | 118,738          | 40              | 126,797          | 50          | 245,535          |
| Lithuania    | 31               | 5,835            | 46              | 30,886           | 43          | 36,721           |
| France       | 45               | 1,576,021        | 36              | 1,133,533        | 41          | 2,709,554        |
| Sweden       | 48               | 538,778          | 35              | 461,685          | 41          | 1,000,463        |
| Spain        | 45               | 398,371          | 35              | 294,515          | 40          | 692,886          |
| Iceland      | 45               | 9,841            | 33              | 8,145            | 39          | 17,986           |
| Albania      | 37               | 3,399            | 33              | 1,762            | 35          | 5,161            |
| Belgium      | 40               | 188,831          | 31              | 164,774          | 35          | 353,605          |
| Switzerland  | 39               | 212,734          | 32              | 315,063          | 34          | 527,797          |
| Greece       | 37               | 41,905           | 31              | 53,407           | 33          | 95,312           |
| Austria      | 38               | 150,398          | 29              | 15,458           | 33          | 304,978          |
| Montenegro   | 47               | 2,464            | 19              | 1,162            | 33          | 3,626            |
| Netherlands  | 35               | 339,151          | 28              | 302,602          | 31          | 641,753          |
| Portugal     | 32               | 120,819          | 28              | 57,051           | 30          | 17,787           |
| Kosovo*      | 24               | 510              | 26              | 617              | 25          | 1,127            |
| Israel       | 23               | 26,243           | 29              | 11,038           | 25          | 37,281           |
| Czechia      | 25               | 108,812          | 17              | 5,913            | 22          | 167,942          |
| Malta        | 20               | 2,377            | 18              | 1,837            | 19          | 4,214            |
| Cyprus       | 24               | 5,985            | 14              | 4,357            | 18          | 10,342           |
| Ukraine      | 17               | 15,038           | 11              | 8,008            | 15          | 23,046           |
| Georgia      | 9                | 389              | 4               | 1,207            | 7           | 5,097            |
| <b>TOTAL</b> | <b>35</b>        | <b>3,870,140</b> | <b>27</b>       | <b>3,192,156</b> | <b>31</b>   | <b>7,062,296</b> |

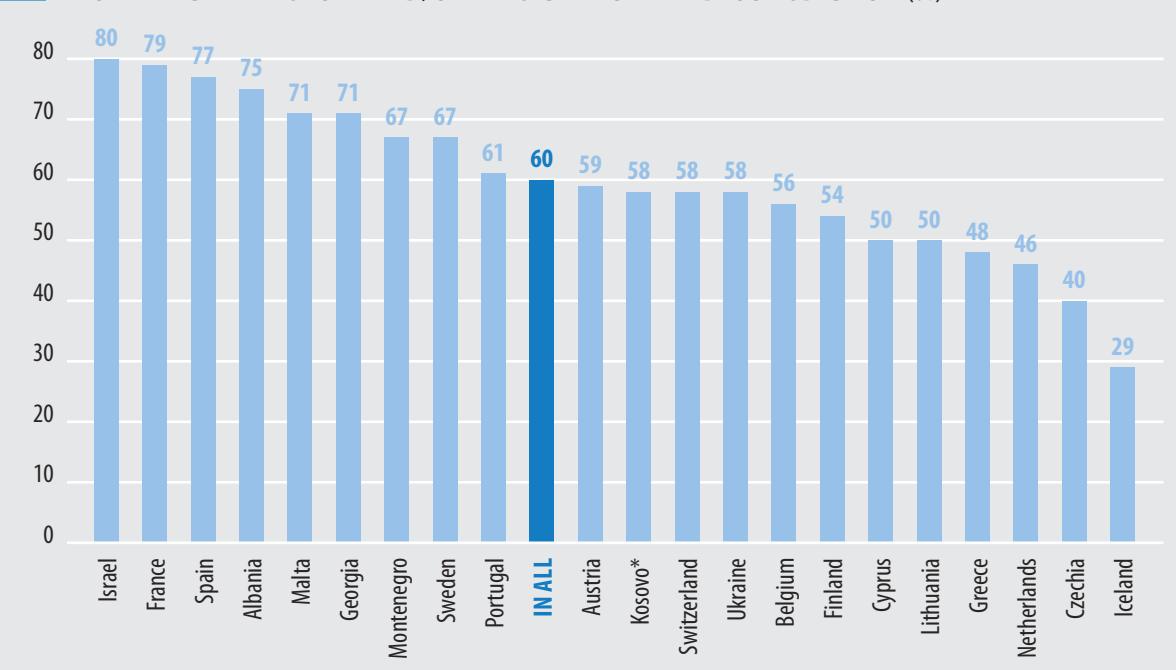
Overall, the rate of women and girls' participation reaches only 31% across the jurisdictions surveyed. The highest proportion of female members is found in the sports federations in Finland, representing 50% of all members. The jurisdictions with gender-balanced sports membership are Lithuania, France, Sweden, and Spain with proportions ranging from 40-43%. In Georgia and Ukraine, 7% and 15% of all girls and women are members of a sport club/federation respectively.

Finland also has more girls than boys who are members of sports clubs at 69%, while those countries with a gender balance include Sweden (48%), Montenegro (47%), and France, Iceland and Spain (all 45%). The lowest proportion of adult women in sports clubs is in Georgia (4%) and Ukraine (11%), and the highest is in Lithuania (46%).

#### **ACTION TAKEN BY ORGANISATIONS TO INCREASE THE NUMBER OF GIRLS AND WOMEN ACTIVE IN SPORT AND/OR PHYSICAL ACTIVITY**

Since 2020, 60% of organisations (n=359) reported implementing measures to recruit or increase the number of women and girls active in sport and/or physical activity. As seen in Figure 15, the jurisdictions with the highest proportion of organisations implementing such measures are Israel with 80%, followed by France with 79%. In Georgia, Malta, Albania and Spain, between 71% and 77% of organisations have taken action in this area. On the other end of the spectrum is Iceland with only 29%. In the majority of jurisdictions, between 40% and 67% of sports federations have taken some action to increase the number of girls and women active in sport and/or physical activity.

**15** MEASURES IMPLEMENTED BY THE ORGANISATIONS TO INCREASE THE NUMBER OF GIRLS AND WOMEN ACTIVE IN SPORT AND/OR PHYSICAL ACTIVITY BY JURISDICTION (%)



As seen in Table 19, when analysed by type of organisation, action has been taken in this area by 50% of governments/agencies responsible for sports (n=10), 48% of the sports federations (n=263), 25% of NOCs (n=4), followed by 21% of NPCs (n=4).

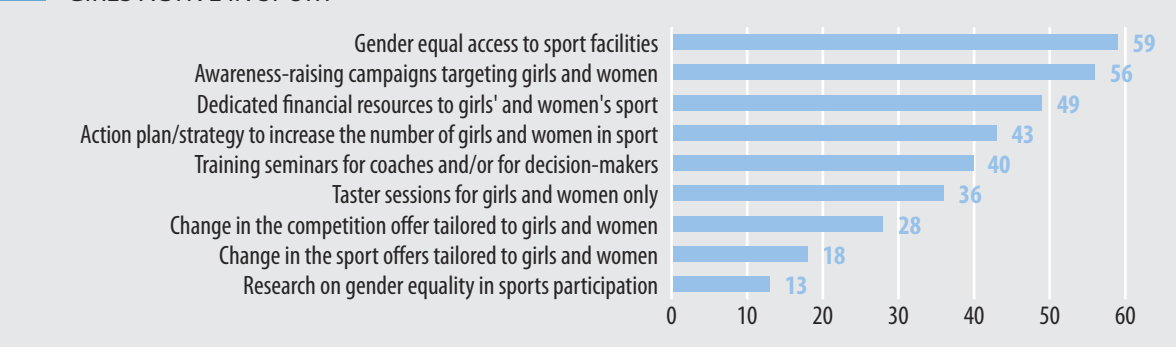
**Table 19. Type of organisation that has taken action to increase the number of women and girls active in sport and/or physical activity**

| Type of organisation                     | Action to increase the number of women and girls active in sport |     |
|--|--|-----|
|  | %  | n   |
| Government/agency responsible for sports | 50   | 10  |
| NOC                                      | 25   | 4   |
| NPC                                      | 21   | 4   |
| Sports federation                        | 48   | 263 |

**TYPE OF ACTIONS AND MEASURES TO INCREASE THE NUMBER OF WOMEN AND GIRLS ACTIVE IN SPORT**

Figure 16 shows the type of actions and measures taken by organisations to increase the number of women and girls active in sport.

**16** TYPE OF ACTIONS AND MEASURES IMPLEMENTED TO INCREASE THE NUMBER OF WOMEN AND GIRLS ACTIVE IN SPORT



The most popular measure adopted by organisations in this area is securing gender equal access to sport facilities (59%), followed by awareness-raising campaigns targeting girls and women. Least popular is research on gender equality in sports participation with only 13%. Importantly, 43% reported having adopted an action plan/strategy to increase the number of girls and women in sport, and almost 50% have dedicated financial resources to women's sport.

#### GENDER EQUALITY AMONG ELITE LEVEL ATHLETES

Table 20 shows the proportion of female elite level athletes in the jurisdictions surveyed.

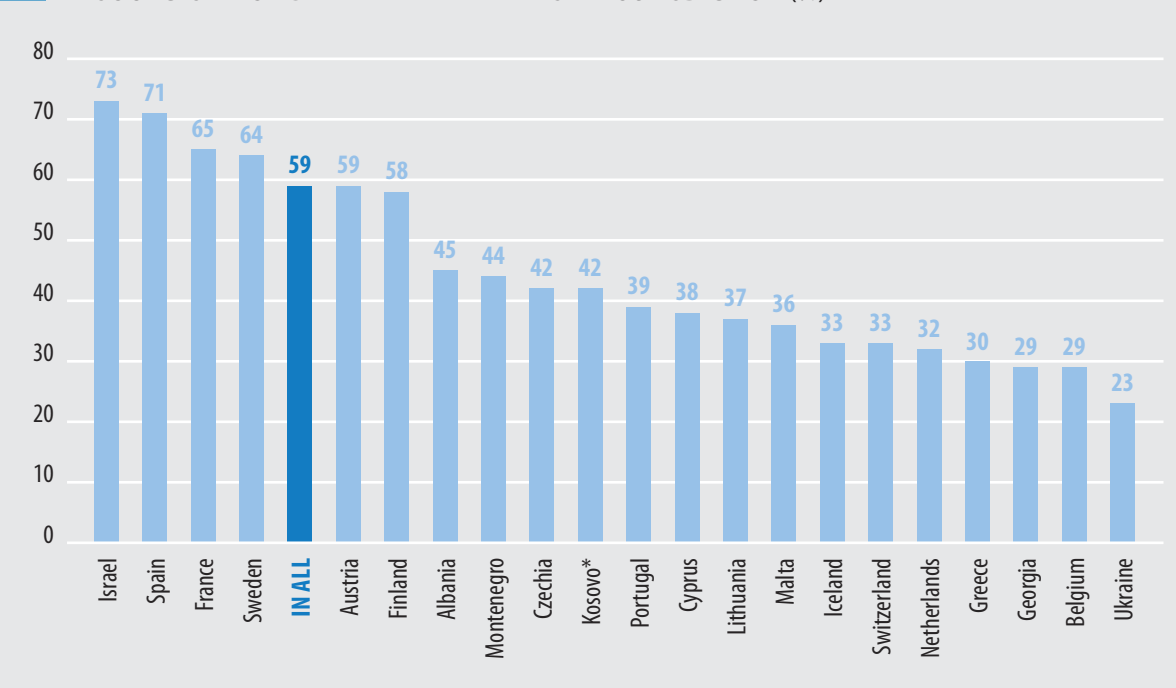
**Table 20. Female elite level athletes by jurisdiction (%)**

| Jurisdiction           | Female elite level athletes |               |
|------------------------|-----------------------------|---------------|
|                        | %                           | n             |
| Ukraine                | 53                          | 2,537         |
| Iceland                | 45                          | 318           |
| Greece                 | 44                          | 898           |
| Switzerland            | 44                          | 2,072         |
| France                 | 43                          | 2,111         |
| Portugal               | 42                          | 987           |
| Spain                  | 42                          | 3,723         |
| Israel                 | 40                          | 720           |
| Kosovo*                | 40                          | 52            |
| Albania                | 39                          | 140           |
| Cyprus                 | 39                          | 159           |
| Sweden                 | 39                          | 2,565         |
| Finland                | 38                          | 1,213         |
| Belgium                | 37                          | 911           |
| Netherlands            | 35                          | 847           |
| Austria                | 34                          | 1,680         |
| Malta                  | 33                          | 344           |
| Czechia                | 30                          | 1,422         |
| Lithuania              | 30                          | 649           |
| Montenegro             | 11                          | 541           |
| Georgia                | 6                           | 859           |
| <b>AVERAGE / TOTAL</b> | <b>36</b>                   | <b>24,748</b> |

The overall rate of women competing at elite level is 36%, surpassing the rate of women and girls' general participation in sport (31%). Georgia has the lowest proportion of female elite athletes at 6%, which is unsurprising given the very low number of women and girls active in sports. On the other hand, Ukraine has the highest proportion of female elite athletes at 53%, surpassing the number of male elite level athletes. This finding is notable given that the overall rate of participation of women and girls in sport in Ukraine is only 15%. This may indicate that Ukraine is more likely to prioritise elite sports development over grassroots participation compared to other jurisdictions, creating a system where women are more likely to excel at the elite level than participate broadly at the grassroots level.



**17** ORGANISATIONS THAT HAVE TAKEN ACTION TO ALLOCATE GENDER EQUAL RESOURCES AMONG ELITE LEVEL ATHLETES PER JURISDICTION (%)



Israel represents the country demonstrating the highest level of commitment to ensuring gender equal resources among elite level athletes (73%), followed by Spain (71%), France (65%) and Sweden (64%). Ukraine, Belgium, and Georgia are those jurisdictions with the lowest reported level of commitment among organisations with rates under 30%.

**CONCLUSION**

Analysing the overall score for all jurisdictions for indicators related to gender equality in sports participation, it reaches just 33%. Finland has reached a balanced representation of women and men in sports participation from grassroots to elite level, with an overall score of 49%, followed by France, Iceland, Spain and Sweden at 41%. The country with the lowest score is Georgia with only 6%. The majority of jurisdictions have scores between 30% and 38%.

**Table 21. Women and girls’ participation in sport per jurisdiction (membership and elite level) (%)**

| Women and girls’ participation in sport | Overall Score |
|---|---------------|
| Jurisdiction                            | %             |
| Finland                                 | 49            |
| France                                  | 41            |
| Iceland                                 | 41            |
| Spain                                   | 41            |
| Sweden                                  | 41            |
| Switzerland                             | 38            |
| Greece                                  | 37            |

|                |           |
|----------------|-----------|
| Albania        | 36        |
| Lithuania      | 36        |
| Belgium        | 36        |
| Portugal       | 34        |
| Austria        | 33        |
| Netherlands    | 33        |
| Israel         | 31        |
| Kosovo*        | 30        |
| Ukraine        | 27        |
| Montenegro     | 26        |
| Cyprus         | 26        |
| Czechia        | 24        |
| Malta          | 24        |
| Georgia        | 6         |
| <b>AVERAGE</b> | <b>33</b> |

The higher percentage of women at the elite level compared to general participation may reflect systemic prioritisation of elite pathways and less emphasis on addressing barriers to grassroots involvement in the jurisdictions surveyed. More investment in research is needed to identify barriers to grassroots involvement, as well as the particularly high dropout rates among girls after reaching adulthood.

Most organisations (60%, n=359) reported implementing measures to increase the number of women and girls active in sport and/or physical activity. There is some correlation between those jurisdictions with higher rates of women's participation and a high level of commitment to increase grassroots and elite level participation among women. For example, in France, Spain, and Sweden there is both a higher rate of women's participation and more commitment to implementing measures in this area. Iceland, having among the highest levels of women's participation, has low rates of commitment among organisations to increasing the rate of women and girls' participation in sports, both at grassroots and elite levels. Countries such as Georgia and Malta, with participation rates lower than 30%, seem to be taking action to change the situation, with a relatively high level of commitment among organisations (71%) to increase the number of women and girls in sports.

## 1.5 Preventing gender-based violence in sport

### ACTION PLANS/POLICIES TO PREVENT AND COMBAT GENDER-BASED VIOLENCE IN SPORT

Table 22 shows the number of organisations that have a written policy and/or action plan for preventing and combating gender-based violence (GBV) in sport per jurisdiction. Data was also gathered on additional elements related to this, such a written policy/action plan, including the extent to which a monitoring and evaluation mechanism is in place and whether there are human and financial resources dedicated to its implementation.



**Table 22. Organisations with specific written policy and/or action plan for preventing and combating gender-based violence in sport by jurisdiction**

| Jurisdiction | Policy/action plan |            | Monitoring and evaluation |            | Human Resources |            | Funding allocated |           |
|--------------|--------------------|------------|---------------------------|------------|-----------------|------------|-------------------|-----------|
|              | %                  | n          | %                         | n          | %               | n          | %                 | n         |
| Austria      | 88                 | 30         | 63                        | 19         | 67              | 20         | 47                | 14        |
| Spain        | 82                 | 28         | 89                        | 25         | 68              | 19         | 21                | 6         |
| France       | 65                 | 22         | 68                        | 15         | 86              | 19         | 73                | 16        |
| Kosovo*      | 50                 | 6          | 83                        | 5          | 100             | 6          | 0                 | 0         |
| Finland      | 46                 | 12         | 50                        | 6          | 67              | 8          | 42                | 5         |
| Switzerland  | 44                 | 16         | 56                        | 9          | 63              | 10         | 44                | 7         |
| Iceland      | 43                 | 9          | 56                        | 5          | 44              | 4          | 33                | 3         |
| Belgium      | 40                 | 18         | 89                        | 16         | 83              | 15         | 39                | 7         |
| Israel       | 40                 | 12         | 67                        | 8          | 100             | 12         | 67                | 8         |
| Netherlands  | 36                 | 8          | 75                        | 6          | 100             | 8          | 63                | 5         |
| Albania      | 35                 | 7          | 86                        | 6          | 71              | 5          | 29                | 2         |
| Cyprus       | 33                 | 8          | 50                        | 4          | 63              | 5          | 13                | 1         |
| Montenegro   | 33                 | 3          | 100                       | 3          | 67              | 2          | 33                | 1         |
| Greece       | 30                 | 8          | 63                        | 5          | 50              | 4          | 25                | 2         |
| Lithuania    | 27                 | 8          | 63                        | 5          | 63              | 5          | 13                | 1         |
| Czechia      | 26                 | 10         | 60                        | 6          | 70              | 7          | 10                | 1         |
| Portugal     | 26                 | 8          | 38                        | 3          | 13              | 1          | 0                 | 0         |
| Georgia      | 23                 | 8          | 100                       | 8          | 100             | 8          | 25                | 2         |
| Sweden       | 21                 | 7          | 100                       | 7          | 86              | 6          | 57                | 4         |
| Malta        | 14                 | 4          | 50                        | 2          | 50              | 2          | 25                | 1         |
| Ukraine      | 13                 | 4          | 75                        | 3          | 75              | 3          | 25                | 1         |
| <b>Total</b> | <b>39</b>          | <b>236</b> | <b>71</b>                 | <b>166</b> | <b>71</b>       | <b>169</b> | <b>33</b>         | <b>87</b> |

On average, 39% (n=236) of organisations surveyed have a written policy/action plan for preventing and combating GBV in sport. This is a significant improvement from the data collected in 2019 where only 25% of organisations had adopted such a policy. 88% of the organisations in Austria have adopted a written policy/action plan, followed by Spain with 82%. In Ukraine and Malta, less than 15% of organisations have adopted a policy to prevent and combat GBV in sport.

As shown in Table 22, the majority of organisations (71%) that have adopted a written policy/action plan have a monitoring and evaluation mechanism associated with the plan, as well as human resources dedicated to its implementation. However, the data reveals that even when a policy is in place, just one-third (33%) have funds allocated to its implementation.

Table 23 shows the type of organisation that has adopted a written policy/action plan on GBV. The data reveals that just 50% (n=10) of the governments/agencies responsible for sports in the jurisdictions surveyed report having adopted such a policy. The NPCs are least likely to have a policy in place at only 37% (n=7).

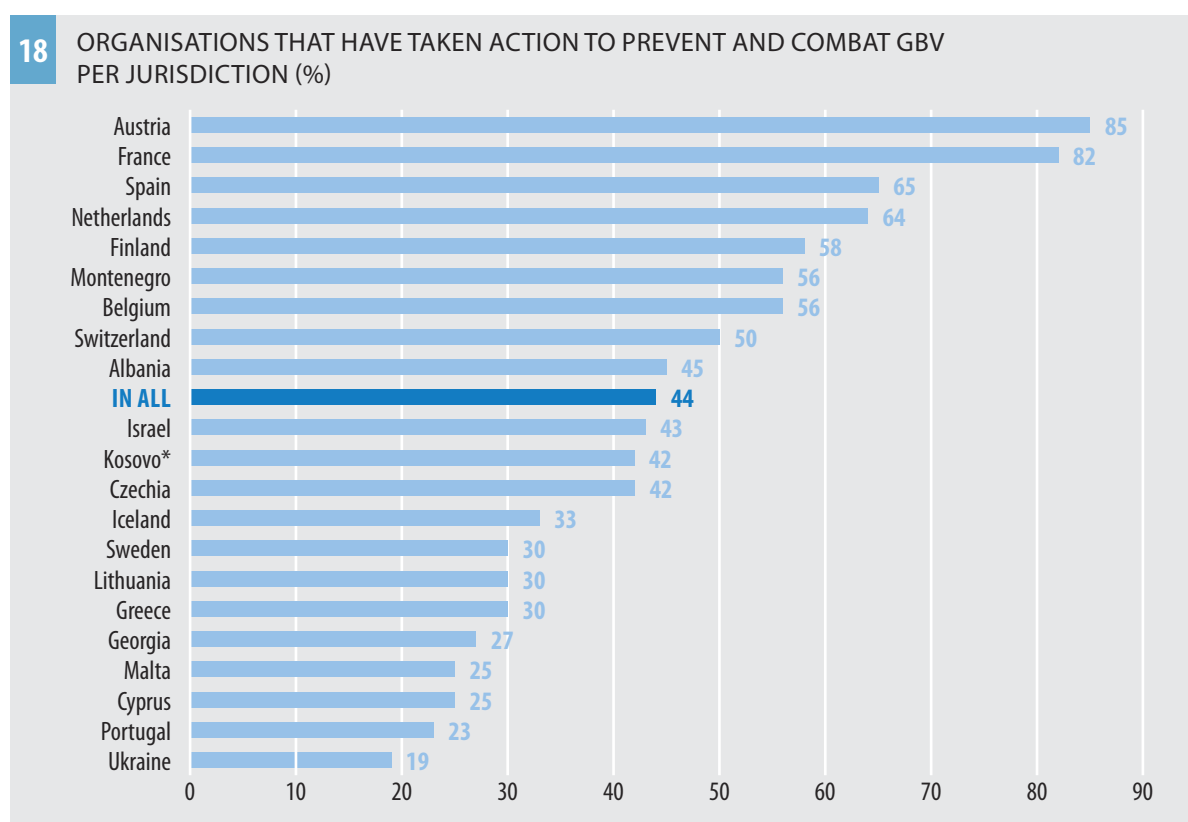
**Table 23. Type of organisation that have adopted a written policy/action plan on GBV**

| Type of organisation                     | Policy/action plan on GBV |     |
|--|---------------------------|-----|
|  | %                         | n   |
| Government/agency responsible for sports | 50                        | 10  |
| NOC                                      | 69                        | 11  |
| NPC                                      | 37                        | 7   |
| Sports federation                        | 38                        | 208 |

Further analysis shows that the majority of written policies/action plans to prevent and combat GBV (86%) are associated with the national mechanisms on prevention of GBV in sport, demonstrating a high level of co-ordination among national authorities and sports federations. Finally, 46% of written policies/action plans were adopted fairly recently, from 2021-2024, and 37% from 2016-2020.

**ACTIONS AND MEASURES TO PREVENT AND COMBAT GBV IN SPORT PER JURISDICTION**

Figure 18 shows the number of sports federations/organisations that have implemented actions to prevent and combat GBV in sport.



Since 2020, 44% of organisations (n=268) reported implementing measures to prevent and combat GBV in sport. As seen in Figure 18, there are large differences across the jurisdictions. The jurisdictions with the highest proportion of organisations implementing action in this area are Austria and France with 85% and 82% respectively. On the other end of the spectrum are Ukraine with 19%, followed by Portugal at 23%. Ukraine, Portugal, Malta and Georgia – with proportions less than 30% – are also among those jurisdictions where less than 30% of organisations have adopted a written policy to prevent and combat GBV.

**Table 24. Type of organisation that has taken measures to prevent and combat GBV**

| Type of organisation                     | Measures to prevent and combat GBV |     |
|--|------------------------------------|-----|
|  | %                                  | n   |
| Government/agency responsible for sports | 65                                 | 13  |
| NOC                                      | 75                                 | 12  |
| NPC                                      | 31                                 | 6   |
| Sports federation                        | 44                                 | 237 |

When analysed by type of organisation, action has been taken in this area by 75% of NOCs (n=12), 65% of governments/agencies responsible for sports (n=13), 44% of the sports federations (n=237), followed by 31% of NPCs (n=6).

#### TYPE OF ACTIONS AND MEASURES TO PREVENT AND COMBAT GBV

Table 25 shows the type of actions and measures taken by organisations to prevent and combat GBV. As can be seen, a range of measures can be taken in this area from actions that seek to prevent GBV (e.g. training seminars, awareness raising campaigns), aim to support and protect victims/survivors (e.g. formal complaint procedures, guidelines for handling cases, and provision of support services), and action to prevent re-offending (e.g. rehabilitation measures for perpetrators).

**Table 25. Type of actions and measures implemented by organisations to prevent and combat GBV in sport**

| TYPE OF MEASURE  | %  |
|--|----|
| Codes of conduct/ethical guidelines                                | 74 |
| Training seminars for coaches and/or for decision-makers           | 56 |
| Mention in the organisation's statutes/rules/laws that forbids GBV | 56 |
| Provision of formal complaint procedure for reporting GBV          | 51 |
| Training seminars for athletes                                     | 51 |
| Written action plan/strategy to prevent and combat GBV in sport    | 48 |
| Appointment of a welfare or a protection officer                   | 46 |
| Awareness-raising campaigns on GBV                                 | 45 |
| Guidelines for handling cases of GBV                               | 44 |
| Minimising risks procedures  | 40 |
| Provision of support services for victims/survivors                | 37 |
| Provision of support services for affiliated organisations         | 25 |
| Establishment of a helpline  | 25 |
| Provision of safe venues (lighting, separate locker-rooms, etc.)   | 24 |
| Initiation and/or support of research on GBV in sport              | 16 |
| Provision of safe (public) transport services                      | 8  |
| Rehabilitation measures for perpetrators                           | 5  |

The most frequent measures implemented in this area fall under the pillar of prevention, with the most often used being the adoption of codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions. However, just over half of the organisations surveyed have a formal complaint procedure for reporting GBV (51%), and less than half have guidelines for handling cases (44%). Support measures for victims/survivors are less often implemented – for example, 37% of organisations provide support services for victims/survivors, and only 25% have established a helpline. A positive observation is that 56% of sports organisation mention the prohibition of GBV in the organisation's statutes/rules/laws.

## CONCLUSION

Table 26 shows the overall scores per jurisdiction in relation to indicators on policies and actions to prevent GBV in sport. Austria, Spain and France consistently score the highest reflecting the higher level of commitment among sports federations, Olympic/Paralympic Committees, and national authorities in these jurisdictions to taking action in this area.

A positive development is that 56% of organisations include the prohibition of GBV in their statutes or rules. NOCs are the most likely to have taken concrete action on preventing gender-based violence, while only 44% of sports federations and 37% of NPCs have taken action in this area indicating that more commitment is needed at the sports federations level and among the NPCs.

Prevention measures are the most common, particularly the adoption of codes of conduct or ethical guidelines for coaches and decision-makers. However, gaps remain in relation to victim/survivor support: only 51% of organisations have formal complaint procedures, 44% have guidelines for handling cases, 37% offer victim/survivor support services, and 25% have helplines.

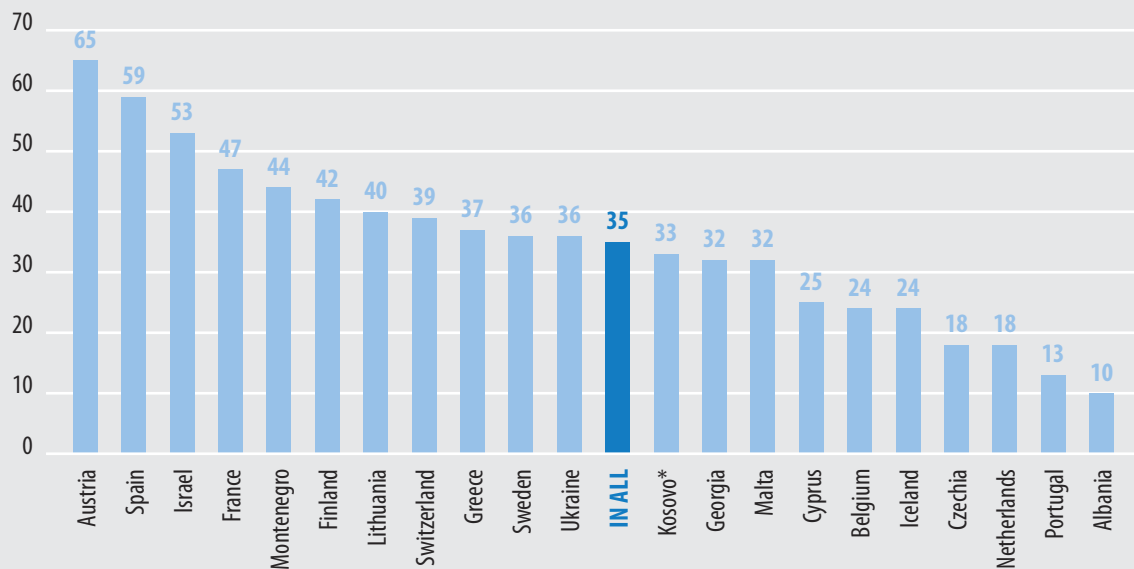
**Table 26. Policies and actions to prevent GBV in sport by jurisdiction (%)**

| Policies and actions to prevent GBV in sport | Overall Score |
|--|---------------|
| Jurisdiction                                 | %             |
| Austria                                      | 87            |
| Spain  | 82            |
| France                                       | 65            |
| Kosovo*                                      | 57            |
| Finland                                      | 52            |
| Switzerland                                  | 50            |
| Iceland                                      | 50            |
| Israel                                       | 45            |
| Belgium                                      | 43            |
| Netherlands                                  | 40            |
| Albania                                      | 39            |
| Montenegro                                   | 38            |
| Cyprus                                       | 33            |
| Greece                                       | 30            |
| Lithuania                                    | 29            |
| Portugal                                     | 28            |
| Czechia                                      | 27            |
| Georgia                                      | 24            |
| Sweden                                       | 23            |
| Malta  | 19            |
| Ukraine                                      | 16            |
| <b>AVERAGE</b>                               | <b>42</b>     |

## 1.6 Gender equality in media representation

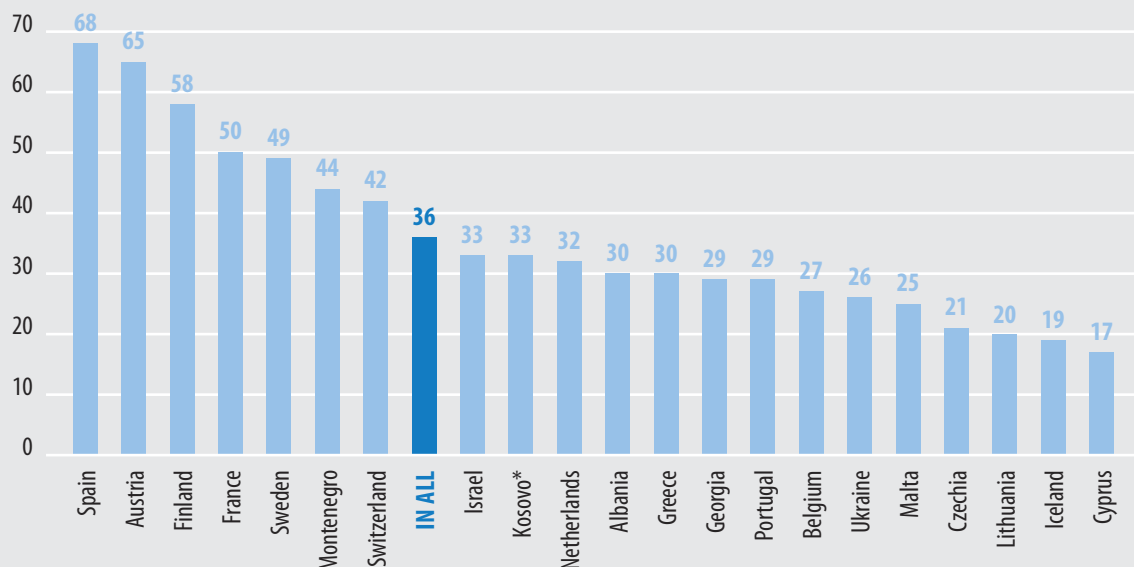
Figure 19 shows the percentage of organisations in the jurisdictions surveyed that have implemented initiatives for a gender-balanced representation of those practising sport in the media (public and/or private).

**19** ORGANISATIONS THAT IMPLEMENTED INITIATIVES FOR A GENDER-BALANCED REPRESENTATION OF THOSE PRACTISING SPORT IN THE MEDIA (PUBLIC AND/OR PRIVATE) PER JURISDICTION (%)



Across all the jurisdictions surveyed, 35% (n=211) of organisations have taken measures that are applicable to the media aiming toward a gender-balanced representation of those practising sports. The country with highest proportion of organisations having taken such measures is Austria with 65%, followed by Spain (59%) and Israel (53%). In all other jurisdictions, the proportion is less than 50%, with Albania being the country with the fewest organisations taking action in this area.

**20** ORGANISATIONS THAT HAVE SPECIFICALLY TARGETED SOCIAL MEDIA FOR A GENDER-BALANCED REPRESENTATION OF THOSE PRACTISING SPORT PER JURISDICTION (%)



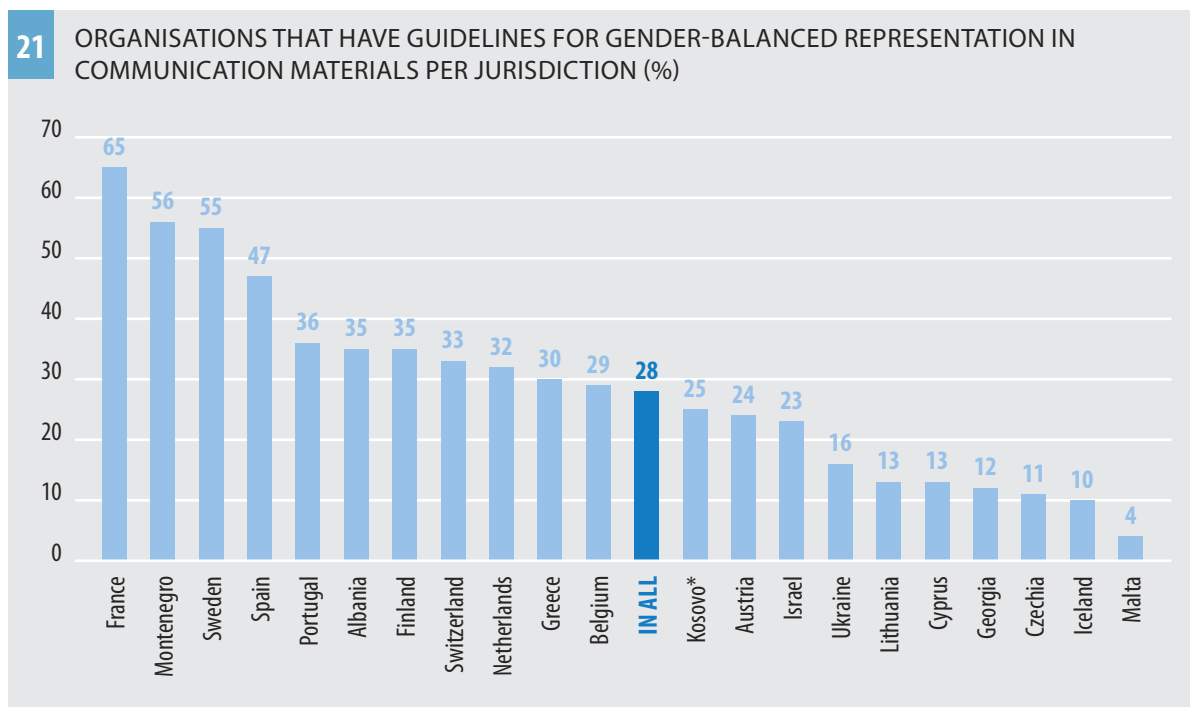
As shown in Figure 20, 36% (n=215) of organisations surveyed also report having specifically targeted social media for a gender-balanced representation of those practising sport. Twelve (27%) have focused on social media for a gender-balanced representation of athletes.

**Table 27. Type of organisation that has targeted the media for a gender-balanced portrayal of those practising sport**

| Type of organisation                     | Action targeting the media for gender-balanced portrayal of those practising sport |            |
|--|--|------------|
|  | %  | n          |
| Government/agency responsible for sports | 40   | 8          |
| <b>NOC</b>                               | <b>69</b>  | <b>11</b>  |
| NPC                                      | 63   | 12         |
| <b>Sports federation</b>                 | <b>33</b>  | <b>180</b> |

In terms of type of organisation, 69% of NOCs reported having taken action in this area followed by the NPCs (63%), and the governments/agencies responsible for sports (40%). The sports federations are the least likely to take action in this area, with only just over a third reporting having done so.

The participants in the study were also asked if their organisation had any portrayal guidelines for gender-balanced representation in the content of their communication materials (texts, pictures, etc.).



As shown in Figure 21, relatively few organisations seem to have such guidelines, 28% (n=169) across all the jurisdictions. In France 65% and in Montenegro 56% of the organisations have portrayal guidelines. In the majority of cases (n=13), the percentages are under 30%, with only 4% (n=1) in Malta.

## CONCLUSION

Table 28 shows the overall scores per jurisdiction in relation to indicators on policies to promote gender balance in media representation of those practising sport. Again, Spain, France and Austria score the highest across the jurisdictions surveyed, reflecting the higher level of commitment among sports federations, Olympic/Paralympic Committees, and national authorities in these jurisdictions to taking action in this area. However, the average score is quite low at just over 30% and, as mentioned above, only 28% of organisations have formal guidelines. Again, the NOCs are taking more action in this area (68%) as well as the NPCs (63%). The sports federations are the least likely to take action in this area, with only just over a third reporting having done so.

Overall, the data indicates that a more concerted and co-ordinated effort is needed to ensure a gender balance in media representation.

**Table 28. Policies and actions targeting the media for a gender-balanced portrayal of those practising sport by jurisdiction (%)**

| Action to promote gender equality in media representation | Overall Score |
|---|---------------|
| Jurisdiction  | %             |
| Spain   | 58            |
| France  | 54            |
| Austria   | 51            |
| Montenegro  | 48            |
| Sweden  | 46            |
| Finland   | 45            |
| Switzerland   | 38            |
| Israel  | 37            |
| Greece  | 32            |
| Kosovo*   | 31            |
| <b>Netherlands</b>  | <b>27</b>     |
| <b>Belgium</b>  | <b>27</b>     |
| <b>Portugal</b>   | <b>26</b>     |
| <b>Ukraine</b>  | <b>26</b>     |
| <b>Albania</b>  | <b>25</b>     |
| <b>Georgia</b>  | <b>25</b>     |
| <b>Lithuania</b>  | <b>24</b>     |
| <b>Malta</b>  | <b>20</b>     |
| Cyprus  | 18            |
| Iceland   | 17            |
| Czechia   | 17            |
| <b>AVERAGE</b>  | <b>33</b>     |



## 1.7 Policies and programmes to address gender equality in sport

### POLICIES/ACTION PLANS FOR GENDER EQUALITY

Table 29 shows the number of organisations that have gender equality included in their current overall long-term plan or business plan.

**Table 29. Number of organisations that have gender equality in their long-term plan**

| Jurisdiction           | Gender equality in organisations long-term plans |            |
|------------------------|--|------------|
|                        | %  | n          |
| Sweden                 | 100  | 33         |
| Kosovo*                | 92   | 11         |
| Spain                  | 85   | 29         |
| Georgia                | 82   | 28         |
| Austria                | 79   | 27         |
| Montenegro             | 78   | 7          |
| France                 | 77   | 26         |
| Albania                | 75   | 15         |
| Finland                | 73   | 19         |
| Malta                  | 68   | 19         |
| Greece                 | 67   | 18         |
| Israel                 | 67   | 20         |
| Czechia                | 66   | 25         |
| Switzerland            | 64   | 23         |
| Cyprus                 | 58   | 14         |
| Iceland                | 57   | 12         |
| Portugal               | 55   | 17         |
| Belgium                | 44   | 20         |
| Netherlands            | 41   | 9          |
| Ukraine                | 39   | 12         |
| Lithuania              | 37   | 11         |
| <b>AVERAGE / TOTAL</b> | <b>67</b>  | <b>395</b> |

On average, 67% of organisations surveyed report having gender equality included in their current long-term plans. In some jurisdictions, the rate is over 80%, with Sweden reaching 100%. The jurisdictions showing fewer organisations with such a commitment in their long-term plans are Lithuania and Ukraine. Out of the 16 NOCs that responded to this question, all have gender equality in their long-term plans, as do 80% of the governments/agencies responsible for sports (16 out of 20 respondents). The sports federations are slightly less likely to have such a provision with 64% of the respondents reporting having such a provision in their long-term plans.

Despite the high number of organisations with gender equality in their long-term plans, this does not seem to translate to tangible policies. Table 30 shows the number of organisations that have a written policy



and/or action plan for advancing gender equality in sport per jurisdiction. Data has also been gathered on additional elements related to such a written policy/action plan, including the extent to which a monitoring and evaluation mechanism is in place, and human and financial resources dedicated to its implementation.

**Table 30. Number of organisations with a specific policy/action plan for advancing gender equality with a monitoring and evaluation mechanisms, human resources and funding for its implementation in each jurisdiction (%)**

| Jurisdiction | Policy/action plan |            | Monitoring and evaluation |            | Human Resources |            | Funding allocated |           |
|--------------|--------------------|------------|---------------------------|------------|-----------------|------------|-------------------|-----------|
|              | %                  | n          | %                         | n          | %               | n          | %                 | n         |
| Sweden       | 61                 | 20         | 70                        | 14         | 80              | 16         | 40                | 8         |
| Finland      | 58                 | 15         | 73                        | 11         | 67              | 10         | 27                | 4         |
| France       | 56                 | 19         | 58                        | 11         | 56              | 17         | 84                | 16        |
| Spain        | 56                 | 19         | 53                        | 10         | 68              | 13         | 26                | 5         |
| Albania      | 50                 | 10         | 70                        | 7          | 70              | 7          | 40                | 4         |
| Kosovo*      | 50                 | 6          | 67                        | 4          | 83              | 5          | 33                | 2         |
| Switzerland  | 47                 | 17         | 53                        | 9          | 77              | 13         | 59                | 10        |
| Austria      | 44                 | 15         | 47                        | 7          | 60              | 9          | 67                | 10        |
| Cyprus       | 38                 | 9          | 33                        | 3          | 38              | 5          | 22                | 2         |
| Netherlands  | 32                 | 7          | 100                       | 7          | 32              | 7          | 57                | 4         |
| Israel       | 30                 | 9          | 67                        | 6          | 89              | 8          | 67                | 6         |
| Belgium      | 29                 | 13         | 85                        | 11         | 92              | 12         | 62                | 8         |
| Portugal     | 29                 | 9          | 44                        | 4          | 22              | 2          | 33                | 3         |
| Greece       | 22                 | 6          | 33                        | 2          | 50              | 3          | 17                | 1         |
| Iceland      | 19                 | 4          | 0                         | 0          | 19              | 2          | 25                | 1         |
| Czechia      | 18                 | 7          | 43                        | 3          | 43              | 3          | 14                | 1         |
| Georgia      | 18                 | 6          | 50                        | 3          | 67              | 4          | 17                | 1         |
| Malta        | 14                 | 4          | 50                        | 2          | 75              | 3          | 25                | 1         |
| Ukraine      | 13                 | 4          | 50                        | 2          | 75              | 3          | 0                 | 0         |
| Montenegro   | 11                 | 1          | 100                       | 1          | 100             | 1          | 100               | 1         |
| Lithuania    | 10                 | 3          | 33                        | 1          | 33              | 1          | 0                 | 0         |
| <b>TOTAL</b> | <b>34</b>          | <b>203</b> | <b>56</b>                 | <b>118</b> | <b>63</b>       | <b>144</b> | <b>39</b>         | <b>88</b> |

On average, 34% (n=203) of organisations surveyed have a written policy/action plan for advancing gender equality in sport. This is a significant improvement from the data collected in 2019 where only 22% of organisations surveyed had adopted such a policy. Analysing the data at country level, 61% of the organisations in Sweden have adopted a written policy/action plan, followed by Finland at 58%, France and Spain with 56%. Very few organisations in Lithuania, Montenegro, Ukraine and Malta, have developed such a policy with less than 15%.

As shown in Table 30, of those organisations that have developed a gender equality plan, just over half (56%) have a monitoring and evaluation mechanism associated with the plan. In terms of allocating sufficient human and financial resources for implementation, 63% of organisations have dedicated human resources and 39% have funds allocated to its implementation. In absolute numbers, fewer organisations (n=88) have been allocating funding, rather than allocating human resources (n=144).

According to the data provided, the majority of action plans were developed between 2020 and 2024 and 70% (n=142) of organisations with such a plan report actively seeking partnerships/co-operation with other stakeholders in its implementation.

Table 31 shows the type of sports organisation that has adopted a written policy/action plan on advancing gender equality in sport. The data reveals that 65% (n=13) of the governments/agencies responsible for sports in the jurisdictions surveyed have adopted such a policy, followed by 63% (n=10) of NOCs. The NPCs and sports federations are least likely to have a policy in place at only 32%.

**Table 31. Type of organisations that have a specific written policy and/or action plan for advancing gender equality in sport**

| Type of organisation                     | Specific written policy and/or action plan for advancing gender equality in sport |     |
|--|---|-----|
|  | %   | n   |
| Government/agency responsible for sports | 65  | 13  |
| NOC                                      | 63  | 10  |
| NPC                                      | 32  | 6   |
| Sports federation                        | 32  | 174 |

Two of the most common strategies used to enhance gender equality are affirmative action<sup>7</sup> and gender mainstreaming.<sup>8</sup> Tables 32.A and 32.B show the proportion of organisations surveyed that have adopted these approaches.

**Tables 32.A and 32.B. The use of affirmative action and gender mainstreaming by organisations in each jurisdiction**

| 32.A Affirmative action |           |            |
|-------------------------|-----------|------------|
| Jurisdiction            | %         | n          |
| Spain                   | 56        | 19         |
| France                  | 47        | 16         |
| Kosovo*                 | 42        | 5          |
| Austria                 | 41        | 14         |
| Israel                  | 40        | 12         |
| Switzerland             | 33        | 12         |
| Portugal                | 29        | 9          |
| Sweden                  | 27        | 9          |
| Finland                 | 27        | 7          |
| Lithuania               | 27        | 8          |
| Belgium                 | 22        | 10         |
| Greece                  | 19        | 5          |
| Czechia                 | 18        | 7          |
| Netherlands             | 18        | 4          |
| Cyprus                  | 17        | 4          |
| Albania                 | 15        | 3          |
| Georgia                 | 15        | 5          |
| Ukraine                 | 13        | 4          |
| Malta                   | 7         | 2          |
| Iceland                 | 0         | 0          |
| Montenegro              | 0         | 0          |
| <b>IN ALL</b>           | <b>24</b> | <b>155</b> |

| 32.B Gender Mainstreaming |           |            |
|---------------------------|-----------|------------|
| Jurisdiction              | %         | n          |
| Kosovo*                   | 67        | 8          |
| Austria                   | 62        | 21         |
| France                    | 50        | 17         |
| Spain                     | 47        | 16         |
| Albania                   | 45        | 9          |
| Montenegro                | 33        | 3          |
| Israel                    | 30        | 9          |
| Malta                     | 25        | 7          |
| Sweden                    | 24        | 8          |
| Greece                    | 22        | 6          |
| Iceland                   | 19        | 4          |
| Cyprus                    | 17        | 4          |
| Portugal                  | 16        | 5          |
| Finland                   | 15        | 4          |
| Lithuania                 | 13        | 4          |
| Czechia                   | 13        | 5          |
| Ukraine                   | 13        | 4          |
| Georgia                   | 12        | 4          |
| Switzerland               | 11        | 4          |
| Belgium                   | 11        | 5          |
| Netherlands               | 9         | 2          |
| <b>IN ALL</b>             | <b>26</b> | <b>149</b> |

7. Affirmative action was defined as follows in the questionnaire: actions taken which aim at making up for past discrimination and inequality by favouring members of a certain gender. Affirmative action is one way to give disadvantaged groups substantive equality. Examples of affirmative actions: quota regulations, not having to pay for a training course, etc.

8. Gender mainstreaming was defined as follows in the questionnaire: gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects. Women and men have different needs, living conditions and circumstances. The aim of gender mainstreaming is to take into account these differences when designing, implementing and evaluating policies, programmes and projects, so that they benefit both women and men and do not increase inequality but enhance gender equality.

Tables 32.A and 32.B reveal that, on average, only 25% of organisations use these strategies and that there are large differences between the jurisdictions surveyed. The organisations in Kosovo\* (67%) and Austria (62%) most often use gender mainstreaming as an approach to advance gender equality. The same jurisdictions, surpassed only by France and Spain, also have the highest number of sports federations that are taking affirmative action (Spain 56%, France 47%, Kosovo\* 42%, and Austria 41%). In Iceland and Montenegro no organisations reported having adopted affirmative action as an approach to advance gender equality in sport. Overall, affirmative action is used at a higher rate in 50% (n=11) of the jurisdictions surveyed.

**Table 33. Affirmative Action/Gender Mainstreaming by type of organisation**

|                      | Government/<br>agency<br>responsible<br>for sports |    | NOC |   | NPC |   | Sports<br>federations |     |
|----------------------|--|----|-----|---|-----|---|-----------------------|-----|
|                      | %  | n  | %   | n | %   | n | %                     | n   |
| Affirmative Action   | 50   | 10 | 38  | 6 | 37  | 7 | 24                    | 132 |
| Gender Mainstreaming | 55   | 11 | 44  | 7 | 37  | 7 | 23                    | 124 |

Table 33 shows the type of organisations most likely to use either affirmative action and/or gender mainstreaming. Gender mainstreaming is more likely to be used by governments/agencies responsible for sports and the NOCs, while the NPCs use both strategies at an equal rate. Sports federations on the other hand are marginally more likely to use affirmative action, which is an approach more applicable to grassroots initiatives to advance gender equality.

## CONCLUSION

Table 34 shows the overall scores per jurisdiction in relation to indicators on policies and programmes to address gender equality in sport. In this area, Kosovo\* and Spain lead, having the highest score across the jurisdictions surveyed, reflecting the higher level of commitment among sports federations, Olympic/ Paralympic Committees, and national authorities in these jurisdictions to taking action in this area. Combining all indicators in this area, on average the overall score across the jurisdictions surveyed is 38%, although cross- jurisdiction variations are wide.

**Table 34. Policies and actions to address gender equality in sport by jurisdiction (%)**

| Policies and programmes to address gender equality in sport | Overall Score |
|---|---------------|
| Jurisdiction  | %             |
| Kosovo*   | 63            |
| Spain   | 61            |
| France  | 58            |
| Austria   | 57            |
| Sweden  | 52            |
| Albania   | 46            |
| Finland   | 43            |
| Israel  | 42            |
| Switzerland   | 39            |
| Greece  | 32            |
| Cyprus  | 32            |

|                |           |
|----------------|-----------|
| Portugal       | 32        |
| Georgia        | 32        |
| Montenegro     | 31        |
| Czechia        | 29        |
| Malta          | 29        |
| Belgium        | 27        |
| Netherlands    | 25        |
| Iceland        | 24        |
| Lithuania      | 22        |
| Ukraine        | 19        |
| <b>AVERAGE</b> | <b>38</b> |

A positive development is that 67% of organisations across surveyed jurisdictions include gender equality in their long-term plans. Sweden leads with 97%, while Lithuania and Ukraine have the lowest rates. Among specific organisations, all responding NOCs (16) and 80% of governments/agencies responsible for sports (16 out of 20) include gender equality in their plans. However, only 64% of sports federations report such inclusion. Despite widespread inclusion in long-term plans, only 34% of organisations have a written policy or action plan for advancing gender equality, an improvement from 22% in 2019. Among organisations with a gender equality plan, only 56% have a monitoring and evaluation mechanism. Resource allocation remains limited, with just 39% allocating financial resources. Notably, fewer organisations allocate funding (n=88) compared to human resources (n=157).



## 2. GENDER EQUALITY IN AND ACROSS SPORTS DISCIPLINES

The following section analyses the differences across some of the Olympic/Paralympic sports reported in the study. As mentioned in the methodology, only the sports federations representing Olympic/Paralympic sports were included. The criteria used to include the sports in the analysis was that the sport should exist in a least half (n=11) of the jurisdictions monitored, and that it should belong to only one international federation/union. For the purpose of this analysis, Olympic and Paralympic disciplines were grouped together (see Annex A). In total, 31 sports disciplines are included in the analysis.

### 2.1 Gender equality in leadership in the different sports

Table 35 presents the percentage of female Presidents, Vice-Presidents and Board members represented in the different sports. Across sports disciplines included in the analysis, the proportion of female Presidents is 12% (n=63). While the overall proportion of female Presidents is low, only three sports do not have any female Presidents, including canoe and kayak, ice hockey and wrestling. Most female Presidents are found in skating (50%), rowing (29%), gymnastics (22%), and volleyball (21%). Gymnastics (51%), fencing (48%), and skating (47%) have the largest proportion of female Vice-Presidents. In terms of Board members, two sports, gymnastics and skating, have a gender-balanced representation, with 59% and 50% female Board members respectively. Most sports (n=17) have 30% or less female representation on their boards.

**Table 35. Female leadership in the different sports**

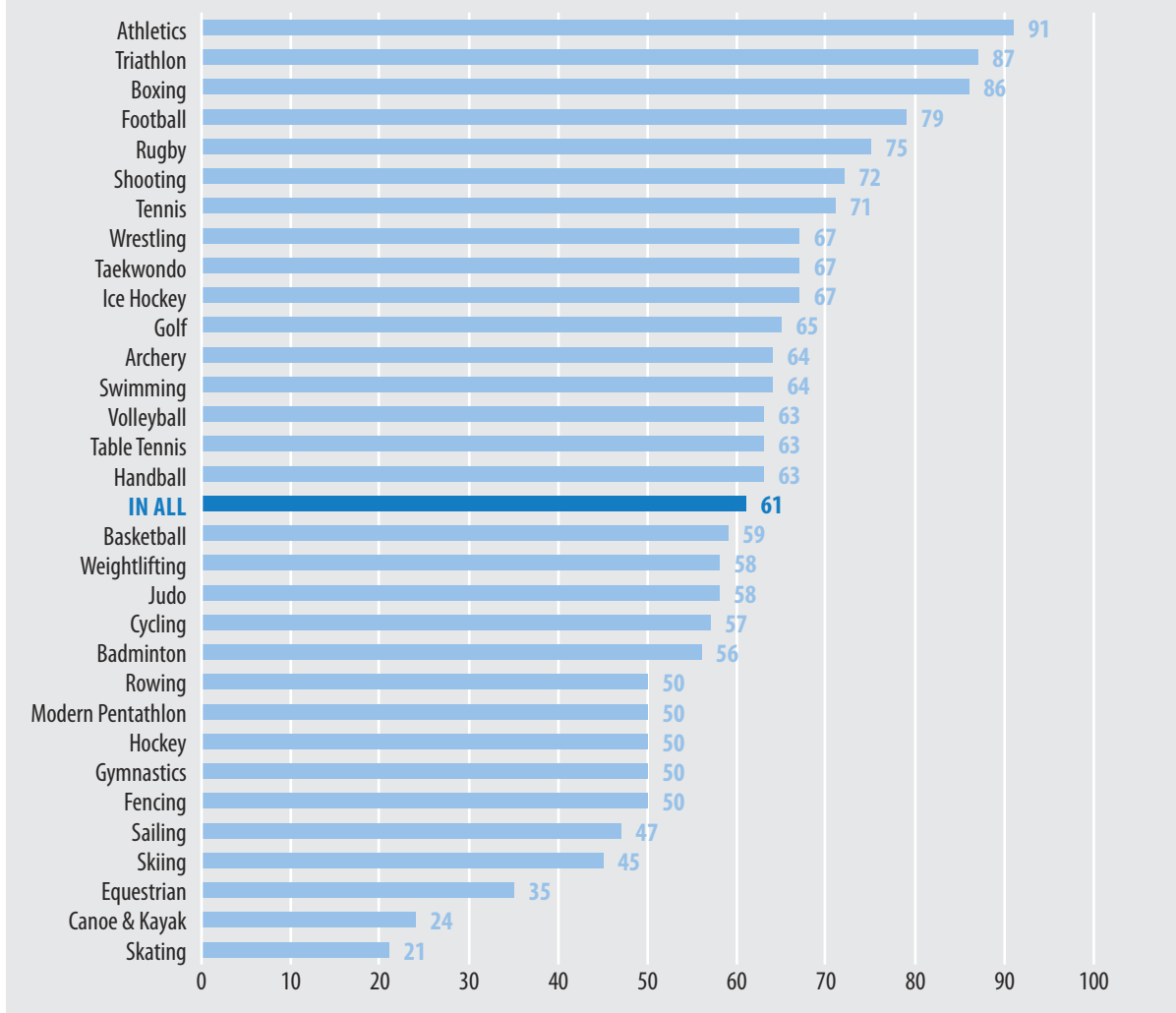
| Sport             | Female Presidents |   | Female Vice-Presidents |    | Female Board Members |     |
|-------------------|-------------------|---|------------------------|----|----------------------|-----|
|                   | %                 | n | %                      | n  | %                    | n   |
| Archery           | 14                | 2 | 33                     | 7  | 41                   | 80  |
| Athletics         | 19                | 4 | 26                     | 11 | 32                   | 83  |
| Badminton         | 13                | 2 | 19                     | 6  | 27                   | 36  |
| Basketball        | 14                | 3 | 18                     | 10 | 23                   | 61  |
| Boxing            | 7                 | 1 | 22                     | 9  | 18                   | 27  |
| Canoe & Kayak     | 0                 | 0 | 29                     | 10 | 21                   | 28  |
| Cycling           | 7                 | 1 | 23                     | 5  | 19                   | 32  |
| Equestrian        | 18                | 3 | 21                     | 7  | 35                   | 70  |
| Fencing           | 6                 | 1 | 48                     | 14 | 39                   | 68  |
| Football          | 5                 | 1 | 14                     | 9  | 15                   | 42  |
| Golf              | 18                | 3 | 13                     | 4  | 30                   | 61  |
| Gymnastics        | 22                | 4 | 51                     | 26 | 50                   | 108 |
| Handball          | 13                | 4 | 40                     | 40 | 39                   | 140 |
| Hockey            | 8                 | 1 | 37                     | 10 | 30                   | 42  |
| Ice Hockey        | 0                 | 0 | 18                     | 3  | 25                   | 31  |
| Judo              | 11                | 2 | 39                     | 22 | 29                   | 59  |
| Modern Pentathlon | 10                | 1 | 29                     | 6  | 19                   | 14  |
| Rowing            | 29                | 4 | 16                     | 5  | 31                   | 36  |
| Rugby             | 8                 | 1 | 26                     | 8  | 25                   | 38  |
| Sailing           | 7                 | 1 | 22                     | 7  | 23                   | 42  |



|               |           |           |           |            |           |              |
|---------------|-----------|-----------|-----------|------------|-----------|--------------|
| Shooting      | 6         | 1         | 13        | 5          | 26        | 57           |
| Skiing        | 15        | 3         | 26        | 11         | 30        | 61           |
| Skating       | 50        | 7         | 47        | 7          | 59        | 53           |
| Swimming      | 5         | 1         | 34        | 23         | 31        | 77           |
| Table Tennis  | 13        | 2         | 23        | 7          | 26        | 37           |
| Taekwondo     | 7         | 1         | 21        | 6          | 23        | 32           |
| Tennis        | 12        | 2         | 34        | 13         | 40        | 92           |
| Triathlon     | 7         | 1         | 40        | 14         | 36        | 57           |
| Volleyball    | 21        | 4         | 10        | 4          | 33        | 66           |
| Weightlifting | 17        | 2         | 36        | 8          | 34        | 40           |
| Wrestling     | 0         | 0         | 34        | 20         | 20        | 34           |
| <b>TOTAL</b>  | <b>12</b> | <b>63</b> | <b>28</b> | <b>337</b> | <b>30</b> | <b>1,704</b> |

As can be seen in Figure 22, 61% of sports federations surveyed have taken measures to recruit and increase the number of women in decision-making positions in sport. The three most active have been athletics (91%), triathlon (87%), and boxing (86%). Skating, canoe and kayak, and equestrian have taken the least action in this area.

## 22 ACTION TAKEN TO PROMOTE WOMEN IN LEADERSHIP BY SPORT (%)



## CONCLUSION

While progress has been made in certain areas, such as gender-balanced boards in some sports and proactive measures by many federations, the overall representation of women in leadership remains low.

While most sports have at least some female representation in presidential roles, three – canoe and kayak, ice hockey, and wrestling – lack any female Presidents, reflecting entrenched gender disparities in these disciplines. Only 12% of sports Presidents are women, indicating a significant gender gap at the highest level of decision-making. Sports like skating (50% female Presidents), rowing (29%), gymnastics (22%), and volleyball (21%) show relatively higher female representation in Presidential roles. Vice-Presidential positions have better representation in gymnastics (51%), fencing (48%), and skating (47%). Most sports (17 out of 31) have boards with 30% or less female members, indicating that women remain under-represented in collective decision-making roles across the majority of sports disciplines. Gymnastics and skating stand out with gender-balanced boards (59% and 50% female representation, respectively).

A majority (61%) of sports federations have implemented measures to recruit and increase the number of women in decision-making positions, a positive step toward greater gender equity. Athletics (91%), triathlon (87%), and boxing (86%) have been the most proactive. Conversely, skating, canoe and kayak, and equestrian have taken the least action. In the case of skating, this may be due to already high levels of female representation in leadership roles.

## 2.2 Gender equality in coaching by sport

Figure 23 presents the percentage of female registered coaches represented in the different sports. Across sports disciplines included in the analysis, the proportion of female coaches is 10% (n=45,349). While the overall proportion of female coaches is quite low, all sports employ female coaches. Most female coaches are found in skating (87%), swimming (47%), canoe and kayak (36%), and rowing (34%). All sports (n=30) besides skating, have less than 50% female representation on their coaching teams, and the majority have coaching teams that consist of female coaches at percentages less than 30%. Tennis, hockey, rugby, football, ice hockey, badminton, boxing and cycling have the fewest female coaches, making up under 10% of their coaching teams.

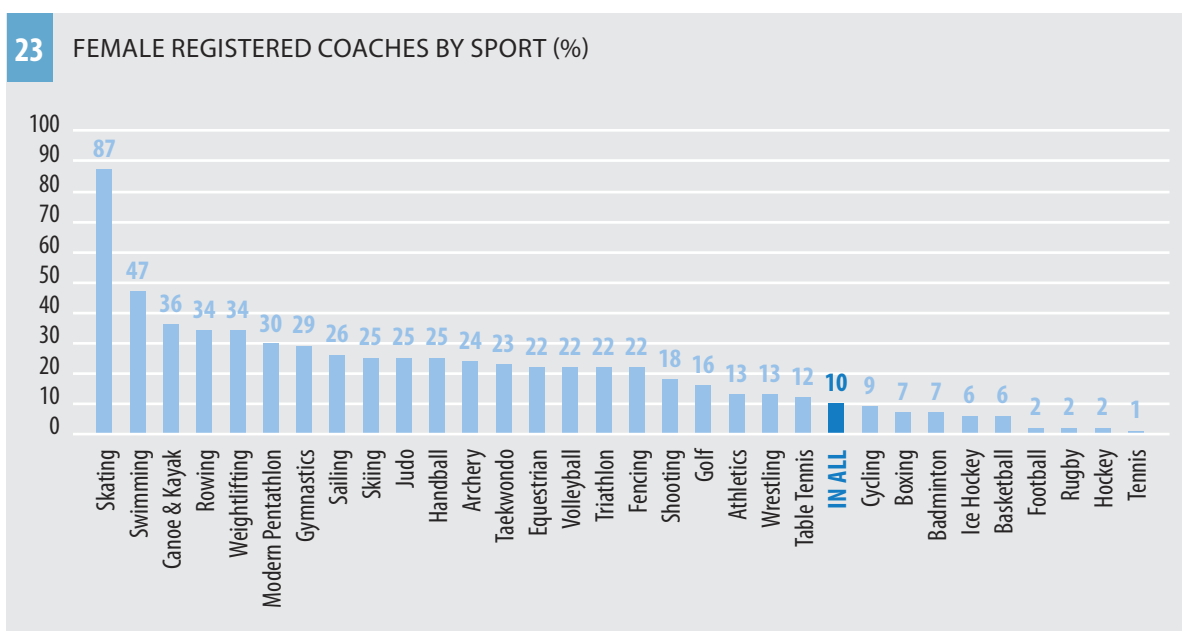
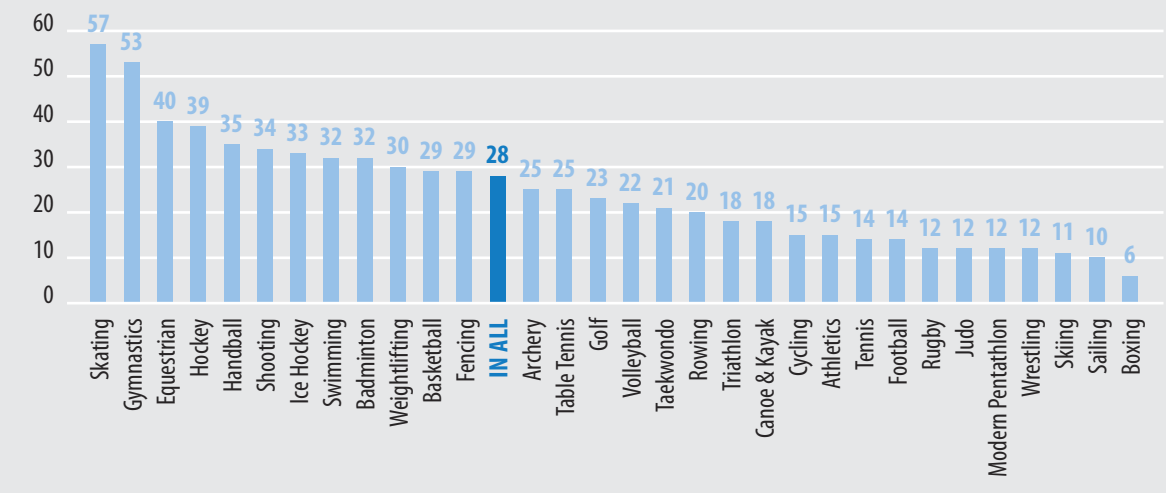


Figure 24 presents the percentage of female elite level coaches represented in the different sports. Across sports disciplines included in the analysis, the proportion of female elite level coaches is 28% (n=7,970), a percentage significantly higher than for those who coach at grassroots level. Most female coaches, over 50%, are found in skating (57%) and gymnastics (53%), followed by equestrian (40%) and hockey (39%). The majority of sports (n=21) have elite coaching teams that consist of female coaches at percentages less than 30%. Boxing and sailing have the fewest elite female coaches, making up under 10% of their coaching teams.

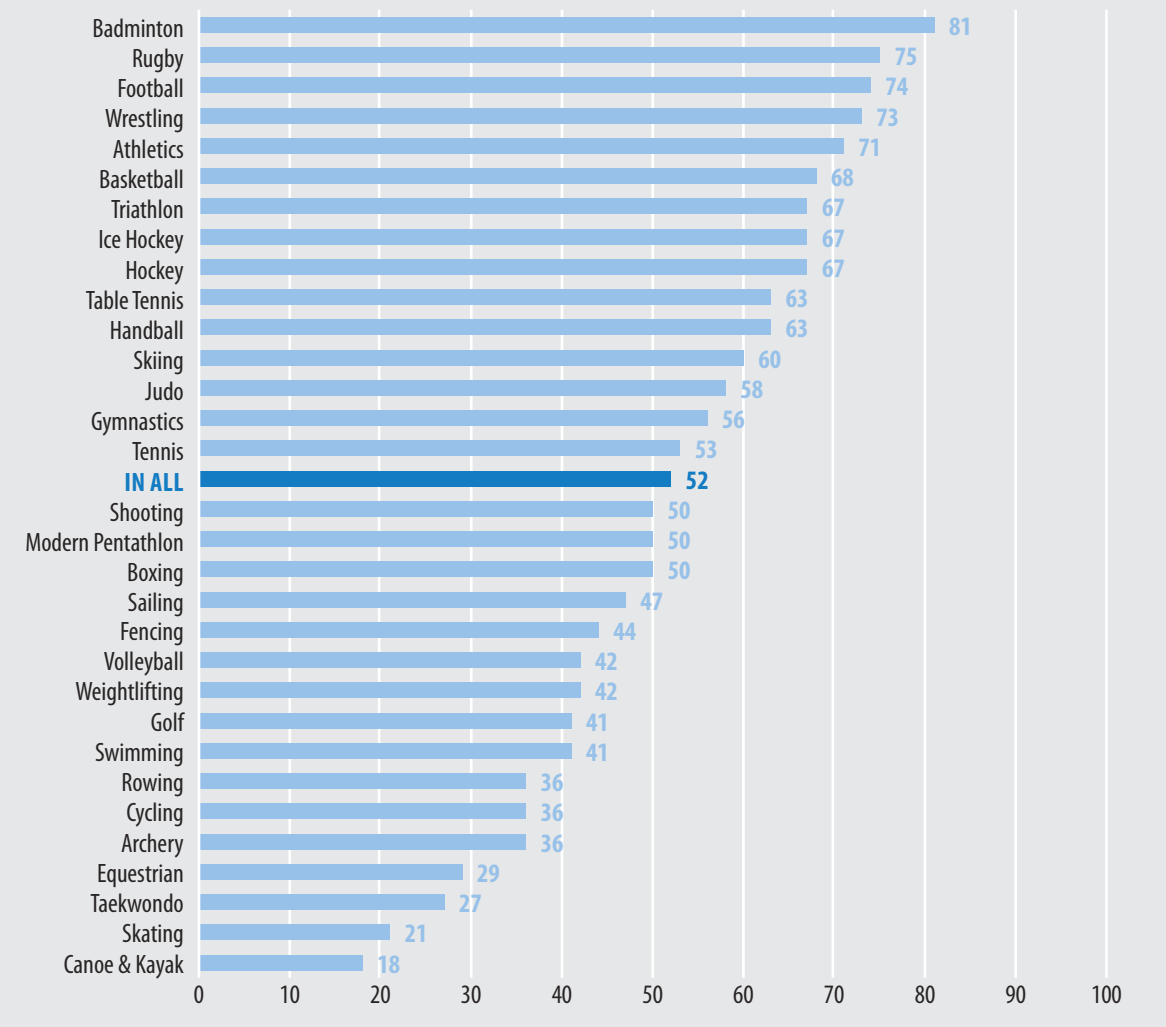


**24** FEMALE ELITE LEVEL COACHES EMPLOYED BY SPORT (%)



As can be seen in Figure 25, 52% of sports federations across the Olympic sports have taken measures to recruit and increase the number of female coaches. The three most active have been badminton (81%), rugby (75%), and football (74%). Canoe and kayak, skating and taekwondo have taken the least action in this area.

**25** ACTION TAKEN TO INCREASE THE NUMBER OF FEMALE COACHES BY SPORT



## CONCLUSION

Across all sports, only 10% of registered coaches are women. This stark under-representation underscores significant gender imbalances in coaching, particularly at the grassroots level. Female coaches are most prevalent in sports like skating (87%), swimming (47%), canoe and kayak (36%), and rowing (34%). Conversely, sports such as tennis, hockey, rugby, football, ice hockey, badminton, boxing, and cycling have less than 10% female representation among coaches. Women's representation among elite-level coaches (28%) is significantly higher than at grassroots levels (10%). This suggests that women who do enter coaching may face barriers at the entry level but are more likely to succeed and advance to elite positions when given the opportunity. Sports like skating (57%), gymnastics (53%), and equestrian (40%) show relatively high female representation at elite levels, indicating that traditionally more female dominated sports may have more supportive pathways or structures for women to advance. Despite higher representation at the elite level, the majority of sports (21 out of 31) have less than 30% female coaches even at the elite level.

### 2.3 Gender equality in sports officials officiating in the different sports

Figure 26 presents the percentage of female registered sports officials represented in the different sports. Across sports disciplines included in the analysis, the proportion of female sports officials is 43% (n=579,219). Most female officials are found in skating (84%), gymnastics (73%), equestrian (67%), and handball (65%). The majority (n=15) of sports are officiated by female officials at percentages less than 30%. Football and ice hockey have the fewest female sport officials, making up under 10%.

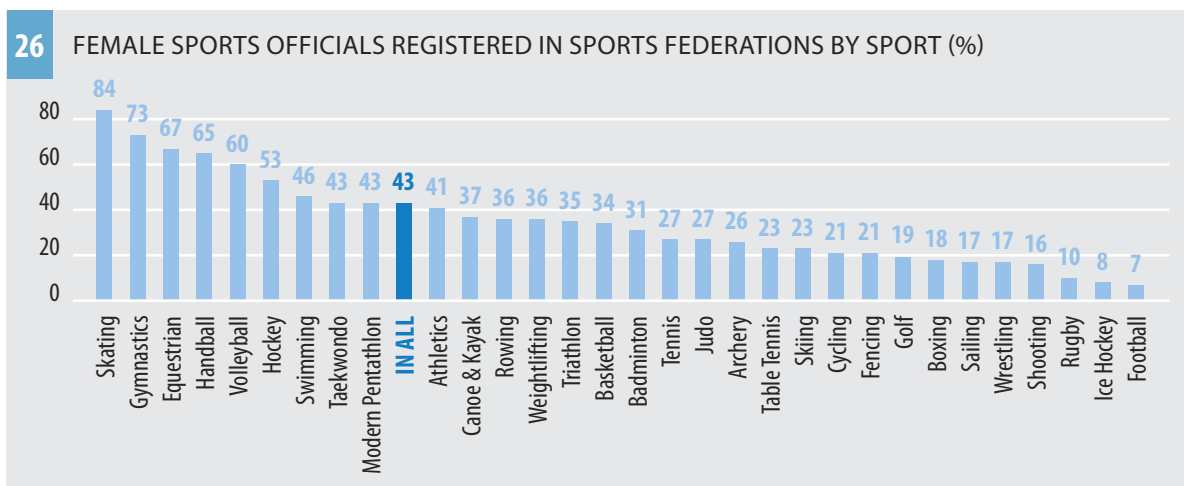
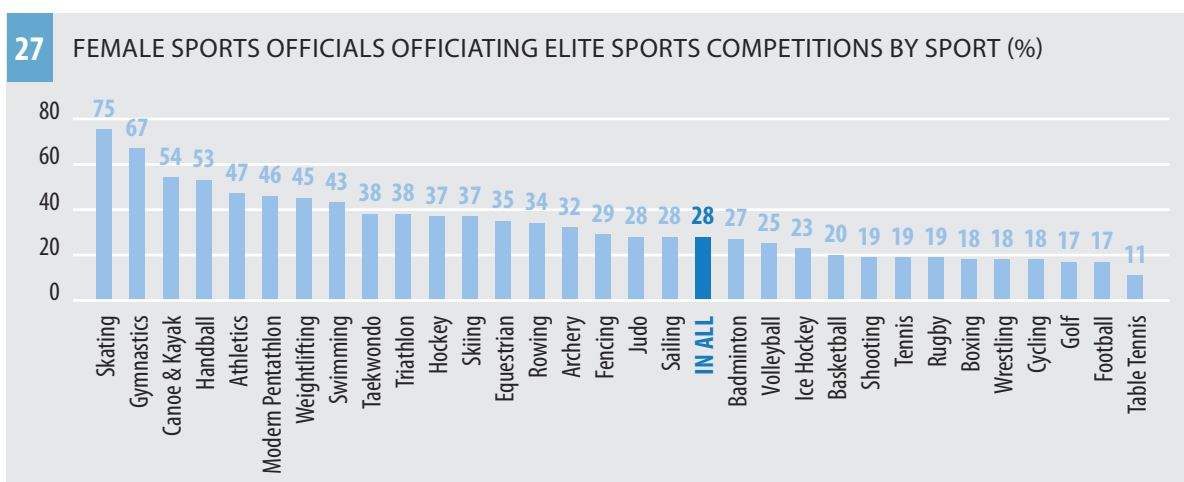
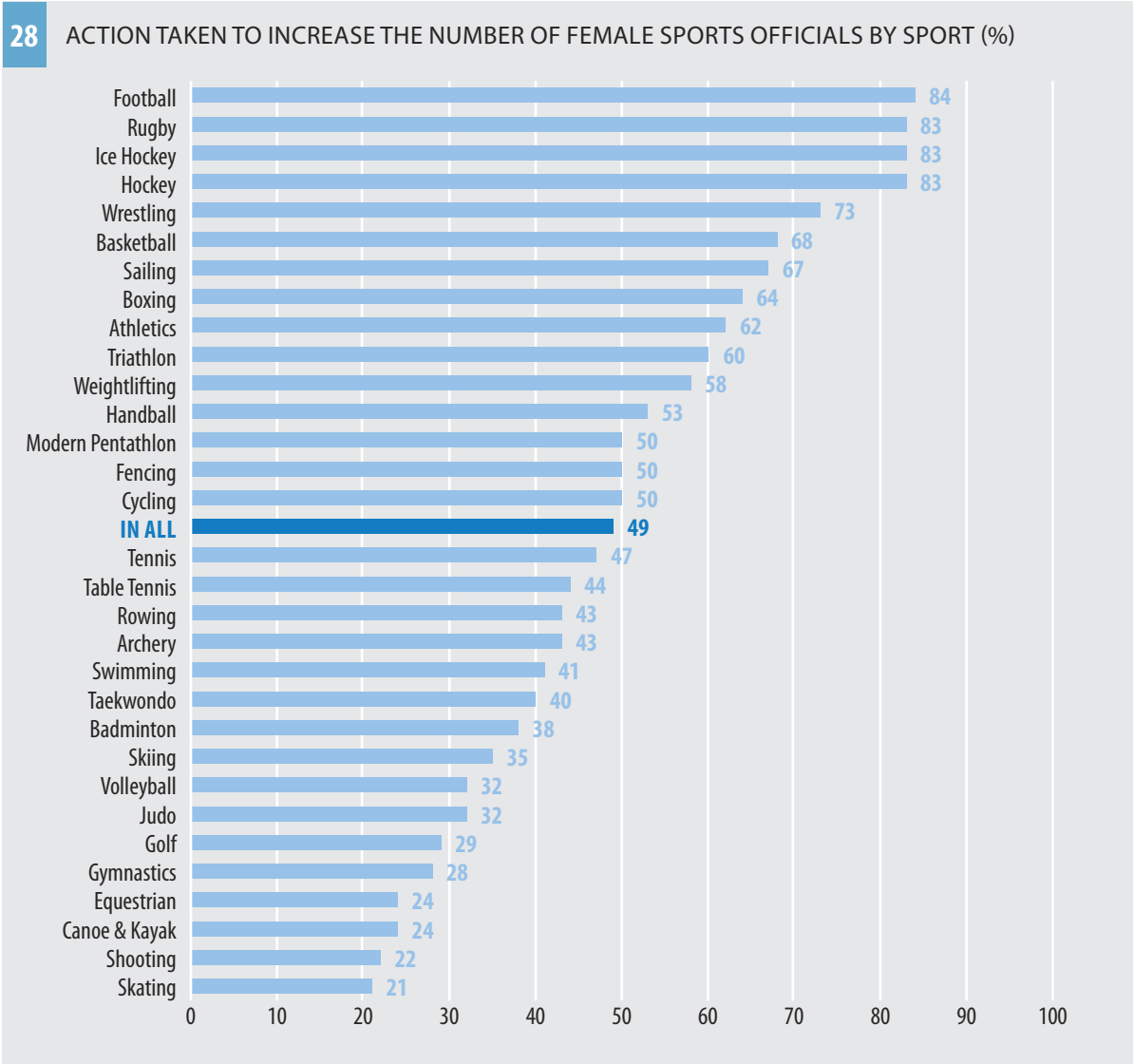


Figure 27 presents the percentage of female sports officials officiating elite sports competitions in the different sports. Across sports disciplines included in the analysis, the proportion of female elite level officials is 28% (n=3,939). Most female officials (over 50%) are found in skating (75%), gymnastics (67%), canoe and kayak (54%) and handball (53%). The majority of sports (n=16) are officiated by female officials at percentages less than 30%. Table tennis has the fewest female sports officials, making up just 11%.



As can be seen in Figure 28, 49% of sports federations across the Olympic sports have taken measures to recruit and increase the number of female sports officials. The four most active (over 80%) have been football (84%), rugby, ice hockey and hockey (all 83%). Skating, shooting, canoe and kayak and equestrian have taken the least action in this area (all under 25%).



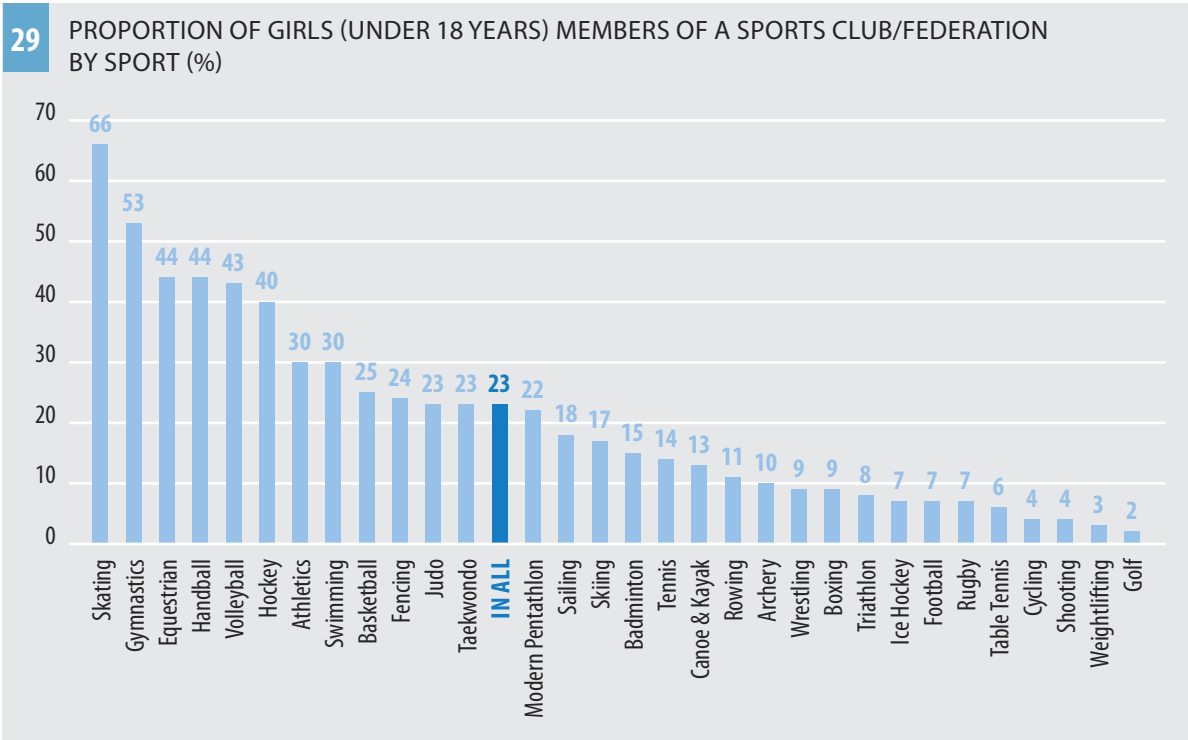
**CONCLUSION**

Women make up 43% of registered sports officials, indicating a relatively strong presence compared to other areas of sports leadership and participation. This suggests that officiating may offer more accessible pathways for women compared to coaching or administrative leadership roles. Again, those sports that have consistently been shown to have higher levels of women’s representation indicate the same for sports officiating with skating (84%), gymnastics (73%), equestrian (67%), and handball (65%) showing the highest proportions of female sports officials. Football, ice hockey, and table tennis have the fewest female officials, with women making up less than 10% in football and ice hockey, and just 11% in table tennis. The proportion of female elite level officials (28%) is significantly lower than that at the grassroots level, suggesting that barriers to advancement persist.

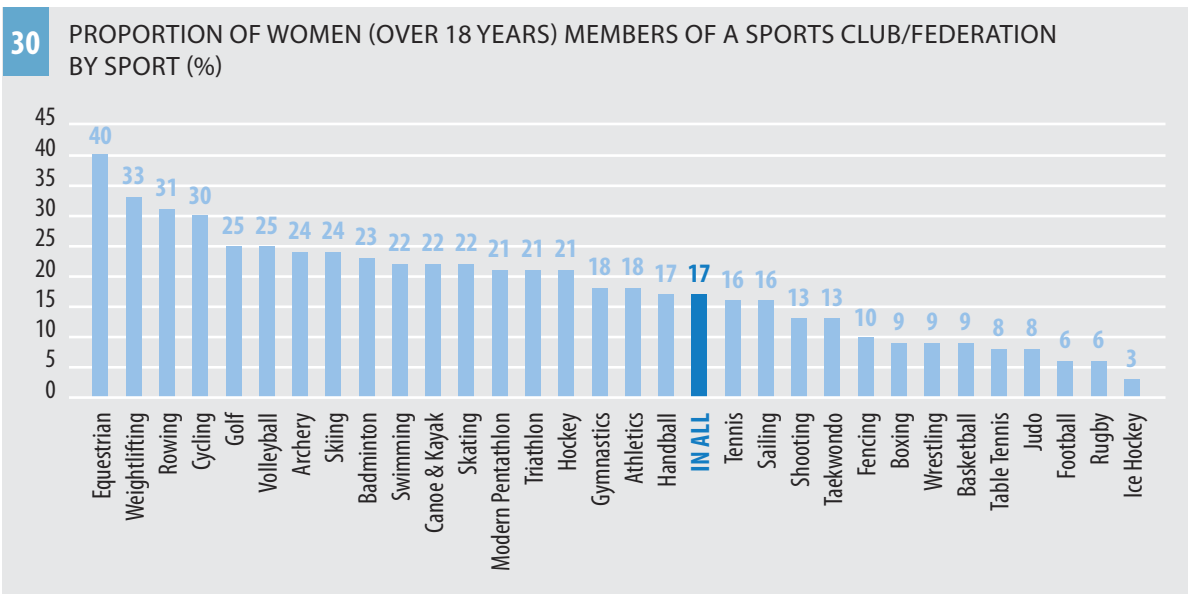
Almost half (49%) of sports federations have implemented measures to recruit and increase the number of women in sports officiating. Football (84%), rugby, ice hockey, and hockey (all 83%) are the most proactive, indicating a strong commitment to addressing gender disparities in officiating. Conversely, skating, shooting, canoe and kayak, and equestrian have taken minimal action (all under 25%), despite some of these sports having high overall representation of female officials. As seen in the country level analysis, sports that are performing better in terms of female participation do not seem to prioritise the need to adopt policies advancing gender equality.

## 2.4 Gender equality in participation in the different sports

Figure 29 shows the proportion of girls (under 18) active in sports, and Figure 30 shows the proportion of women (over 18) active in sports. Analysing these indicators separately allows observation of how the life cycle may impact women's participation in sport.

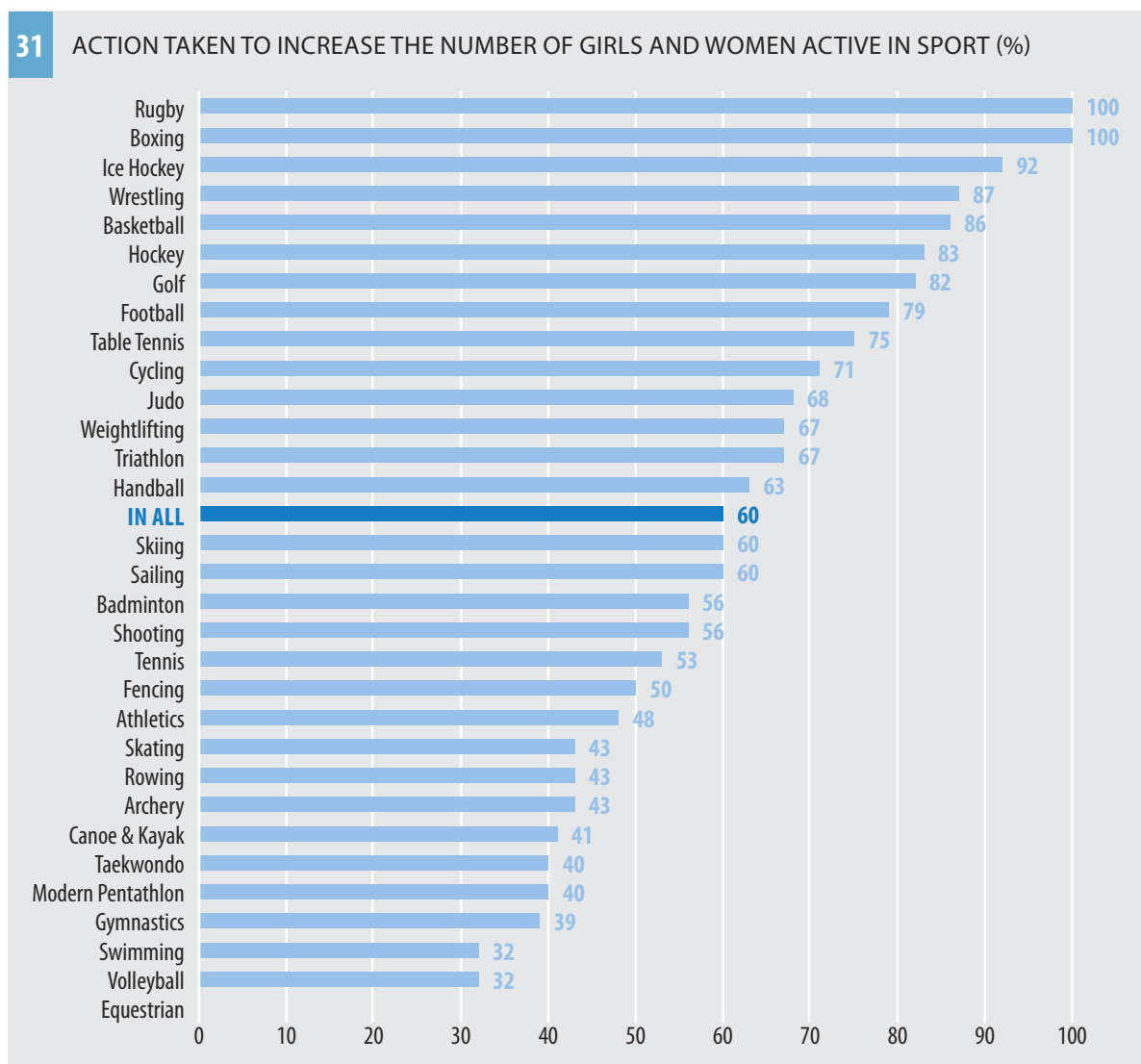


Overall, girls' participation in sport is higher than that of women with 23% compared to 17%. Girls are most active in skating, gymnastics, equestrian, handball, and volleyball. The sports where girls are least active include golf, weightlifting, shooting, and cycling. In most sports disciplines (n=25), however, their participation barely reaches 25%.



In the adult category (see Figure 30), the sports where women dominate are equestrian (40%) and weightlifting (33%). The sports where very few women participate at 10% or less are ice hockey, rugby, football, judo, table tennis, basketball, wrestling, boxing, and fencing.

Figure 31 reveals which sports have taken action to increase the number of girls and women active in physical activity/sport.



Sixty percent of sports federations across the sports disciplines have taken action in this area, with all federations in rugby and boxing having done so, followed by ice hockey (92%), wrestling (87%) and basketball (86%). In general terms, despite having fewer female members, male-dominated sports federations are showing a commitment towards changing the situation towards more gender balance. On the other hand, some sports that are performing better in terms of women and girls' participation, such as equestrian and volleyball, are focusing less on increasing female activity/participation.

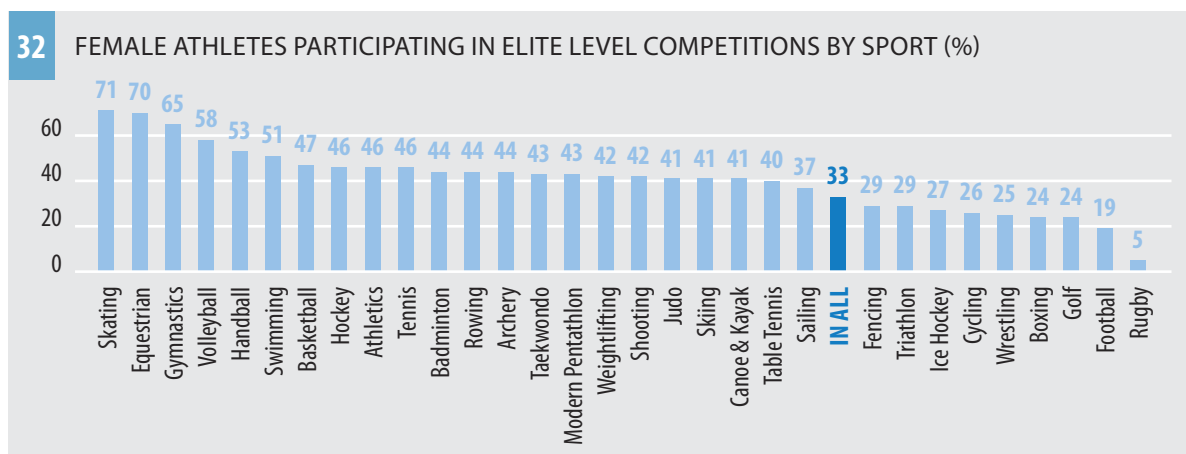
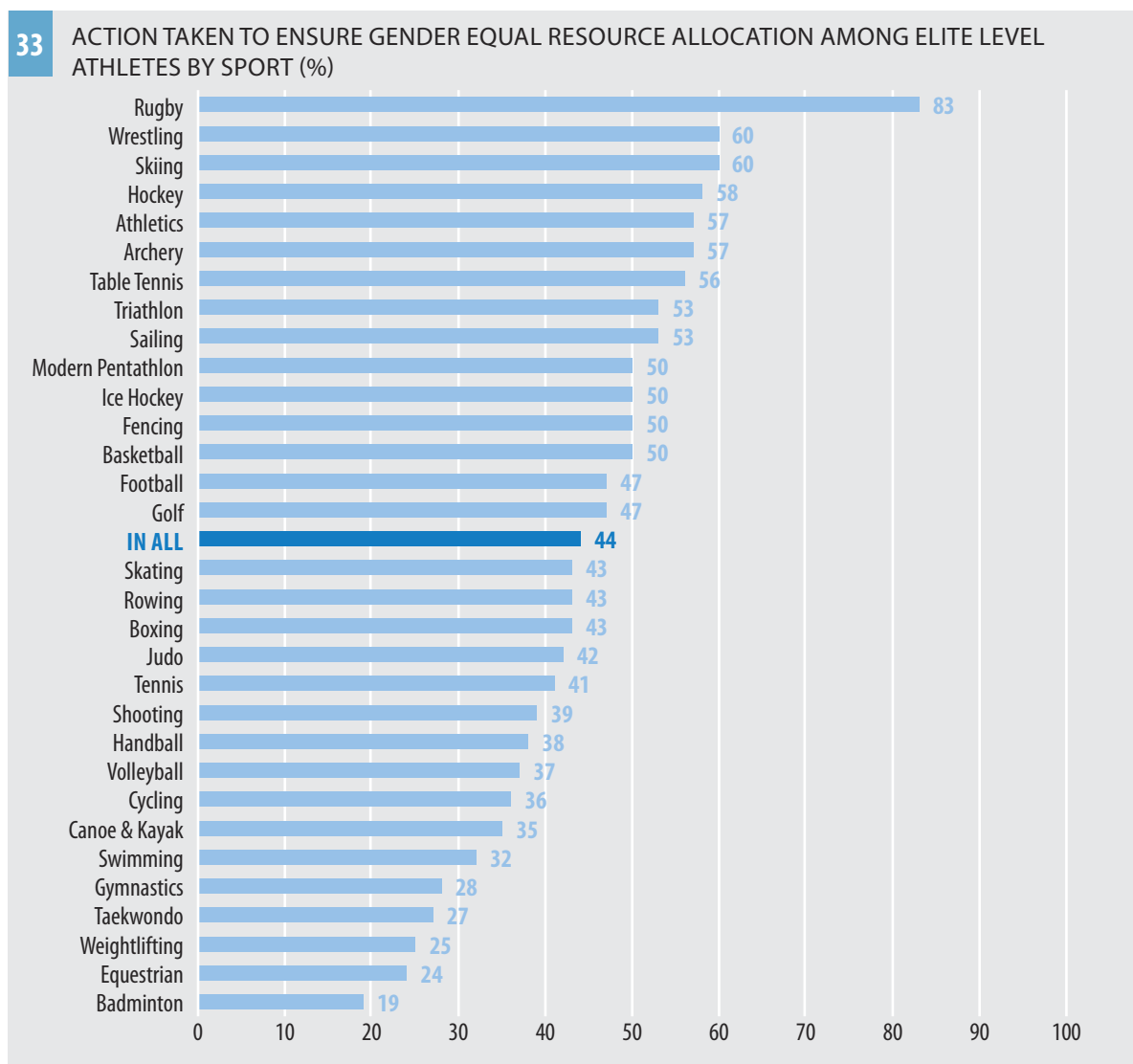


Figure 32 shows the proportion of female athletes participating in elite level competitions in the different sports disciplines. The data clearly shows that there is a correlation between girls' and women's membership in sports clubs/federations and their participation in elite sport competitions. While their overall participation reaches just 33%, women dominate in skating (71%), equestrian (70%), and gymnastics (65%). The sports of volleyball, handball, swimming are gender-balanced with women's participation ranging from 51-58%. Interestingly, in basketball, while women's overall participation reaches only 9%, at the elite level the situation changes dramatically reaching 47%.

Figure 33 shows the rate to which sports federations across the different sports disciplines have taken action to ensure gender equal resource allocation among elite level athletes.



Overall, 44% of the sports federations across sports have taken action in this area. The rugby federations are the most active in this area, despite the low representation of female elite level athletes in this sport (5%). The data does not reveal any direct correlation between women's participation in elite level sports and action taken to ensure equal access to resources to women and men elite level athletes.

### CONCLUSION

In terms of women and girls' participation in different sports, the data shows that women prevail in elite participation in traditionally female-dominated sports like skating, equestrian, and gymnastics. Sports like volleyball, handball, and swimming show near-equal participation between men and women indicating that these sports might have more inclusive pathways or equal opportunities for both genders at all levels of participation. Basketball stands out as an anomaly. Despite only 9% overall participation by women, their elite-level participation reaches 47%. This could suggest that women in basketball face significant barriers at the grassroots level but excel when given opportunities to compete at higher levels.

Similarly to the findings of the country level analysis, the data supports the idea that greater membership in sports clubs or federations correlates with increased participation in elite competitions. This suggests that grassroots engagement plays a critical role in fostering elite-level athletes.

These findings indicate the need for deeper investigation into the social parameters that enable and foster an environment of inclusion and equality in more female dominated sports such as skating, especially considering their comparatively lower efforts in recruiting or increasing numbers of female representation within the sport, as it very much contrasts with the reality of other sports.

## 2.5 The prevention of gender-based violence in the different sports

Table 35 shows the number of organisations that have a written policy and/or action plan for preventing and combating gender-based violence in sport in the different sports. As indicated in the country level analysis above, data has also been gathered on additional elements related to this, such a written policy/action plan, including the extent to which a monitoring and evaluation mechanism is in place, and whether there are human and financial resources dedicated to its implementation.

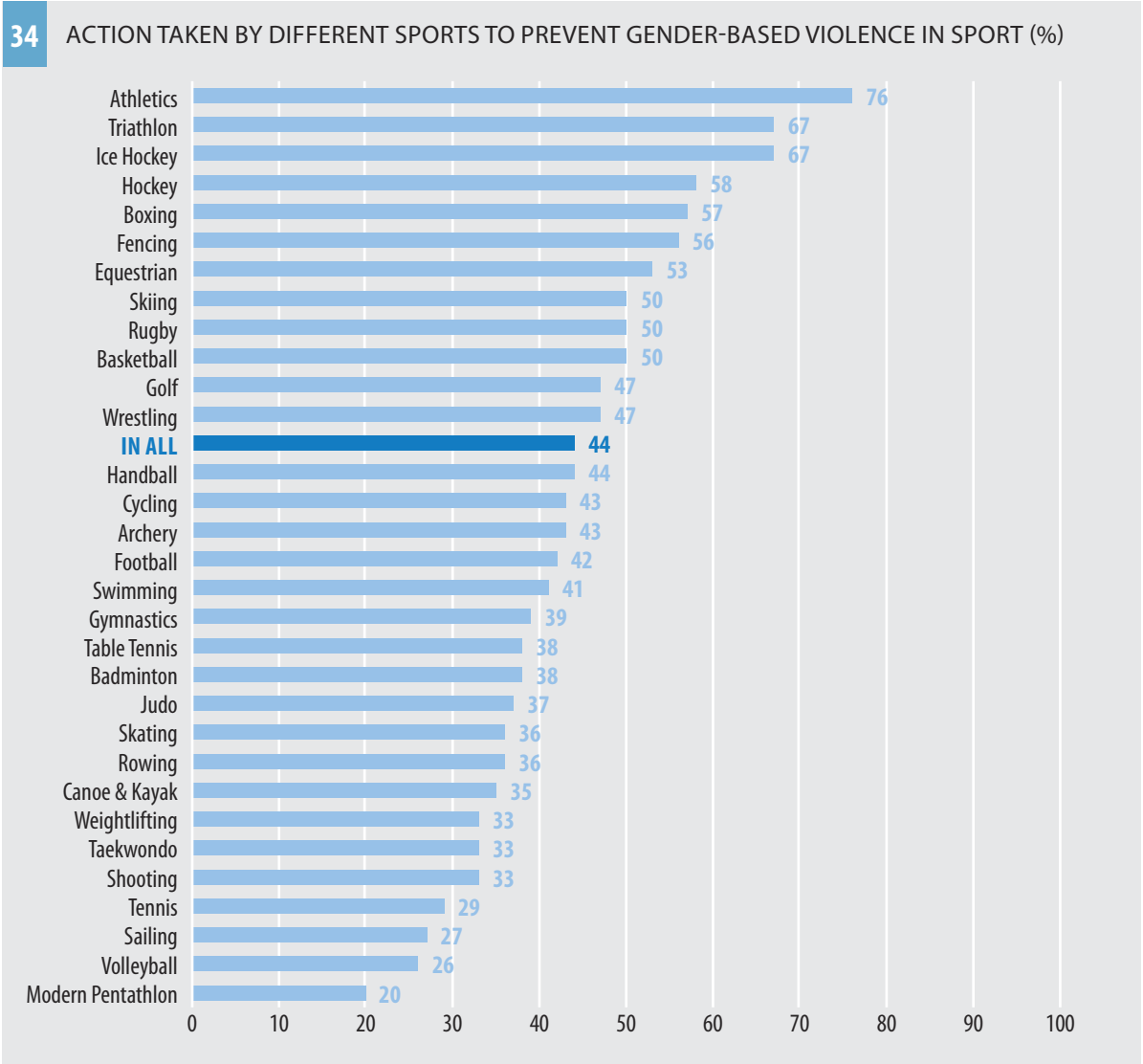
**Table 35. Organisations with specific written policy and/or action plan for preventing and combating gender-based violence in sport**

| Sport             | Policy/action plan |            | Monitoring and evaluation |            | Human Resources |            | Funding allocated |           |
|-------------------|--------------------|------------|---------------------------|------------|-----------------|------------|-------------------|-----------|
|                   | %                  | n          | %                         | n          | %               | n          | %                 | n         |
| Athletics         | 81                 | 17         | 88                        | 15         | 94              | 16         | 47                | 8         |
| Hockey            | 58                 | 7          | 71                        | 5          | 71              | 5          | 29                | 2         |
| Archery           | 50                 | 7          | 71                        | 5          | 57              | 4          | 29                | 2         |
| Cycling           | 50                 | 7          | 29                        | 2          | 57              | 4          | 43                | 3         |
| Skating           | 50                 | 7          | 71                        | 5          | 43              | 3          | 57                | 4         |
| Table Tennis      | 50                 | 8          | 88                        | 7          | 88              | 7          | 13                | 1         |
| Triathlon         | 47                 | 7          | 71                        | 5          | 71              | 5          | 57                | 4         |
| Wrestling         | 47                 | 7          | 71                        | 5          | 71              | 5          | 43                | 3         |
| Basketball        | 46                 | 10         | 90                        | 9          | 70              | 7          | 30                | 3         |
| Fencing           | 44                 | 7          | 71                        | 5          | 71              | 5          | 14                | 1         |
| Boxing            | 43                 | 6          | 67                        | 4          | 50              | 3          | 67                | 4         |
| Ice Hockey        | 42                 | 5          | 40                        | 2          | 60              | 3          | 20                | 1         |
| Rugby             | 42                 | 5          | 100                       | 5          | 80              | 4          | 40                | 2         |
| Golf              | 41                 | 7          | 100                       | 7          | 100             | 7          | 71                | 5         |
| Swimming          | 41                 | 9          | 78                        | 7          | 89              | 8          | 11                | 1         |
| Modern Pentathlon | 40                 | 4          | 75                        | 3          | 25              | 1          | 0                 | 0         |
| Skiing            | 40                 | 8          | 50                        | 4          | 50              | 4          | 38                | 3         |
| Equestrian        | 35                 | 6          | 50                        | 3          | 83              | 5          | 33                | 2         |
| Handball          | 34                 | 11         | 55                        | 6          | 64              | 7          | 46                | 5         |
| Gymnastics        | 33                 | 6          | 50                        | 3          | 67              | 4          | 33                | 2         |
| Shooting          | 33                 | 6          | 50                        | 3          | 83              | 5          | 33                | 2         |
| Football          | 32                 | 6          | 100                       | 6          | 100             | 6          | 33                | 2         |
| Tennis            | 29                 | 5          | 40                        | 2          | 40              | 2          | 40                | 2         |
| Rowing            | 29                 | 4          | 100                       | 4          | 100             | 4          | 50                | 2         |
| Sailing           | 27                 | 4          | 50                        | 2          | 50              | 2          | 50                | 2         |
| Taekwondo         | 27                 | 4          | 75                        | 3          | 75              | 3          | 0                 | 0         |
| Judo              | 26                 | 5          | 80                        | 4          | 60              | 3          | 40                | 2         |
| Badminton         | 25                 | 4          | 25                        | 1          | 100             | 4          | 25                | 1         |
| Weightlifting     | 25                 | 3          | 67                        | 2          | 67              | 2          | 33                | 1         |
| Canoe & Kayak     | 18                 | 3          | 67                        | 2          | 100             | 3          | 33                | 1         |
| Volleyball        | 16                 | 3          | 33                        | 1          | 67              | 2          | 33                | 1         |
| <b>TOTAL</b>      | <b>39</b>          | <b>198</b> | <b>67</b>                 | <b>137</b> | <b>71</b>       | <b>143</b> | <b>35</b>         | <b>72</b> |



Overall, 39% (n=198) of the federations included in the sport level analysis have a written policy and/or action plan for preventing and combating gender-based violence in sport. The sport with the highest number of federations with a policy or action plan for preventing and combating gender-based violence in sport is athletics with 81% (n=17). For hockey, the rate is 58%, followed by 50% for archery, cycling, skating, and table tennis. Most federations in the different sports have a monitoring and evaluation mechanism included in the plan at 67%, and 71% have dedicated human resources towards its implementation. However, as shown in the country level analysis, sports federations are less likely to dedicate financing resources to the implementation of their action plan. The overall rate across sports disciplines is 35% (n=72), with federations in taekwondo and modern pentathlon not earmarking any funding at all.

Figure 34 shows the level to which sports federations across the different sports have taken specific action to prevent gender-based violence in sport.

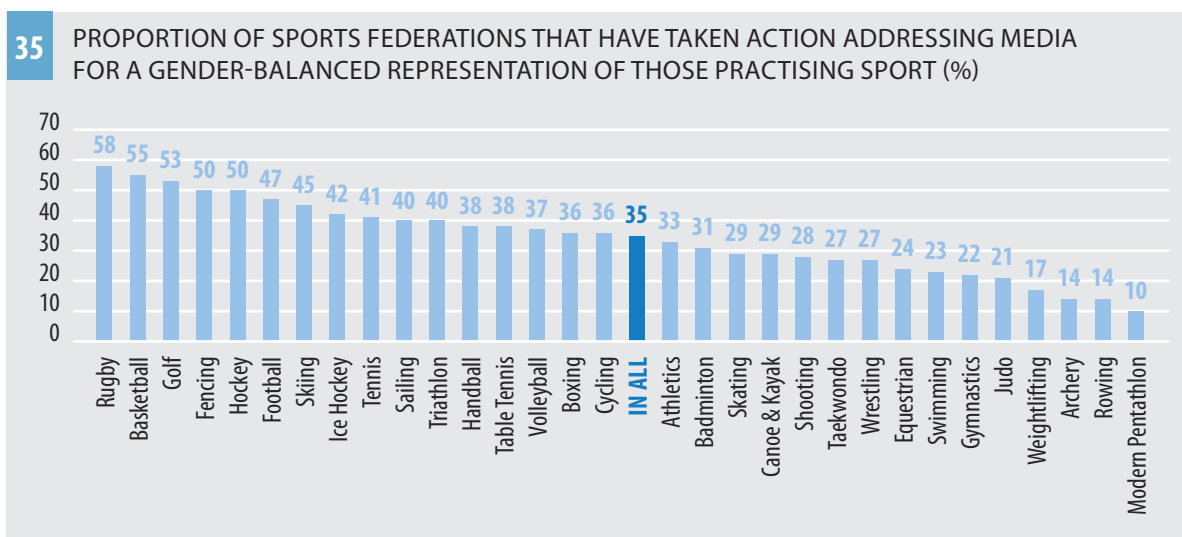


Overall, 44% of sports federations across sports disciplines have implemented measures to combat and prevent gender-based violence in sport. Athletics is the sport where most federations (76%) have implemented measures to combat and prevent gender-based violence, which aligns with the high rate of athletics federations with a written action plan in this area. In nine other sports, 50% or more of their federations have taken action in this area (triathlon, ice hockey, hockey, boxing, fencing, equestrian, skiing, rugby, and basketball). Only 20% of the modern pentathlon federations have done so.



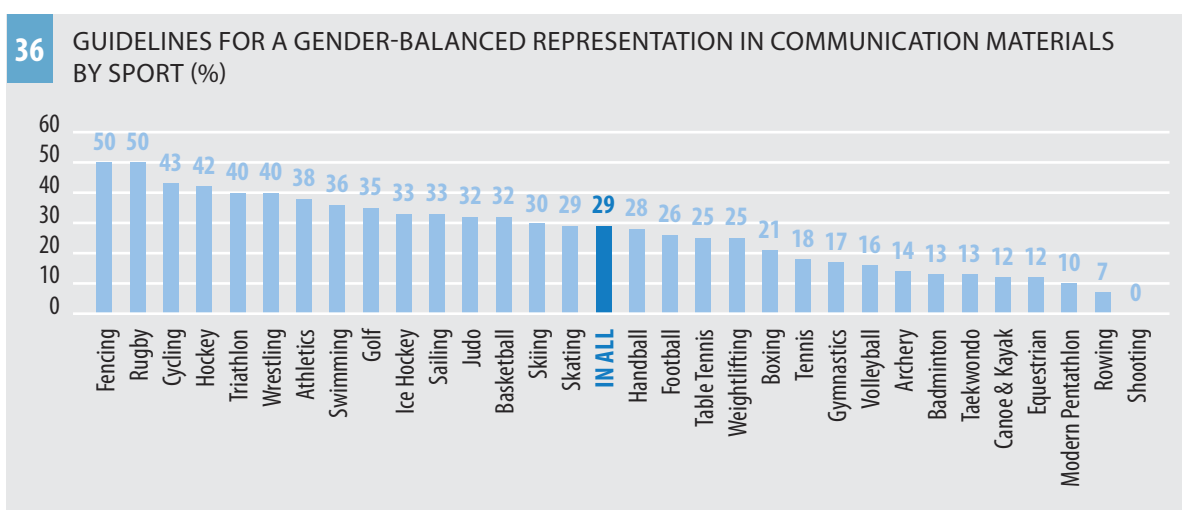
## 2.6 Gender equality in media/communications in the different sports

Figure 35 shows the proportion of sports federations across the different sports disciplines that have taken action addressing the media (public and/or private) for a gender-balanced representation of those practising sport.



Overall, 35% of sports federations across sports have taken action addressing the media. However, there are large differences across sports with more than half of the rugby (58%), basketball (55%), and golf (53%) federations having done so, but only 10% of the sports federations in modern pentathlon.

Figure 36 shows the percentage for each sport that have adopted guidelines for a gender-balanced representation of in communication materials.



Overall, 29% of sports federations have adopted guidelines in this area, with 50% of sports federations in rugby and fencing having done so. The sport where no federations have done so is shooting.

### CONCLUSIONS

Only 35% of sports federations have taken action targeting the media, reflecting a significant gap in efforts to address gender disparities in media representation. There is a wide variation across sport disciplines with rugby (58%), basketball (55%), and golf (53%) leading in this area, while modern pentathlon lags significantly, with only 10% of its federations taking action. The low engagement suggests that many federations may not prioritise media as a key avenue for promoting gender equity in sports.

## 2.7 Policies and programmes to address gender equality by sport

Table 36 shows the number and percentage of federations in the different sports that have adopted a specific written policy and/or action plan for advancing gender equality in sports.

**Table 36. Number of federations in the different sports with a specific policy/action plan for advancing gender equality with monitoring and evaluation mechanisms, human resources and funding for its implementation (%)**

| Sport                    | Policy/action plan |            | Monitoring and evaluation |           | Human Resources |            | Funding allocated |           |
|--------------------------|--------------------|------------|---------------------------|-----------|-----------------|------------|-------------------|-----------|
|                          | %                  | n          | %                         | n         | %               | n          | %                 | n         |
| Rugby                    | 67                 | 8          | 50                        | 4         | 75              | 6          | 63                | 5         |
| <b>Athletics</b>         | <b>57</b>          | <b>12</b>  | <b>67</b>                 | <b>8</b>  | <b>67</b>       | <b>8</b>   | <b>33</b>         | <b>4</b>  |
| Basketball               | 50                 | 11         | 55                        | 6         | 82              | 9          | 55                | 6         |
| <b>Cycling</b>           | <b>50</b>          | <b>7</b>   | <b>29</b>                 | <b>2</b>  | <b>57</b>       | <b>4</b>   | <b>43</b>         | <b>3</b>  |
| Golf                     | 47                 | 8          | 50                        | 4         | 75              | 6          | 63                | 5         |
| <b>Sailing</b>           | <b>47</b>          | <b>7</b>   | <b>43</b>                 | <b>3</b>  | <b>57</b>       | <b>4</b>   | <b>57</b>         | <b>4</b>  |
| Wrestling                | 47                 | 7          | 57                        | 4         | 57              | 4          | 29                | 2         |
| <b>Ice Hockey</b>        | <b>42</b>          | <b>5</b>   | <b>40</b>                 | <b>2</b>  | <b>80</b>       | <b>4</b>   | <b>60</b>         | <b>3</b>  |
| Swimming                 | 41                 | 9          | 67                        | 6         | 67              | 6          | 11                | 1         |
| <b>Triathlon</b>         | <b>40</b>          | <b>6</b>   | <b>67</b>                 | <b>4</b>  | <b>83</b>       | <b>5</b>   | <b>67</b>         | <b>4</b>  |
| Table Tennis             | 38                 | 6          | 67                        | 4         | 50              | 3          | 33                | 2         |
| <b>Football</b>          | <b>37</b>          | <b>7</b>   | <b>57</b>                 | <b>4</b>  | <b>100</b>      | <b>7</b>   | <b>86</b>         | <b>6</b>  |
| Archery                  | 36                 | 5          | 80                        | 4         | 40              | 2          | 20                | 1         |
| <b>Boxing</b>            | <b>36</b>          | <b>5</b>   | <b>40</b>                 | <b>2</b>  | <b>40</b>       | <b>2</b>   | <b>40</b>         | <b>2</b>  |
| Rowing                   | 36                 | 5          | 60                        | 3         | 80              | 4          | 60                | 3         |
| <b>Weightlifting</b>     | <b>33</b>          | <b>4</b>   | <b>50</b>                 | <b>2</b>  | <b>75</b>       | <b>3</b>   | <b>50</b>         | <b>2</b>  |
| Judo                     | 32                 | 6          | 50                        | 3         | 67              | 4          | 33                | 2         |
| <b>Tennis</b>            | <b>29</b>          | <b>5</b>   | <b>80</b>                 | <b>4</b>  | <b>60</b>       | <b>3</b>   | <b>60</b>         | <b>3</b>  |
| Skating                  | 29                 | 4          | 50                        | 2         | 50              | 2          | 75                | 3         |
| <b>Hockey</b>            | <b>25</b>          | <b>3</b>   | <b>0</b>                  | <b>0</b>  | <b>33</b>       | <b>1</b>   | <b>33</b>         | <b>1</b>  |
| Skiing                   | 25                 | 5          | 40                        | 2         | 100             | 5          | 60                | 3         |
| <b>Equestrian</b>        | <b>24</b>          | <b>4</b>   | <b>75</b>                 | <b>3</b>  | <b>75</b>       | <b>3</b>   | <b>25</b>         | <b>1</b>  |
| Shooting                 | 22                 | 4          | 75                        | 3         | 100             | 4          | 0                 | 0         |
| <b>Volleyball</b>        | <b>21</b>          | <b>4</b>   | <b>50</b>                 | <b>2</b>  | <b>25</b>       | <b>1</b>   | <b>25</b>         | <b>1</b>  |
| Badminton                | 19                 | 3          | 67                        | 2         | 100             | 3          | 0                 | 0         |
| <b>Fencing</b>           | <b>19</b>          | <b>3</b>   | <b>33</b>                 | <b>1</b>  | <b>67</b>       | <b>2</b>   | <b>33</b>         | <b>1</b>  |
| Handball                 | 16                 | 5          | 80                        | 4         | 100             | 5          | 40                | 2         |
| <b>Taekwondo</b>         | <b>13</b>          | <b>2</b>   | <b>100</b>                | <b>2</b>  | <b>50</b>       | <b>1</b>   | <b>0</b>          | <b>0</b>  |
| Canoe & Kayak            | 12                 | 2          | 50                        | 1         | 100             | 2          | 50                | 1         |
| <b>Modern Pentathlon</b> | <b>10</b>          | <b>1</b>   | <b>0</b>                  | <b>0</b>  | <b>0</b>        | <b>0</b>   | <b>0</b>          | <b>0</b>  |
| Gymnastics               | 6                  | 1          | 0                         | 0         | 100             | 1          | 0                 | 0         |
| <b>AVERAGE / TOTAL</b>   | <b>32</b>          | <b>164</b> | <b>53</b>                 | <b>91</b> | <b>68</b>       | <b>114</b> | <b>39</b>         | <b>71</b> |

All sports federations reported having employed a specific written policy and/or action plan for advancing towards equality between women and men in sport (referred to as a “gender equality plan” hereafter). The sport that has the highest number of federations with a gender equality plan is rugby (67%) followed by athletics (57%) while gymnastics is the only sport where only 6% of its federations across all jurisdictions reported having a gender equality plan. When it comes to monitoring and evaluation of the gender equality plan, all (100%, n=2) taekwondo federations have a mechanism for this purpose. Federations representing football, skiing, shooting, badminton, handball, canoe and kayak and gymnastics all report having human resources dedicated to the implementation of their gender equality plan. The majority (86%) of federations in football have funding allocated to carry out their gender equality plans, but no federations in shooting, badminton, taekwondo, modern pentathlon or gymnastics reported allocating funding to implement the policy.

**Tables 37.A and 37.B. The use of affirmative action and gender mainstreaming in the sports federations by sport**

Table 37.A shows the use of affirmative action and Table 37.B shows the use of gender mainstreaming in the sports federations. The sports where most federations have used affirmative action are wrestling (60%), boxing and hockey, both 50%. Swimming, shooting, equestrian, archery and skating all have less than 10% of their federations undertaking affirmative action.

| 37.A Affirmative action  |           |            |
|--------------------------|-----------|------------|
| Sport                    | %         | n          |
| Wrestling                | 60        | 9          |
| <b>Boxing</b>            | <b>50</b> | <b>7</b>   |
| Hockey                   | 50        | 6          |
| <b>Cycling</b>           | <b>43</b> | <b>6</b>   |
| Rugby                    | 42        | 5          |
| <b>Basketball</b>        | <b>41</b> | <b>9</b>   |
| Tennis                   | 41        | 7          |
| <b>Taekwondo</b>         | <b>33</b> | <b>5</b>   |
| Badminton                | 31        | 5          |
| <b>Handball</b>          | <b>31</b> | <b>10</b>  |
| Triathlon                | 27        | 4          |
| <b>Football</b>          | <b>26</b> | <b>5</b>   |
| Weightlifting            | 25        | 3          |
| <b>Canoe &amp; Kayak</b> | <b>24</b> | <b>4</b>   |
| Golf                     | 24        | 4          |
| <b>Athletics</b>         | <b>24</b> | <b>5</b>   |
| Gymnastics               | 22        | 4          |
| <b>Judo</b>              | <b>21</b> | <b>4</b>   |
| Modern Pentathlon        | 20        | 2          |
| <b>Sailing</b>           | <b>20</b> | <b>3</b>   |
| Table Tennis             | 19        | 3          |
| <b>Ice Hockey</b>        | <b>17</b> | <b>2</b>   |
| Volleyball               | 16        | 3          |
| <b>Rowing</b>            | <b>14</b> | <b>2</b>   |
| Fencing                  | 13        | 2          |
| <b>Skiing</b>            | <b>10</b> | <b>2</b>   |
| Archery                  | 7         | 1          |
| <b>Skating</b>           | <b>7</b>  | <b>1</b>   |
| Shooting                 | 6         | 1          |
| <b>Equestrian</b>        | <b>6</b>  | <b>1</b>   |
| Swimming                 | 5         | 1          |
| <b>TOTAL</b>             | <b>26</b> | <b>126</b> |

| 37.B Mainstreaming Strategies |           |            |
|-------------------------------|-----------|------------|
| Sport                         | %         | n          |
| Boxing                        | 57        | 8          |
| Athletics                     | 38        | 8          |
| Cycling                       | 36        | 5          |
| Basketball                    | 36        | 8          |
| Golf                          | 35        | 6          |
| Hockey                        | 33        | 4          |
| Rugby                         | 33        | 4          |
| Sailing                       | 33        | 5          |
| Fencing                       | 31        | 5          |
| Tennis                        | 29        | 5          |
| Swimming                      | 27        | 6          |
| Judo                          | 26        | 5          |
| Handball                      | 25        | 8          |
| Skiing                        | 25        | 5          |
| Modern Pentathlon             | 20        | 2          |
| Taekwondo                     | 20        | 3          |
| Triathlon                     | 20        | 3          |
| Wrestling                     | 20        | 3          |
| Table Tennis                  | 19        | 3          |
| Ice Hockey                    | 17        | 2          |
| Shooting                      | 17        | 3          |
| Rowing                        | 14        | 2          |
| Badminton                     | 13        | 2          |
| Canoe & Kayak                 | 12        | 2          |
| Volleyball                    | 11        | 2          |
| Gymnastics                    | 11        | 2          |
| Weightlifting                 | 8         | 1          |
| Archery                       | 7         | 1          |
| Skating                       | 7         | 1          |
| Football                      | 5         | 1          |
| Equestrian                    | 0         | 0          |
| <b>TOTAL</b>                  | <b>24</b> | <b>115</b> |

Regarding the employment of mainstreaming strategies, boxing is the only sport where more than half of its federations (57%) have committed in that way. At the same time, none of the equestrian federations reported employing mainstreaming strategies while football, archery, skating and weightlifting all report under 10% of their federations.

## CONCLUSIONS

Only 32% of the sports federations reported having a written gender equality plan.

The effectiveness of these plans varies significantly, as evidenced by differences in implementation, monitoring, and resource allocation. Rugby (67%) and athletics (57%) lead in the number of federations with gender equality plans, reflecting a strong commitment in these sports. Only 6% of federations in gymnastics report having a gender equality plan, suggesting that, given higher levels of women's participation at all levels within this sport discipline, no action is needed in this area. While some federations, like football (86%), allocate funding to implement gender equality plans, others, including shooting, badminton, taekwondo, modern pentathlon, and gymnastics, report no funding. The lack of financial resources in these sports undermines the potential impact of their gender equality plans.



## 3. RECOMMENDATIONS

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### 3.1 General recommendations

#### GENDER EQUALITY IN LEADERSHIP

While women's participation in sport continues to increase, they remain critically under-represented in leadership roles at all levels across organisations.

- ▶ **Strengthening policies:** jurisdictions and organisations with low female representation should adopt targeted policies, including minimum quota of 30%, as stated in the [IOC Basic Universal Principles of Good Governance](#), to ensure women's inclusion in leadership roles. Jurisdictions with the lowest representation should consider adopting more tailored strategies to address potential cultural and systemic barriers to women's advancement in decision-making roles in sport.
- ▶ **Expanding efforts across organisations:** while NOCs are highly active in initiatives to promote women in decision-making roles, sports federations and NPCs must increase their efforts in this area.
- ▶ **Strengthen policy monitoring and accountability:** establishing robust monitoring and evaluation mechanisms is critical to measure the impact of gender equality plans and ensure accountability.
- ▶ **Cross-sector collaboration and partnership:** collaboration between governments, organisations, and advocacy groups can amplify efforts to achieve gender equality in sports leadership.
- ▶ **Encouraging leadership opportunities and expanding recruitment initiatives:** while many federations have taken steps to promote women in decision-making, targeted programmes are needed for sports that lag behind in such efforts. Efforts should focus on creating opportunities for women to ascend to leadership roles, particularly in sports with minimal representation.
- ▶ **Training and capacity building:** providing strategic pathways and training and capacity building opportunities for women to develop the skills and experience required to be effective in leadership positions is essential.
- ▶ **Addressing cultural and structural barriers:** addressing the systemic and cultural factors that discourage women from pursuing or being selected for leadership roles is critical to sustainable progress.

#### GENDER EQUALITY IN COACHING AND SPORTS OFFICIATING

The data on gender equality in coaching and sports officiating underscores the importance of targeted recruitment, training, and retention programmes to bridge the gender gap. The disparity between grassroots and elite-level representation indicates a need to identify and address the challenges women face in advancing within coaching hierarchies. Enhancing transparency, conducting research, and embedding gender equality in strategic plans are critical for sustainable progress.

- ▶ **Develop comprehensive strategies:** written action plans with measurable goals to increase the number of women coaches and sports officials are to be developed and implemented.
- ▶ **Invest in research and data collection:** conducting research on gender equality in coaching and sports officiating to understand barriers and identify pathways for recruiting and retaining women can inform effective policies and practices.
- ▶ **Enhance recruitment processes:** adopt transparent, gender-sensitive, and inclusive recruitment and retention practices for both coaching and sports officiating across all organisations.
- ▶ **Promote elite-level representation:** targeted efforts are needed to increase the representation of female coaches at the elite level, including mentorship programmes and leadership development initiatives.
- ▶ **Promote a culture of work-life balance:** creating family-friendly environments that support parents during practice and competition.
- ▶ **Strengthen collaboration across organisations:** governments, NOCs, NPCs, and sports federations must work together to create a unified approach to improving gender equality in coaching and sports officiating.
- ▶ **Strengthen efforts at the grassroots level:** increasing female participation at the grassroots level is critical to building a larger pool of potential elite-level coaches.

- ▶ **Targeted support for under-represented sports:** sports with the fewest female coaches may benefit from initiatives like mentorship programmes, funding, and recruitment drives to encourage women to enter and remain in coaching roles.

## GENDER EQUALITY IN SPORTS PARTICIPATION

Governments, public authorities, NOCs/NPCs and sports federations must address the issue of women and girls' access to sport and introduce relevant and targeted measures. The disparity in action rates among different types of organisations suggests a lack of co-ordinated, unified strategies for increasing women and girls' participation in sports. Furthermore, women and girls' grassroots engagement plays a critical role in fostering elite-level athletes.

- ▶ **Develop comprehensive national strategies for gender equality in sports participation:** create gender equality action plans should highlight the wider benefits of sport encompassing all levels of participation and addressing barriers specific to women and girls.
- ▶ **Establish clear, measurable targets:** require all organisations to report annually on gender equality indicators for increasing the participation of women and girls in sports and, including participation rates, funding allocation at both grassroots and elite levels.
- ▶ **Provide funding and other incentives for organisations to meet specific targets:** tie public funding for sports federations, NOCs, and NPCs to demonstrated progress in increasing women and girls' participation.
- ▶ **Encourage and support partnerships:** co-operation between governments, sports federations, NOCs, and NPCs are crucial to developing and implementing co-ordinated strategies to promote gender equality in access to sport.
- ▶ **Set up mechanisms to encourage the practice of sport by all girls and women:** launch campaigns and programmes to attract girls and women to sports clubs, focusing on addressing drop-out rates during adolescence.
- ▶ **Increase accessibility to physical activity and sports participation:** support initiatives that make physical activity and sports participation more accessible to women, such as subsidised fees, childcare support, and culturally sensitive programmes.
- ▶ **Invest in gender-disaggregated data collection and research:** invest in research on barriers, trends, and best practices in increasing women and girls' participation and use findings to inform evidence-based policy and programme design.
- ▶ **Boost women's elite participation across all sports:** develop organisational and institutional initiatives that create and grow sustainable grassroots opportunities for girls and young female athletes to develop skills vital to compete at more elite levels.
- ▶ **Improve the quality and quantity of pathways for female athletes to compete at elite levels:** organisations should create developmental opportunities for female athletes to transition from athletes to all other professional roles including coaches and sports officials.

## PREVENTING GENDER-BASED VIOLENCE IN SPORT

The analysis on the prevention of GBV in sports highlights significant progress in some areas, but also underscores critical gaps in policy adoption, implementation, and resource allocation. The lack of dedicated financial resources suggests that many federations may struggle to move from policy to sustained action that can have a meaningful impact.

- ▶ **Expand policy coverage:** jurisdictions with low adoption rates should prioritise GBV prevention through national mandates and support.
- ▶ **Increase financial support:** governments and organisations should allocate dedicated funding for implementing GBV prevention policies and measures, ensuring sustainability and effectiveness.
- ▶ **Strengthen complaint and support mechanisms:** develop and standardise formal complaint procedures and guidelines for handling GBV cases and establish accessible victim support services, such as helplines and counselling, in all organisations.
- ▶ **Develop tailored initiatives:** NPCs should develop tailored initiatives to improve their policy adoption and implementation rates, given their low activity in the area of GBV prevention.



- ▶ **Require regular reporting on the implementation of GBV prevention policies:** develop robust monitoring and evaluation mechanisms, including on the allocation of resources and the effectiveness of measures.
- ▶ **Strengthen mandatory and systematic training for all stakeholders:** implement widespread training and awareness programmes on GBV prevention for all stakeholders, including athletes, coaches, and decision-makers.
- ▶ **Strengthen co-ordination mechanisms:** align policies to prevent and combat GBV with national prevention mechanisms to ensure alignment and maximise impact across organisations.
- ▶ **Update internal statutes and rules:** ensure all organisations explicitly prohibit GBV in their governing documents and align their codes of conduct with these prohibitions.
- ▶ **Promoting cross-sport collaboration:** sharing best practices between high-performing sports and those with less action can accelerate progress across sports disciplines.

#### GENDER EQUALITY IN MEDIA REPRESENTATION/COMMUNICATION

Media representation is a powerful tool for changing societal perceptions and encouraging greater participation and support for women in sports. The low levels of action and guideline adoption across federations represent a missed opportunity to drive meaningful change. The data indicates that more effort is needed for the development of initiatives to increase the coverage of women's sport and ensure that female athletes are portrayed fairly.

- ▶ **Increase efforts for gender-balanced media representation:** encourage sports federations and other organisations to adopt media strategies that ensure gender balance in the representation of athletes and sports practitioners. Provide resources and support for media campaigns that highlight female athletes and encourage positive portrayals of women in sports.
- ▶ **Strengthen social media engagement:** given the importance of social media in shaping public perceptions, organisations should increase efforts to ensure gender-balanced representation of athletes on these platforms.
- ▶ **Develop and implement portrayal guidelines:** expand the use of gender portrayal guidelines across organisations, ensuring that all media outlets, including social media, adhere to standards that promote gender equality in sport.
- ▶ **Support training and awareness raising:** beyond adopting guidelines, federations should implement training programmes for media professionals, establish partnerships with media outlets, and create campaigns to highlight women's achievements in sports.
- ▶ **Collaboration with NOCs and NPCs:** NOCs and NPCs, which are more proactive, can share best practices and collaborate with sports federations and governments to amplify the impact of gender-balanced media efforts.
- ▶ **Encouraging the exchange of best practices:** sports federations that have higher rates of action and guideline adoption can serve as models for federations in other sports with lower rates of action in this area.

#### GENDER EQUALITY POLICIES AND PROGRAMMES

While the increased adoption of gender equality plans is a positive step, disparities in resource allocation, implementation, and impact evaluation reveal ongoing challenges. A more consistent and comprehensive approach is needed to ensure that gender equity plans translate into tangible progress across organisations and sport disciplines.

- ▶ **Expand policy coverage across jurisdictions and sports disciplines:** promote the development of written gender equality policies across all organisations, with a focus on jurisdictions and sports disciplines where adoption rates are low. Sports federations should be provided with support in drafting and adopting these policies, ensuring they are clear, actionable, and tailored to the specific needs of the organisation.
- ▶ **Ensuring long-term commitment to gender equality in sports:** jurisdictions that are performing relatively better in advancing gender equality in sports should maintain their momentum and avoid complacency by establishing robust policies, mechanisms, and monitoring systems that ensure progress is sustained over time. This includes embedding gender equality into long-term strategies, regularly



evaluating the effectiveness of existing initiatives, and adapting to emerging challenges to safeguard against regression and reinforce their leadership in promoting gender equity in sports.

- ▶ **Allocate adequate and sustainable resources:** organisations should prioritise the allocation of both human and financial resources to ensure the effective implementation of gender equality policies.
- ▶ **Training and capacity building:** provide training and capacity-building to decision-makers and administrators within and across organisations to equip them with the skills needed to implement, monitor, and evaluate their gender equality initiatives effectively.
- ▶ **Encourage collaborative partnerships:** greater collaboration is needed between organisations, governments, and other stakeholders (e.g., NGOs, researchers, academics) to ensure the effective implementation of policies to advance gender equality in sport.
- ▶ **Applying a gender perspective across policies and programmes:** establish mechanisms and develop tools to mainstream the gender perspective into every stage of development and implementation of policies and programmes in the area of sport. Best practice examples can be drawn from those jurisdictions that have institutionalised and embedded gender mainstreaming in policies as a strategy to advance gender equality.
- ▶ **Strengthening affirmative action measures:** encourage the adoption of affirmative action policies, particularly at the grassroots level, to ensure that women and girls have equal access to opportunities in sport. Guidance should be provided on how to implement these strategies effectively, particularly in jurisdictions and organisations where these approaches are underutilised.
- ▶ **Strengthen monitoring and evaluation mechanisms:** establish regular monitoring and reporting mechanisms to track the progress of gender equality policies and action plans across organisations, using quantitative and qualitative indicators.
- ▶ **Data collection and research:** the collection of gender-disaggregated data as well as research on women and girls in sport should be supported and strengthened, in order to support targeted and evidence-based policy development, as well as the monitoring and evaluation of policies and programmes.

### 3.2 Other points for consideration

1. The European Union (EU), the Council of Europe, in particular the Enlarged Partial Agreement on Sport (EPAS), and other international organisations, should continue to encourage initiatives to promote greater gender equality in sport and to ensure that the recommendations from this analytical report and from the High-Level Gender Equality Working Group on Sport's report from 2020 continue to be implemented.
2. All sports federations, NGOs and other bodies involved in sport should ensure that they adopt policies to promote gender mainstreaming in sport, including encouraging the participation of women and girls in grassroots through to elite sport.
3. Research bodies including the Global Observatory on Gender Equality and Sport (GO), the European Institute for Gender Equality (EIGE), as well as other organisations, such as UNESCO, and NGOs and grassroots organisations, such as ENGSO, engaged in collecting data, should, as far as possible, use the indicators set forth in the All In Plus project to ensure comparability of data sets. This data collection work and related studies should be disseminated widely to ensure there is ongoing awareness raising about gender inequalities in sport and allowing progress to be monitored.
4. Other potential areas to collect data on gender equality in sport might include studies on women's health and sport, gender pay gaps across sport, the role of Artificial Intelligence (AI) and the link to the perpetuation of gender stereotypes about women in sport, the position of LGBTQI+ athletes in sport, among others.
5. The EPAS member States and organisations should, as far as possible, ensure that gender mainstreaming policies are adopted and sections are created on their relevant websites dedicated to initiatives to promote equality in sport. Any relevant studies should be shared widely.
6. All Council of Europe member States' national sports agencies or governments with responsibility for sport should review equality and adopt action plans to ensure that women and girls are able to have access to sport on an equal level to men and boys, in particular drawing on the values as set forth in the [European Sports Charter](#). The library of best practice examples created as part of the All In Plus project can be drawn on for inspiration.

7. The European Broadcasting Union (EBU), and broadcasters across Europe and beyond should continue to monitor the position of women in sports media and the amount and type of coverage of women's and girls' sports. The EBU training programme and the IOC Portrayal Guidelines should be considered flagship examples of promoting gender-equal and fair coverage of athletes and ongoing collaboration with the network of sports journalists set up within the context of All In Plus joint project should continue to be managed by the Council of Europe's EPAS.
8. EPAS should continue to work closely with bodies working on gender equality in sport, including the International Olympic Committee (IOC), International Paralympic Committee (IPC), the International Working Group on Gender Equality and Sport (IWG), FIFA, EPAS Consultative Committee Organisations, including UEFA, the Alice Milliat Foundation, ENGSO etc. to ensure that the findings from All In Plus continue to be shared, thereby ensuring greater awareness raising about the importance and value of greater equality in sport.
9. On the basis of this analytical report, EPAS is invited to organise a symposium, with key stakeholders contributing to raise awareness, to identify and systematise data gathering needs and to agree targeted action plans on the basis of the findings set forth in the factsheets and analytical report.
10. At a regular 5-year period the data collection exercise, online library of best practice examples and media sensitisation work should be carried out again to monitor progress in this area and to ensure that up-to-date information is available to induce the necessary changes and actions towards greater gender equality in sport.



## ANNEX A – SPORTS CATEGORY GROUPS

| OLYMPIC SPORTS CATEGORIES         | GROUPED WITH OLYMPIC CATEGORY     |
|-----------------------------------|-----------------------------------|
| Archery                           |                                   |
| Athletics                         | Para athletics                    |
| Badminton                         |                                   |
| Basketball                        | Wheelchair basketball             |
| Boxing                            |                                   |
| Canoe & Kayak                     |                                   |
| Cycling                           |                                   |
| Equestrian                        |                                   |
| Fencing                           |                                   |
| Football                          |                                   |
| Golf                              |                                   |
| Gymnastics (Acrobatic & Artistic) | Trampoline                        |
| Handball (incl. Beach Handball)   |                                   |
| Hockey                            |                                   |
| Ice Hockey                        |                                   |
| Judo                              |                                   |
| Modern pentathlon                 |                                   |
| Rowing                            |                                   |
| Rugby                             | Wheelchair rugby                  |
| Sailing                           |                                   |
| Shooting                          | Para shooting                     |
| Skiing                            | Biathlon                          |
| Skating                           | Figure skating, Speed skating     |
| Swimming                          | Diving, Para swimming, Water polo |
| Table tennis                      | Para table tennis                 |
| Taekwondo                         |                                   |
| Tennis                            | Para tennis                       |
| Triathlon                         |                                   |
| Volleyball                        | Beach volleyball, Para volleyball |
| Weightlifting                     |                                   |
| Wrestling                         |                                   |





Tatyana Lebrun (BEL) competes in the Para Swimming Women's 100m Breaststroke SB9 Heat Race at the Paris La Defense Arena at the Paris 2024 Paralympic Games, Paris, France on 30 August 2024.

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