



Reporting WP2 Scientific articles

1. Elona Mehmeti: Presentation Conference **22nd Annual International Scientific Conference in sports sciences in Cavtat. KROACI on April 2025** - “Gender Dynamics in Athletic Instruction: University Student Perceptions of Male and Female Trainers at the Sport University of Tirana “ *more info at* **PROCEEDING BOOK** ISSN 1800-8755 eISSN18008763 Book of Abstract [MSA_Meeting_Abstracts_2025.pdf](#)

Purpose: The aim of this study is to evaluate the university students' perceptions of male and female sports trainers at the University of Sports of Tirana, Albania, by their role, effectiveness, and their associated qualities.

Methods: Using a mixed-methods design, the data were collected through questionnaires and focus group discussions with a heterogeneous student sample. The study also sought to determine the presence of gender-based prejudices, stereotypes, and preconceived notions among students towards trainers.

Results: The overall results showed that while both male and female trainers were valued for technical and leadership abilities, students perceived and attributed different mentoring qualities and communication styles to each gender. There were some gender-based prejudices, suggesting the dominance of traditional stereotypes in sports education. Students also showed varying levels of sensitivity regarding gender equality in the context of sports training settings.

Conclusions: The paper draws to a close by giving the following suggestions to promote inclusivity and gender equality, including incorporating gender sensitivity training and open discussion as part of the sport education curriculum. These measures are vital in rendering the environment more even and conducive to trainers and students.

2. All in Plus survey in cooperation with the Council of Europe

[Home - ALL IN: Towards gender balance in sport](#), [The whole report](#)



GEIN ALL IN PLUS



Survey report

Date: 15.10.2025

Presented by: Holtjon Orhani, SPORTS UNIVERSITY OF TIRANA, ALBANIA





ALL IN PLUS
PROMOTING GREATER GENDER
EQUALITY IN SPORT



Introduction

The ALL IN PLUS project aims to strengthen gender equality in and through sport across Europe. It builds on research, exchange of good practices, and national policy implementation to make sport more inclusive.

[Home - ALL IN: Towards gender balance in sport](#)

Methodology: Quantitative research
Questionnaire standardized by the Council of Europe and the European Union with over 80 questions:

Subjects: the institutions responsible for sport (Sports Federations, Olympic Committees and Ministries of Sport) (21 countries)

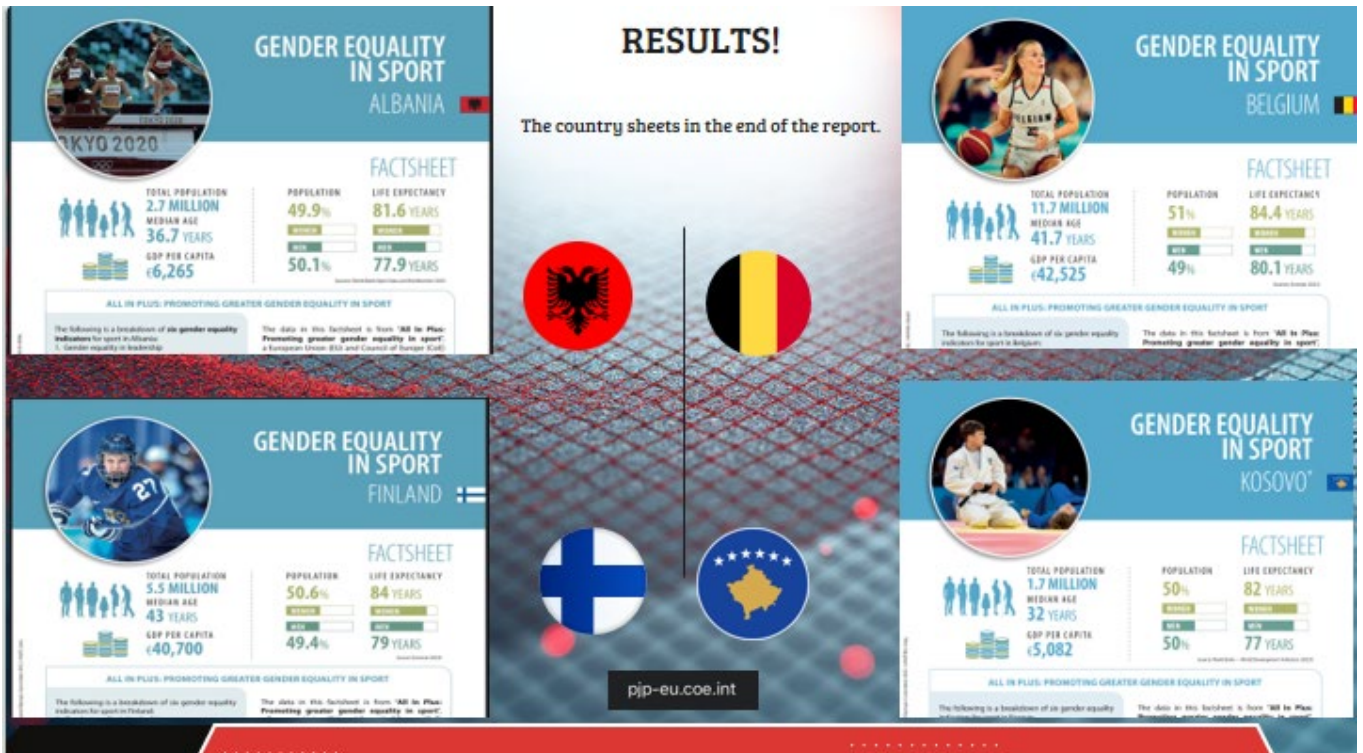
6 main pillars:

- Leadership
- Coaching and officiating
- Participation (from grassroots to elite sport)
- Gender-based violence
- Communication/media
- Policies and programmes addressing gender equality

[The whole report](#)

RESULTS!

The country sheets in the end of the report.



Finland – Leading by Example

Main Results:

- Finland has fully integrated gender equality into its national sport policy framework.
- 100% of national federations have adopted Gender Equality Action Plans.
- Women hold over 40% of leadership positions, one of the highest rates in Europe.
- The “Balance in Coaching” program has increased the number of female coaches by 25% over the last three years.

Challenges:

- Persistent gender imbalance in traditionally male-dominated sports (e.g., ice hockey, football).
- Wage gaps and unequal funding between male and female athletes at elite levels.



Albania – Building the Foundations for Equality

Main Results:

- Gender equality plan is included in 74% of sport federation in long term plans
- Participation of women in sports is 35% , little improvement form 2019
- Participation of girls aged 6–12 in organized sports has increased by 18% in the last three years.

Challenges:

- Women represent less than 20% of leadership roles within sport federations.
- Lack of written policies addressing gender-based violence prevention in sports environments.
- Significant drop in girls' participation after the age of 14.



Kosovo – Empowerment Through Education and Awareness

Main Results:

1. Gender equality plan included in 91% of sport federations long -term plans
 2. The Paralpimpic Committe is usin mainstraming strategies for gender balance
- Female representation in federation leadership increased from 8% in 2019 to 21% in 2024.

Challenges:

- Limited funding allocated to gender equality initiatives.
- Lack of systematic data collection on gender participation in sport.
- Persistent gender gaps in professional team sports (football, basketball)..



Belgium – From Policy to Practice

Main Results:

- Developed the European Framework for Measuring Gender Equality in Sport, now adopted as an EU benchmark.
- Belgian federations report 33% women in leadership positions, with a steady rise in female coaching participation.
- The “Women in Sport Leadership” course trained over 120 female managers in the past five years.

Challenges:

- Regional disparities (Flanders, Wallonia, Brussels) in implementing equality measures.
- Further improvement needed in funding balance for women’s sports.

Recommendations



1. Implement concrete policies, not only commitments

Declarations are not enough — sport organizations and public institutions must adopt written gender equality policies and action plans with clear deadlines, resources, and monitoring mechanisms.

2. Allocate targeted funding for gender equality

Dedicated budgets and financial resources should be assigned to activities promoting gender equality — such as training programs for women, initiatives encouraging girls’ participation, and support services for victims of gender-based violence.

3. Develop systematic monitoring and data collection

Create national and European monitoring systems with comparable indicators to evaluate progress on leadership, coaching, media representation, and participation in sport.

Recommendations



4. Promote awareness and engage the media

Work closely with media outlets and communication channels to raise awareness on gender inequalities and ensure that women and girls are represented equally and positively in sports coverage.

5. Ensure protection and support mechanisms for victims

Sport federations and organizations should have protection protocols, reporting procedures, and guidance to prevent and address harassment, discrimination, and gender-based violence in sport environments.

6. Encourage exchange of good practices and international cooperation

Promote and share successful models developed in different countries, adapting them to national contexts through international networks and digital platforms.

7. Engage all stakeholders — government, sport federations, and civil society

Achieving gender equality in sport requires coordinated action between governments, sport institutions, equality organizations, and community groups.

BEST PRACTICES



Futbalista Hattrick

Voetbal Vlaanderen (Football Federation)

Target: Girls form 6 to 12

- Futbalista @ school – Start 2 play – more footballers under 12y
- Futbalista coach – Start 2 coach – more female coaches
- Futbalista referee – Start 2 ref – more female referees

Girls are still starting football at a later age. Through football initiations using storytelling in primary schools, we want to introduce girls to the sport of football in a gentle way and give them opportunities to join clubs.

BoxSwitch: Start2Coach Ladies Only

Vlaamse Boksliga [Flemish Boxing Association], Vlaamse Trainersschool (Sport Vlaanderen)

- ☑ Aspiring female boxing (assistant-) coaches and martial arts coaches
- ☑ Boxing clubs and youth initiatives using boxing

Start2Coach Ladies Only program is also open for female coaches from other martial arts & combat sports.

The Flemish Boxing Association will pay the fee for the course.



BEST PRACTICES



Online expert service on prevention and intervention on harassment and inappropriate behaviour

Family Federation of Finland

Strategic field:

☐ Combating gender-based violence

Target group(s):

☐ NOC's, NF's

The service includes a chat (for anyone who suspects to have experienced or witnessed harassment or other inappropriate behaviour), online web courses, education materials

Gender quota in NOC board

Finnish Olympic Committee

Strategic field:

☐ Gender equality in leadership

In the NOC statutes it is required, that a maximum of 60 percent of the board members can be the same gender.



BEST PRACTICES



Empowering Girls Through School Sports

Kosovo Olympic Committee and UNICEF Kosovo

"2000 Girls, One Goal: Inclusion Through Sport"

A school-based initiative to increase girls' participation in sport and physical activity at primary and secondary levels.

Flagship examples of gender balance and social inclusion in sport

Gender-sensitive communication guidelines

Kosovo Olympic Committee

- The Kosovo Olympic Committee adopted gender-sensitive communication guidelines and leadership inclusion targets.



BEST PRACTICES



Albania: School Sports Teams

Albanian Olympic Committee and Ministry of Education and Sport

700 teams, more than 10.000 participants, 61 municipalities (basketball and volleyball) from 12-18 y

equal partecipazione, male and female

Established the "Women in Sport Albania" network connecting female leaders, lecturers, and athletes.

Albanian Olympic Committee

It was created to connect female leaders, lecturers, athletes, coaches, and sports administrators from across Albania, with the goal of promoting leadership, visibility, and mutual support among women in sport.

over 120 active members, including coaches, referees, university lecturers, journalists, and federation representatives



GOALS/ TO DO...

GOALS

- Towards Numerical Equality - measurable progress across all sectors
- Paris 2024 - A Milestone for Gender Equality - 50% equal participation
- 2025 - The First Female President of the International Olympic Committee



TO DO...

- Towards Qualitative Equality
- Still a lot of work to do...

In Albania and Kosovo, the staff of GEIN project from Tirana Sport University and Kosovo Paralympic Committee were collecting the data and joined the meetings of All in Plus. Without GEIN contribution, these countries wouldn't have been part of the survey.



GENDER EQUALITY IN SPORT

ALBANIA



FACTSHEET



TOTAL POPULATION
2.7 MILLION
MEDIAN AGE
36.7 YEARS



GDP PER CAPITA
€6,265

POPULATION
49.9%

WOMEN

MEN

50.1%

LIFE EXPECTANCY
81.6 YEARS

WOMEN

MEN

77.9 YEARS

Sources: World Bank Open Data and Worldometer 2023

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of **six gender equality indicators** for sport in Albania:

1. Gender equality in leadership
2. Gender equality in coaching and officiating
3. Gender equality in participation (from grassroots to elite sport)
4. Preventing gender-based violence in sport
5. Gender equality in media/communication
6. Policies and programmes to address gender equality in sport

The results are based on 20 respondents from Albania – 19 sport federations and the Albanian Olympic Committee. The 19 sports federations include Special Olympics Albania, as well as four non-Olympic/Paralympic sport federations – Federation of University Sports, Federation of Bodybuilding and Fitness, and Chess Federation. Data was collated between May and September 2024 on the basis of 2023 data. The data presented is based on responses to the relevant questions, including those who selected 'don't know' or did not provide a specific answer. As a result, percentages may not always total 100%.

The data in this factsheet is from **"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 covers and standardises data collection in 20 countries and Kosovo,* based on a set of commonly agreed gender equality indicators in six strategic fields: **leadership; coaching and officiating; participation; gender-based violence; media/communication; gender equality policies and programmes.**

► To find more results for Albania and the other countries involved in the project have a look at the project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport/home>

* 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.

All In Plus: Promoting greater gender equality in sport

Co-funded
by the European Union

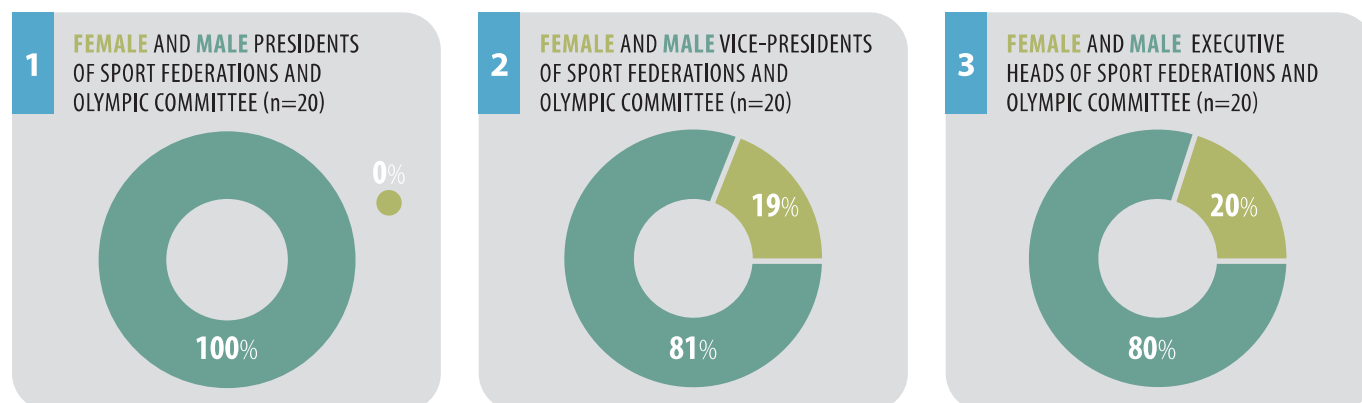


COUNCIL OF EUROPE



Co-funded and implemented
by the Council of Europe

GENDER EQUALITY IN LEADERSHIP



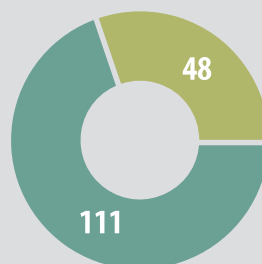
n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members etc.)

- ▶ None (0%) of the national sport federations have a female president. A man also presides the Olympic Committee **1**.
- ▶ Among the 26 vice-presidents of the 20 respondents, 19% (N=5) are women and represent the federations for basketball, gymnastics, swimming, volleyball and chess **2**.
- ▶ In national sport federations, only a fifth of executive heads (N=4) are women as men hold the majority (79%) of positions.
- ▶ Among the 20 federations and the Olympic Committee that responded to the question, there were 357 voting members of the (general) assembly in 2023 – 25% of whom were women (N=91).

▶ THE OLYMPIC COMMITTEE

is chaired by a male president and 13 male vice-presidents. The committee has 10 board members, of whom three are women and seven are men. Within the Olympic Committee, one woman and one man chair sports commissions/committees.

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 48 WOMEN AND 111 MEN (N=159)



There is low representation of female board members among sports federations and the Olympic Committee in Albania, reaching 30% **4**.

No federation reported a higher representation of women compared to men.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

80% (n=16) of the respondents, including 15 sport federations and the Olympic Committee, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

Exceptions are the canoe, equestrian and volleyball federations, and the federation representing university sport.

- ▶ **62.5%** (n=10) have developed an action plan to increase the number of women in decision-making positions.
- ▶ **56%** (n=9) have transparent, clear and gender friendly election/appointment procedures.

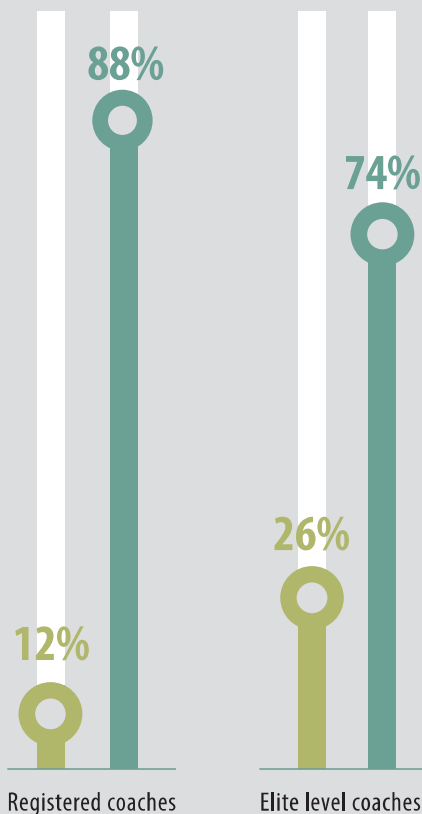
- ▶ **50%** (n=8) have adopted gender quotas/targets in elections or appointment procedures, mention gender representation in the organisation's statutes and have organised awareness-raising campaigns to encourage women to run for decision-making positions.
- ▶ **31%** (n=5) have seats reserved for women and have a network of women in decision-making positions.
- ▶ **25%** (n=4) have organised training courses on leadership for women only, training seminars, workshops, etc. for decision-makers on this topic and initiated and/or supported research/studies on gender equality in decision-making positions.

GENDER EQUALITY IN COACHING

There are **293 women (12%)** and **2,190 men (88%)** among registered coaches, trainers and instructors in Albania **5**.

5

FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS (%)



ALL REGISTERED COACHES

Women are severely underrepresented among coaches in Albania, reaching only 12% **5**.

Federations with the highest percentage of female coaches:

- Gymnastics: 57%
- Tennis: 48%.

Federations with the highest percentage of male coaches (90-100%):

- Boxing: 100%
- Wrestling: 97%
- Football: 95.5%
- Table tennis: 91%.

ELITE LEVEL COACHES

► **57 women (26%)** and **164 men (74%)** coach elite level athletes or national teams **5**. Of the 57 women, 14 coach men's national teams/athletes – of the 164 men, 14 coach women's national teams/athletes.

- **32%** (n=6) of the federations do not employ a female elite level coach.
- **58%** (n=11) of the federations employ at least one female elite level coach.
- **74%** (n=14) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

75% (n=15) of the respondents, including **14 sport federations and the Olympic Committee, have taken measures to recruit or increase the number of females coaches since 2020.**

- **84%** (n=16) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.
- **74%** (n=14) have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

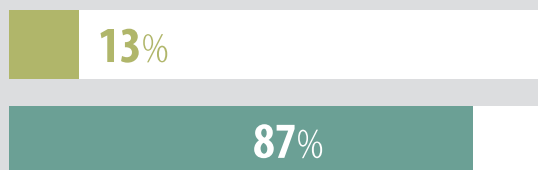
- A written action plan/strategy to increase the number of female coaches (86%, n=13)
- Education/training courses for female coaches (73%, n=11)
- Positions reserved for female coaches in education/training courses (53%, n=8)
- Transparent, clear and gender-sensitive recruitment procedures (40%, n=6)
- Awareness-raising campaigns targeting women, mentoring programme for (future) female coaches and initiation and/or support of research/studies on gender equality in coaching (33%, n=5)
- Establishing a database of female coaches (27%, n=4)
- Dedicated resources for female coaches (earmarked money, childcare when attending training seminars, and/or coaching in competition, etc.) (20%, n=3).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

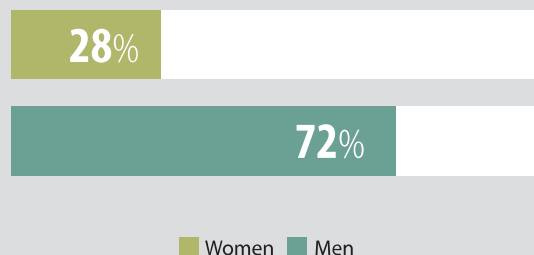
There are **243 women (28%)** and **612 men (72%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Albania **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 58 women officiating in elite level competitions in 2023, of whom 19 (33%) officiated games where men were competing. In contrast, there were 392 (10%) men officiating in elite level competitions, of whom 40 officiated games where women were competing. In other words, of the total 450 sports officials who officiated elite games, 13% were women and 87% were men.

7 REGISTERED REFEREES, JUDGES, UMPIRES, RACE COMMISSIONERS ETC.



► In the Tokyo Olympic Games (2020) and the Tokyo Paralympic Games (2020), 23 Albanian sports officials officiated – two were women and the rest were men.

Since 2020, **79%** (n=15) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

- **67%** (n=10) have developed an action plan to increase the number of female sports officials and reserved positions for female sports officials in education/training courses
- **47%** (n=7) have adopted transparent, clear and gender-sensitive recruitment procedures and report offering training courses for female sports officials only
- **40%** (n=6) have offered mentoring programme for (future) female sports officials
- **33%** (n=5) have established a network of female sports officials
- **27%** (n=4) have implemented awareness-raising campaigns targeting women, report offering them education/training courses, have dedicated resources for female sports officials, have established a database of female sports officials and initiated and/or have supported research/studies on gender equality in officiating
- **20%** (n=3) have dedicated resources for female sports officials.

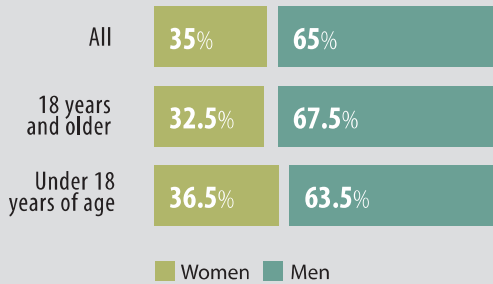


84% (n=16) of the federations have reported offering their sports officials training courses on the topic of gender equality in sport.

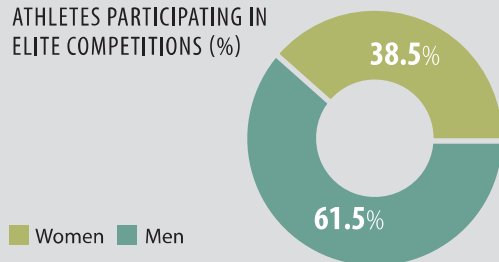
79% (n=15) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

8 MEMBERSHIP OF THE NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (%)



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 17 national federations reported 3,399 girls as members of their sports clubs – this number accounts for 36.5% of young people who are members of sports clubs out of 9,310 members² **8**.
- ▶ Boys account for 5,911 (63.5%) of young people who are members of sports clubs **8**.
- ▶ There are more girls than women active in sport clubs/federations with 3,399 (66%) girl members, compared with 1,762 (34%) women.
- ▶ Boys represent the majority of male members of sports federations at 5,911 (62%) compared with 3,655 (38%) men.
- ▶ In the adult category, women's participation reaches 32.5% compared to 67.5% men **8**.
- ▶ When we count all members from all categories, boys represent the highest percentage with 40% compared to men (25%), girls (23%), and women (12%).
- ▶ The sport with the highest representation of women is gymnastics (84%). Boxing and wrestling (both 97%) have the most male members, followed by judo (87%) and taekwondo (80%). The basketball federation is more gender balanced with 53% women and 47% men.
- ▶ There are 140 female (38.5%) and 223 male (61.5%) athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

75% (n=15) of the respondents, including 14 sport federations and the Olympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

These federations include athletics, basketball, boxing, equestrian, gymnastics, skiing, swimming, table tennis, tennis, wrestling and four non-Olympic sport federations.

- ▶ **87%** (n=13) have ensured equal access to sport facilities for girls/women and other participants.
- ▶ **60%** (n=9) have a written action plan/strategy to increase the number of active girls and women in sport and have implemented awareness-raising campaigns targeting girls and women.
- ▶ **53%** (n=8) have offered training seminars for coaches and decision-makers.
- ▶ **33%** (n=5) have dedicated financial resources to girls' and women's sport and/or physical activity (funding specific projects, etc.).
- ▶ **27%** (n=4) have offered taster sessions for girls and women and initiated and/or supported research/studies on gender equality in participation.
- ▶ **20%** (n=3) have changed the competition/championship offer to be more tailored to girls and women.

▶ The president of the **tennis federation** has signed the "Advantage All" statement to guarantee an increase in the participation of girls and women in tennis as well as gender equality; part of the gender equality programme by the International Tennis Federation.

▶ The **athletics federation** collaborates with sports clubs and associations to improve hygiene in restrooms and showers during and after training, as well as on the communication and interaction of coaches with athletes, especially with younger ages, to eliminate bullying and mistreatment.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **45%** (n=9) of respondents have taken action to allocate resources equally among women and men.

These include the athletics, basketball, boxing, chess, gymnastics, swimming, special Olympics, and table tennis federations, as well as the Olympic Committee.

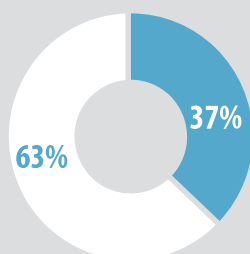
In the **boxing federation**, women are included among members of the commissions of judges.

2. The federations for football and volleyball did not provide gender-disaggregated data regarding membership of young people and adults in sports federations.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS THAT HAVE A POLICY/ ACTION PLAN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE IN SPORT (%)



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

37% (n=7) of the sport federations have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport. This is a significant increase from the 2019 data (9%, n=2).

The majority (n=5) adopted their policy/action plan from 2022 onwards. The Albanian University Sport Federation was the first to put its policy in place in 2017 and the most recent were athletics, table tennis and Special Olympics Albania in 2023.

For all federations, the policy is associated with the national mechanisms on prevention of gender-based violence in sport.

Among those that have a policy and/or action plan:

- ▶ **71%** (n=5) have human resources dedicated to its implementation
- ▶ **86%** (n=6) have a monitoring and evaluation mechanism in place
- ▶ **29%** (n=2) have funds allocated to its implementation.



PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

45% (n=9) of the respondents have implemented specific actions/measures to prevent and combat gender-based violence in sport.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions (89%, n=8)
- ▶ Training seminars for athletes (78%, n=7)
- ▶ Provision of safe (public) transport services to/from sport and/or physical activity venues, guidelines for handling cases of gender-based violence and training seminars for coaches and/or for decision-makers (67%, n=6)
- ▶ Over half of the respondents (56%, n=5) have also run awareness-raising campaigns on this topic.

GENDER EQUALITY IN MEDIA/COMMUNICATION

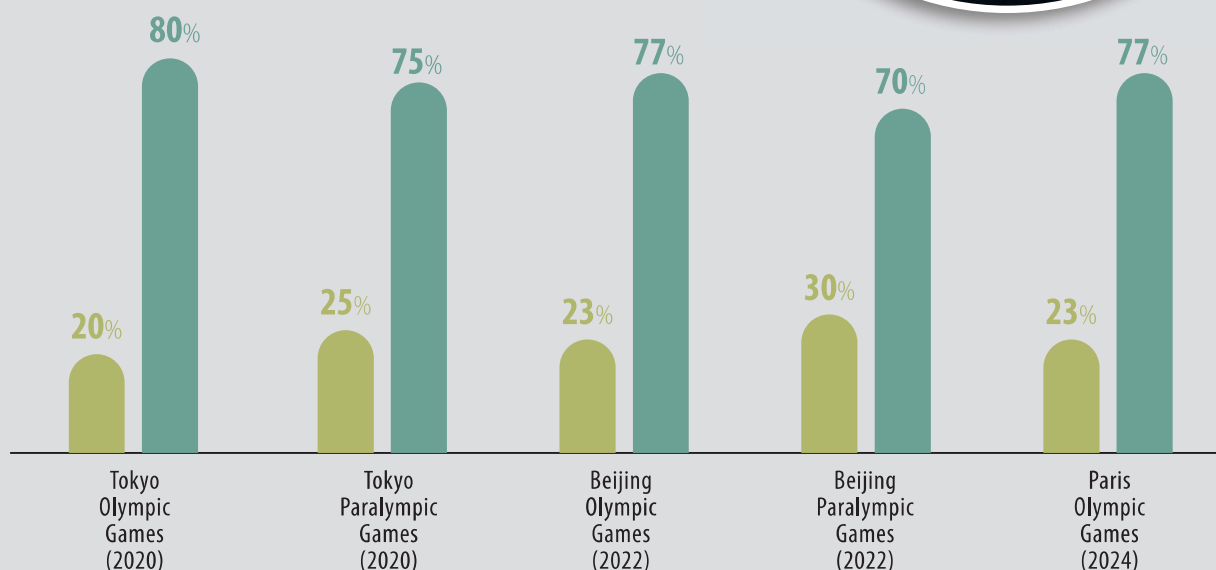


11

PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%)
ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the International Sports Press Association (AIPS) issued **1** membership for women and **26** for men in Albania.

Since 2020, **10%** (n=2) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

30% (n=6) have focused on social media for a gender-balanced representation of athletes.

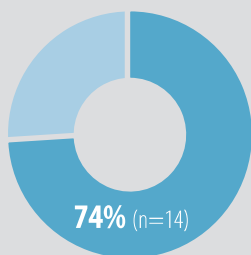
35% (n=7) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

The **gymnastics federation** publicises the results of athletes of both genders and informs traditional printed media and social media about their activities, without a distinction.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

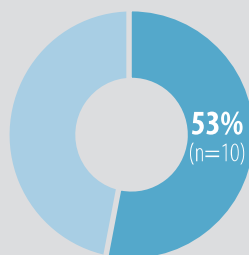
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Basketball, boxing, canoe, chess, equestrian, gymnastics, judo, skiing, special olympics, swimming, taekwondo, tennis, university sport, wrestling

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Athletics, basketball, chess, judo, skiing, swimming, table tennis, tennis, university sport, and bodybuilding and fitness

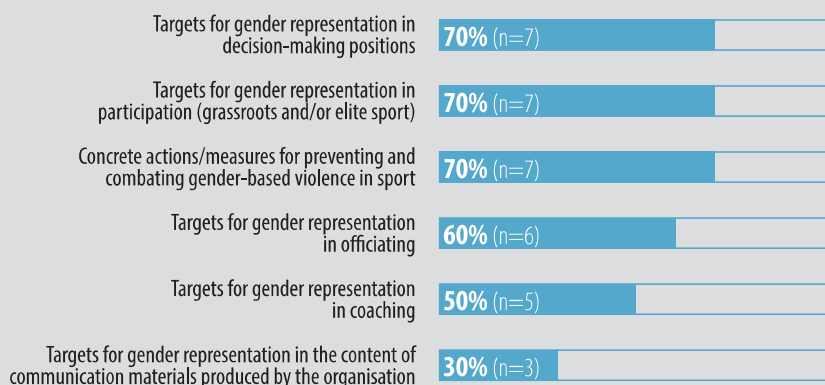
► Gender equality is included in 74% (n=14) of the sport federations' long-term plans and 53% (n=10) have a policy for advancing gender equality in sport. Most action plans were introduced between 2021 and 2023

12 13.

► The basketball, chess, judo, skiing, swimming and tennis federations, as well as university sport, have a policy and include gender equality in their overall long-term goals.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (n=10)



► Seven respondents (70%) report having a mechanism for monitoring and evaluating their action plan.

► Seven respondents (70%) dedicate human resources.

► Seven respondents (70%) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

► Four respondents (40%) allocate funds to the implementation of the policy/action plan.

Among respondents that have an action plan for gender equality, seven target gender representation in decision-making positions and in grassroots or elite sport participation and have concrete guidelines for preventing and combating gender-based violence in sport.

Six target gender representation in officiating, five target gender representation in coaching and only three target gender representation in communication materials 14.

GENDER EQUALITY STRATEGIES

16% of the sport federations are taking affirmative action and 48% have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
16% (n=3)

GENDER MAINSTREAMING STRATEGY
48% (n=9)

ALBANIA: CONCLUDING POINTS

Since 2020, steps have been taken to improve the situation of gender equality in sport in Albania.

Gender equality is included in 74% (n=14) of the sport federations' long-term plans and 53% (n=10) have **a policy for advancing gender equality**.

16% of federations use affirmative action measures, and 48% have a **gender mainstreaming strategy**, compared with only 5% and 14% respectively in 2019. Significantly, 37% of sport federations have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**, a significant increase since 2019 (9%, n=2).

Overall, **men dominate leadership positions** in Albanian sports organisations.

None (0%) of the national sports federations report having a **female president**.

Women comprise **20% of all board members** in sport federations and **only 21% of vice-presidents**. Out of the federations surveyed, 32% do not employ a female elite level coach.

Finally, of the total 450 sports officials who officiate elite games, **13% are women** and 87% are men.

In terms of **women's participation in sports**, the rate is **35%** across all sports, with a **2% improvement since 2019**.



GENDER EQUALITY IN SPORT

BELGIUM



FACTSHEET



TOTAL POPULATION

11.7 MILLION

MEDIAN AGE

41.7 YEARS



GDP PER CAPITA

€42,525

POPULATION

51%

WOMEN

MEN

49%

LIFE EXPECTANCY

84.4 YEARS

WOMEN

MEN

80.1 YEARS

Sources: Eurostat (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of six gender equality indicators for sport in Belgium:

1. Gender equality in leadership
2. Gender equality in coaching and officiating
3. Gender equality in participation (from grassroots to elite sport)
4. Preventing gender-based violence in sport
5. Gender equality in media/communication
6. Policies and programmes to address gender equality in sport

The results are based on 45 respondents from Belgium – 31 sport federations from Belgium Flanders, 10 federations from Belgium Wallonia, the Belgian Olympic Committee, the Belgian Paralympic Committee. The two national agencies include the General Sports Administration, and Sport Vlaanderen. Data was collated between May and September 2024 on the basis of 2023 data. The data presented is based on responses to the relevant questions, including those who selected 'don't know' or did not provide a specific answer. As a result, percentages may not always total 100%.

The data in this factsheet is from **"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 covers and standardises data collection in 20 countries and Kosovo,* based on a set of commonly agreed "basic" gender equality indicators in six strategic fields: **leadership; coaching and officiating; participation; gender-based violence; media/communication; gender equality policies and programmes.**

- To find more results for Belgium and the other countries involved in the project have a look at the project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport/home>

* 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.

All In Plus: Promoting greater gender equality in sport

Co-funded
by the European Union



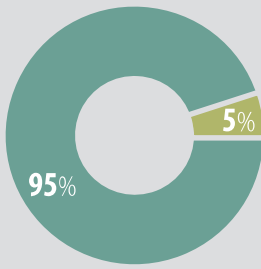
COUNCIL OF EUROPE



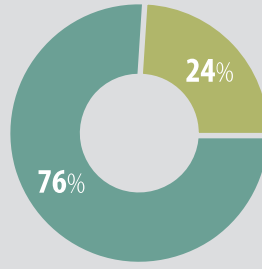
Co-funded and implemented
by the Council of Europe

GENDER EQUALITY IN LEADERSHIP

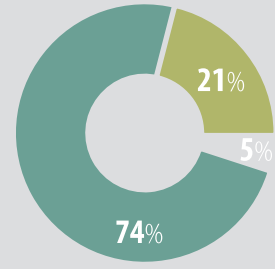
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=43)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=43)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=43)

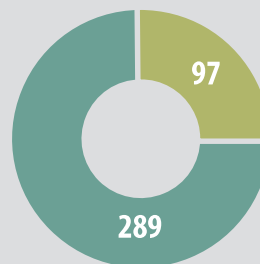


n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Only two (5%) sports federations have a female president – the gymnastics and rowing federations from Wallonia-Brussels.
- ▶ Among the 50 vice-presidents of the 43 respondents, 24% (N=12) are women, eight (67%) of whom are involved in the sport federations in the Flemish Community and four (33%) in the French Community **2**.
- ▶ One federation has the same number of female and male vice-presidents (N=1). This is the triathlon (FL) federation.
- ▶ In sport federations, 22% of executive heads (N=9) are women; four sports federations in Flanders (equestrian, gymnastics, rowing and rugby) amounting to 13%, and five in Wallonia-Brussels (golf, gymnastics, judo, sailing and weightlifting) amounting to 50%.
- ▶ If we consider only Olympic and Paralympic sport federations, the rate of female executive heads is 22% (N=9); four sports federations in Flanders (equestrian, gymnastics, rowing and rugby) amounting to 13% and five in Wallonia-Brussels (golf, gymnastics, judo, sailing and weightlifting) amounting to 50%.
- ▶ Among the 28 respondents that answered the question, there were 1,302 voting members of the (general) assembly in 2023 – 25.5% of whom were women (N=332).
- ▶ There were four women and 15 men in managerial positions in the two agencies for sport in Belgium.

- ▶ **THE OLYMPIC AND PARALYMPIC COMMITTEES** are both chaired by male presidents.
- ▶ **THE OLYMPIC COMMITTEE** has two vice-presidents, a man and a woman.
- ▶ **THE PARALYMPIC COMMITTEE** has one vice-president, a woman.
- ▶ The two Committees combined have 23 board members, of whom eight are women and 15 are men. Four women chair sports commissions/committees compared to 12 men.

4 OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 97 WOMEN AND 289 MEN (N=386)



There is a low representation of female board members among sports federations and the Olympic & Paralympic Committees in Belgium, reaching 25% **4**.

The rowing (FL) federation reported a slightly higher representation of women (N=6) compared to men (N=5).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

67% (n=30) of 45 respondents have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

These include: in Flanders, 19 federations as well as the Olympic Committee and Sport Vlaanderen (64%) and in Wallonia-Brussels, seven federations, the Paralympic Committee and the General Sports Administration (75%).

- ▶ **47%** (n=14) have transparent, clear and gender friendly election/appointment procedures.
- ▶ **43%** (n=13) include gender equal representation in decision-making in their statutes.

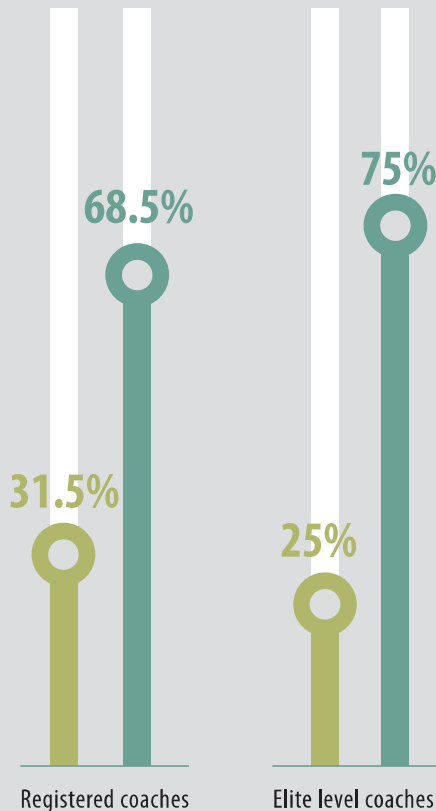
- ▶ **37%** (n=11) have gender quotas/targets in elections or appointment procedures and have organised awareness-raising campaigns to encourage women to stand for decision-making positions.
- ▶ **23%** (n=7) have developed an action plan to increase the number of women in decision-making positions.
- ▶ **20%** (n=6) have reserved seats for women.
- ▶ **17%** (n=5) initiated and/or supported research/studies on gender equality in decision-making positions.
- ▶ **10%** (n=3) have organised education/training courses on leadership for women only as well as gender equality training for decision-makers.

GENDER EQUALITY IN COACHING

There are **12,921 women (31.5%)** and **28,105 men (68.5%)** among registered coaches, trainers and instructors in Belgium.

5

FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE OLYMPIC AND PARALYMPIC SPORT FEDERATIONS (%)



ALL REGISTERED COACHES

Women are underrepresented among coaches in Belgium at 31.5% **5**.

Federations in Flanders with the highest percentage of female coaches:

- Gymnastics 82%, equestrian 76% and golf 67%.

Federations in Flanders with the highest percentage of male coaches (90-100%):

- Shooting 96%, football 95%, skiing 93% and boxing 91%.

Federations in Wallonia-Brussels with the highest percentage of female coaches:

- Sailing 100%, golf 90% and rowing 61%.

Federations in Wallonia-Brussels with the highest percentage of male coaches:

- Tennis 100%, judo 70% and gymnastics 67%.

ELITE LEVEL COACHES

- **74 women (25%)** and **217 men (75%)** coach elite level athletes or national teams **5**.

- **24%** (n=10) of the federations, eight in Flanders and two in Wallonia-Brussels, do not employ a female elite level coach.

- **58.5%** (n=24) of the federations employ at least one female elite level coach.

- **73%** (n=30) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

29% (n=13) of the respondents, including 12 sport federations from Flanders and Sport Vlaanderen, have taken measures to recruit or increase the number of women coaches since 2020.

29% (n=12) of the federations surveyed (10 in Flanders and two in Wallonia-Brussels) have offered their coaches training courses on the topic of gender equality in sport.

51% (n=21) have offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

- Awareness-raising campaigns targeting women (69%, n=9).
- Transparent, clear and gender-sensitive recruitment procedures (46%, n=6).
- Mentoring programme for (future) female coaches, offering education/training courses for female coaches and a written action plan/strategy to increase the number of women in coaching (38.5%, n=5).
- Setting up a network of female coaches, establishing a database of female coaches, as well as initiated and/or supported research/studies on gender equality in coaching (31%, n=4).
- Reserved positions for female coaches in education/training courses (15%, n=2).
- Dedicated resources for female coaches (8%, n=1).

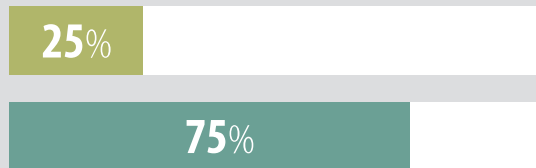
GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **4,439 women (36%)**, **7,814 men (64%)** and **one person of non-disclosed gender (0.01%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Belgium **7**.

6

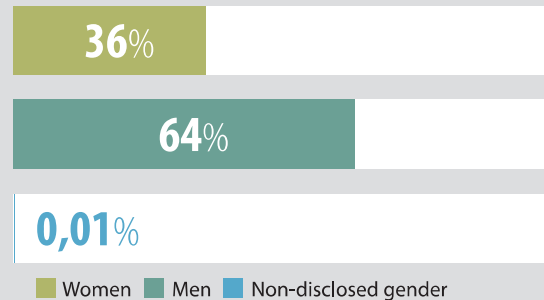
WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 76 women officiating in elite level competitions in 2023, of whom 35 (46%) officiated games where men were competing. In contrast, there were 224 men officiating in elite level competitions, of whom four (2%) officiated games where women were competing. In other words, of the total 300 sports officials who officiate elite games, 25% were women and 75% were men.

7

REGISTERED REFEREES, JUDGES, UMPIRES, RACE COMMISSIONERS ETC.



■ Women ■ Men ■ Non-disclosed gender

- ▶ In the Tokyo Olympic Games (2020) as well as Tokyo Paralympic Games (2020), 13 Belgian sports officials officiated – three women and 10 men.
- ▶ In the Beijing Olympic Games (2022), three Belgian sports officials officiated – two women and one man.

Since 2020, out of the 13 federations (**32%**) which reported implementing measures to recruit or increase the number of female sports officials:

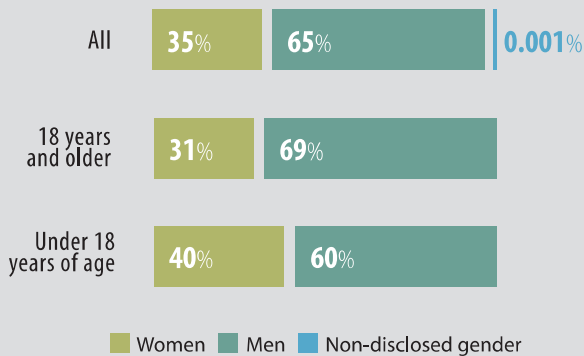
- ▶ **69%** (n=9) have implemented awareness-raising campaigns targeting women.
- ▶ **54%** (n=7) report having a written action plan to increase the number of female sports officials.
- ▶ **46%** (n=6) have adopted transparent, clear and gender-sensitive recruitment procedures.
- ▶ **31%** (n=4) report offering education/training courses and have established a database of female sports officials.
- ▶ **15%** (n=2) have reserved positions for women sports officials in education/training courses and established a network of female sports officials.
- ▶ **8%** (n=1) have established a mentoring programme for (future) female sports officials.

24% (n=10) of the federations have reported offering their sports officials training courses on the topic of gender equality in sport.

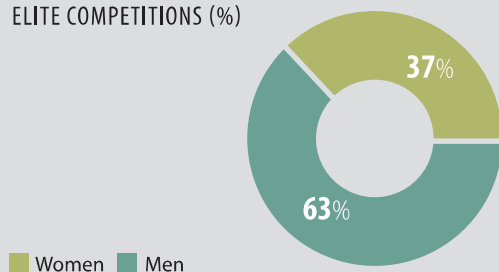
39% (n=16) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

8 MEMBERSHIP OF THE OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (%)



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 41 federations² reported 188,831 girls as members of their sport clubs – this number accounts for 40% of young people who are members of sports clubs out of 476,089 members **8**.
- ▶ Boys account for 287,253 (60%) of young people who are members of sports clubs **8**.
- ▶ There are more girls active in sport clubs/federations with 188,831 members (53%) compared to 164,774 women (47%).
- ▶ Men represent the majority of male members of sports federations at 370,944 (56%).
- ▶ In the adult category, women's participation reaches 31% compared to 69% men **8**.
- ▶ When we count all members from all categories, men represent the highest percentage with 37% over boys (28%), girls (19%), women (16%), as well as adults and youth of other/non-disclosed gender (0.001%).
- ▶ In the Flemish community, the sports with the highest proportion of women compared to men are figure skating (86%) and equestrian (82%). Football (91%) and shooting (89%) have the most male members, followed by table tennis (86%). The hockey federation is more gender balanced with 3% difference between female and male members.
- ▶ In the French community, the sports with the highest proportion of women compared to men is gymnastics (83.5%). Judo (74%) has the most male members followed by tennis and golf (both 69%). The rowing federation is more gender balanced with 11% difference between female and male members.
- ▶ There are 911 women (37%) and 1,576 men (63%) participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

56% (n=25) of the respondents, including 22 sport federations, the two community level agencies, and the Paralympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

These federations include badminton (FL), basketball (FL), boxing (FL), cycling (FL), football (FL), golf (both), handball (FL), hockey (FL), judo (both), rugby (FL), sailing (FL), shooting (FL), skating (FL), table tennis (FL), tennis (WB), triathlon (FL), weightlifting (both), disabled sport (FL) and the Flemish Sports federation.

- ▶ **80%** (n=20) have organised awareness-raising campaigns targeting girls and women.

- ▶ **56%** (n=14) have a written action plan/strategy to increase the number of active girls and women in sport.
- ▶ **52%** (n=13) offered taster sessions for women and girls only.
- ▶ **44%** (n=11) allocate financial resources to girls' and women's sport and/or physical activities.
- ▶ **32%** (n=8) offered training for coaches and/or for decision-makers on this topic.
- ▶ **28%** (n=7) offer equal access to sport facilities for girls/women and other individuals and have changed the competition offers to be more tailored to girls and women.
- ▶ **24%** (n=6) initiated and/or supported research/studies on gender equality in participation.
- ▶ **20%** (n=5) have changed the provision of sport by introducing new sports, activities or ways of practising them.

² 31 federations from Flanders and 10 from Wallonia-Brussels that responded to the questionnaire. Given the large differences in sports participation rates among federations in Flanders (86%) compared to Wallonia-Brussels (14%), as well as the higher response rate from organisations in Flanders, the overall percentages for Belgium with regard to sports participation reflect the situation in Flanders rather than Wallonia-Brussels.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **29%** (n=13) of respondents have taken action to allocate resources equally among women and men. These are the athletics (FL), boxing (FL), skating (FL), football (FL), hockey (FL), judo (FL), rugby (FL), skiing (FL) and taekwondo (FL) federations, as well as the two community level agencies for sport, and the Olympic and Paralympic Committees.

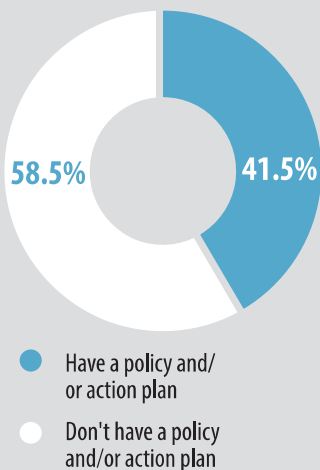
- ▶ **Sport Vlaanderen (FL)** provides additional subsidies for organisers of elite sports events implementing specific measures to promote (more) women's participation.
- ▶ The **General Sports Administration (WB)** reports the adoption of a 60:40 gender quota (of either gender) for the balanced distribution of top-level athletes leading to an increase in the number of contracts allocated to top-level sportswomen.



PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

OLYMPIC AND PARALYMPIC
SPORT FEDERATIONS THAT HAVE
A POLICY/ACTION PLAN TO
PREVENT AND COMBAT GENDER-
BASED VIOLENCE IN SPORT (%)



40% (n=18) of respondents, including 16 sports federations from Flanders and one from Wallonia-Brussels, as well as Sport Vlaanderen (FL), have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

Most respondents (n=8) adopted their policy/action plan between 2020-2021. The gymnastics federation (FL) was the first to put its policy in place in 2000 and the most recent are the archery, rowing, and shooting federations in 2024, all from Flanders. For the majority of the federations (n=14) the policy is associated with the national mechanisms on prevention of gender-based violence in sport.

Among those that have a policy and/or action plan:

- ▶ **83%** (n=15) have human resources dedicated to its implementation.
- ▶ **89%** (n=16) have a monitoring and evaluation mechanism in place.
- ▶ **39%** (n=7) have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

56% (n=25) of all respondents have implemented specific actions/measures to prevent and combat gender-based violence in sport in Belgium.

At community level, 70% of respondents from Flanders and 17% from Wallonia-Brussels have implemented such actions.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions (84%, n=21)
- ▶ Appointment of a welfare or a protection officer (68%, n=17)
- ▶ Provision of formal complaint procedure for reporting gender-based violence (60%, n=15)
- ▶ Mention in the organisation's statutes forbidding gender-based violence (56%, n=14)
- ▶ Guidelines for handling cases of gender-based violence, training seminars for coaches and/or for decision-makers and provision of support services for affiliated organisations (52%, n=13)
- ▶ Minimising risks procedures (criminal record checks, risk assessment procedure, etc.), a written action plan to prevent and combat gender-based violence in sport, and awareness-raising campaigns on this topic (48%, n=12).
- ▶ Provision of support services for victims/survivors (44%, n=11)
- ▶ Training seminars for athletes and the establishment of a helpline (40%, n=10)
- ▶ Initiation and/or support of research/studies on gender-based violence in sport (24%, n=6)
- ▶ Rehabilitation measures for perpetrators (16%, n=4)
- ▶ Provision of safe venues (lighting, separate locker rooms, etc.) (8%, n=2).

GENDER EQUALITY IN MEDIA/COMMUNICATION

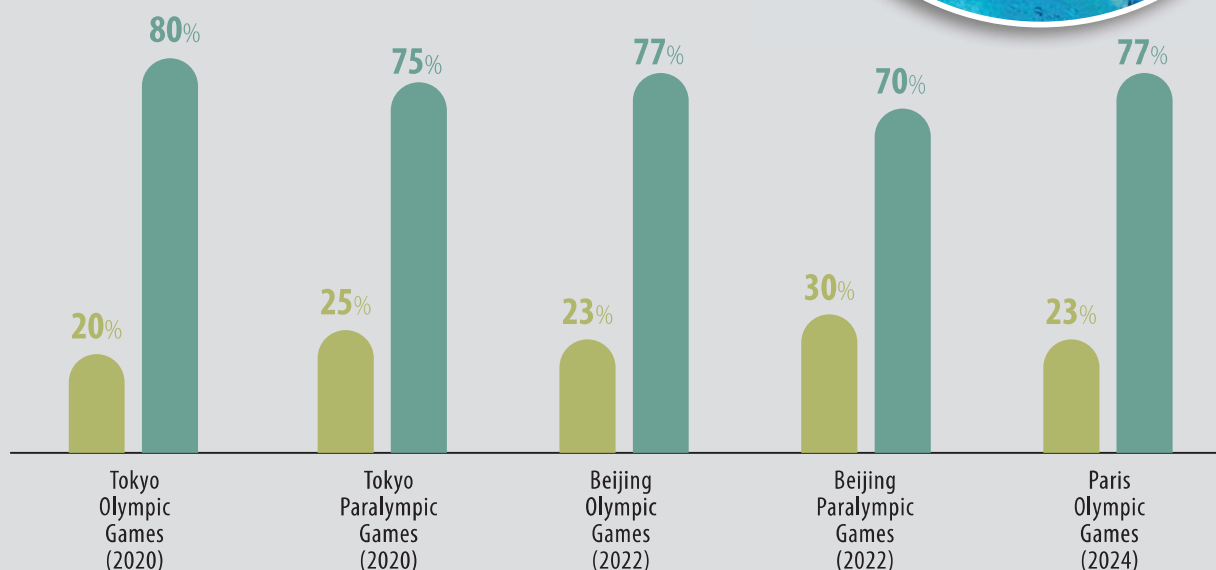


11

PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%)
ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the International Sports Press Association (AIPS) issued **1** membership for women and **73** for men in Belgium.

Since 2020, **24%** (n=11) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

27% (n=12) have focused on social media for a gender-balanced representation of athletes.

29% (n=13) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

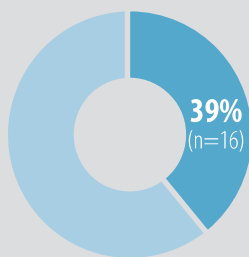
Regarding media coverage, the **G-Sport Vlaanderen federation** highlights that gender balance and diversity are an integral part of the federation's external communication plan.

The **Paralympic Committee** reports that its media campaigns and specific actions with the media are gender-balanced as well as diverse, showcasing female and male athletes with a variety of disabilities.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

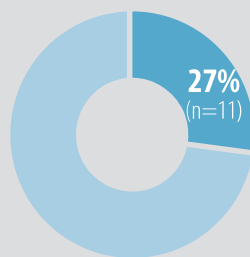
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics (FL), badminton (FL), boxing (FL), cycling (FL), football (FL), golf (both), gymnastics (WB), handball (FL), hockey (FL), judo (WB), rugby (FL), skating (FL), triathlon (FL), weightlifting (WB) and the Flemish Sports Federation

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

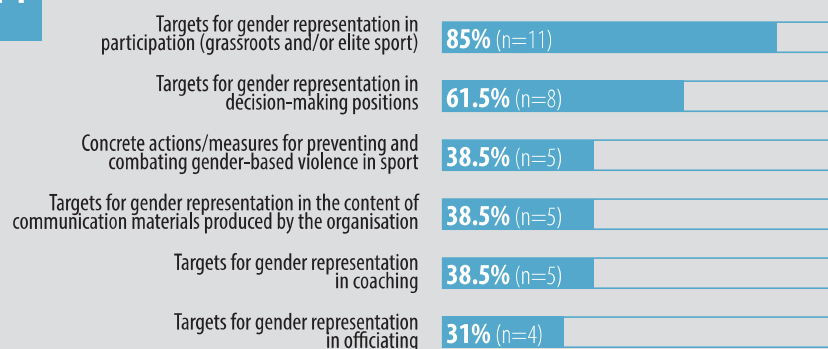


Badminton (FL), boxing (FL), cycling (FL), football (FL), golf (both), handball (FL), judo (WB), rugby (FL), skating (FL), triathlon (FL)

- Gender equality is included in 39% (n=16) of the Belgian sport federations' long-term plans but only 27% (n=11) have a policy for advancing gender equality in sport. All action plans were introduced between 2019 and 2024 **12 13**.
- The badminton (FL), boxing (FL), cycling (FL), football (FL), golf (both), handball (FL), judo (WB), rugby (FL), skating (FL) and triathlon (FL) federations have both a policy and include gender equality in their overall long-term goals.
- Gender equality is included in the long-term plans of both **community level agencies for sport** and the **Olympic and Paralympic Committees**, yet only the community level agencies have a policy for advancing gender equality.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND COMMUNITY LEVEL AGENCIES FOR SPORT (n=13)



- Both community level agencies for sport target gender representation in decision-making positions as well as participation. Sport Vlaanderen (FL) also targets coaching and concrete actions/measures for preventing and combating gender-based violence in sport.
- Eleven respondents (**85%**) report having a mechanism for monitoring and evaluating their action plan.
- Twelve respondents (**92%**) dedicate human resources and eight (**61.5%**) allocate funds to the implementation of the policy/action plan.
- Nine respondents (**69%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

Among the respondents that have an action plan for gender equality, 11 target gender representation in participation (grassroots and/or elite sport) and eight target gender representation in decision-making positions. Five target gender representation in communication materials and coaching and also have concrete guidelines for preventing and combating gender-based violence in sport. Four target gender representation in officiating **14**.

GENDER EQUALITY STRATEGIES

17% of the sport federations are taking affirmative action and **7%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
17% (n=7)

GENDER MAINSTREAMING STRATEGY
7% (n=3)

The **Paralympic Committee** reports that female athletes are promoted not on the basis of the total number of elite female athletes, whose number can be lower than those elite male athletes, but on an equal footing with men. As a result, more female athletes benefit from greater media attention.

Both **community level agencies for sport** use affirmative action and have a gender mainstreaming strategy, while the Paralympic Committee uses just the former.

BELGIUM: CONCLUDING POINTS

Since 2020, steps have been taken to improve the situation of gender equality in sport in Belgium.

Gender equality is included in 39% (n=16) of the sport federations' long-term plans and 27% (n=11) have **a policy for advancing gender equality**.

17% of federations use **affirmative action** measures, and 7% have a **gender mainstreaming strategy**. Both Federal Offices for Sport are using affirmative action and gender mainstreaming strategy, while the Paralympic Committee uses just the former to make up for past gender discrimination and inequality in sport. Significantly, 40% of respondents, including sport federations and Sport Vlaanderen (FL), have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Belgian sports organisations. Only two **(5%)** sports federations report having a **female president**, both from Wallonia-Brussels. Women comprise **25% of all board members** in sport federations and the Olympic & Paralympic Committees, and **only 24% of vice-presidents are women**.

Women remain underrepresented among coaches at **31.5%**, and out of the federations surveyed, 24% do not employ a female elite level coach.

Finally, of the total 300 sports officials who officiate elite games, **25% are women** and 75% are men.

In terms of **women's participation in sports**, the rate is **35%** across all sports in Belgium.



GENDER EQUALITY IN SPORT

FINLAND



FACTSHEET



TOTAL POPULATION

5.5 MILLION

MEDIAN AGE

43 YEARS



GDP PER CAPITA

€40,700

POPULATION

50.6%

WOMEN

MEN

49.4%

LIFE EXPECTANCY

84 YEARS

WOMEN

MEN

79 YEARS

Source: Eurostat (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of six gender equality indicators for sport in Finland:

1. Gender equality in leadership
2. Gender equality in coaching and officiating
3. Gender equality in participation (from grassroots to elite sport)
4. Preventing gender-based violence in sport
5. Gender equality in media/communication
6. Policies and programmes to address gender equality in sport

The results are based on 26 respondents from Finland – 23 sport federations, the Finnish Olympic Committee, the Finnish Paralympic Committee and the Ministry of Education and Culture, the national agency responsible for sports. Data was collated between May and September 2024 on the basis of 2023 data. The data presented is based on responses to the relevant questions, including those who selected 'don't know' or did not provide a specific answer. As a result, percentages may not always total 100%.

The data in this factsheet is from **"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 covers and standardises data collection in 20 countries and Kosovo,* based on a set of commonly agreed "basic" gender equality indicators in six strategic fields: **leadership; coaching and officiating; participation; gender-based violence; media/communication; gender equality policies and programmes.**

► To find more results for Finland and the other countries involved in the project have a look at the project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport/home>

* 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.

All In Plus: Promoting greater gender equality in sport

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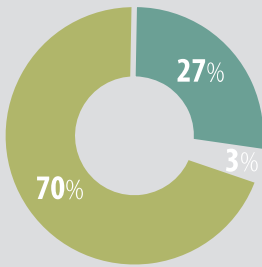
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GENDER EQUALITY IN LEADERSHIP

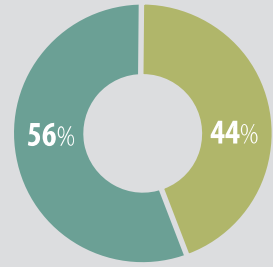
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=25)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=25)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND OLYMPIC AND PARALYMPIC COMMITTEES (n=25)



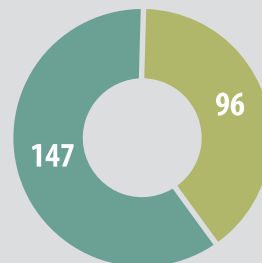
n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.)

- ▶ Only six (26%) national sport federations have a female president. These include the athletics, badminton, canoe and rowing, equestrian, gymnastics and taekwondo federations. A female president also heads the Paralympic Committee **1**.
- ▶ Among the 40 vice-presidents of the 25 respondents, 50% (N=20) are women and represent the athletics, basketball, biathlon, fencing and pentathlon, figure skating, football, gymnastics, judo, skiing, swimming, table tennis, taekwondo, triathlon and wrestling federations, as well as the Olympic and Paralympic Committee **2**.
- ▶ In national sport federations, less than half of executive heads (N=9) are women, as men hold the majority (61%) of the positions.

- ▶ **THE OLYMPIC COMMITTEE** is chaired by a male president and has both a woman and a man as vice-presidents, whereas the **PARALYMPIC COMMITTEE** has both a female president and vice-president.
- ▶ The two Committees combined have 21 board members, of whom 11 are women and 10 are men. Six women chair sports commissions/committees compared to nine men.

- ▶ In the Finnish Ministry of Education and Culture, there is one woman and one man in managerial positions in the field of sport.
- ▶ Among the 10 federations that responded to the question, there were 1,579 voting members of the (general) assembly in 2023 – 41.5% of whom were women (N=655).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND COMMITTEE BOARD MEMBERS COMPRISE 96 WOMEN AND 147 MEN (N=243)



The representation of female board members among sport federations and the Olympic & Paralympic Committees in Finland reaches 39.5%.

The canoe and rowing, gymnastics, swimming and wrestling federations reported a higher representation of women compared to men.

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

73% (n=19) of the respondents, including 16 sport federations, the Olympic and Paralympic Committees, and the Ministry of Education and Culture, have implemented measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

Exceptions are the badminton, basketball, canoe and rowing, equestrian, figure skating, judo and skiing federations.

- ▶ **68%** (n=13) have transparent, clear and gender friendly election/appointment procedures.
- ▶ **63%** (n=12) include gender equal representation in decision-making in their statutes.

- ▶ **47%** (n=9) have adopted gender quotas/targets in elections or appointment procedures.
- ▶ **32%** (n=6) have developed an action plan to increase the number of women in decision-making positions, initiated and/or supported research/studies on gender equality in decision-making positions, and organised awareness-raising campaigns to encourage women to run for decision-making positions.
- ▶ **21%** (n=4) have organised training leadership education and training for women and set up a mentoring programme for women in decision-making positions.

GENDER EQUALITY IN COACHING

There are **3,315 women (31%)** and **7,291 men (69%)** among registered coaches, trainers and instructors in Finland **5**.

5

FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS (%)



ALL REGISTERED COACHES

Women are underrepresented among coaches in Finland reaching 31% **5**.

Federations with the highest percentage of female coaches:

- ▶ Figure skating: 96.5%
- ▶ Equestrian: 92.5%
- ▶ Gymnastics: 89%.

Federations with the highest percentage of male coaches (90-99%):

- ▶ Ice hockey: 95.5%
- ▶ Basketball: 92%
- ▶ Table tennis: 91%
- ▶ Shooting: 90%.

ELITE LEVEL COACHES

38 women (26.5%) and **105 men (73.5%)** coach elite level athletes or national teams **5**.

Of the 38 women, 17 coach men's national teams/athletes – of the 105 men, 42 coach women's national teams/athletes.

- ▶ **17%** (n=4) of the federations do not employ a female elite level coach.
- ▶ **61%** (n=14) of the federations employ at least one female elite level coach.
- ▶ **70%** (n=16) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

58% (n=15) of the respondents, including 13 sport federations, the Paralympic Committee, and the Ministry of Education and Culture, have taken measures to recruit or increase the number of female coaches since 2020.

61% (n=14) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport.

48% (n=11) offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

- ▶ Awareness-raising campaigns targeting women (60%, n=9)
- ▶ Education/training courses for female coaches (53%, n=8)
- ▶ Positions reserved for women coaches in education/training courses (47%, n=7)
- ▶ Transparent, clear and gender-sensitive recruitment procedures (40%, n=6)
- ▶ A written action plan to increase the number of female coaches and a mentoring programme for (future) female coaches (33%, n=5)
- ▶ Setting up a network of female coaches and initiating and/or supporting research/studies on gender equality in coaching (27%, n=4)
- ▶ Dedicated resources for female coaches (13%, n=2)
- ▶ Establishing a database of female coaches (7%, n=1).

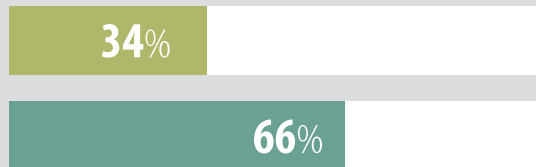
GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

There are **3,666 women (37%)** and **6,230 men (63%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Finland **7**.

6

WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were 58 women officiating in elite level competitions in 2023, of whom 28 (48%) officiated games where men were competing. In contrast, there were 113 men officiating in elite level competitions, of whom 87 (77%) officiated games where women were competing. In other words, of the total 171 sports officials who officiate elite games, 34% were women and 66% were men.

7

REGISTERED REFEREES, JUDGES, UMPIRES, RACE COMMISSIONERS ETC.



Women Men

- ▶ In the Tokyo Olympic Games (2020), 10 Finnish sports officials officiated – three women and seven men.
- ▶ In the Tokyo Paralympic Games (2020), five Finnish sports officials officiated – one woman and four men.
- ▶ In the Beijing Olympic Games (2022), three Finnish sports officials officiated – two women and one man.
- ▶ In the Beijing Paralympic Games (2022), one woman and one man officiated.

Since 2020, **43.5%** (n=10) of the federations have reported implementing measures to recruit or increase the number of female sports officials:

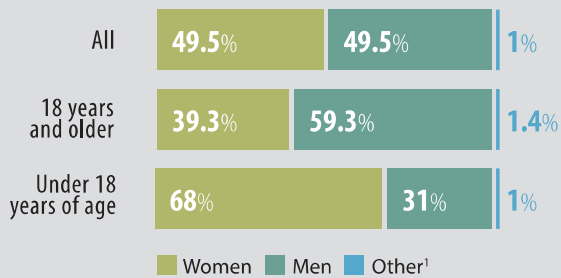
- ▶ **40%** (n=4) have adopted transparent, clear and gender-sensitive recruitment procedures
- ▶ **30%** (n=3) have a written action plan to increase the number of female sports officials
- ▶ **20%** (n=2) report offering education/training courses, have established a network of female sports officials and initiated and/or supported research/studies on gender equality in officiating
- ▶ **10%** (n=1) have dedicated resources for female sports officials, implemented awareness-raising campaigns targeting women, offered mentoring programme for (future) female sports officials and established a database of female sports officials.

52% (n=12) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

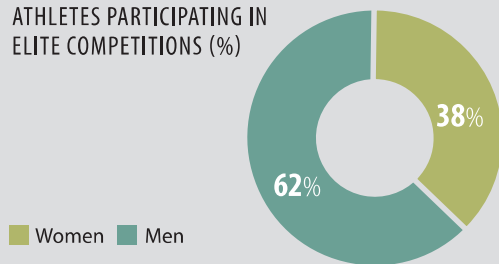
35% (n=8) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

8 MEMBERSHIP OF THE NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (%)



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ 15 national federations reported 118,738 girls as members of their sports clubs – this number accounts for 68% of young people who are members of sports clubs out of 174,558 members **8**.
- ▶ Boys account for 54,070 (31%) of young people who are members of sports clubs **8**.
- ▶ 1,750 (1%) of young people who are members of sports clubs are of other/undisclosed gender.
- ▶ There are more women than girls active in sport clubs/federations with 126,797 (52%) members compared to 18,738 (48%) girls.
- ▶ Men represent the majority among male members of sport federations at 191,341 (78%).
- ▶ In the adult category, women's participation reaches 39.3% compared to 59.4% men and 1.4% other/undisclosed **8**.
- ▶ When we count all members from all categories, men represent the highest percentage with 38.5% over women (25.5%), girls (24%), and boys (11%).
- ▶ The sports with the highest proportion of women compared to men are equestrian (95%), figure skating (89%) and gymnastics (84%). Shooting (92%) and table tennis (92%) have the most male members, followed by wrestling (82%) and judo (77%). The athletics, swimming and taekwondo federations are more gender balanced, with a gender gap ranging between 6 and 13%.
- ▶ There are 1,213 women (38%) and 1,962 men (62%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

54% (n=14) of the sport federations surveyed, as well as the Ministry of Education and Culture, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020.

- ▶ **79%** (n=11) have allocated financial resources to girls' and women's sport and/or physical activities.
- ▶ **64%** (n=9) have ensured equal access to sport facilities for girls/women and other participants.
- ▶ **50%** (n=7) have implemented awareness-raising campaigns targeting girls and women, have a written action plan to increase the number of active girls and

women in sport and have offered taster sessions for girls and women.

- ▶ **43%** (n=6) have offered training seminars for coaches and decision-makers and have changed the competition offers to be more tailored to girls and women.
- ▶ **29%** (n=4) have initiated and/or supported research/studies on gender equality in participation.
- ▶ **21%** (n=3) have changed the provision of sport by introducing new sports, activities or ways of practising them.

The **Ministry of Education and Culture** requires organisations that receive state aid to promote sport to have equality and non-discrimination plans.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **58%** (n=15) of respondents have taken action to allocate resources equally among women and men.

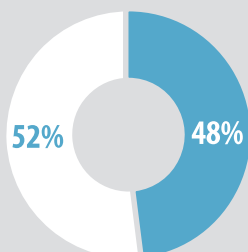
These include the athletics, canoe and rowing, fencing and pentathlon, figure skating, golf, ice hockey, judo, shooting, skiing, table tennis, taekwondo, and wrestling federations, as well as the Olympic and Paralympic Committees and the Ministry of Education and Culture.

1. Non-binary individuals or those for whom the federation does not have information about their gender.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS THAT HAVE A POLICY/ ACTION PLAN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE IN SPORT (%)



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

46% (n=12) of respondents, including sport federations and the Olympic Committee, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=8) adopted their policy/action plan from 2020 onwards.

The equestrian and judo federations were the first to put their policy in place in 2016 and the most recent was table tennis in 2024.

For 10 federations, the policy is associated with the national mechanisms on prevention of gender-based violence in sport.

Among those that have a policy and/or action plan:

- ▶ **67%** (n=8) have human resources dedicated to its implementation;
- ▶ **50%** (n=6) have a monitoring and evaluation mechanism in place;
- ▶ **42%** (n=5) have funds allocated to its implementation.

The **gymnastics federation** has allocated €10,000 and the **golf federation** €5,000 for the implementation of their action plans to prevent and combat gender-based violence.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

58% (n=15) of the respondents, including 13 sport federations, the Olympic Committee, and the Ministry of Education and Culture, have implemented specific actions/measures to prevent and combat gender-based violence in sport.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Written action plan to prevent and combat gender-based violence in sport, training seminars, workshops, etc. for coaches and/or for decision-makers, awareness-raising campaigns on this topic, appointment of a welfare or a protection officer and provision of formal complaint procedure for reporting gender-based violence (73%, n=11)
- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions as well as guidelines for handling cases of gender-based violence, minimising risks procedures (criminal record checks, risk assessment procedure, etc.) and provision of support services for victims/survivors (60%, n=9)
- ▶ Inclusion of a mention in the organisation's statutes/rules/laws that forbids gender-based violence (53%, n=8).

The National Gender Equality Act, the Criminal Code and the Sports Act provide a framework for sports operators to prevent, intervene and punish gender-based violence. The **Ministry of Education and Culture's** criteria for state funding include a healthy and safe environment, equality and equity, and good governance, all of which support the actions to prevent and combat violence mentioned above. In addition, the Ministry's co-ordinating body, the Advisory Board on Ethical Issues in Sport, which includes members from different ministries as well as organisations (including the Human Rights League and SETA), often deals with violence-related issues.

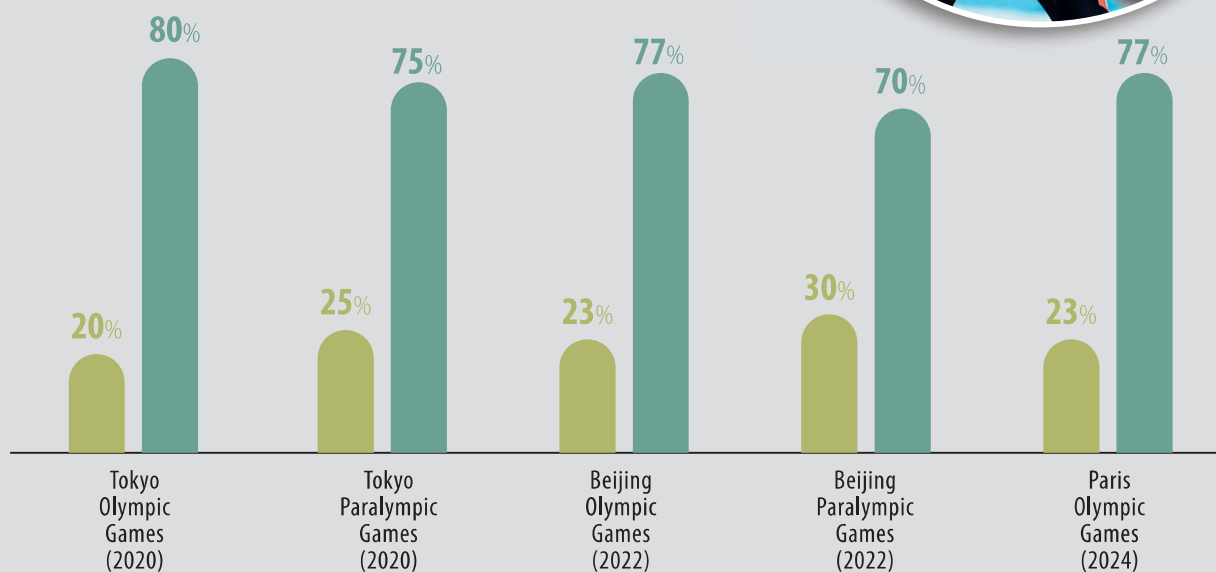
GENDER EQUALITY IN MEDIA/COMMUNICATION

11

PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%)
ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the International Sports Press Association (AIPS) issued **6** memberships for women and **53** for men in Finland.

Since 2020, **42%** (n=11) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport.

58% (n=15) have focused on social media for a gender-balanced representation of athletes.

However, only **35%** (n=9) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

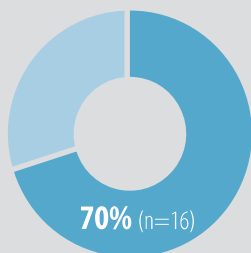
According to the **Finnish Paralympic Committee**, its communication is based on the 50/50 principle, showcasing an equal number of stories about women and men.

The **shooting federation** highlights that the choice of images and personal stories in its publications is based on ensuring an equal representation of genders and persons with disabilities.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

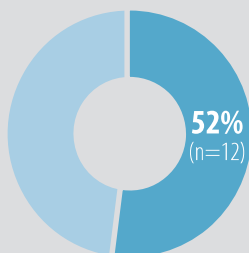
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Athletics, basketball, canoe and rowing, equestrian, fencing and pentathlon, figure skating, golf, gymnastics, ice hockey, judo, sailing, shooting, swimming, table tennis, taekwondo and wrestling.

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT



Athletics, basketball, canoe and rowing, equestrian, figure skating, golf, ice hockey, sailing, shooting, table tennis, taekwondo and wrestling.

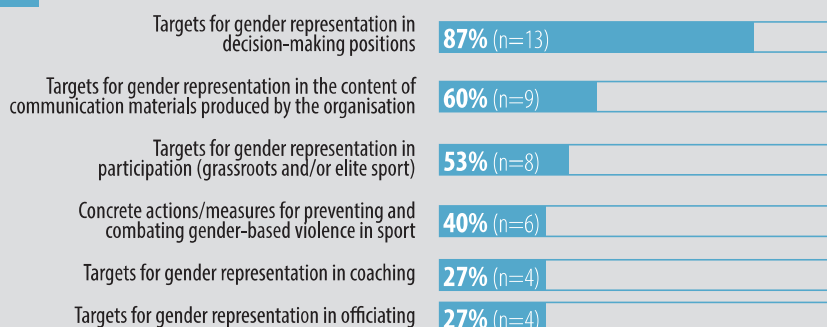
► Gender equality is included in 70% (n=16) of the sport federations' long-term plans but only 52% (n=12) have a policy for advancing gender equality in sport. Most action plans were introduced between 2022 and 2024 **12 13**.

► All federations that have a policy also include gender equality in their overall long-term goals.

► Gender equality is included in both the **Olympic and Paralympic Committees'** and the **Ministry of Education and Culture's** long-term plans, which include a policy for advancing gender equality.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS, COMMITTEES AND THE MINISTRY OF EDUCATION AND CULTURE (n=15)



► **73%** (n=11) of the respondents report having a mechanism for monitoring and evaluating their action plan.

► **67%** (n=10) dedicate human resources and **27%** (n=4) allocate funds to the implementation of the policy/action plan.

► **87%** (n=13) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

► Among respondents that have an action plan for gender equality, 13 target gender representation in decision-making positions, and nine target gender representation in communication materials. Eight target gender representation in participation (grassroots and/or elite sport), and six have concrete guidelines for preventing and combating gender-based violence in sport. Four target gender representation in coaching and officiating **14**.

► The **Ministry of Education and Culture** targets gender representation in decision-making and officiating in their equality plan. In addition, it targets gender representation in their communication materials and sets out measures for preventing and combating gender-based violence in sport.

► The **Olympic Committee** also has a gender equality plan, targets gender representation in decision-making, as well as in their communication materials and set out measures for preventing and combating gender-based violence in sport.

► The **Paralympic Committee** targets gender representation in participation (grassroots and/or elite sport).

According to the **Ministry of Education and Culture** in Finland, equal treatment and gender representation are defined in legislation and regulations.

GENDER EQUALITY STRATEGIES

► **22%** of the sport federations are taking affirmative action and **9%** have a gender mainstreaming strategy.

► The **Ministry of Education and Culture** and the **Olympic Committee** are using both affirmative action and mainstreaming strategies.

AFFIRMATIVE ACTION
22% (n=5)

GENDER MAINSTREAMING STRATEGY
9% (n=2)

According to the **Ministry of Culture and Sport** in Finland, when considering the amount of a grant, good gender equality work is taken into account in public funding. In addition, the Ministry awards annual prizes for outstanding gender equality work.

FINLAND: CONCLUDING POINTS

Since 2020, significant steps have been taken to promote gender equality in the sport sector.

Gender equality is included in 70% (n=16) of the sport federations' long-term plans and 52% (n=12) have a **policy for advancing gender equality**.

22% of federations use **affirmative action** measures, and 9% have a **gender mainstreaming strategy**, compared to only 11% and 32% respectively in 2019.

The Ministry of Education and Culture and the Olympic Committee are using both affirmative action and mainstreaming strategies.

Significantly, 46% of respondents, including sport federations, the Olympic and Paralympic Committees and the Ministry of Education and Culture, have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

The national laws in Finland have a robust gender equality focus which is reflected in the work of the Olympic and Paralympic Committees, the Ministry of Education and Culture and the sport federations.

Overall, **men are overrepresented in leadership positions** in Finnish sports organisations. Only six (26%) national sport federations report having a female president, as well as the Paralympic Committee.

Women comprise less than 40% of all board members in sport federations and the Olympic & Paralympic Committees, yet **50% of vice-presidents are women**.

Out of the federations surveyed, 17% do not employ a female elite level coach.

Finally, of the total 171 sports officials who officiate elite games, 34% are women and 66% are men.

In terms of **women's participation in sports**, the rate is 49% across all sports, a **significant improvement since 2019's percentage of 33%**.



GENDER EQUALITY IN SPORT

KOSOVO*



FACTSHEET



TOTAL POPULATION

1.7 MILLION

MEDIAN AGE

32 YEARS



GDP PER CAPITA

€5,082

POPULATION

50%

WOMEN

MEN

50%

LIFE EXPECTANCY

82 YEARS

WOMEN

MEN

77 YEARS

Source: World Bank — World Development Indicators (2023)

ALL IN PLUS: PROMOTING GREATER GENDER EQUALITY IN SPORT

The following is a breakdown of six gender equality indicators for sport in Kosovo:

1. Gender equality in leadership
2. Gender equality in coaching and officiating
3. Gender equality in participation (from grassroots to elite sport)
4. Preventing gender-based violence in sport
5. Gender equality in media/communication
6. Policies and programmes to address gender equality in sport

The results are based on 12 respondents from Kosovo – 11 sport federations and the Kosovar Paralympic Committee. Data was collated between May and September 2024 on the basis of 2023 data. The data presented is based on responses to the relevant questions, including those who selected 'don't know' or did not provide a specific answer. As a result, percentages may not always total 100%.

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The project covers and standardises data collection in 20 countries and Kosovo,* based on a set of commonly agreed "basic" gender equality indicators in six strategic fields: **leadership; coaching and officiating; participation; gender-based violence; media/communication; gender equality policies and programmes.**

► To find more results for Kosovo and the other countries involved in the project have a look at the project website: <https://pjp-eu.coe.int/en/web/gender-equality-in-sport/home>

* 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.

All In Plus: Promoting greater gender equality in sport

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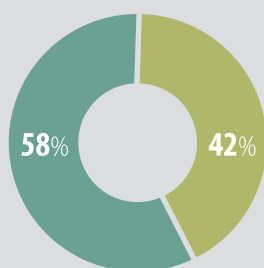
COUNCIL OF EUROPE



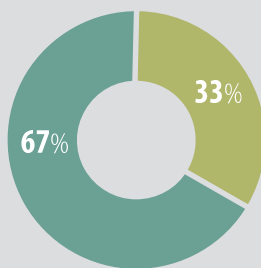
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GENDER EQUALITY IN LEADERSHIP

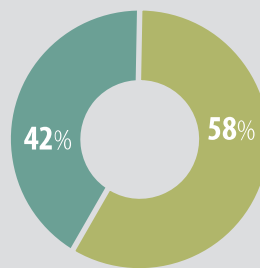
1 FEMALE AND MALE PRESIDENTS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=12)



2 FEMALE AND MALE VICE-PRESIDENTS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=12)



3 FEMALE AND MALE EXECUTIVE HEADS OF SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (n=12)



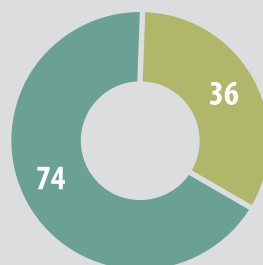
n=x refers to the number of respondents (i.e. sport federations, Olympic and Paralympic Committees, and national authorities responsible for sport) that replied to the question. **N=x** refers to the number of persons in a specific role (vice-presidents, board members, etc.).

- ▶ Four (36%) national sports federations have a female president. These include the federations for paralympic shooting, para table tennis, sitting volleyball and wheelchair basketball. A female president also heads the Paralympic Committee.
- ▶ Among the 18 vice-presidents of the 12 respondents, 33% (N=6) are women and represent the federations for basketball, boccia, para athletics, para swimming, volleyball and wheelchair basketball **2**.
- ▶ In national sport federations, more than half of executive heads (N=6) are women.

- ▶ **THE PARALYMPIC COMMITTEE** is chaired by a female president and a male vice-president. The committee has 27 board members, of whom 9 are women and 18 are men.

- ▶ Among the 11 respondents which answered the question, there were 242 voting members of the (general) assembly in 2023 – 37% of whom were women (N=89).

4 NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATION AND PARALYMPIC COMMITTEE BOARD MEMBERS COMPRISE 36 WOMEN AND 74 MEN (N=110)



There is a low representation of female board members among sport federations and the Paralympic Committee in Kosovo, reaching 33% **4**.

The para swimming federation reported a higher representation of women (N=4) compared to men (N=1).

WOMEN IN DECISION-MAKING: ACTIONS & MEASURES

67% (n=8) of the respondents, including seven federations and the Paralympic Committee, implement measures to recruit or increase the number of women in elected/appointed decision-making positions in sport.

- ▶ **75%** (n=6) have developed an action plan to increase the number of women in decision-making positions.
- ▶ **50%** (n=4) have organised awareness-raising campaigns to encourage women to run for decision-making positions and include gender equal representation in decision-making in their statutes.

- ▶ **37.5%** (n=3) have transparent, clear and gender friendly election/appointment procedures, have seats reserved for women, have organised gender equality training for decision-makers, and have established a mentoring programme for women in decision-making positions.
- ▶ **25%** (n=2) have adopted gender quotas/targets in elections or appointment procedures, organised training courses on leadership for women, and established a network of women in decision-making positions.
- ▶ **12.5%** (n=1) have taken action towards the reconciliation of private life and professional obligations, and have initiated and/or supported research/studies on gender equality in decision-making positions.

GENDER EQUALITY IN COACHING

There are **11 women (9%)** and **114 men (91%)** among registered coaches, trainers and instructors in Kosovo **5**.

5

FEMALE AND MALE REGISTERED COACHES AND EMPLOYED ELITE LEVEL COACHES IN THE NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS (%)



ALL REGISTERED COACHES

Women are severely underrepresented among coaches in Kosovo at 9% **5**.

There is no federation with a higher percentage of female than male coaches.

Federations with the highest percentage of male coaches (90-100%):

- ▶ Para athletics and wheelchair tennis: 100%
- ▶ Basketball: 94%.

ELITE LEVEL COACHES

Seven women (17%) and **34 men (83%)** coach elite level athletes or national teams **5**.

Of the seven women, none coach men's national teams/athletes – of the 34 men, six coach women's national teams/athletes.

- ▶ **64%** (n=7) of the federations do not employ a female elite level coach.
- ▶ **27%** (n=3) of the federations employ at least one female elite level coach.
- ▶ **64%** (n=7) of the federations employ at least one male elite level coach.

WOMEN IN COACHING: ACTIONS & MEASURES

58% (n=7) of the sport federations, as well as the Paralympic Committee, have taken measures to recruit or increase the number of female coaches since 2020.

- ▶ **82%** (n=9) of the federations surveyed have offered their coaches training courses on the topic of gender equality in sport and offered training pertaining to gender-based violence in sport.

These are the most to least commonly used measures:

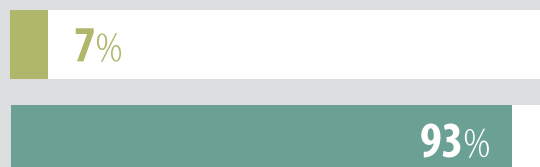
- ▶ A written action plan/strategy to increase the number of female coaches (57%, n=4).
- ▶ Organisation of awareness-raising campaigns targeting women, initiation of and/or support for research/studies on gender equality in coaching and transparent, clear and gender-sensitive recruitment procedures (43%, n=3).
- ▶ Dedicated resources for female coaches, reserved positions for female coaches in training courses and establishing a mentoring programme for female coaches (29%, n=2).
- ▶ Education/training courses for female coaches, setting up a network of female coaches as well as establishing a database of female coaches (14%, n=1).

GENDER EQUALITY IN OFFICIATING

SPORTS OFFICIALS

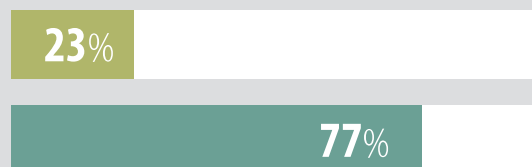
There are **40 women (23%)** and **135 men (77%)** among registered referees, judges, umpires, race commissioners etc. supervising compliance with rules during sporting events in Kosovo **7**.

6 WOMEN AND MEN OFFICIATING IN ELITE LEVEL COMPETITIONS



There were two women officiating in elite level competitions in 2023, of whom one officiated games where men were competing. In contrast, there were 26 men officiating in elite level competitions, of whom 16 officiated games where women were competing. In other words, of the total 28 sports officials who officiated elite games, 7% were women and 93% were men.

7 REGISTERED REFEREES, JUDGES, UMPIRES, RACE COMMISSIONERS ETC.



■ Women ■ Men

Since 2020, **45.5%** (n=5) of the federations reported implementing measures to recruit or increase the number of female sports officials:

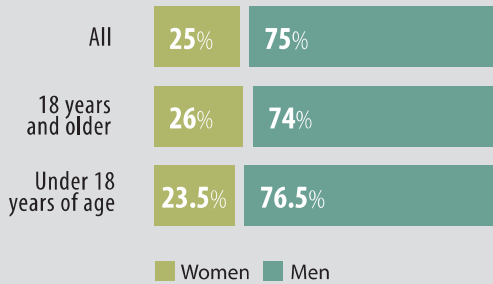
- ▶ **80%** (n=4) have a written action plan to increase the number of female sports officials.
- ▶ **60%** (n=3) have adopted transparent, clear and gender-sensitive recruitment procedures, reserved positions for female sports officials in education/training courses and implemented awareness-raising campaigns targeting women.
- ▶ **40%** (n=2) report offering education/training courses and mentoring programmes.
- ▶ **20%** (n=1) have dedicated resources for female sports officials, established a database and set up a network of female sports officials, and initiated and/or supported research/studies on gender equality in officiating.

91% (n=10) of the federations report offering their sports officials training courses on the topic of gender equality in sport.

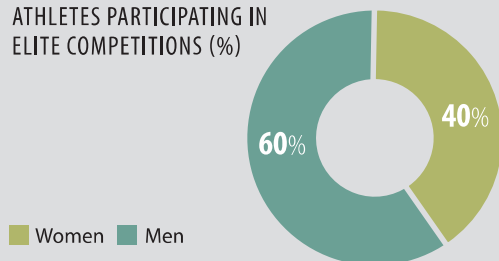
82% (n=9) have offered training pertaining to gender-based violence in sport.

GENDER EQUALITY IN PARTICIPATION

8 MEMBERSHIP OF THE NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS (%)



9 ATHLETES PARTICIPATING IN ELITE COMPETITIONS (%)



- ▶ Ten national federations reported 510 girls as members of their sports clubs – this number accounts for 23.5% of young people who are members of sports clubs out of 2,167 members **8**.
- ▶ Boys account for 1,657 (76.5%) of young people who are members of sports clubs **8**.
- ▶ There are more women than girls active in sports clubs/federations with 617 (55%) members compared to 510 (45%) girls.
- ▶ Men represent the majority of male members of sports federations 1,787 (52%).
- ▶ In the adult category, women's participation reaches 26% compared to 74% for men.
- ▶ When we count all members from all categories, men members represent the highest percentage with 39% over boys (36%), women (13%) and girls (11%).
- ▶ There is no sport with a higher proportion of women members compared to men. Para table tennis (100%) and basketball (84%) have the most male members, followed by sitting volleyball and para athletics. There is no federation with a gender-balanced membership.
- ▶ There are 52 women (40%) and 79 men (60%) among athletes participating in elite competitions **9**.

GIRLS AND WOMEN IN SPORT: ACTIONS & MEASURES

58% (n=7) of the sport federations, as well as the Paralympic Committee, have taken action to promote women and girls' access to participation in sport and/or physical activity since 2020. The federations are basketball, boccia, paralympic shooting, para swimming, wheelchair tennis and shooting.

- ▶ **71%** (n=5) have a written action plan/strategy to increase the number of active girls and women in sport, have implemented awareness-raising campaigns targeting girls and women and have offered training seminars for coaches and decision-makers.
- ▶ **57%** (n=4) have ensured equal access to sport facilities for girls/women and other participants, offered taster sessions for girls and women and allocated financial resources to girls' and women's sport and/or physical activity.
- ▶ **29%** (n=2) have initiated and/or supported research/studies on gender equality in participation.
- ▶ **14%** (n=1) have changed the competition offers to be more tailored to girls and women as well as the provision of sport by introducing new sports, activities or ways of practising them.

FEMALE ELITE LEVEL ATHLETES: ACTIONS & MEASURES

Since 2020, **42%** (n=5) of the respondents have taken steps to allocate resources equally among women and men.

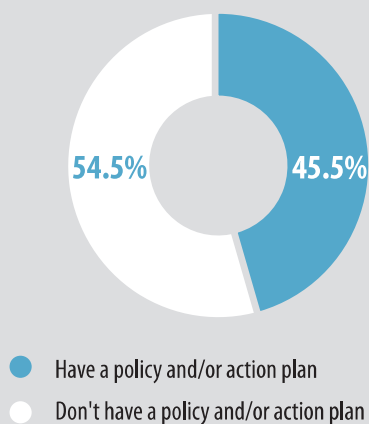
These are the basketball, para athletics, paralympic shooting and wheelchair tennis federations and the Paralympic Committee.

- ▶ The **Paralympic Committee** offers specific financial support for girls and women for participation in competitions and pre-sports activities.

PREVENTING GENDER-BASED VIOLENCE IN SPORT

10

NATIONAL OLYMPIC AND PARALYMPIC SPORT FEDERATIONS THAT HAVE A POLICY/ACTION PLAN TO PREVENT AND COMBAT GENDER-BASED VIOLENCE IN SPORT (%):



50% (n=6) of the respondents, including sport federations and the Paralympic Committee, have adopted a written policy and/or action plan for preventing and combating gender-based violence in sport.

The majority (n=4) adopted their policy/action plan in 2023. The paralympic shooting federation was the first to put its policy in place in 2022. For four federations the policy is associated with the national mechanisms on prevention of gender-based violence in sport, including boccia, para athletics, para swimming and wheelchair basketball.

Among those that have a policy and/or action plan:

- ▶ **100%** (n=6) have human resources dedicated to its implementation.
- ▶ **83%** (n=5) have a monitoring and evaluation mechanism in place.
- ▶ **None** have funds allocated to its implementation.

PREVENTING AND COMBATING GENDER-BASED VIOLENCE: ACTIONS & MEASURES

42% (n=5) of the respondents have implemented specific actions/measures to prevent and combat gender-based violence in sport.

The actions taken most often to prevent and combat gender-based violence include:

- ▶ Codes of conduct/ethical guidelines for coaches and/or people in managerial and decision-making positions and written action plan to prevent and combat gender-based violence in sport (80%, n=4)
- ▶ Guidelines for handling cases of gender-based violence (60%, n=3)
- ▶ Training seminars for coaches and/or for decision-makers, awareness-raising campaigns on this topic, provision of support services for affiliated organisations and appointment of a welfare or a protection officer (40%, n=2).

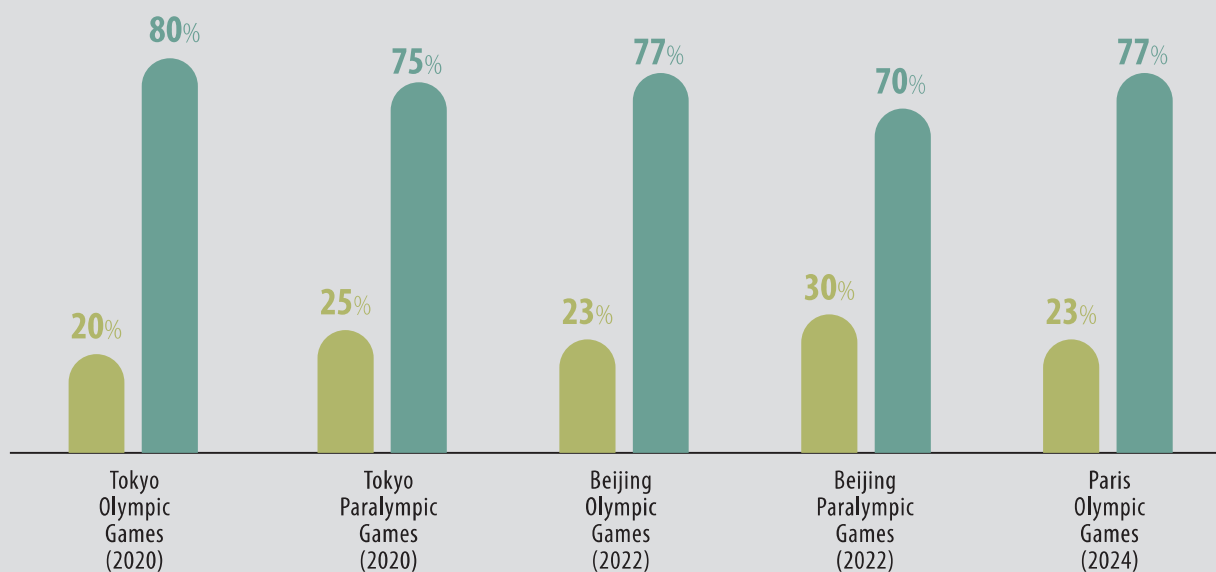
GENDER EQUALITY IN MEDIA/COMMUNICATION

11

PRESS ACCREDITATIONS AT THE OLYMPIC AND PARALYMPIC GAMES (%) ALL REPRESENTED COUNTRIES

(Source: IOC & IPC)

Women Men



In 2022-2023, the **International Sports Press Association (AIPS)** has not issued any membership cards for Kosovo.

Since 2020, **33%** (n=4) of the respondents have targeted the media (public and/or private) for a gender-balanced representation of those practising sport and focused on social media for a gender-balanced representation of athletes.

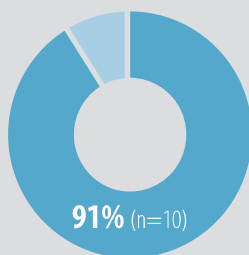
25% (n=3) have guidelines for gender-balanced representation in communication materials (texts, pictures, etc.).

In 2023, the **basketball federation** launched an online platform dedicated to women in basketball, which has garnered visibility to women's basketball on social platforms for the first time.

GENDER EQUALITY POLICIES AND PROGRAMMES

12

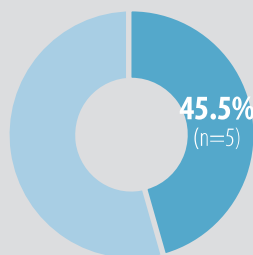
GENDER EQUALITY INCLUDED IN LONG-TERM PLAN OR BUSINESS PLAN



Basketball, boccia, para athletics, paralympic shooting, para swimming, para table tennis, wheelchair tennis, sitting volleyball, shooting and wheelchair basketball.

13

SPECIFIC WRITTEN POLICY FOR ADVANCING TOWARDS GENDER EQUALITY IN SPORT

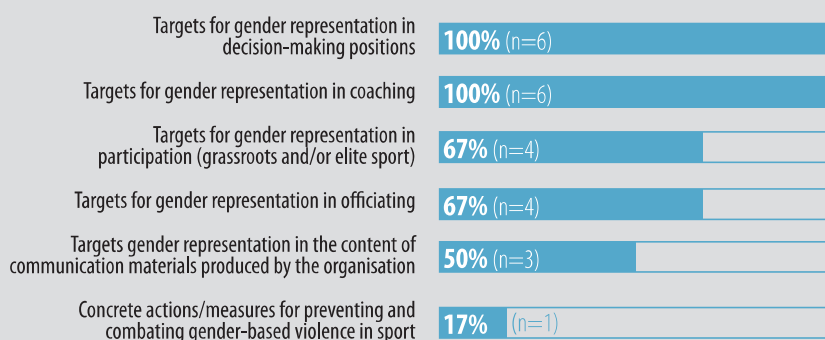


Basketball, para athletics, para swimming, wheelchair tennis and wheelchair basketball.

- Gender equality is included in 91% (n=10) of the sport federations' long-term plans but only 45.5% (n=5) have a policy for advancing gender equality in sport **12** **13**. Most action plans were introduced in 2023.
- The basketball, para athletics, para swimming, wheelchair tennis and wheelchair basketball federations as well as the Paralympic Committee have a policy and include gender equality in their overall long-term goals.

14

GENDER EQUALITY IN THE POLICY/ACTION PLANS BY NATIONAL OLYMPIC AND/OR PARALYMPIC SPORT FEDERATIONS AND PARALYMPIC COMMITTEE (N=6)



- Four respondents (**67%**) report having a mechanism for monitoring and evaluating their action plan.
- Five respondents (**83%**) dedicate human resources and two (**33%**) allocate funds to the implementation of the policy/action plan.
- All six respondents (**100%**) are seeking partnerships/co-operation with other stakeholders in the implementation of the policy/action plan.

- Among the respondents that have an action plan for gender equality, six target gender representation in decision-making positions and in coaching, four target gender representation in participation (grassroots and/or elite sport) and in officiating, and three have targets for gender representation in communication materials. One has concrete guidelines for preventing and combating gender-based violence in sport **14**.
- The **Paralympic Committee** targets gender representation in decision-making and coaching in its equality plan. In addition, it targets gender representation in participation and in communication materials.

GENDER EQUALITY STRATEGIES

45.5% of the sport federations are taking affirmative action and **64%** have a gender mainstreaming strategy.

AFFIRMATIVE ACTION
45.5% (n=5)

GENDER MAINSTREAMING STRATEGY
64% (n=7)

The **Paralympic Committee** has incorporated mainstreaming strategies to reach gender equality in sport.

KOSOVO: CONCLUDING POINTS

Since 2020, steps have been taken to improve the situation of gender equality in sport in Kosovo.

Gender equality is included in **91%** (n=10) of **the sport federations' long-term plans** but only **45.5%** (n=5) have a **policy for advancing gender equality**.

45.5% of federations use **affirmative action** measures, and 64% have a **gender mainstreaming strategy**.

The Paralympic Committee is using mainstreaming strategies.

Significantly, 50% of the respondents, including the sport federations and the Paralympic Committee have adopted a policy and/or action plan for **preventing and combating gender-based violence in sport**.

Overall, **men dominate leadership positions** in Kosovar sports organisations.

Four (**36%**) national sports federations report having a **female president**, as well as the Paralympic Committee.

Women comprise **33% of all board members** in sport federations and the Paralympic Committee and only **33% of vice-presidents**.

Women are severely underrepresented among **coaches** in Kosovo at 9% and, out of the federations surveyed, 67% do not employ a female elite level coach.

Finally, of the total **28 sports officials** who officiate elite games, **7%** are women and 93% are men.

In terms of **female participation in sports**, the rate is **25%** across all sports.

3. Abstract

Submitted to 17th ENSE Forum, Tirana, Albania 1.-2.11.2024

Authors:

Marita Mattila, MSc, Project Manager, South-Eastern Finland University of Applied Sciences

Heli Kesämaa, Dr Sc.(Econ.), Principal Lecturer, South-Eastern Finland University of Applied Sciences

Mentor growth and competency building within the GEIN project: A Study proposal

Introduction

In recent years, various aspects of sustainability, such as gender equality, diversity and inclusion, have gained significant attention among stakeholders in the sports sector. A key driving force behind this is the UN Sustainable Development Goal 5, which emphasizes the promotion of gender equality and the empowerment of women.

In alignment with these principles, the GEIN project has been developed to empower sports actors in Albania and Kosovo. The project primarily targets female sports leaders and coaches, aiming to promote gender equality and enhance leadership skills through an educational program and mentorship. Mentorship plays a crucial role in achieving the project's objectives. In this paper, we are interested in the mentors' personal development during the process.

Within the project, mentoring is focused on the theme of equality. A total of 25 mentors from four different countries participate in the project. They come from diverse backgrounds and possess varied skills, but the common thread is that their professional or voluntary activities are related to sports.

Purpose of the study

This study seeks to explore the perceived benefits that mentors have gained from their participation in the project. It will investigate mentorship from the mentors' perspectives, drawing on their personal reflections.

Following research questions guide this study: *How have the mentor's own competencies developed during the mentoring process? What are the most significant benefits of mentoring for the mentors?*

The study will provide empirical insights into how the mentoring process has contributed to the mentors' own skill development and personal growth. Rather than aiming to generalize

the findings, the study seeks to deepen understanding of the personal development of the mentors.

Mentorship

In this study, mentoring is understood as a developmental relationship wherein a more experienced individual (mentor) provides guidance and support to a less experienced individual (mentee). The primary aim of mentorship is to foster the mentee's personal and professional development, enhance skill acquisition, and facilitate career progression. However, mentoring also has the potential to contribute to the personal and professional growth of the mentor (Klinge, 2015; Garvey & Stokes, 2022).

Given that mentoring is often a voluntary activity, mentors are driven by various intrinsic and extrinsic motivations. Intrinsic motivations may include personal satisfaction, a commitment to supporting the next generation, and a desire for self-reflection and personal development. Extrinsic motivations, on the other hand, may encompass opportunities for skill development, career progression, professional networking, and recognition within their field. Additionally, mentoring offers social benefits, such as the formation of new professional relationships and connections (Klinge, 2015; Unny Guptan, 2018).

While much of the existing research on mentorship emphasizes the mentoring process, its content, outcomes, and the mentee's perspective, there remains a notable gap in the literature concerning the use of mentoring within the sports sector and its impact on the development of mentors' own competencies. Hancock et al. (2017) suggest that mentoring is a critical factor in advancing the careers of women in athletic administration. Wong (2017) explored how mentors develop their skills and knowledge within the school context, while Behar-Horenstein et al. (2019) examined the impact of a mentoring program on the enhancement of mentors' competencies.

Methodology

This study employs a qualitative research approach to explore the development of competencies and the benefits experienced by the mentors. The mentors serve as key informants for the study.

Empirical data will be gathered through the mentors' written reflections, supplemented by semi-structured interviews with 5–7 selected mentors. The interviews will be conducted online. The data will be analyzed using content analysis to identify recurring themes and insights. Additionally, secondary data, including project reports and materials from workshops, will be incorporated to provide further context and support the analysis.

Data collection will take place between March and May 2025, with the final results scheduled for presentation in October 2025.

References

- Behar-Horenstein, L.S., Feng, X., Prikhidko, A., Su, Y., Kuang, H., Fillingim, R.B. 2019. Assessing Mentor Academy Program Effectiveness using Mixed Methods. *Mentor Tutoring*, 27(1), 109-125.
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- Unny Guptan, S. 2018. Mentoring 2.0: A Practitioner's Guide to Changing Lives. Sage Publications. 45-49.
- Wong, J. L. N. 2018. Why social capital is important for mentoring capacity building of mentors: a case study in Hong Kong. *Teachers and Teaching*, 24(6), 706–718.

4. Abstract

Submitted to European Sport Congress 4.-5.11.2025 Lille, France

Heli Kesämaa, Dr Sc.(Econ.), Principal Lecturer, South-Eastern Finland University of Applied Sciences

Contributions of mentorship within the GEIN project

Introduction

This study examines the success of mentorship in the GEIN project. GEIN is a capacity-building project targeting sport actors in Albania and Kosovo. It focuses on gender equality and leadership skills in sports. The main tools are a learning program, mentorship, and the creation of a mentor network to promote gender equality in sports.

Objectives

The purpose of the study is to investigate the mentors' views on the contribution and success of mentoring within the project. The research questions are: *What kinds of contributions can be identified in mentoring?* and *How could the mentoring process be improved?* The aim is to deepen understanding in order to develop the mentoring network in the project.

Methodology

The study was conducted using surveys and interviews. The questions were based on previous mentoring studies and literature (Grant et al. 2020; Garvey & Stokes 2022; Leeder et al. 2022). The study population consisted of all 25 mentors involved in the project.

The first survey was an anonymous online questionnaire (Ekinci 2015) exploring the mentors' expectations for the upcoming mentorship (n = 13). The second online survey was also anonymous and conducted after the mentoring period (n = 12). It explored the mentors' views on the process and its outcomes.

Finally, six mentors were interviewed through semi-structured (Silverman 2013) personal interviews. The informants were purposively selected from each of the project partner countries. The aim was to gain deeper insight into the success of the process.

Results

The mentors were a heterogeneous group in terms of their backgrounds. Some were mentoring for the first time, while others already had extensive experience in the field. The mentors' experiences were largely in line with their initial expectations. According to the

the findings, the study seeks to deepen understanding of the personal development of the mentors.

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