



Strasbourg, 20 February 2014

EPAS (2013) 36rev6

Enlarged Partial Agreement on Sport (EPAS)

**Draft Recommendation of the Committee of Ministers to member states on
gender mainstreaming in sport**

[Draft] Recommendation CM/Rec(2014)XX of the Committee of Ministers to member states on gender mainstreaming in sport

The Committee of Ministers, under the terms of Article 15.b of the Statute of the Council of Europe,

Noting that sport provides girls and boys, women and men with an environment conducive to education and the social development of the individual, and contributes to fostering good health and well-being in society;

Noting that sport also provides girls and boys key values such as fair play, respect for others and respect for rules, team spirit, tolerance and responsibility, to build the basis of responsible citizens and prerequisites for life in a democratic society;

Convinced that sport can promote social inclusion of vulnerable groups exposed to multiple discrimination and contribute towards better understanding among communities, including in post conflict regions;

Mindful that, despite the existence of standards at national, regional and international level guaranteeing the principle of gender equality and the right for everyone to participate in sport, a gap still persists between standards and practice, between *de jure* and *de facto* gender equality and discrimination against women and girls, including from vulnerable groups exposed to multiple discrimination, is still evident;

Bearing in mind that the enjoyment of the rights set forth in the Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR) and its protocols, must be secured without discrimination on any ground such as sex, and that Protocol No. 12 to the ECHR guarantees the enjoyment of any right set forth by law without discrimination on any ground such as sex;

Recalling that the revised Recommendation (92) 13 of the Committee of Ministers on the revised European Sports Charter underlines the right for everyone to participate in sport and recommends that sport be kept free of any kind of discrimination, in particular, on grounds of sex;

Taking into account Recommendation (2010) 9 of the Committee of Ministers to member states on the revised Code of Sports Ethics demanding the “equal participation of women, girls, men and boys in all individual and/or team sports without gender-based discrimination”;

Taking into account Recommendation (98) 14 of the Committee of Ministers to the member states of the Council of Europe on gender mainstreaming, which recommends that the governments of member states encourage decision-makers to “create an enabling environment and facilitate conditions for the implementation of gender mainstreaming in the public sector”;

Taking into account Recommendation (2005) 8 of the Committee of Ministers to the member states of the Council of Europe on the principles of good governance in sport, which states that the implementation of the principles of good governance in sport is a key to the promotion of gender mainstreaming in sport;

Taking into account Recommendation CM/Rec(2013) 1 of the Committee of Ministers to member states on gender equality and media;

Recalling the Declaration “Making gender equality a reality” of May 2009, whereby the Committee of Ministers urged member states to commit themselves fully to bridging the gap between equality in fact and in law and to accelerate the achievement of this aim by using gender mainstreaming effectively;

Bearing in mind the Parliamentary Assembly Resolution 1092 (1996) on discrimination against women in the field of sport and more particularly in the Olympic Games and Recommendation 1701 (2005) on discrimination against women and girls in sports;

Bearing in mind political commitments made at specialised Council of Europe Conferences of European Ministers, notably Resolution III adopted by Ministers responsible for Sport (Budapest, October 2004) and in particular, the Resolution adopted by Ministers responsible for Equality between Women and Men (Baku, May 2010), where it was acknowledged that the gap existing between gender equality can only be bridged by the adoption of specific legislation, policies and programmes and their implementation through the use of positive actions and gender mainstreaming, including gender budgeting;

Having regard that State Parties to the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW, 1979) condemn discrimination against women in all forms, and agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and of achieving substantive gender equality, including in sport and physical education;

Recalling the Declaration adopted during the Fourth International Conference of Ministers and Senior Officials responsible for Physical Education and Sport (MINEPS IV) and its reference to the Athens Declaration on Women and Sport of 2001 and recalling the Berlin Declaration adopted during the Fifth International Conference of Ministers and Senior Officials responsible for Physical Education and Sport (MINEPS V) in May 2013;

Recalling the Brighton Declaration on Women and Sport (1994), having the aim of developing a sporting culture that enables and values the full involvement of women in every aspect of sport;

Convinced that gender stereotypes and traditional gender roles, including the traditional gender models of masculinity and femininity in the world of sport, affect access to and participation in many levels and fields of sport, as well as the organisational cultures of sport administrations and sporting bodies; but also that sport and its media coverage can contribute to the perpetuation or to challenge of gender stereotypes across Europe;

Considering that, despite the progress achieved, gender segregation and inequalities persist between women and men in sport namely regarding access to, and practice of sport, physical education and physical activity; access to responsibilities, participation in sports governing bodies and decision-making roles; access to resources, salaries, financial incentives and sports facilities; media coverage of women athletes and of women’s sport; reintegration into the labour market after finishing the athletic career; gender-based violence including harassment and abuse;

Convinced that, in order to achieve substantive equality between women and men in sport and through sport, the structural character of gender inequality must be addressed by adopting the strategy of gender mainstreaming and involving all the relevant institutions and actors in its implementation. Nevertheless, given the significance of gender gaps in many fields of sport, gender mainstreaming still needs to be complemented by positive actions.

Recommends that the governments of member states to:

I. adopt and/or review their legislation and/or policies pertaining to sport with a view to implementing the strategies and measures outlined in this Recommendation and its Appendix;

II. promote and encourage policies and practices aimed at introducing, implementing gender mainstreaming in all fields and at all levels of sport and ensure the existence of specific mechanisms to this end;

III. ensure that this Recommendation and its explanatory memorandum are brought to the attention of the relevant political institutions, public authorities, sport organisations, and other sports-related organisations as well as education institutions and media;

IV. encourage co-operation between those stakeholders at national level responsible for and having impact on sport, physical education and gender equality policies;

V. monitor and evaluate gender mainstreaming policies, practices and results at national level and report on the steps taken and progress achieved in this field to the relevant bodies of the Council of Europe;

VI. co-operate at international level with a view to exchanging information and sharing good practices.

Invites the Enlarged Partial Agreement on Sport (EPAS) of the Council of Europe to monitor the implementation of this recommendation, where appropriate in co-operation with relevant stakeholders at European level.

Calls on the Secretary General to transmit this recommendation to intergovernmental organisations, international sports and sports-related organisations.

Appendix to Recommendation Rec (2014)XX

I - The governments of member states are invited to implement the following measures:

Legislation

1. incorporate the principle of equality between women and men and the strategy of gender mainstreaming into national laws on sport and physical education and/or into the existing body of legislation and/or regulations pertaining to sport; and bring the terminology used in legal drafting into line with the principle of equality between women and men.
2. assess the gender impact of future laws on sport and physical education or pertaining to sport and, where necessary, review existing laws from a gender equality perspective.

Policies and programmes

3. ensure that public authorities and public bodies related to sport and physical education are gender-balanced and ensure that a gender perspective is included in all areas of decision-making.
4. draw-up action plans for achieving substantive equality between women and men in sport, and bring the gender mainstreaming strategy into public sport and physical education policies and programmes, including in-built monitoring and evaluation.
5. ensure that issues of women and men from vulnerable groups exposed to multiple discrimination are systematically mainstreamed into all aspects of sport policies and programmes by taking into consideration the intersections of sex and gender with other grounds of discrimination, such as age, race, ethnicity, religion or belief, disability, sexual orientation and gender identity, and provide specific tailored support where appropriate.
6. adopt strategies against negative traditional gender stereotypes, and stereotypes attached to other grounds of discrimination and protect all people who challenge social norms by their free choice and practice of sport.
7. promote equal access to, and enjoyment of, sport resources by women and men, namely as regards funds, facilities, human resources including training and coaching, time, space and equipment to participate and compete, notably by using gender budgeting.
8. plan, design and manage sport, recreation and physical activity facilities to ensure that they are safe, affordable and accessible to women and men of all age groups, including from vulnerable groups exposed to multiple discrimination and encourage schools, local authorities, sports clubs and relevant decision-makers to implement any conversion work needed to meet these requirements.
9. ensure that public authorities request gender equality criteria before granting subsidies to sports organisations.
10. provide support for the work of civil society organisations promoting gender equality in sport.

11. establish concerted action between the ministries responsible for sport and physical education, the ministry responsible for equality between women and men, civil society organisations promoting women's participation in sport, the sports organisations and educational and research institutions, in particular when drawing up national action plans and implementing and assessing programmes.

Specific programmes and policies on formal and non-formal physical education in particular at local level

12. encourage the authorities responsible for school and out-of-school education to integrate the principle of gender equality and the strategy of gender mainstreaming into physical education and sports curricula.

13. take into account, in planning physical education and sports curricula and teaching methods and practices, of girls' and boys', women's and men's physical differences, different levels of ability, experiences, attitudes, values, including cultural values, needs and preferences, and cater for these differences by a gender sensitive and inclusive instruction.

14. encourage, enable and support with specific training and tools physical education and sports teachers, trainers, coaches and instructors to promote equality between girls and boys in sport and to manage problem situations caused by gender differences and cultural issues pertaining to access to and practice of sport and physical activity, as well as physical education.

Specific programmes and policies to combat gender-based violence

15. adopt, implement and monitor policies and measures in co-operation with sports organisations to prevent and combat gender-based violence against women and girls in sport, namely, physical intimidation or violence, verbal, psychological, physical and sexual harassment and abuse.

16. devise and implement policies and measures to prevent and combat gender-based bullying, harassment and violence, with regard to the practice of physical activity, physical education and sport and encourage schools, local authorities and sports organisations and clubs to implement them and to monitor their implementation.

Awareness raising and training

17. promote awareness initiatives and initial and in-service training on gender equality, gender mainstreaming and diversity for the personnel of public authorities responsible for framing and implementing this Recommendation and for the different actors of sport.

18. launch and promote awareness-raising campaigns for the promotion of equality between women and men in accessing, participating in and benefitting from sport and physical activities, throughout the different stages of the life cycle.

Data collection and research

19. ensure that the statistics based on individuals produced by public authorities responsible for framing and implementing this Recommendation are disaggregated by sex, published regularly and disseminated to the relevant stakeholders.

20. promote and support research on women and girls in sport and women's and girls' sport, including systematic gender analysis, and provide data to decision-makers and other relevant actors at national, regional and local level.

21. identify the gender-based reasons for the drop-out of women and girls, men and boys from sporting activities, and from organised and competitive sport.

22. identify the needs and preferences of women as regards the sport and physical activity practice throughout the life cycle.

23. identify barriers faced by women and girls, including from vulnerable groups exposed to multiple discrimination, as regards their access to and participation in all levels and fields of sport, including in coaching, management and other leadership positions.

Monitoring and reporting

24. implement this recommendation by regularly monitoring and evaluating gender mainstreaming policies, practices and results; publishing the findings and disseminating them widely among the parties concerned.

II - The governments of member states are invited to implement the following measures and to encourage sport organisations at national, regional, and local level, bearing in mind their autonomy, to:

Language

25. use a non-sexist and inclusive language in all documents and materials produced, edited and/or distributed by the public authorities responsible for framing and implementing this Recommendation and by sport organisations and ensure a balanced representation of women and men in all communication means, including positive images of women and girls in sport.

Grants, pay, prize-money and bonuses

26. encourage sponsors to support both women's and men's programmes equally and to award women and men equal grants, pay, prize-money and bonuses.

Awareness-raising

27. raise awareness about the gender hierarchies, segregation, inequalities and gender-based violence existing at various levels and fields of sport.

28. identify women role models and gender sensitive athletes, coaches, journalists and leaders and involve them in the promotion of equality between women and men in sport.

III – The Governments of member states are invited to encourage sport organisations at national, regional, and local level, bearing in mind their autonomy, to:

Policies and programmes

29. apply good governance by ensuring that the achievement of substantive gender equality through gender mainstreaming is a part of the organisation's mission, strategy and policies for the development of sport and that they regularly monitor and report on the practices and results, publish the findings and disseminate them widely among the parties concerned.

30. create gender sensitive and transparent recruitment, selection, appointment and election procedures and practices to increase the number of women participating at all levels of the sport organisation, including in coaching, management and other leadership positions.

31. adopt policies which allow a balance of private and family life and sporting roles with a special focus on athletes, coaches, managers and leaders.

32. develop strategies and implement positive actions, where necessary, until a balanced participation of women and men is reached at all levels of the sport organisation in terms of membership, practice, competition, coaching, leadership, management and national and international representation, and ensure the regular monitoring and evaluation of these policies.

33. implement policies and adopt codes of conduct regarding gender-based violence against girls and boys, women and men in sport and make explicit the complaint process, disciplinary actions and appeal procedures.

34. provide for equal access to sport facilities, in particular to women and girls from vulnerable groups exposed to multiple discrimination to participate in sporting activities, training and competitions.

Data collection and research

35. ensure that statistics regarding individual participation and representation in all areas and all levels of the organisation, including in executive bodies, coaching and other leadership or decision-making positions are disaggregated by sex, published regularly and disseminated.

Awareness-raising and training

36. promote awareness initiatives and/or training on gender equality, gender mainstreaming and diversity to provide personnel, coaches, athletes, sport managers and decision-makers at all levels with the necessary tools and competences to implement gender mainstreaming and gender equality in the organisation.

37. carry-out training, mentoring and shadowing programmes for women in order to encourage and qualify them for leadership roles and create opportunities for them to exercise these roles.

IV- The Governments of member states are invited to draw the attention of the media, bearing in mind their editorial independence, to the need to adopt measures for:

38. conveying a non-stereotyped image, role and visibility of women and men in sport and of women's sport, by not reproducing sexist representation and eliminating sexist content and language which could lead to discrimination on grounds of sex and gender, incitement to hatred and gender-based violence and by reflecting the progress of gender equality in sport.

39. ensuring a balanced participation of women and men in media work through the employment of female sport journalists and support to their careers among the editorial personnel.

40. raising the awareness and strengthening the capacities of sport media professionals and students by offering regular educational and vocational training programmes geared to the acquisition of in-depth knowledge of gender equality and its crucial role in a democratic society.

V- The Council of Europe is invited to:

41. co-operate at European and international level to monitor and evaluate the progress of balanced participation of girls and boys, women and men in sport on the basis of internationally comparable data broken down by sex, and collect, analyse and disseminate this information to the member states and other European and international institutions.

42. promote, in co-operation with the member states and other European and international institutions, the exchange of information, know-how and "good practices" favouring equality between girls and boys, women and men in sport.