



BALANCE IN SPORT

Tools to implement
gender equality in sport

Towards gender equality...

**DATA COLLECTION CAMPAIGN and
COLLECTED GOOD PRACTICES AND RESOURCES**

15 September - 15 November 2016

Funded
by the European Union
and the Council of Europe



COUNCIL OF EUROPE



Implemented
by the Council of Europe

Assessment of the data collection campaign (15 Sept/25 Nov 2016)



- *Pilot countries*

- Finland
- France
- Romania
- Spain

First results and lessons learned



- Introduction
 - A high involvement of the pilot countries:
 - 100 replies from public authorities and national sport organisations
 - About 90 other sport actors showed an interest in the process

	Ministry / government department in charge of sport	Ministry / government department in charge of public service media	National Olympic Committee / National sport confederation	National sport federations	
				Number of organisations contacted	Number of respondents
Finland	Yes	No	Yes	24	5
France	Yes	Yes	Yes	115	33
Spain	Yes	Yes (3 replies)	Yes	66	42
Romania	Yes	No	Yes	-	8

First results and lessons learned

- Impacts at national level:
 - Awareness raising on gender inequalities
 - Evolution of policies and strategies



First results and lessons learned



- First results / deeper analysis is needed
 - Finland, France and Spain
 - 2 types of data
 - Quantitative data on the participation of girls and women / boys and men in the sport world
 - Qualitative data on legal frameworks, policies and strategies
- ➔ Assessment of the “basic” indicators we agreed upon

First results and lessons learned



**Participation of girls and women / boys
and men in the sport world
in Finland, France and Spain**

Quantitative data

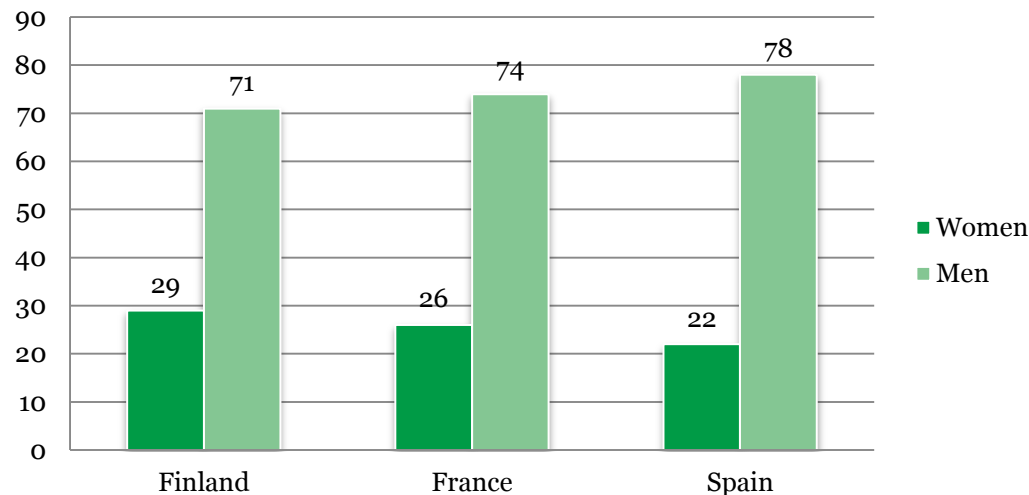
First results and lessons learned



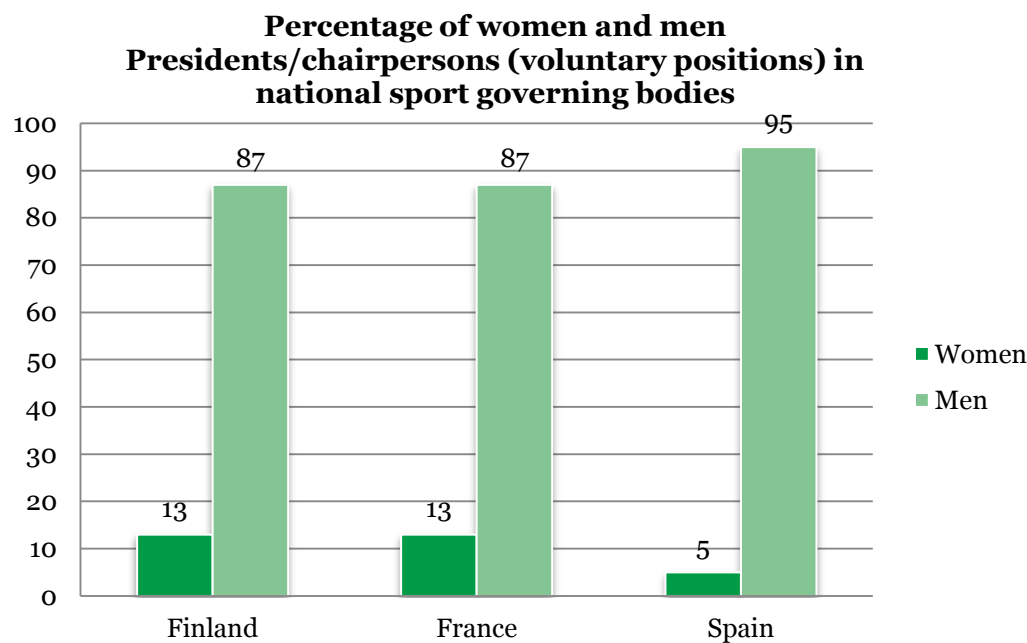
LEADERSHIP

- Underrepresentation of women in leadership positions (voluntary positions) in national sport governing bodies (*NOCs and national sport federations*)

Percentage of women and men in the executive boards / committees (*voluntary positions*) in national sport governing bodies



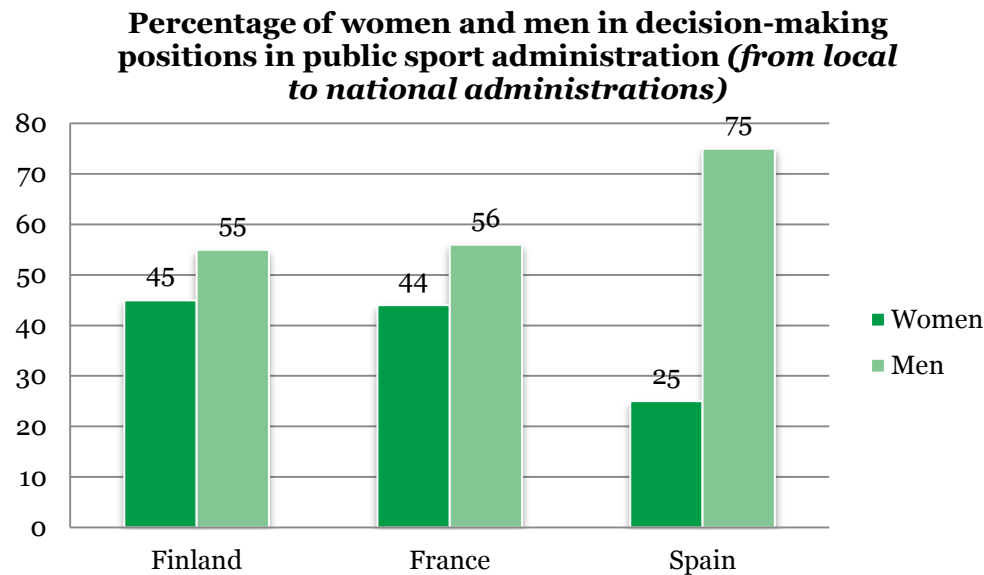
First results and lessons learned



First results and lessons learned



- A better gender balance in decision-making positions in public sport administration (*from local to national administrations*) in most of the pilot countries



First results and lessons learned



- “Basic” gender equality indicators on leadership:
 - All relevant
 - Many replies
 - Collecting sex-disaggregated data on leadership often done on a regular basis by public authorities and sport movement
- ➔ The definition of leadership needs to be clarified...

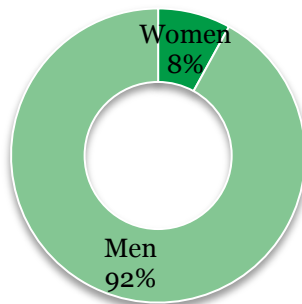
First results and lessons learned



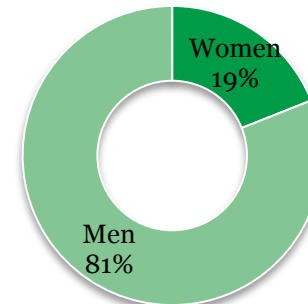
COACHING

- A significant gender gap in elite coaching

Percentage of women and men who act as head coaches
in elite sport (full and part-time)
FRANCE



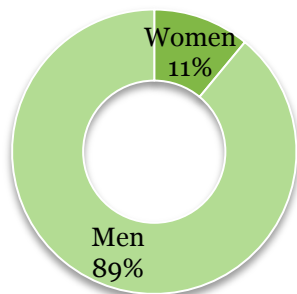
Percentage of women and men who act as head coaches
in elite sport (full and part-time)
SPAIN



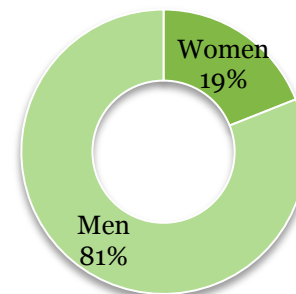
First results and lessons learned



**Percentage of women and men who act as
assistant head coaches in elite sport
(full and part-time)
FRANCE**



**Percentage of women and men who act as
assistant head coaches in elite sport
(full and part-time)
SPAIN**



First results and lessons learned



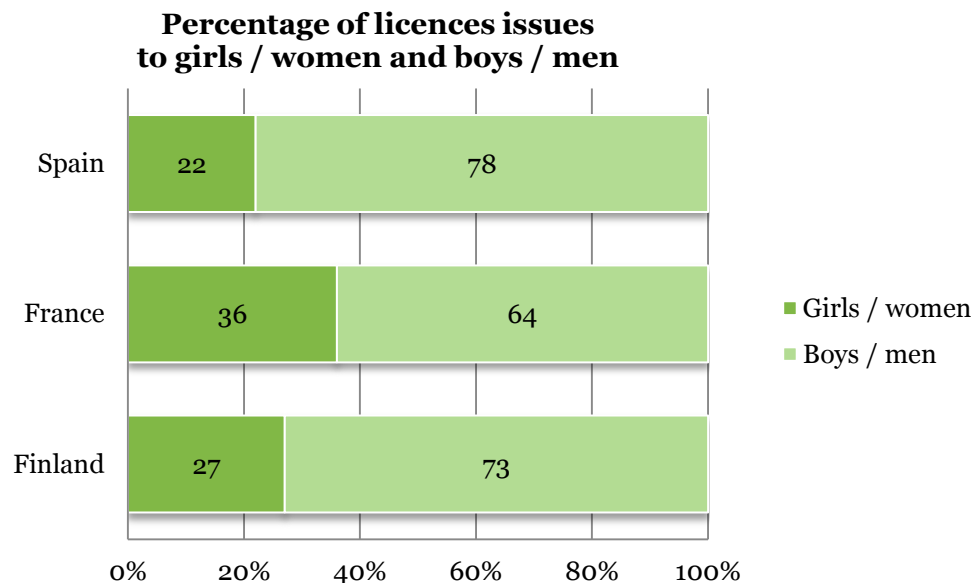
- “Basic” gender equality indicators on coaching:
 - A few data on this topic
 - Usually not available at the level of National Olympic committees and ministries or government departments related to sport
 - Few / incoherent replies from national sport federations about :
 - Number of women and men employed as sport coaches (full and part-time) in all their member organisations
 - Number of women and men who act as sport coaches with coaching qualifications
- ➔ Indicators to be reviewed, rephrased or removed

First results and lessons learned



PARTICIPATION

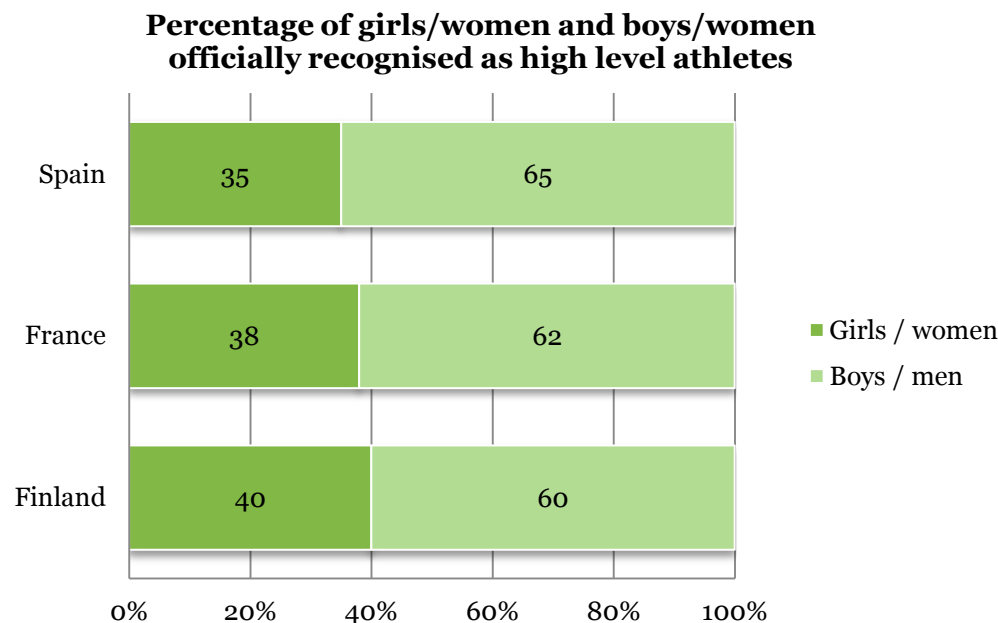
- A few licences are issued to girls and women compared to those issued to boys and men



First results and lessons learned



- A gender imbalance less pronounced among girls / women and boys / men officially recognised as high level athletes



First results and lessons learned



- “Basic” gender equality indicators on participation:
 - Sufficient data on this topic
 - One indicator to review : “Percentage of girls/women and boys/men practising sport (*with or without licence*)”: few / incoherent data and misunderstandings

First results and lessons learned



GENDER-BASED VIOLENCE

- Only qualitative indicators on policies and strategies implemented by public authorities and sport movement
 - ➔ How collecting quantitative data on gender-based violence and getting the number of cases in sport?

First results and lessons learned



PUBLIC SERVICE MEDIA

- 2 types of quantitative data:
 - Data on the number of hours devoted to women and men practising sport
 - Data on human resources
- Spain:
 - 65% of journalists / reporters who cover sport event in public service media are men
 - 91% of the media coverage of sport is devoted to men practising sport (*in public service media*)
- ➔ Getting directly in touch with national broadcasters /using the data collected by EBU (*European Broadcasting Union*)

First results and lessons learned



Legal frameworks, policies and strategies in the field of gender equality in sport in Finland, France and Spain

Qualitative data

First results and lessons learned



MINISTRIES / GOVERNMENT DEPARTMENTS RELATED TO SPORT

- Highly committed to gender equality
- Broad approach covering all strategic areas of the project - or most of them
- Main tools / measures : gender quotas, financial support to stakeholders and preventing tools (*for combating gender-based violence*)

First results and lessons learned



MINISTRIES / GOVERNMENT DEPARTMENTS RELATED TO PUBLIC SERVICE MEDIA

- Legal frameworks, policies and / or programmes for :
 - Combating gender stereotypes and sexism
 - Reaching a gender balance among journalists / reporters and in leadership positions
 - ➔ Usually not specific to sport...
 - Reaching a better balanced media coverage of women's and men's sport

First results and lessons learned



NATIONAL OLYMPIC COMMITTEES / NATIONAL SPORT CONFEDERATIONS

- Involved in gender equality
- A narrower approach of gender equality in comparison with public authorities
- Gender equality in leadership positions is the most frequent topic tackled by the NOCs surveyed

	Leadership	Coaching	Participation		Gender-based violence	Media
			Grassroots sport	Elite sport		
FINLAND	×	×			×	
FRANCE	×		×			×
SPAIN	×					

First results and lessons learned



TO WRAP-UP...

Trends rather similar among pilot countries → relevant to continue to deal with gender equality in sport at European level

Issues raised...

- Raising awareness of sport organisations which are not committed to gender equality
- Having a clear definition of key concepts (e. g. leadership)
- Reviewing / rephrasing or removing some “basic” indicators whose results are not convincing
 - Methodological issues :
 - Public service media
 - Coaching
 - Working languages
 - Webtool

Assessment of the collected practices and resources

(15 Sept-15 Nov 2016)



- Supporting capacity building for Member States and sport governing bodies in the field of gender equality
- 32 practices and resources collected:
 - Most of them cover different strategic fields

NUMBER OF RESOURCES / TOPIC				
Leadership	Coaching	Participation	Gender-based violence	Media
17	18	15	10	11

Assessment of the collected good practices and resources



- A little diversification...

NUMBER OF RESOURCES / TYPE				
Expert profiles	Training sessions / resources	Awareness raising activities	Publications	Policies and strategies
10	4	5	12	1

NUMBER OF RESOURCES / COUNTRY	
Netherlands	2
Finland	3
France	16
Spain	8
Iceland	1
Germany	1
Cyprus	1