



Towards gender equality...

# BALANCE IN SPORT

Tools to implement  
gender equality in sport

Data presentation and analysis

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Accord Partiel Élargi sur le Sport

# Methodology



- ❑ Survey - three questionnaires - sport organisations
- ❑ Self-administrated - fill-in on-line - survey Monkey
- ❑ Sport Ministry and National Olympic Committee;
- ❑ Sports federations
- ❑ Media institutions and organisations
- ❑ 4 pilot countries: FI, FR, ES and RO
- ❑ 15 September - 15 November 2016
- ❑ July - August 2017
- ❑ Decision-making: paid and voluntary positions
- ❑ Sport coaching: normal and elite sport
- ❑ Participation: grass-roots and elite sport; national and international competitions
- ❑ Addressing gender-based violence
- ❑ Combating sexism and gender-based stereotypes
- ❑ Balanced representation of women and men in sport media

# Methodology

- **4 sport ministries:**

- Finnish Ministry of Education and Culture
- French Ministry of Sports, Sports Department
- Spanish Superior Sport Council (CSD), Department for Women and Sport
- Romanian Ministry of Youth and Sport (MTS)

- **4 National Olympic Committees:**

- Finnish Sports Confederation and Finnish Olympic Committee (VALO)
- French National Olympic and Sport Committee
- Spanish Sports Association (ADESP)
- Romanian Olympic and Sport Committee

- **88 sport federations:** 5 in FI; 33 in FR; 41 in ES; 9 in RO

- **5 media institutions:** 1 in FR; 4 in ES



# National legislation and policy

## Gender equality law

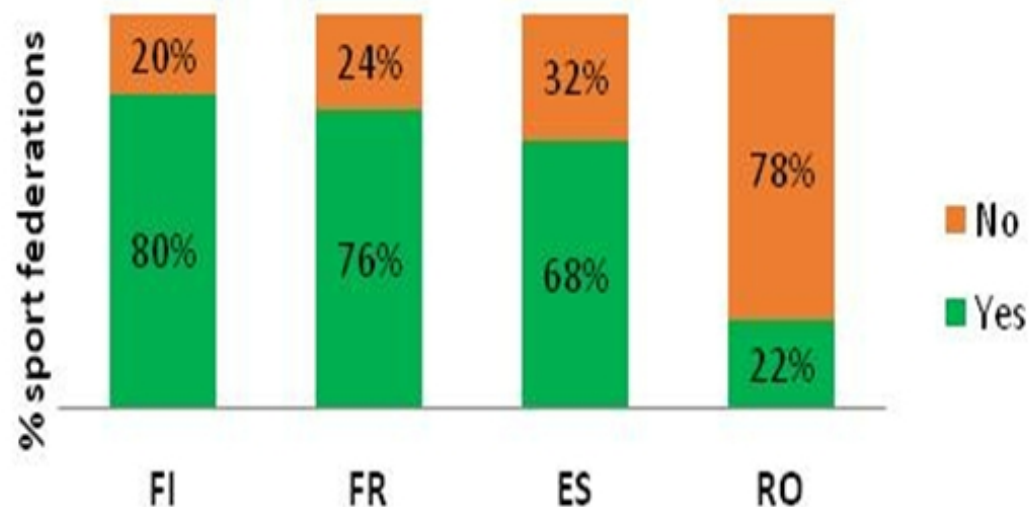
- **FI:** Government Action Plan on Gender Equality 2016 -2020
- **FR:** National Strategy to address gender balance in sport  
Law on equality between women and men (2014)
- **ES:** Law on equality between women and men (2007) -Art 29  
Action plan in gender equality and sports
- **RO:** Law on equality between women and men (2002)



## Gender quotas

- **FI:** 40% either gender in the boards of the sport organisations and in decision-making in public administration
- **FR:** 40/40 quota for women; 25%
- **ES:** 3 women or 33% in the board of sport federations - financial support
- **RO:** nothing

## Action plans for gender equality in sports, 2016



	Number of sport federations				
Policy/programme	Finland	France	Spain	Romania	Total
Leadership	4	25	23	6	58
Coaching	5	18	16	6	45
Participation	4	32	40	9	85
Gender based violence	1	4	25	-	30
Media	3	13	21	4	41
Other	-	5	4	1	10
None	-	-	-	-	-

# Data decision-making - institutions



**Women's presence in decision-making bodies in sport, by country, 2016**

	FI			FR			ES			RO		
	T	W	%w/t	T	W	%w/t	T	W	%w/t	T	W	%w/t
<b>Presidents</b> (voluntary)	3	1	33%	112	14	12.5%	37	2	5%	-	-	-
<b>Executive boards</b> (voluntary)	10	5	50%	2573	681	26%	955	208	22%	8	4	50%
<b>Public sport administration</b> (local&national)	372	168	45%	280	122	44%	20	5	25%	13	5	38%

Source: Author's calculations based on data collected in the 2016 CoE survey. Data provided by Sport Ministry.

# Data - decision-making - NOC



Women's presence in decision-making in the National Olympic Committee, by country, 2016

	FI			FR			ES			RO		
	T	W	%w/t	T	W	%w/t	T	W	%w/t	T	W	%w/t
<b>President</b>	1	0	0%	1	0	0%	1	0	0%	1	0	0%
<b>Paid positions</b>	8	3	37.5%	10	3	30%	11	0	0%	15	6	40%
<b>Executive board (voluntary)</b>	19	9	47%	43	6	14%	4	1	25%	10	5	50%
<b>Total</b>	<b>28</b>	<b>12</b>	<b>43%</b>	<b>54</b>	<b>9</b>	<b>17%</b>	<b>16</b>	<b>1</b>	<b>6%</b>	<b>26</b>	<b>11</b>	<b>42%</b>

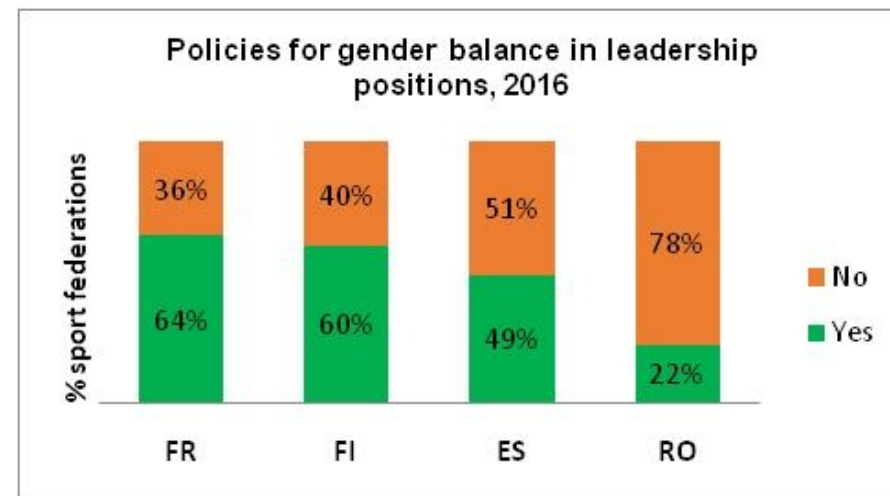
Source: Author's calculations based on data collected in the 2016 CoE survey. Data provided by the NOC.



# Policies - leadership - Sport federations



	Number of sport federations				
Policy/programme as 1 <sup>st</sup> choice	FI	FR	ES	RO	Total
Codes of conduct and ethical guidelines	-	-	1	-	1
Evaluation and monitoring	-	-	1	-	1
Awareness-raising initiatives	-	1	2	-	3
<b>Gender quotas / targets</b>	-	4	4	-	8
Gender-sensitive registers / databases	-	6	-	-	6
Sex-disaggregated data collection	-	1	-	-	1
<b>Education and training programmes</b>	1	3	6	1	11
Financial support	-	-	3	-	3
Transparent, clear and gender-friendly election or appointment procedures	2	4	-	1	7
Actions facilitating reconciliation	-	2	-	-	2
<b>None</b>	2	12	23	7	44
<b>Total</b>	5	33	40	9	87
<b>% of total organizations that have one policy/programme</b>					<b>49%</b>





# Data - leadership - Sport federations

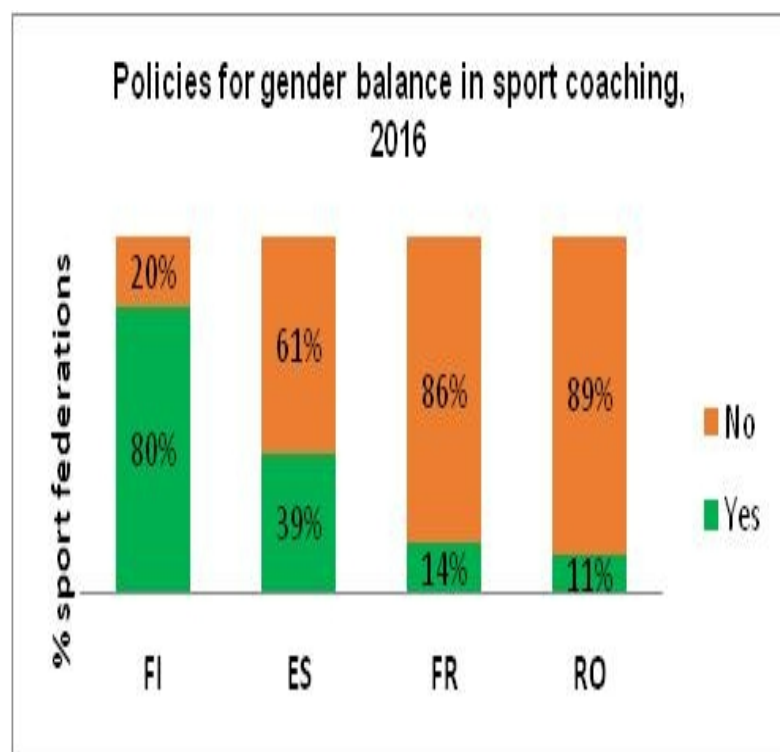


## Percentage of women in decision-making positions in sport federations, by country, 2016

	Number of sport federations	President of sport federation		Board members in sport federations		Paid positions in sport federations	
		Total	% women	Total	% women	Total	% women
FI	5	5	20%	68	32%	33	36%
FR	33	33	12%	2877	10%	274	34%
ES	41	41	5%	971	25%	151	33%
RO	9	9	22%	1795	20%	35	49%

Source: Author's calculations based on the data collected by 2016 CoE survey.

# Policies - coaching - Sport federations



	Number of sport federations				
Policy/programme as 1 <sup>st</sup> choice	FI	FR	ES	RO	Total
Networking actions	1	-	-	-	1
Codes of conduct and ethical guidelines	2	-	1	-	3
Awareness-raising initiatives	-	1	2	-	3
Gender quotas / targets	-	-	2	-	2
Education and training programmes	1	1	10	1	13
Equality in salary levels	-	1	-	-	1
Transparent, clear and gender-friendly election or appointment procedures	-	2	-	-	2
Financial support	-	-	3	-	3
None	1	29	23	8	61
Total	5	33	41	9	88
% of total organizations with one policy/programme					31%

# Data - coaching - Sport federations



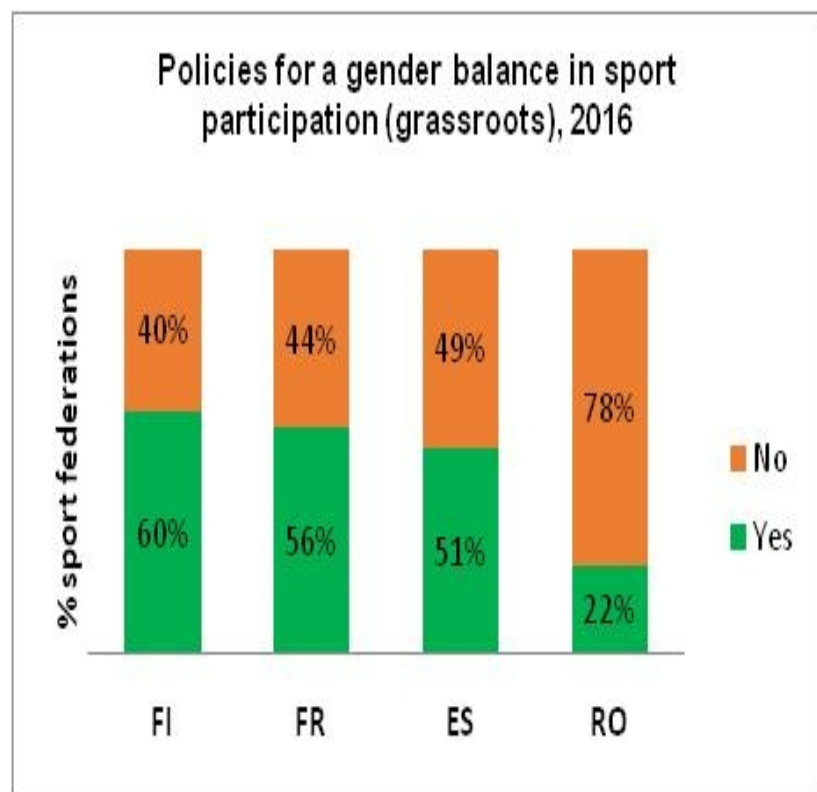
## Percentages of women coaches in sport federations, by country, 2016

	Coaches employed		Head coaches in elite sports		Assistant coaches in elite sports	
	Total	% women	Total	% women	Total	% women
<b>FI</b>	100 000	23%	na	na	na	na
<b>FR</b>	133 392	32%	398	9%	302	12%
<b>ES</b>	6 939	30%	539	20%	335	19%
<b>RO</b>	9 334	na	541	13%	346	20%

Source: Author's calculations based on the data collected by 2016 CoE survey.

# Policies - participation

## Sport federations



	Number of sport federations				
Policy/programme as 1 <sup>st</sup> choice	FI	FR	ES	RO	Total
Codes of conduct and ethical guidelines	-	-	1	-	1
Awareness-raising initiatives	-	3	-	-	3
Equal access to sport facilities for girls/women&boys/men	1	3	6	1	11
Sex-disaggregated data collection	-	2	1	-	3
Education and training programmes	-	6	10	1	17
Programme specifically addressed to girls/women	-	1	-	-	1
Partnership with relevant stakeholders	1	1	-	-	2
Financial support	-	1	3	-	4
None	3	14	20	7	44
Total	5	33	41	9	88
% of total organizations that have at least a policy/programme					50%

# Data - participation - Sport federations

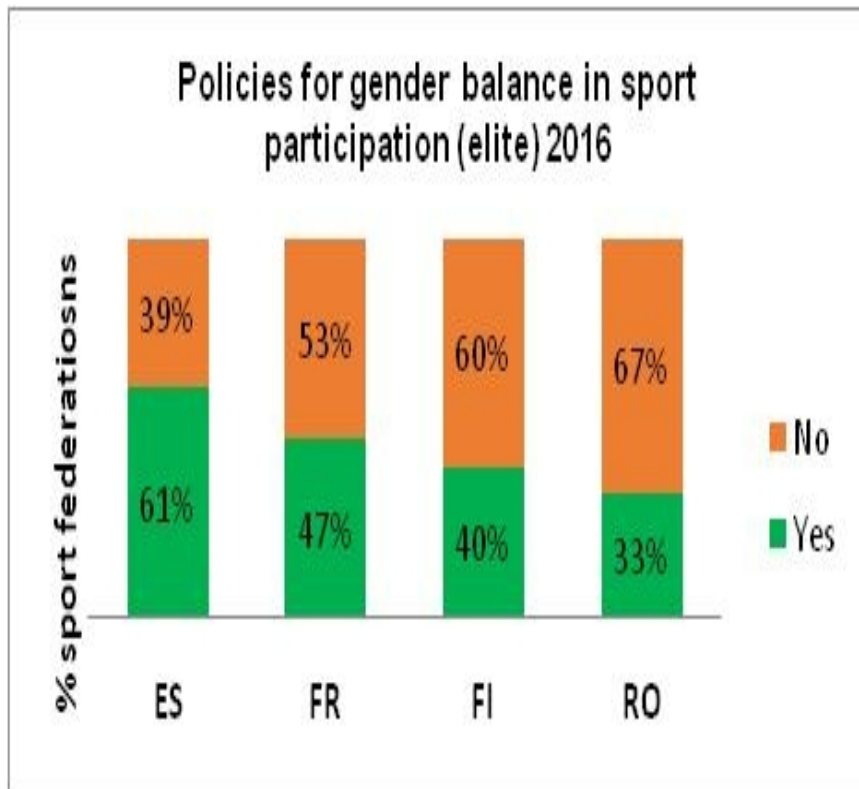


## Percentages of women participation in sport federations, by country, 2016

	Number of sport federations	Number of licenses		Participants in elite sports		Participants in international competitions	
		Total	% women	Total	% women	Total	% women
<b>FI</b>	4	600 000	27%	2400	40%	54	52%
<b>FR</b>	32	16 102 955	37%	6 562	38%	569	22%
<b>ES</b>	41	3 501 757	21%	3 893	35%	3 600	29%
<b>RO</b>	7	156 658	6%	na	na	211	59%

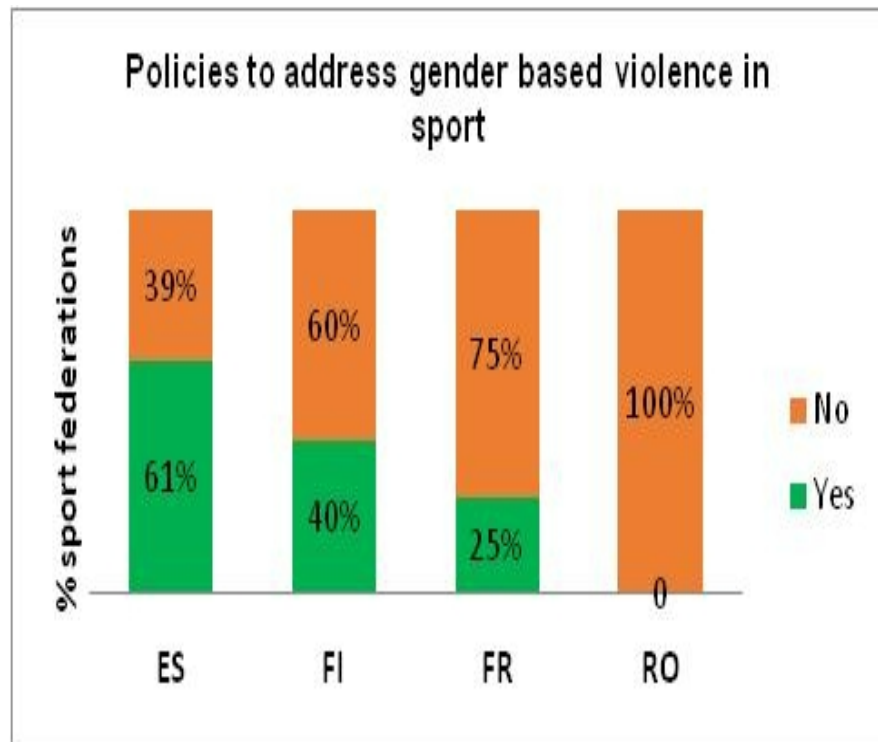
Source: Author's calculations based on the data collected in the 2016 CoE survey

# Policies - elite sport - Sport federations



	Number of sport federations				
Policy/programme as 1 <sup>st</sup> choice	FI	FR	ES	RO	Total
Programmes equality in terms of grants, pay, prize money and bonuses	-	6	1	-	7
Evaluation and monitoring	-	1	2	-	3
Awareness-raising initiatives	-	1	1	1	3
Equal access to sport facilities for girls/women&boys/men	1	4	10	2	17
Partnership with relevant stakeholders	-	1		-	1
Financial support	1	-	5	-	6
None	3	17	16	6	42
Total	5	33	39	9	88
% of total organizations that have one policy/programme				52%	

# Policies - GBV - Sport federations



	Number of sport federations				
Policy/programme as 1 <sup>st</sup> choice	FI	FR	ES	RO	Total
Codes of conduct and ethical guidelines	1	1	4	-	6
Education and training programmes	-	3	6	-	9
Sex-disaggregated data collection	-	1	1	-	2
Helplines	-	-	1	-	1
Evaluation and monitoring	-	-	1	-	1
Awareness-raising initiatives	-	2	3	-	5
Support services to victims	-	1	2	-	3
Disciplinary actions	1	-	2	-	3
Financial support	-	-	1	-	1
Criminal record checks	-	-	3	-	3
None	3	24	17	9	53
Total	5	33	41	9	88
% of total organizations that have one policy/programme					40%



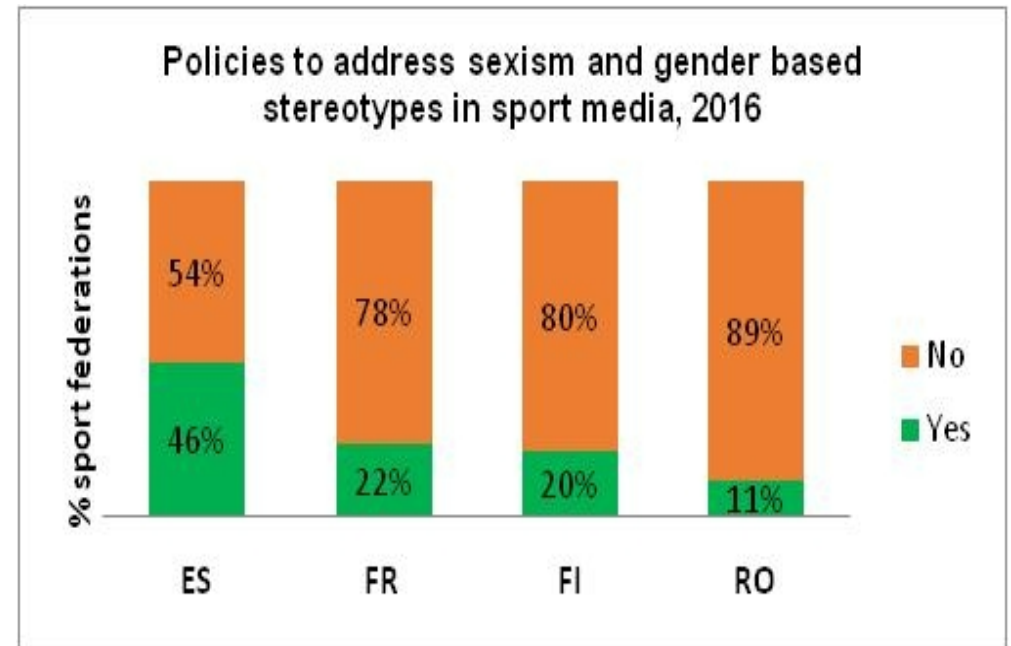
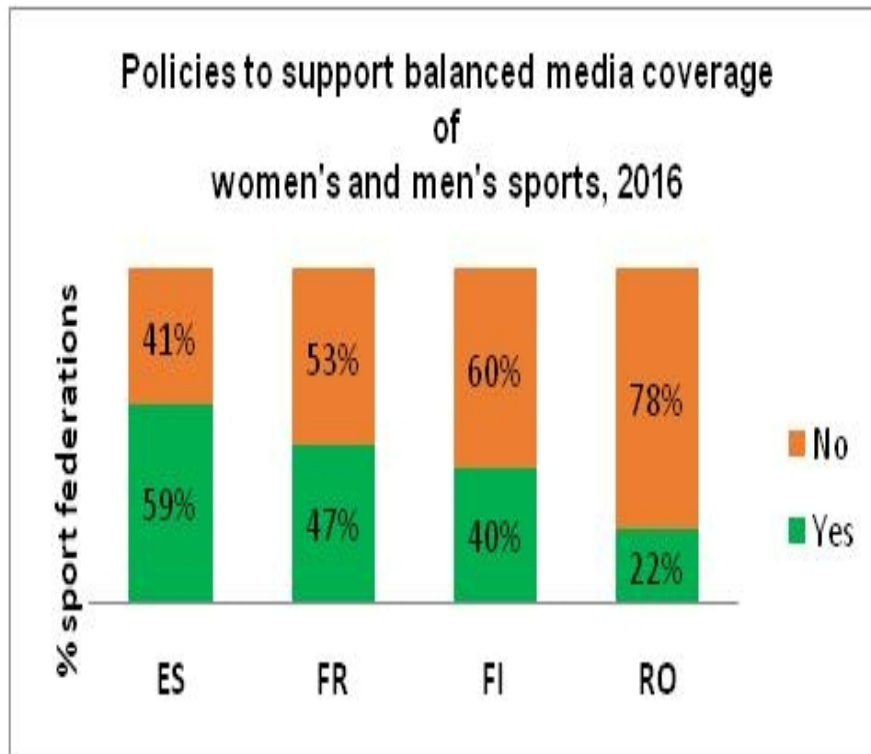
# Data - sport journalists - ES



## Gender distribution of sport journalists and in decision-making, Spain, 2016

Media organization	W omen	Men	Total	Women	Men	Total
Journalists in sport media				Decision-making		
RTVE Corporation	27	49	76	2	3	5
SN Radio	2	18	20	0	4	4
EFE Agency	7	14	21	2	1	3
CSD	15	30	45	10	50	60
<b>Total</b>	<b>51</b>	<b>111</b>	<b>162</b>	<b>14</b>	<b>58</b>	<b>72</b>
<b>%W/Total</b>	<b>31%</b>			<b>19%</b>		

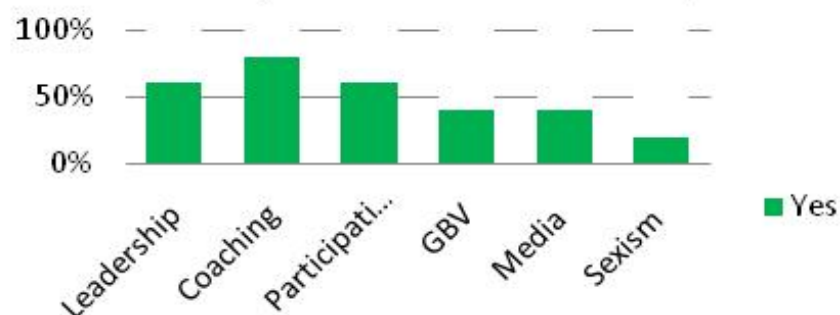
# Policies - media - Sport federations



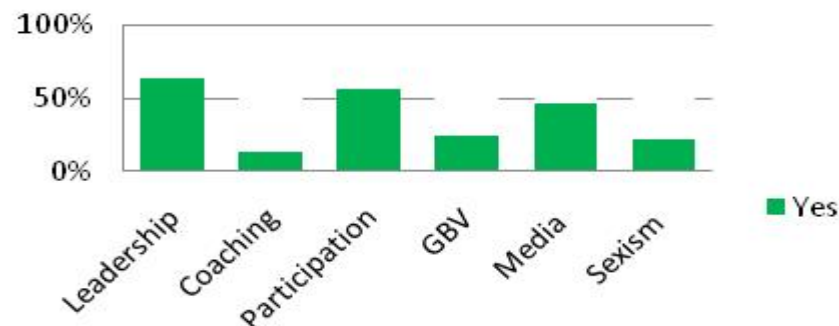
# Policy areas - comparison - Sport federations



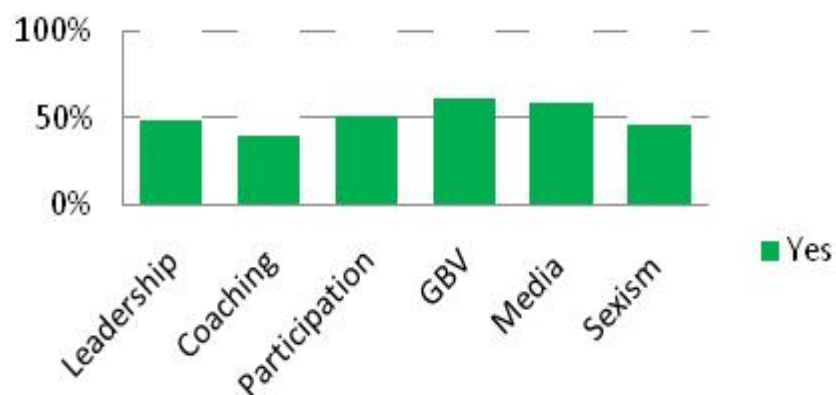
Policies to support gender balance in sport  
sport federations in Finland, 2016



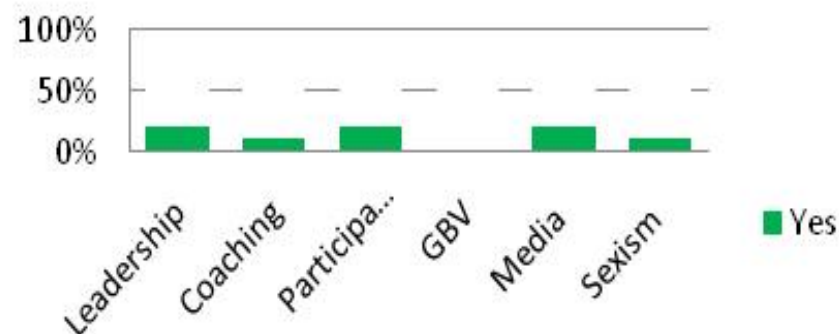
Policies to support gender balance in sport  
sport federations in France, 2016



Policies to support gender balance in sport  
sport federations in Spain, 2016



Policies to support gender balance in sport  
sport federations in Romania, 2016





[www.coe.int/sport/bis](http://www.coe.int/sport/bis)



[sport.gender@coe.int](mailto:sport.gender@coe.int)



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Thank you