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by the Council of Europe

Strasbourg, 6 April 2016

BIS (2016) 8

BALANCE IN SPORT (BIS)

Tools to implement Gender Equality

Worskhop on Gender Equality indicators and tools

Date of the meeting: 10 April 2016, 14:00 – 18:30
11 April 2016, 9:00 – 14:30

Conference Venue: Nordic C Hotel
Stockholm, Sweden
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Exhaustive list of existing indicators

Elaborated by Barbara Helfferich, Consultant

Strategic Area 1: Leadership

Outcome Indicators	Impact/Process Indicators ¹
Leadership	
Better gender balance on executive boards and committees with a view to reaching 40 per cent or respectively 50 per cent.	<ul style="list-style-type: none"> ➤ Proportion of women and men in decision-making positions in continental confederations of Olympic sports in Europe ➤ Percentage of men and women in positions on the executive boards and committees of national sports governing bodies ➤ Percentage of men and women in international sports organisations located in Europe ➤ Proportion of female candidates for elections to senior positions ➤ Number of women standing for presidential elections ➤ Number of women sports leaders as board directors ➤ Number of women a board chairs ➤ Number of women as executive directors ➤ Number of women standing for elections in board elections ➤ Number of women elected presidents of sports organizations at local, national, regional and international level. ➤ Proportion of men and women chairs on sports community boards ➤ Proportion of men and women executive directors on community boards ➤ Gender division among members of municipal boards and officials of municipal sports departments ➤ Percentage of women in boards or executive committees of NOCs and IFs ➤ Percentage of female candidates in presidential elections for NOCs and IFs ➤ The number of women elected to senior roles of president, secretary general, or Treasurer in NOCs and Ifs ➤ Percentage of full-time/part-time employees who are women in IFs ➤ Percentage of posts retained by the incumbent ➤ Percentage of elections for president only with one candidate
Improved accessibility to leadership positions	<ul style="list-style-type: none"> ➤ Establishment/Existence/Assessment of an equity/equality policy ➤ Percentage of NOCs and Ifs with Women in sport Commission or similar body ➤ Clear and simple progressive targets for members of boards and committees ➤ Degree of restrictions on the eligibility standing for elections

¹ Ideally, ethnicity, race, age, etc should also be taken account of in order to address issues of intersectionality

	<ul style="list-style-type: none"> ➤ Review of Statutes from a gender perspective? (yes/no/how) ➤ Audit of organizational culture undertaken? (yes/no/and how) ➤ Degree of competition by the number of candidates standing for elections (NOCs/IFs senior positions)
Improved capacity building for leadership roles	<ul style="list-style-type: none"> ➤ Percentage of women in full or part time employment in sports organization by type of employment. ➤ Availability of leadership training for women ➤ Databases with potential female candidates of size appropriate to the size of the NOCs ➤ Budgetary allocations by sports organization for leadership training as compared to other types of training offered ➤ Existence of clear, simple and minimum targets established which represent progression from those previously adopted for membership of the executive committees and boards

Strategic Area: Coaching

Outcome Indicators	Impact/Process Indicators
Coaching	
Improved overall gender balance in coaching	<ul style="list-style-type: none"> ➤ Percentage of women in full or part time employment in sports organization by type of employment. ➤ Overall employment rate of women in sports organizations/by sector. ➤ Percentage of female and male coaches with coaching qualifications ➤ The number of women coaches for different sport activities ➤ Percentage of women working as assistant coaches ➤ Proportion of qualified coaches in relation to the overall membership of women in sports organizations ➤ Proportion of women working in elite coaching ➤ Proportion of girls who drop out of sports ➤ Policies, which support gender friendly coaching and guidance ➤ Employment rate of female coaches by regional federations by type of sports ➤ Gender Pay Gap for female coaches ➤ Distribution of coaching licenses by sports activity, gender and age ➤ Percentage of women in coaching with no qualifications ➤ Percentage of women in coaching with some qualifications
Improved capacity building specifically designed to support female coaches	<ul style="list-style-type: none"> ➤ Existing support structures and budgets at national level to support the dual career choice (child care facilities for coaches with children) ➤ Number of Initiatives enabling gender friendly guidance and coaching. ➤ Existence and evaluation of organizational strategies to improve

	women's access to the coaching professions.
Improved organizational culture	<ul style="list-style-type: none"> ➤ Existing organizational barriers for women coaches ➤ Are recruitment procedures reviewed as to their impact on employment of female coaches? ➤ Structures and tools to assess targets, goals and objectives around women in coaching

Strategic Area: Stereotypes in Media

Outcome Indicators	Impact/Process Indicators
Stereotypes in the Media	
Improved the media presence of women sports journalists	<ul style="list-style-type: none"> ➤ Number of women journalists in print media and media production ➤ Proportion of women journalists who cover sports events ➤ Proportion of women journalists who signed their name on an article for sports ➤
Better representation of women in the media	<ul style="list-style-type: none"> ➤ Proportion of women in senior management positions in the media organizations ➤ Number of women journalist networks ➤ Estimation of the most popular sports on the basis of the number of practitioners
Improved coverage of women in sports	<ul style="list-style-type: none"> ➤ Proportion of sports stories by gender ➤ Number of authors of sports stories by gender ➤ Number of sport actors quoted or referred to by gender ➤ Coverage of sports actor/person in focus by gender in the visual media ➤ Number of sports stories by sports activities and gender
Built capacity to fight gender stereotypes	<ul style="list-style-type: none"> ➤ Possible sexual implications by gender in relation to sports stories ➤ Estimation to what extent the stories are enhancing or working against sexual stereotypes ➤ Possible implication on stereotyping through existing dress codes of particular types of sports ➤ Active media strategies to fight gender stereotypes in sports.

Strategic Area: Gender-based Violence

Outcome Indicators	Impact/Process Indicators
Gender-based Violence	

Reduced number of incidences of gender-based violence	<ul style="list-style-type: none"> ➤ Number of initiatives that raise awareness of gender-based violence in sports ➤ Budget and resources allocated to research into the reasons for gender-based violence in sports ➤ Full implementation of the European "Race Directive"
Improved collection Data	<ul style="list-style-type: none"> ➤ Number of incidents of sexual harassment or any other form of violence within sport organizations by sex and age ➤ Number of legal cases of gender-based violence in sports filed by sex and age ➤ Percentage of crimes reported to the police in relation to gender-based violence in sports ➤ Number of convictions on gender-based violence
Improved organizational cultures/structure	<ul style="list-style-type: none"> ➤ Existence of an active strategy to prevent violence including harassment and support survivors of violence. ➤ Existence of formal complaint procedures ➤ The extent of which there are discussions about the issue of sexual harassment and abuse ➤ Existence of athlete and parent education programs, which inform and advise athletes on their rights and how to maintain their integrity and autonomy. ➤ Embedding democratic leadership styles to mitigate abuses of power; ➤ Efforts to establish harassment free policies and procedures ➤ Putting into practice rigorous screening procedures for the appointment of all sports personnel ➤ Extent to which the effectiveness of these procedures are monitored ➤ Access to empowerment training in the organization ➤ Awareness within an organization about rights and complaint procedures ➤ Uptake on existing hotlines. ➤ Provision of legal information and support ➤ Evidence of satisfaction with the support ➤ Established code of ethics and conduct for coaches ➤ Provisions for legal assistance ➤ Are there training programs for all individuals involved in sports on harassment-free sport? ➤ Systematic monitoring of governance and processes as to whether they stand up against gender-based violence

Strategic Area: Participation

Outcome Indicators	Impact/Process Indicators
Participation	

Improved participation of women in sports	<ul style="list-style-type: none"> ➤ Frequency of sports activity by gender and age ➤ Percentage of women in sports clubs by activity ➤ Proportion of registered female football players as compared to men globally and by country ➤ Number / and percentage of women in national teams competing internationally ➤ Number of female athletes at the Olympic Games by activity and age
Improving girls and women's participation at the grass roots level (Municipalities/schools/sportclubs)	<ul style="list-style-type: none"> ➤ Existence of gender and sports equality policies ➤ Number of women in governing bodies ➤ Budget level and allocation to different activities by sports clubs and organisations ➤ Type of activity and take up by gender ➤ Rate of drop-out by gender ➤ What are the activities practiced by gender ➤ Allocation of public and private funding to sports activities/gender ➤ Allocation of space to different activities/participation by women and men ➤ Teacher's/trainers qualifications ➤ Monitoring tools available/frequency of monitoring
Increased support for participations	<ul style="list-style-type: none"> ➤ Access to affordable childcare by country ➤ Percentage of women athletes receiving sponsorship/ by sector ➤ Proportion of athletes with higher education by gender ➤ Access to sports centers ➤ Quality of services on offer by breakdown of groups by gender ➤