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BALANCE IN SPORT

Tools to implement Gender Equality

List of indicators on gender equality in sport dedicated to:

- Sport governing bodies at national level (National Olympic committees, National sport confederations and National sport federations)
- Ministries and government departments related to sport
- Public service media

A. SPORT GOVERNING BODIES

(International, European and national Olympic committees, international, European and national sport federations and confederations)

Quantitative and qualitative indicators on gender equality in sport that cover the 5 strategic areas of Balance in sport project: leadership, coaching, participation, gender-based violence and media.

2 types of information collected:

- Participation of women / girls and men / boys to the sport world (gender disaggregated data on different topics)
- Policies and programmes implemented in the 5 fields of the project

Data is requested not only about the sport organisation which reply to the survey but also about its member organisations.

NB: All indicators may not be relevant to all target groups (National Olympic committees, National sport confederations and National sport federations).

POLICIES, STRATEGIES AND ACTION PLANS ON GENDER EQUALITY IN SPORT	
<i>Indicators</i>	<i>Format of responses</i>
A.1 Level of integration of gender equality into the policies implemented by the organisation	Multiple choice (mutually exclusive): not at all / a little / a fair amount / to a large extent
A.1.1 Field(s) covered by the policies in the area of gender equality in sport <i>(only if not "not at all" for indicator A.1)</i>	Multiple choice (multiple answers possible): leadership / coaching / participation, gender-based violence / media / Other (text area to specify)
A.1.2 Existence of an action plan / a strategy in the field of gender equality <i>(only if not "not at all" for indicator A.1)</i>	Multiple choice (mutually exclusive): yes / no
LEADERSHIP	
<i>Indicators</i>	<i>Format of responses</i>
A.2 Sex of the President/chairperson of the organisation (voluntary position) (in 2016)	Multiple choice (mutually exclusive): women / men
A.3 Number of women and men Presidents/chairpersons (voluntary positions) <u>in all member organisations</u> (in 2016) ¹	Num area : number of women Num area: number of men Text area: source of the collection of data

¹ This indicator is also requested for the Ministries / government departments related to sport

A.4 Number of women and men in the executive board / committee (voluntary positions) of the organisation in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.5 Number of women and men in executive boards / committees (voluntary positions) <u>in all member organisations</u> (in 2016) ²	Num area : number of women Num area: number of men Text area: source of the collection of data
A.6 Number of women and men in decision-making positions (paid positions) in the organisation (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.7 Number of women and men in decision-making positions (paid positions) <u>in all member organisations</u> (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.8 Existence of policies and / or programmes for achieving a gender balance in leadership positions implemented by the organisation	Multiple choice (mutually exclusive): yes / no
A.8.1 Brief description of the policies and / or programmes for achieving a gender balance in leadership positions (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator A.8</i>)	Text area
A.8.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator A.8</i>)	Multiple choice (multiple answers possible): Education and training programmes ; Promotion of diversified gender role models; Gender-sensitive registers / databases; Networking actions; Awareness-raising initiatives; Mentoring programmes; Research and studies; Sex-disaggregated data collection; Financial support; Evaluation and monitoring; Gender quotas / targets; Partnership with relevant stakeholders; Transparent, clear and gender-friendly recruitment procedures; Actions which facilitate the reconciliation of private and family life, and professional or elective obligations; Transparent, clear and gender-friendly promotion processes; Codes of conduct and ethical guidelines; Equality in salary levels; Exchange of information, know-how and good practices; Award programmes; Transparent, clear and gender-friendly election or appointment procedures; Other (text area to specify)
A.8.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator A. 8.2)

² This indicator is also requested for the Ministries / government departments related to sport

A.8.2.2 Brief description of the most important tool / measure	Text area
COACHING	
<i>Indicators</i>	<i>Format of responses</i>
A.9 Number of women and men employed as sport coaches (full and part-time, at all levels) <u>in all member organisations</u> (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.10 Number of women and men with a coaching licence in <u>all member organisations</u> (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.11 Number of women and men who act as sport coaches with coaching qualifications <u>in all member organisations</u> (at all levels) ³ (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.12 Number of women and men who act as head coaches in elite sport (full and part-time) <u>in all member organisations</u> (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.13 Number of women and men who act as assistant coaches in elite sport (full and part-time) <u>in all member organisations</u> (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
A.14 Existence of policies and / or programmes for achieving a gender balance in coaching implemented by the organisation	Multiple choice (mutually exclusive): yes / no
A.14.1 Brief description of the policies and / or programmes for achieving a gender balance in coaching (<i>objectives, scale, target group(s), duration, etc.</i>) (only if "yes" for indicator A.14)	Text area
A.14.2 Tools and concrete measures implemented / available in this area (only if "yes" for indicator A.14)	Multiple choice (multiple answers possible): Education and training programmes; Networking actions; Gender-sensitive registers / databases; Mentoring programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Gender quotas / targets; Actions which facilitate the reconciliation of private and

³ A definition of "coaching qualifications" will be added.

	family life, and professional obligations; Transparent, clear and gender-friendly recruitment procedures; Equality in salary levels; Codes of conduct and ethical guidelines; Award programmes; Exchange of information, know-how and good practices; Promotion of diversified gender role models; Other (text area to specify)
A.14.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator A.14.2)
A.14.2.2 Brief description of the most important tool / measure	Text area
PARTICIPATION	
<i>Indicators</i>	<i>Format of responses</i>
A.15 Number of licences issued to girls/women and to boys/men (in 2016) ⁴	Num area: number of licences issued to girls / women Num area: number of licences issued to boys / men Text area: source of the collection of data
A.16 Estimated number of girls/women and boys/men practising the discipline without licence (in 2016)	Num area: estimated number of girls/women practising the discipline without licence Num area: estimated number of boys/men practising the discipline without licence Text area: source of the collection of data
A.17 Existence of policies and / or programmes aimed at reaching a balanced participation of girls/women and boys/men in <u>grassroots sport</u> implemented by the organisation	Multiple choice (mutually exclusive): yes / no
A.17.1 Brief description of the policies and / or programmes for reaching a balanced participation of girls/women and boys/men in grassroots sport (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator A.17</i>)	Text area
A.17.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator A.17</i>)	Multiple choice (multiple answers possible): Education and training programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with

⁴ This indicator is also requested for the Ministries / government departments related to sport

	relevant stakeholders; Codes of conduct and ethical guidelines; Award programmes; Exchange of information, know-how and good practices; Equal access to sport facilities for girls / women and boys / men; Promotion of diversified gender role models; Other (text area to specify)
A.17.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator A.17.2)
A.17.2.2 Brief description of the most important tool / measure	Text area
A.18 Existence of policies and / or programmes aimed at reaching a balanced participation of girls/women and boys/men in <u>elite sport</u> implemented by the organisation	Multiple choice (mutually exclusive): yes / no
A.18.1 Brief description of the policies and / or programmes for reaching a balanced participation of girls/women and boys/men in elite sport (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator A.18</i>)	Text area
A.18.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator A. 18</i>)	Multiple choice (multiple answers possible): Education and training programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Actions which facilitate the reconciliation of private and family life, and sport career; Codes of conduct and ethical guidelines; Award programmes; Programmes equality in terms of grants, pay, prize money and bonuses; Exchange of information, know-how and good practices; Equal access to sport facilities for girls / women and boys / men; Promotion of diversified gender role models; Other (text area to specify)
A.18.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator A.18.2)
A.18.2.2 Brief description of the most important tool / measure	Text area

GENDER-BASED VIOLENCE	
<i>Indicators</i>	<i>Format of responses</i>
A.19 Existence of policies and / or programmes that prevent and combat gender-based violence in sport implemented by the organisation	Multiple choice (mutually exclusive): yes / no
A.19.1 Brief description of the policies and / or programmes for preventing and combating gender-based violence (<i>objectives, scale, target group(s), duration, etc.</i>) (only if "yes" for indicator A.19)	Text area
A.19.2 Tools and concrete measures implemented / available in this area (only if "yes" for indicator A.19)	Multiple choice (multiple answers possible): Education and training programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Codes of conduct and ethical guidelines; Exchange of information, know-how and good practices; Preventing tools; Support services to victims; Provision for legal information; Provision of legal assistance for victims; Data registers of cases; Registration systems for offenders; Helplines; Criminal record checks; Formal complaint procedures; Disciplinary actions; Appeal procedures; "Trust persons" / welfare or protection officers; Other (text area to specify)
A.19.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator A.19.2)
A.19.2.2 Brief description of the most important tool / measure	Text area
MEDIA / COMMUNICATION	
<i>Indicators</i>	<i>Format of responses</i>
A.20 Existence of policies and / or programmes aimed at reaching a balanced coverage of women and men in media content produced by the organisation	Multiple choice (mutually exclusive): yes / no
A.20.1 Brief description of the policies and / or programmes aimed at reaching a balanced coverage of women and men in media content (<i>objectives, scale,</i>	Text area

<i>target group(s), tools and measures implemented, duration, etc.) (only if "yes" for indicator A.20)</i>	
A.21 Existence of policies and / or programmes aimed at combating sexism and gender-stereotypes in media content produced by the organisation	Multiple choice (mutually exclusive): yes / no
A.21.1 Brief description of the policies and / or programmes aimed at combating sexism and gender-stereotypes in media content (<i>objectives, scale, target group(s), tools and measures implemented, duration, etc.) (only if "yes" for indicator A.21)</i>	Text area
GENERAL INFORMATION	
<i>Indicators</i>	<i>Format of responses</i>
A.22 Basic information about the respondent(s)	Text area: first name and family name of the respondent(s) Text area: position(s) Text area: organisation(s) Text area: e-mail(s) Text area: country
A.23 Examples of actions taken by the organisation in the field of gender equality in sport	Text area: references and/or web links
A.24 Comments	Text area

B. MINISTRIES AND GOVERNMENT DEPARTMENTS RELATED TO SPORT

Quantitative and qualitative indicators on gender equality in sport that cover 4 strategic areas of Balance in sport project: leadership, coaching, participation and gender-based violence.

2 types of information collected:

- Participation of women / girls and men / boys to the sport world (gender disaggregated data on different topics)
- Legal frameworks, public policies and programmes implemented in the fields of leadership, coaching, participation and gender-based violence

LEGAL FRAMEWORKS, PUBLIC POLICIES, STRATEGIES AND ACTION PLANS ON GENDER EQUALITY IN SPORT	
<i>Indicators</i>	<i>Format of responses</i>
B.1 Level of integration of gender equality in sport into legal frameworks and public policies	Multiple choice (mutually exclusive): not at all / a little / a fair amount / to a large extent
B.1.1 Field(s) covered by the legal frameworks / public policies in the area of gender equality in sport (<i>only if not "not at all" for indicator B.1</i>)	Multiple choice (multiple answers possible): leadership / coaching / participation, gender-based violence / Other (text area to specify)
B.1.2 Existence of an action plan / a strategy in the field of gender equality in sport (<i>only if not "not at all" for indicator B.1</i>)	Multiple choice (mutually exclusive): yes / no
LEADERSHIP	
<i>Indicators</i>	<i>Format of responses</i>
B.2 Sex of the Minister related to sport (in 2016)	Multiple choice (mutually exclusive): women / men
B.3 Number of women and men in decision-making position ⁵ in public sport administrations at all levels (from local to national administrations) (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data
B.4 Number of women and men Presidents/chairpersons (voluntary positions) in national sport governing bodies (in 2016)	Num area : number of women Num area: number of men Text area: source of the collection of data Text area: type of national sport governing bodies included

⁵ Positions covered :

- Level 1 administrators: highest level of administrative positions (non-political)
- Level 2 administrators: second level of administrative positions (non-political)

[Names of the positions covered](#) per country

B.5 Number of women and men in executive boards / committees (voluntary positions) in national sport governing bodies (in 2016)	<p>Num area : number of women</p> <p>Num area: number of men</p> <p>Text area: source of the collection of data</p> <p>Text area: type of national sport governing bodies included</p>
B.6 Existence of legal frameworks, public policies and / or programmes for achieving a gender balance in leadership positions in sport	Multiple choice (mutually exclusive): yes / no
B.6.1 Brief description of the legal frameworks, public policies and / or programmes for achieving a gender balance in leadership positions (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator B.6</i>)	Text area
B.6.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator B.6</i>)	<p>Multiple choice (multiple answers possible):</p> <p>Education and training programmes; Networking actions; Gender-sensitive registers / databases; Mentoring programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Gender quotas / targets; Actions which facilitate the reconciliation of private and family life, and professional or elective obligations; Transparent, clear and gender-friendly recruitment procedures; Transparent, clear and gender-friendly promotion processes; Equality in salary levels; Codes of conduct and ethical guidelines; Award programmes; Exchange of information, know-how and good practices; Promotion of diversified gender role models; Gender equality criteria in the field of leadership when funding public subsidies; Transparent, clear and gender-friendly election or appointment procedures; Other (text area to specify)</p>
B.6.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator B.6.2)
B.6.2.2 Brief description of the most important tool / measure	Text area

COACHING	
<i>Indicators</i>	<i>Format of responses</i>
B.7 Existence of legal frameworks, public policies and / or programmes for achieving a gender balance in coaching	Multiple choice (mutually exclusive): yes / no
B.7.1 Brief description of the legal frameworks, public policies and / or programmes for achieving a gender balance in coaching (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator B.7</i>)	Text area
B.7.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator B.7</i>)	Multiple choice (multiple answers possible): Education and training programmes; Networking actions; Gender-sensitive registers / databases; Mentoring programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Gender quotas / targets; Actions which facilitate the reconciliation of private and family life, and professional obligations; Transparent, clear and gender-friendly recruitment procedures; Equality in salary levels; Codes of conduct and ethical guidelines; Award programmes; Exchange of information, know-how and good practices; Promotion of diversified gender role models; Gender equality criteria in the field of coaching when funding public subsidies; Other (text area to specify)
B.7.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator B.7.2)
B.7.2.2 Brief description of the most important tool / measure	Text area
PARTICIPATION	
<i>Indicators</i>	<i>Format of responses</i>
B.8 Number of licences issued to girls/women and to boys/men (in 2016)	Num area: number of licences issued to girls / women Num area: number of licences issued to boys / men Text area: source of the collection of data
B.9 Number of girls/women and boys/men practising sport supported by the government (in 2016)	Num area: number of girls / women Num area: number of boys / men Text area: source of the collection of data

B.10 Existence of legal frameworks, public policies and / or programmes aimed at reaching a balanced participation of girls/women and boys/men in <u>grassroots sport</u>	Multiple choice (mutually exclusive): yes / no
B.10.1 Brief description of the legal frameworks, public policies and / or programmes aimed at reaching a balanced participation of girls/women and boys/men in grassroots sport (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator B.10</i>)	Text area
B.10.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator B.10</i>)	Multiple choice (multiple answers possible): Education and training programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Codes of conduct and ethical guidelines; Award programmes; Exchange of information, know-how and good practices; Equal access to sport facilities for girls/women and boys/men; Promotion of diversified gender role models; Gender equality criteria in the field of participation in grassroots sport when funding public subsidies; Other (text area to specify)
B.10.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator B.10.2)
B.10.2.2 Brief description of the most important tool / measure	Text area
B.11 Existence of legal frameworks, public policies and / or programmes aimed at reaching a balanced participation of girls/women and boys/men in <u>elite sport</u>	Multiple choice (mutually exclusive): yes / no
B.11.1 Brief description of the legal frameworks, public policies and / or programmes aimed at reaching a balanced participation of girls/women and boys/men in <u>elite sport</u> (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator B.11</i>)	Text area
B.11.2 Tools and concrete measures implemented /	Multiple choice (multiple answers possible): Education and training programmes; Awareness-raising initiatives;

available in this area (<i>only if "yes" for indicator B.11</i>)	Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Actions which facilitate the reconciliation of private and family life, and sport career; Codes of conduct and ethical guidelines; Award programmes; Programmes equality in terms of grants, pay, prize money and bonuses; Exchange of information, know-how and good practices; Equal access to sport facilities for girls / women and boys / men; Promotion of diversified gender role models; Gender equality criteria in the field of participation in elite sport when funding public subsidies; Other (text area to specify)
B.11.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator B.11.2)
B.11.2.2 Brief description of the most important tool / measure	Text area
GENDER-BASED VIOLENCE	
<i>Indicators</i>	<i>Format of responses</i>
B.12 Existence of legal frameworks, public policies and / or programmes that prevent and combat gender-based violence in sport	Multiple choice (mutually exclusive): yes / no
B.12.1 Brief description of the legal frameworks, public policies and / or programmes that prevent and combat gender-based violence in sport (<i>objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator B.12</i>)	Text area
B.12.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator B.12</i>)	Multiple choice (multiple answers possible): Education and training programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Codes of conduct and ethical guidelines; Exchange of information, know-how and good practices; Preventing tools; Support services to victims; Provision for legal information; Provision of legal assistance for victims; Data registers of cases; Registration systems for offenders; Helplines; Criminal record checks; Formal complaint procedures; Disciplinary actions; Appeal procedures; "Trust persons" / welfare or protection officers; Other (text area to specify)
B.12.2.1 The 3 most important tools /	Drop-down list (options based on the results of the indicator

concrete measures	B.12.2)
B.12.2.2 Brief description of the most important tool / measure	Text area
GENERAL INFORMATION	
<i>Indicators</i>	<i>Format of responses</i>
B.13 Basic information about the respondent(s)	Text area: first name and family name of the respondent(s) Text area: position(s) Text area: organisation(s) Text area: e-mail(s) Text area: country
B.14 Examples of actions taken by the organisation in the field of gender equality in sport	Text area: references and/or web links
B.15 Comments	Text area

C. PUBLIC SERVICE MEDIA (TV, RADIO)

Quantitative and qualitative indicators on gender equality in sport in public service media (TV, radio).

3 types of information collected:

- Media coverage devoted to women and men practising sport in public service media
- Human resources in the public service media dealing with sport (gender disaggregated data)
- Legal frameworks, policies and programmes implemented to fight against gender inequalities

HUMAN RESOURCES AND MEDIA COVERAGE	
<i>Indicators</i>	<i>Format of responses</i>
C.1 Number of female and male journalists / reporters who cover sport events in public service media (in 2016)	Num area: number of female journalists / reporters Num area: number of male journalists / reporters Text area: source of the collection of data
C.2 Number of women and men in decision-making positions ⁶ dealing with sport in public service media (in 2016)	Num area: number of women Num area: number of men Text area: source of the collection of data
C.3 Coverage time devoted to women and men practising sport in public service media (number of hours) (in 2016)	Num area: number of hours / media coverage of <u>women</u> practising sport Num area: number of hours / media coverage of <u>men</u> practising sport Text area: source of the collection of data
LEGAL FRAMEWORKS, PUBLIC POLICIES AND PROGRAMMES	
C.4 Existence of legal frameworks, public policies and / or programmes for reaching a balanced media coverage of women's and men's sport in public service media	Multiple choice (mutually exclusive): yes / no
C.4.1 Brief description of the legal frameworks, public policies and / or programmes for reaching a balanced media coverage of women's and men's sport (<i>Policy-maker, objectives, scale, target group(s), duration, etc.</i>) (only if "yes" for indicator C.4)	Text area

⁶ Positions covered :

- Top-level management : publishers, CEOs, directors
- Senior management : directors of the news, managing editors, bureau chiefs
- Middle management : senior editors, chief correspondents, design directors and senior finance staff

C.4.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator C.4</i>)	Multiple choice (multiple answers possible): Education and training programmes; Evaluation and monitoring; Awareness-raising initiatives; Partnership with relevant stakeholders; Research and studies; Gender balanced "list of events of major importance for society"; Financial support; Codes of conduct and ethical guidelines; Gender quotas / targets; Exchange of information, know-how and good practices; Award programmes; Specific programmes about women's sport; Sex-disaggregated data collection; Other (text area to specify)
C.4.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator C.4.2)
C.4.2.2 Brief description of the most important tool / measure	Text area
C.5 Existence of legal frameworks, public policies and / or programmes for combating sexism and gender-stereotypes in public service media sport content	Multiple choice (mutually exclusive): yes / no
C.5.1 Brief description of the legal frameworks, policies and / or programmes for combating sexism and gender-stereotypes in sport content (<i>Policy-maker, objectives, scale, target group(s), duration, etc.</i>) (<i>only if "yes" for indicator C.5</i>)	Text area
C.5.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator C.5</i>)	Multiple choice (multiple answers possible): Education and training programmes; Award programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Codes of conduct and ethical guidelines; Partnership with relevant stakeholders; Exchange of information, know-how and good practices; Formal machinery for making complaints concerning media content; Other (text area to specify)
C.5.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator C.5.2)
C.5.2.2 Brief description of the most important tool / measure	Text area
C.6 Existence of legal frameworks, public	Multiple choice (mutually exclusive): yes / no

policies and / or programmes for achieving a gender balance among journalists / reporters who cover sport events in public service media	
C.6.1 Brief description of the legal frameworks, public policies and / or programmes for achieving a gender balance among journalists / reporters who cover sport events (<i>Policy-maker, objectives, scale, target group(s), duration, etc.</i>) (only if "yes" for indicator C.6)	Text area
C.6.2 Tools and concrete measures implemented / available in this area (only if "yes" for indicator C.6)	Multiple choice (multiple answers possible): Education and training programmes; Codes of conduct and ethical guidelines; Sex-disaggregated data collection; Exchange of information, know-how and good practices; Partnership with relevant stakeholders; Promotion of diversified gender role models; Award programmes; Gender-sensitive registers / databases; Equality in salary levels; Transparent, clear and gender-friendly recruitment procedures; Gender quotas / targets; Networking actions; Awareness-raising initiatives; Mentoring programmes; Research and studies; Evaluation and monitoring; Financial support; Actions which facilitate the reconciliation of private and family life, and professional obligations, Other (text area to specify)
C.6.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator C.6.2)
C.6.2.2 Brief description of the most important tool / measure	Text area
C.7 Existence of legal frameworks, public policies and / or programmes for achieving a gender balance in leadership positions dealing with sport in public service media	Multiple choice (mutually exclusive): yes / no
C.7.1 Brief description of the legal frameworks, public policies and / or programmes for achieving a gender balance in leadership positions dealing with sport (<i>Policy-maker, objectives, scale, target group(s), duration, etc.</i>) (only if "yes" for indicator C.7)	Text area

C.7.2 Tools and concrete measures implemented / available in this area (<i>only if "yes" for indicator C.7</i>)	Multiple choice (multiple answers possible): Education and training programmes; Networking actions; Gender-sensitive registers / databases; Mentoring programmes; Awareness-raising initiatives; Sex-disaggregated data collection; Research and studies; Evaluation and monitoring; Financial support; Partnership with relevant stakeholders; Gender quotas / targets; Actions which facilitate the reconciliation of private and family life, and professional obligations; Transparent, clear and gender-friendly recruitment procedures; Transparent, clear and gender-friendly promotion processes; Equality in salary levels; Codes of conduct and ethical guidelines; Award programmes; Exchange of information, know-how and good practices; Promotion of diversified gender role models; Other (text area to specify)
C.7.2.1 The 3 most important tools / concrete measures	Drop-down list (options based on the results of the indicator C.7.2)
C.7.2.2 Brief description of the most important tool / measure	Text area
GENERAL INFORMATION	
<i>Indicators</i>	<i>Format of responses</i>
C.8 Basic information about the respondent(s)	Text area: first name and family name of the respondent(s) Text area: position(s) Text area: organisation(s) Text area: e-mail(s) Text area: country
C.9 Examples of actions taken by the organisation in the field of gender equality in sport	Text area: references and/or web links
C.10 Comments	Text area

GLOSSARY

COACHING (SPORT): Teaching, advising, supervising and accompanying people who are engaged in sporting activities.

ELITE SPORT: In this survey, elite sport covers girls/women and boys/men competing in European and World championships and / or in the Olympic Games.

GENDER-BASED VIOLENCE: Violence directed against a person because of that person's gender (including gender identity / expression) or as violence that affects persons of a particular gender disproportionately (EU : gender equality in sport. Proposal for Strategic action 2014-2020). In this survey, this includes namely physical intimidation or violence, sexism, verbal, psychological, physical and sexual harassment and abuse (Recommendation CM/Rec(2015)2 "Gender mainstreaming in sport" adopted by the Committee of Ministers of the Council of Europe on 21 January 2015).

GENDER EQUALITY / EQUALITY BETWEEN WOMEN AND MEN: "Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality is the opposite of gender inequality, not of gender difference, and aims to promote the full participation of women and men in society" (Council of Europe, Gender Mainstreaming conceptual framework, methodology and presentation of good practices - Final Report of Activities of the Group of Specialists on Mainstreaming (2004)). The Council of Europe Gender Equality Strategy 2014-2017 adds that gender equality "also means an equal access to and distribution of resources between women and men" (Cf. also Council of Europe glossary on gender equality).

GENDER BALANCE: In this survey, gender equality and gender balance are used as synonyms.

GENDER STEREOTYPES: Gender stereotypes are preconceived ideas whereby males and females are arbitrarily assigned characteristics and roles determined and limited by their sex. Sex stereotyping can limit the development of the natural talents and abilities of boys and girls, women and men, their educational and professional experiences as well as life opportunities in general (Council of Europe Gender Equality Strategy 2014-2017. Cf. also Council of Europe glossary on gender equality).

GRASSROOTS SPORT: "Grassroots sport is physical leisure activity, organised and non-organised, practised regularly at non-professional level for health, educational or social purposes" (European Commission, Report to Commissioner Tibor Navracsics 'Grassroots Sport – Shaping Europe'. High Level Group on Grassroots Sport, June 2016) .

MEDIA: "All actors involved in the production and dissemination, to potentially large numbers of people, of content (for example information, analysis, comment, opinion, education, culture, art and entertainment in text, audio, visual, audiovisual or other form) and applications which are designed to facilitate interactive mass communication (for example social networks) or other content-based large-scale interactive experiences (for example online games), while retaining (in all these cases) editorial control or oversight of the contents" (Recommendation CM/Rec(2011)7 of the Committee of Ministers of the Council of Europe on a new notion of

media, cf. also Handbook on the implementation of Recommendation CM/Rec(2013)1 of the Committee of Ministers of the Council of Europe on gender equality and media).

SPORT: ““Sport” refers to all forms of physical activity, which, through casual or organised participation, aims at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels” (Recommendation CM/Rec(2015)2 “Gender mainstreaming in sport” adopted by the Committee of Ministers of the Council of Europe on 21 January 2015).

STRATEGY ON GENDER EQUALITY IN SPORT: “A successful international or national strategy on gender equality in sport follows a balanced approach in the definition of realistic objectives. By proposing specific measures, an international or a national strategy should help Member States or sport organisations to make the necessary policy choices and launch concrete actions” (European Commission, Expert Group on Good Governance, Recommendations on Gender Equality in Sport, 2016).