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# BALANCE IN SPORT

Tools to implement Gender Equality

Pilot training session on gender equality in sport

## Report

21 November 2016

Paris, France

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## Introduction

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Balance in Sport project aims at identifying and testing a common set of gender equality indicators, as well as developing the capacities of public and private actors in the sport sector – public authorities related to sport and sport governing bodies – to use these indicators and to build evidence-based strategies and policies in this area.

The pilot training was given by Mr Maxime Forest (Yellow Window, Science Po Paris).

The participants were mostly representatives of ministries related to sport and of the sport movement involved in the pilot data collection campaign. They came from Spain, Finland, France and Romania. (See list of participants).

## Key modules

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5 modules were developed in the course of the pilot training (cf. PPT presentation):

1. Definition of key concepts: sex/gender, gender equality, gender stereotypes, gender-based violence, gender-based violence against women, gender mainstreaming, etc.
2. Review of the main issues and challenges in the 5 strategic topics of "Balance in sport": leadership, coaching, participation, gender-based violence and media.
3. Examples of policies and strategies in the different areas (above mentioned).
4. Guidelines for the development of evidence-based policies and strategies to tackle gender inequalities in sport (development, implementation, monitoring and evaluation).
5. Working group session: identifying policy priorities, objectives and actions in a strategic field

## Main outcomes

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The participants' feedback following the training was very positive and was confirmed by the evaluation questionnaire prepared by the trainer (cf. evaluation document provided by Yellow Window):

- High satisfaction of participants who rate the training at 8.7/10 (on average).
- All participants believe that they will be able to apply the training content in their daily work.
- Two participants found the training too short.
- Two modules were insufficiently developed (for some): exchanges on national situations and practical exercises about strategy and policy development.

This pilot training clearly responded to the needs of the public authorities and sport movement involved in the Balance in sport pilot data collection campaign. It could be duplicated in other European countries, especially upstream of data collection campaigns in order to make sport actors aware of inequalities between women and men, to train them on gender equality indicators as well as on evidence-based policies and strategies in this area.

Nevertheless, the duration should be increased. The training could take place over two days:

- Day 1: Main concepts and themes
- Day 2: Development and implementation of policies and strategies

## List of participants

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| Ms Carole BRETTEVILLE<br>Member of European Women and Sport (EWS)<br>Representative of the French National Olympic Committee, Menchhoffen, France | French national Olympic committee, Paris, France  |
| Ms Olalla CERNUDA<br>Director of Communications<br>Spanish Sport Association Madrid, Spain  | Ms Satu HEIKKINEN<br>Counsellor for Cultural Affairs<br>Ministry of Education and Culture, Sport Division, Helsinki, Finland  |
| Mr Cédric CHAUMOND<br>Deputy Head of the DSB1 office<br>Ministry of Youth and Sport<br>Paris, France  | Ms Sari KUOSMANEN<br>Advisor, Gender Equality in Sports, Valo<br>Finnish Sports Confederation, Helsinki, Finland              |
| Ms Malina CINTIC<br>Law expert, Romanian Football Federation<br>Bucharest, Romania  | Ms Susana PEREZ AMOR MARTINEZ<br>Deputy Director General for Women and Sport<br>Spanish High Council for Sport, Madrid, Spain |
| Ms Clémence COUDERT<br>Task Officer   | Mr Dragos C.L. PREDA<br>Senior Advisory<br>Ministry of Youth and Sports, Bucharest, Romania                                   |

### Trainer / Formateur

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Mr Maxime FOREST  
Trainer; Yellow Window  
Aix en Provence, France

### European Commission / Commission européenne

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Ms Paola OTTONELLO  
Policy and communication officer – Gender equality in sport  
European Commission  
DG Education and Culture, Sport policy and programme  
Brussels, Belgium

### Council of Europe / Conseil de l'Europe

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Direction de la dignité humaine et de l'égalité  
DG II Democracy / Démocratie  
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### Sport Division / Division du sport

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