



# Developing gender equality indicators in sports

Council of Europe, January, 2016



# Gender Equality in Power and Decision-making

*Review of the Implementation of the  
Beijing Platform for Action in the EU  
Member States, 2015*



# Policy context

## European Council

Commitment to the **Beijing Platform for Action (1995)**

## Council of the EU

Resolution of 21 May 2014 on the **EU Work Plan for Sport (2014-2017)**

Council conclusions of 21 May 2014 on **Gender Equality in Sport**

Council recommendation 84/635/EEC

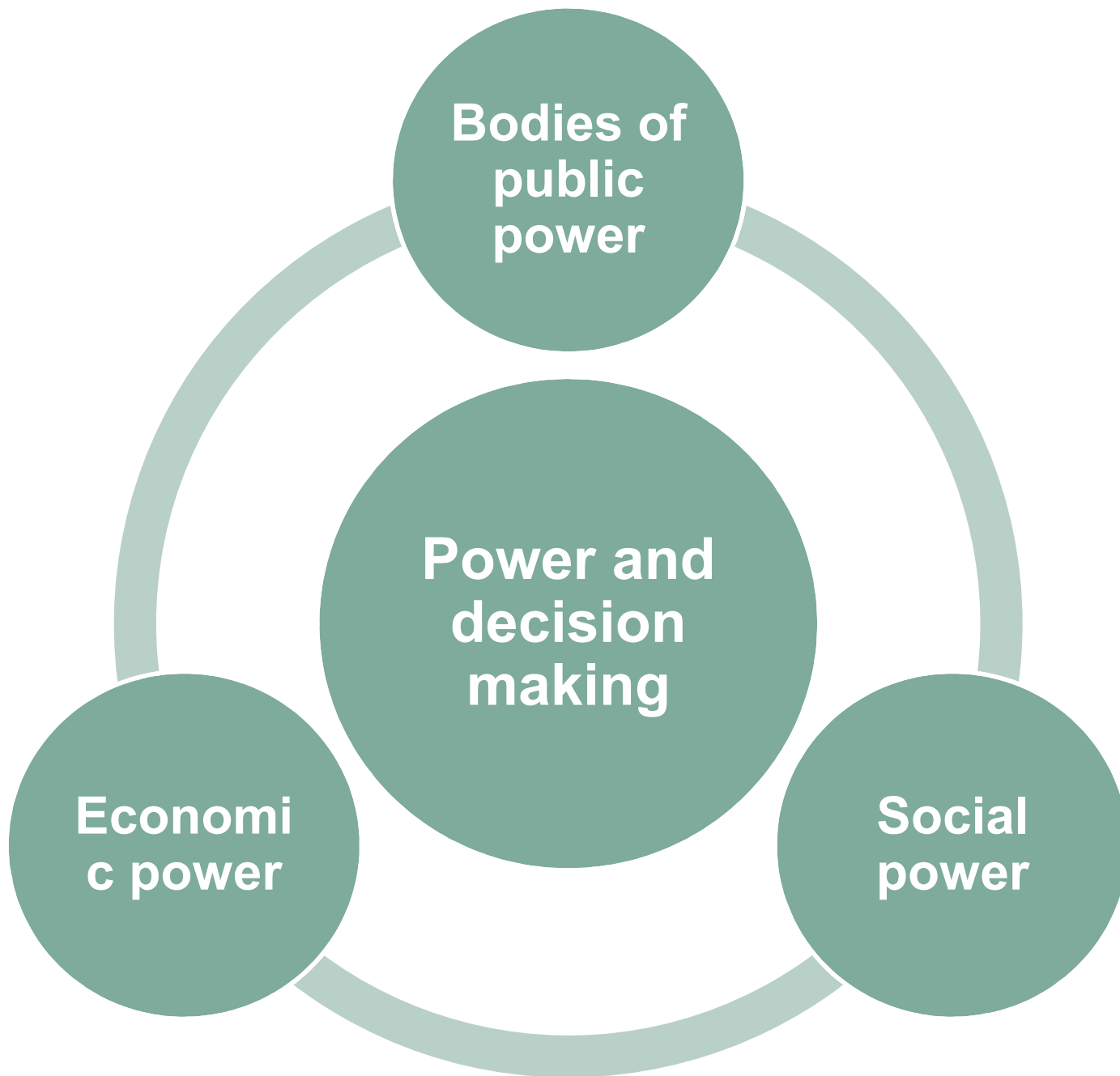


# Strategic objectives (BPfA)

Take measures to ensure **women's equal access to and full participation** in power structures and decision-making

Increase **women's capacity** to participate in decision-making and leadership







# Social power: decision-making in sport



# Gender quotas in continental sports federations in Europe, 2015

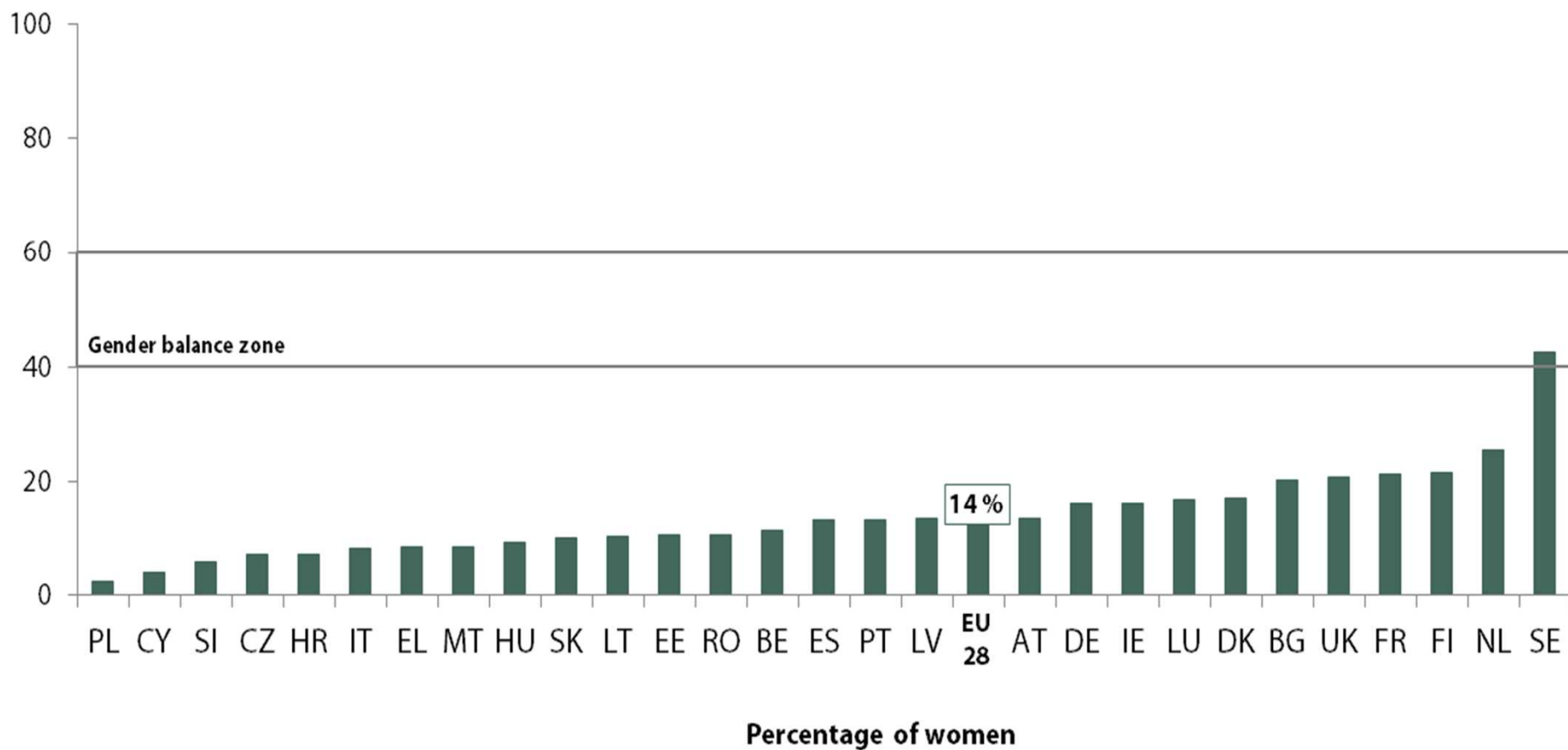
Gender quota for the highest decision-making body	
<b>At least one woman &amp; one man</b>	United World Wrestling Europe (UWW-Europe) European Fencing Confederation (EFC) European Handball Federation (EHF) European Shooting Confederation (ESC) European Weightlifting Federation (EWF) Union of European Football Associations (UEFA)
<b>At least 2 women &amp; 2 men</b>	European Hockey Federation (EHF) FIBA Europe
<b>At least 3 women &amp; 3 men</b>	European Triathlon Union (ETU)
Gender quota for council, committees and commissions	
	European Handball Federation (EHF) European Shooting Confederation (ESC) European Table Tennis Union (ETTU) European Taekwondo Union (ETU) European Triathlon Union (ETU)

Source: Data derived from the statutes of federations.

Note: The highest decision-making body includes the executive committee, presidium and boards of directors

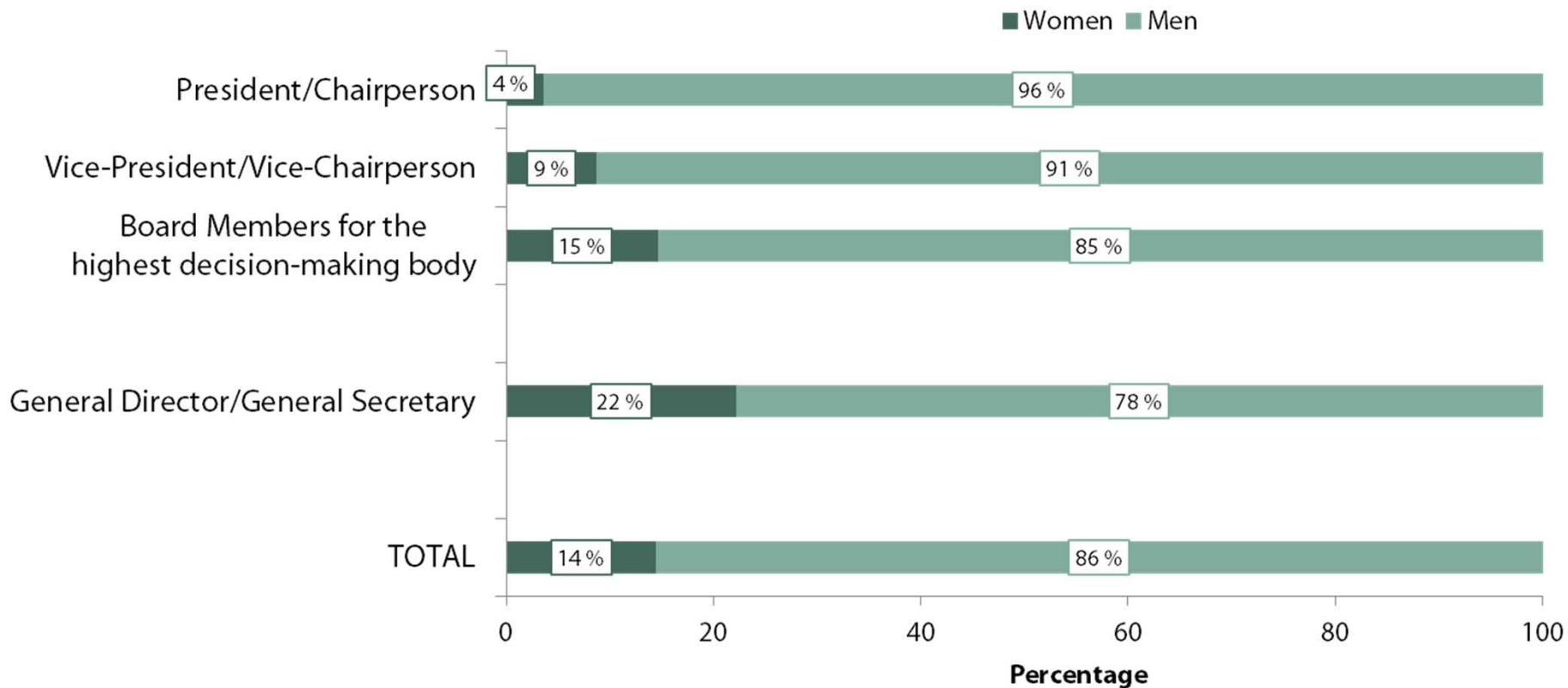


# Women in decision-making positions of national sport federations, 2015

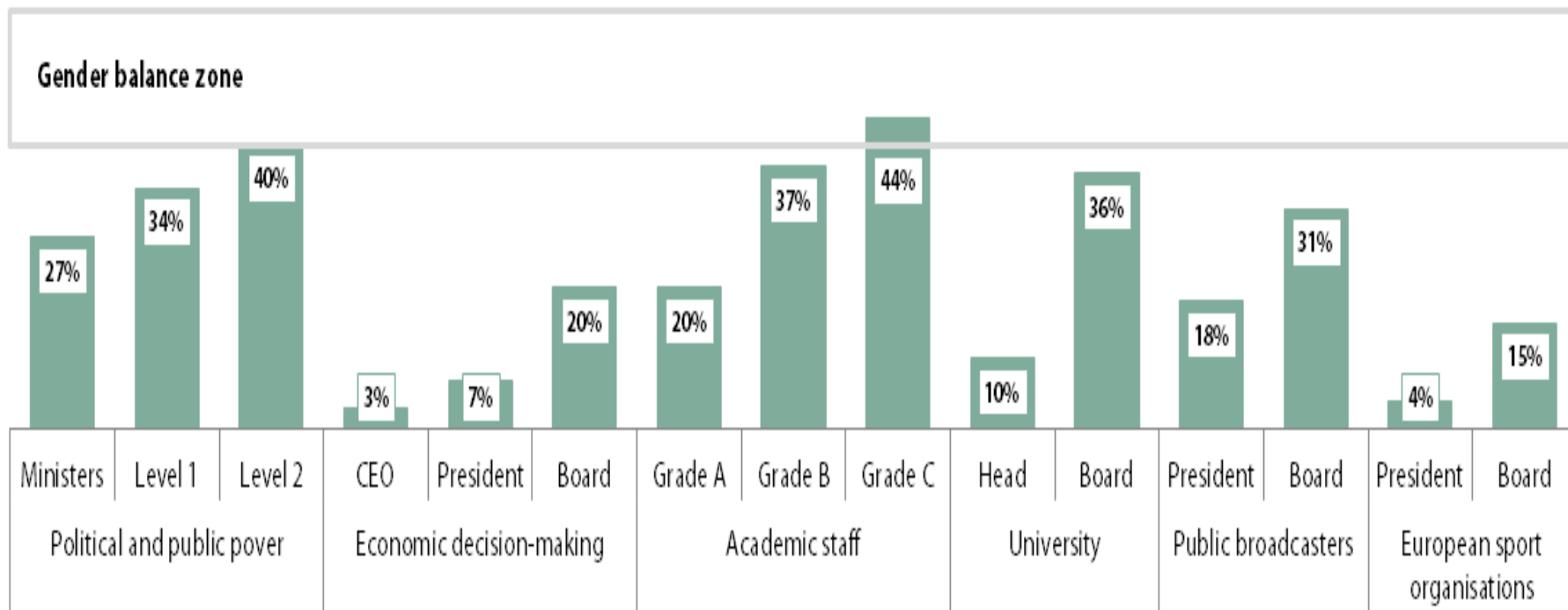




# Proportion of women and men in decision-making positions in continental confederations of Olympic sports in Europe, 2015



# Pyramid of power



# Examples of policies to promote gender- balanced participation in decision-making in sport

- In **Finland**, a target of 40 % of women on the governing boards of the Finnish sports organisations was set in 1998, although this has not yet been reached.
- In **Germany**, the 2014 women’s plenary meeting of the German Olympic Sports Federation adopted measures to promote an equal share of executive positions for women in their respective organisations. These measures include the introduction of binding regulations and quotas for the election of boards.
- In **Sweden**, a 40 % target has been set by the Swedish Sports Federation in its milestones for 2017. This target applies to all decision-making and advisory bodies, senior positions, nomination committees and coaches.
- In **France**, the Gender Equality Act 2014 requires, by the time of the 2020 Olympics, a gender balance of 40/60 in the governing bodies of those sports federations where each sex represents 25 % of staff to be reached.
- In the **United Kingdom**, the governance strategy of Sport England, ‘On board for better governance 2013–2017’, requires national governing bodies as well as regional and local sporting bodies to ensure that women represent at least 25 % of board members by 2017 (Sport England, 2013, p. 11).



# Policies to promote gender- balanced participation in decision-making in sport

The following measures shall be assessed:

- **State policies and legislation:**

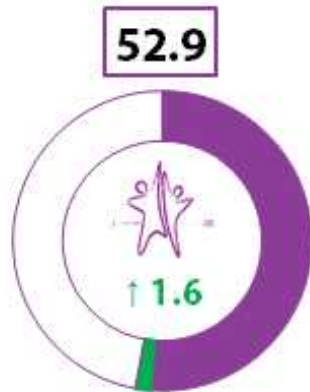
- Gender balance in decision-making in sport is included in **national/regional strategies and actions plans** (for example, gender equality strategy; government resolution; the positive action programme launched by the Ministry as part of the national action plan, which contains recommendations for positive actions in sport in order to promote gender-balanced decision-making, etc.).
- **Legislation:**
  - General statement without a target (for example: regulation to have a gender balance in decision making, applicable to public bodies).
  - Binding targets without sanctions (for example: 33 % quota for appointees to boards, applicable to public bodies).
  - Binding targets accompanied with sanctions (for example: 33 % quota for boards, applicable to public bodies accompanied with the sanctions: loss of benefits by organisation until the board complies with the quota law).
- **Monitoring and evaluation system:** regular monitoring of achieving of the target



# Policies to promote gender- balanced participation in decision-making in sport

- **Other initiatives at national/regional level:**
  - **Common codes of practice or other common agreements adopted by the sport community:** recommendations/agreement to increase proportion of women in decision- making or voluntary/recommended goals/targets are included in Governance Code/Charter/Pact (for example: organisations sign up to the pacts for voluntary initiatives to increase the presence of women as directors on the governing board as well as the management board).
  - **Initiatives to acknowledge or award the organisations,** which reached gender-balance on boards or which have taken actions to achieve gender balance in decision-making positions: labels, prizes and awards, rankings and compendia of good practices
  - **Awareness raising campaigns/initiatives** dealing with women in decision making in sport: launched regularly at national/regional level and lasted at least a week

## GENDER EQUALITY INDEX 2012



Work

**61.9**



Time

**37.6**



Money

**67.8**



Knowledge

**49.1**



Health

**90.0**



Power

**39.7**



↑ increase in scores from 2005 to 2012

↓ decrease in scores from 2005 to 2012



# Domain of time

42.8

37.6



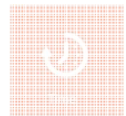
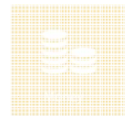
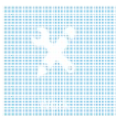
Care activities

Childcare activities  
Domestic activities

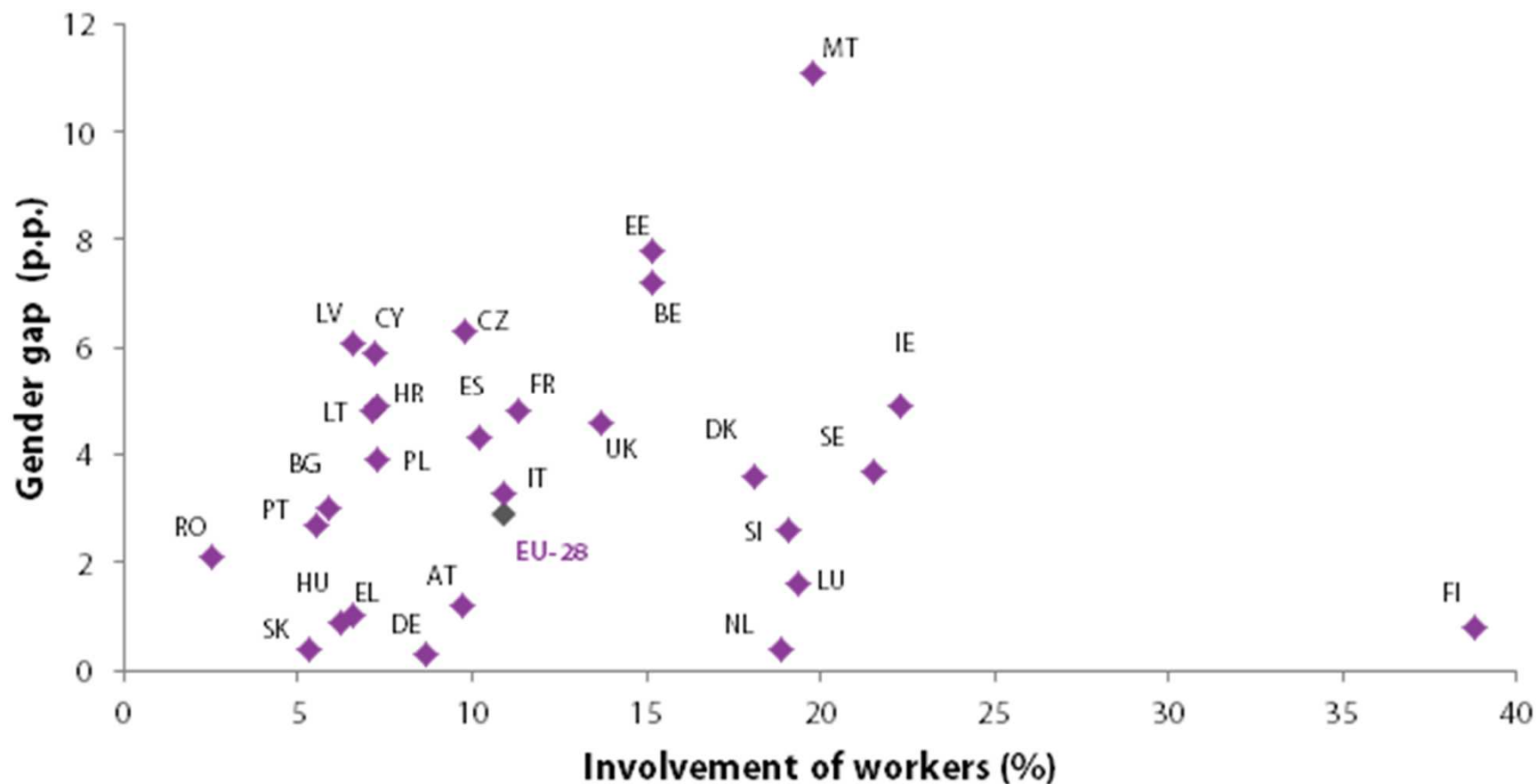
Social activities

Sport, culture and leisure activities  
Volunteering and charitable activities

33.0



## Gender gaps and workers' involvement in sporting, cultural and leisure activity, at least every other day in EU-28 (15+), 2010

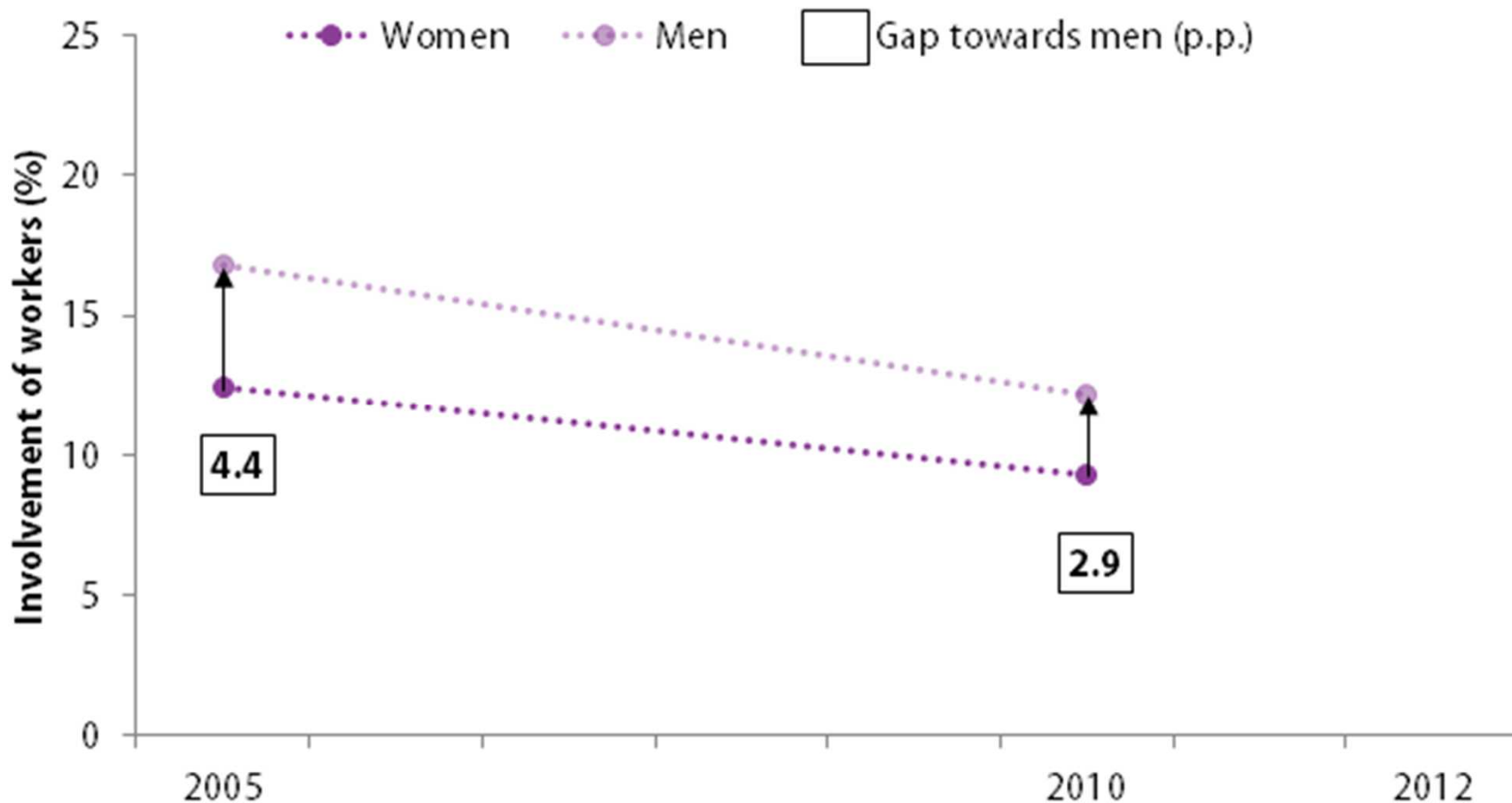


Source: Eurofound – European Working Conditions Survey





## Workers involvement in sporting, cultural or leisure activities, at least every other day by sex in EU-28 (15+), 2005-2010



Source: Eurofound – European Working Conditions Survey

# Hindering factors:

- stereotypes
- perceptions of leadership
- biased recruitment and promotion
- insufficient transparency in appointment to boards



# Recommendations

- Promote legislative initiatives and targeted measures
- Strengthen public debate and policy initiatives on gender equality in sport
- Call for institutional change in sports' organisations
- Accelerate progress in work-life balance
- Fight gender stereotypes in all areas and at all levels



# Let's talk



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