



Pledge Board:  
What the EU is doing  
Strasbourg, 21 January 2016

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Background documents

14.6.2014

EN

Official Journal of the European Union

C 183/39

**Council Conclusions of 21 May 2014 on Gender Equality in Sport**  
(2014/C 183/09)

(...)

INVITES THE **MEMBER STATES** AND THE **COMMISSION** WITHIN THEIR RESPECTIVE SPHERES OF COMPETENCES AND WITH DUE REGARD FOR THE PRINCIPLE OF SUBSIDIARITY AND WHILE RESPECTING MEMBER STATES RESPONSIBILITY FOR SPORT POLICY, TO:

(...)

**33. Consider launching, in cooperation with the international sport bodies, a 'pledge board' on gender equality in sport.**

**Resolution of the Council and of the Representatives of the Governments of the Member States, meeting within the Council, of 21 May 2014 on the European Union Work Plan for Sport (2014-2017)**  
(2014/C 183/03)

THE COUNCIL OF THE EUROPEAN UNION AND THE REPRESENTATIVES OF THE GOVERNMENTS OF THE MEMBER STATES,

### III. WORKING METHODS AND STRUCTURES

(...)

#### 14. AGREE that:

**Different working structures and methods should be established for the follow-up of achievements** from the first EU Work Plan and for developing new outputs in line with the priority themes and key topics, as set out in Section II above;

Therefore, five "Expert Groups", with experts appointed by the Member States, will be set up covering the following topics: match-fixing, good governance, economic dimension, HEPA and human resources development in sport . The principles relating to membership and functioning of these groups are set out in the Annex II;

**In addition to expert groups, other structures and working methods may include e.g. Presidency conferences, meetings of Sport Ministers and Directors, Commission studies and conferences, as well as pledge boards (1).**

## Background documents

C 183/12

EN

Official Journal of the European Union

14.6.2014

Resolution of the Council and of the Representatives of the Governments of the Member States, meeting within the Council, of 21 May 2014 on the European Union Work Plan for Sport (2014-2017)  
(2014/C 183/03)

THE COUNCIL OF THE EUROPEAN UNION AND THE REPRESENTATIVES OF THE GOVERNMENTS OF THE MEMBER STATES,

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(1) Pledge board: An instrument where **mainly sport organisations can voluntarily make public their commitment to certain issues**, e.g. to good governance principles or **gender equality targets** (see Annex I). The Commission will submit a proposal to the Council Working Party on Sport on the set up and functioning of pledge boards in the second half of 2014.

(...)

ANNEXE 1:

Preparation of Expert Group recommendations or guidelines on gender equality in sport, **possibly followed by a pledge board** (2nd half 2015)

# Keywords:

- Mainly sport organisations = Not only
- Voluntarily = Not something imposed by the EC
- Public = Scrutiny, peer pressure

## The pledge board is:

- A voluntary, public commitment to put the guidelines into practice.
- On all - or part - of the guidelines
- To be reviewed/monitored: how?

*FI: XG should prepare and suggest possible pledges  
With a target year for implementation*

# Where do the pledges come from?





# How will it look like?

Gender

Field 2

Field 3

Field 4

## Austria

Name

Type

Progress

Completion

Austria

Country

**Pledges**



3/6

Gender policy and action plan:  
Belgium

Country

30% of coaches employed are women:



2/6

Implemented, available  
at [www.austria.at](http://www.austria.at)

Sport organisation



4/6

Darts Club

Sport organisation



1/6



30% of women on executive boards:



Including gender equality in coaching education:

Implemented



# Who does what?

- Not a Commission initiative
- It should be an inclusive exercise:  
a small working group to come up with  
concrete proposals  
Finland, Spain, UK, CoE, ENGSO, EWS

## ... just as an example:

### For Sport Movement:

*[Sport Organization XXX] will have a gender equality policy including an action plan.*

*[Sport Organization XXX] will develop and implement transparent and clear gender friendly procedures concerning candidate identification for posts, election procedures and human resource policies.*

*[Sport Organization XXX] will strive to a minimum of 30% of women and men in executive boards and committees of national sport governing bodies / in international sport organisations located in Europe.*

*[Sport Organization XXX] will strive to a minimum of 30% of women and men in the management of professional sport administrations and governmental sport bodies.*

*[Sport Organization XXX] will develop an awareness programme / support for projects to develop and maintain education and training programmes / mentoring systems for (future) female leaders in formal and non-formal education.*

*[Sport Organization XXX] will strive to a minimum of 30% of women and men as volunteer and employed coaches / as coaches of all the national team coaches.*

*[Sport Organization XXX] will include evidence based knowledge about gender and gender equality in coach education at all levels.*

*[Sport Organization XXX] will develop mechanisms, including mentoring programmes and a network of elite level female coaches at national / European level, to ensure female elite level coaches access further and specialized coach education and support.*

*[Sport Organization XXX] will implement codes of conduct and /or ethical guidelines to ensure that the coaching environment is free from discrimination or harassment.*

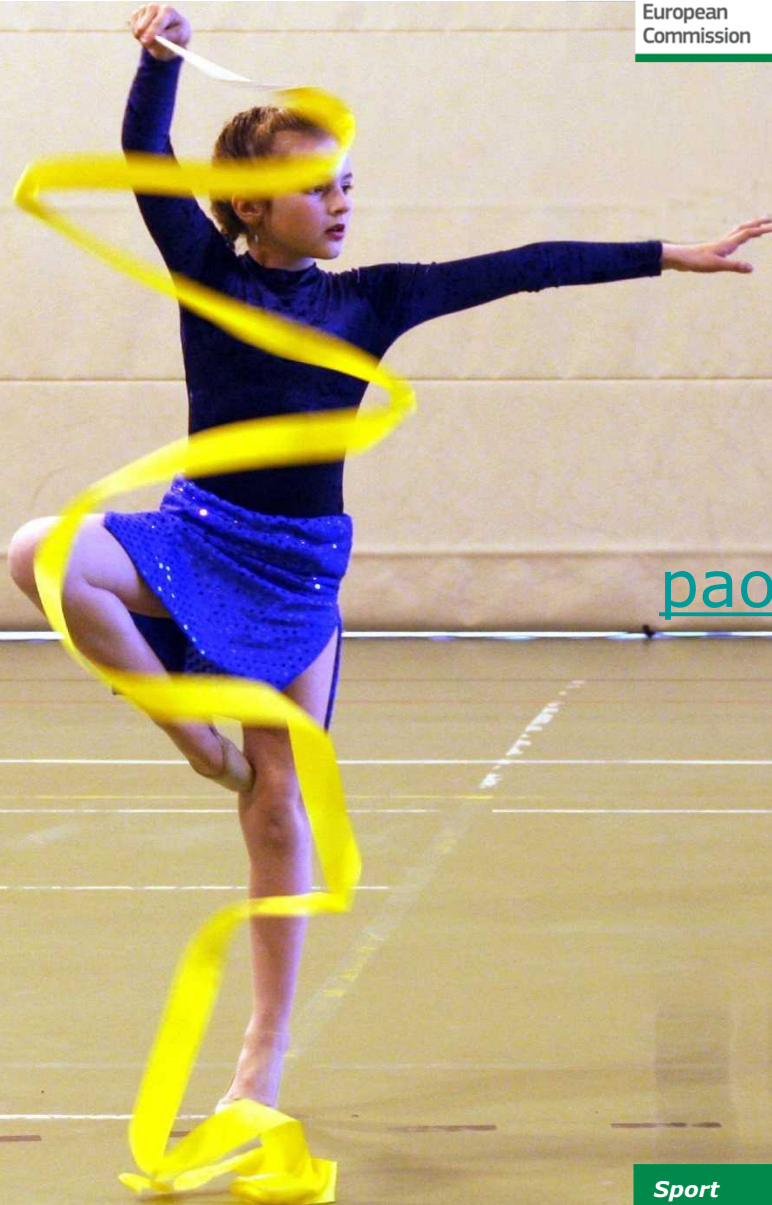
## ... just as an example:

### For the Member States:

*[Member State] will develop, monitor and review a national action plan on gender equality in sport in close cooperation with the main stakeholders by the end of 2017.*

*[Member State] will support the development and implementation of awareness campaigns and preventive tools based on research that will supplement the knowledge, deepen the understanding and improve the methods of prevention and intervention for everyone involved in sport.*

*[Member State] will support the development of education and training programmes for different groups on gender sexual harassment and abuse and make training programs to prevent gender sexual harassment and abuse mandatory in all coach education.*



**Thank you**

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