



**ALL IN: Towards gender balance in sport (Erasmus +)**

Funded  
by the European Union  
and the Council of Europe



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by the Council of Europe

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# EPAS and Gender Equality

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
◆ ◆	◆	◆ ←	→ ◆	◆	◆ ↔ ◆		◆ ←	◆ →			

- ◆ EPAS Conferer
- ◆ Handbook on
- ◆ Europea
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Consultative Com.

2015)2  
ers to member States  
in sport

◆ JP "ALL-IN"

# Aims

-  Large scale data collection
-  Activation of Gender Equality Strategies

# On what ?

-  Participation
-  Leadership
-  Coaching
-  Media
-  Gender-based violence
-  Policies, strategies

# How ?



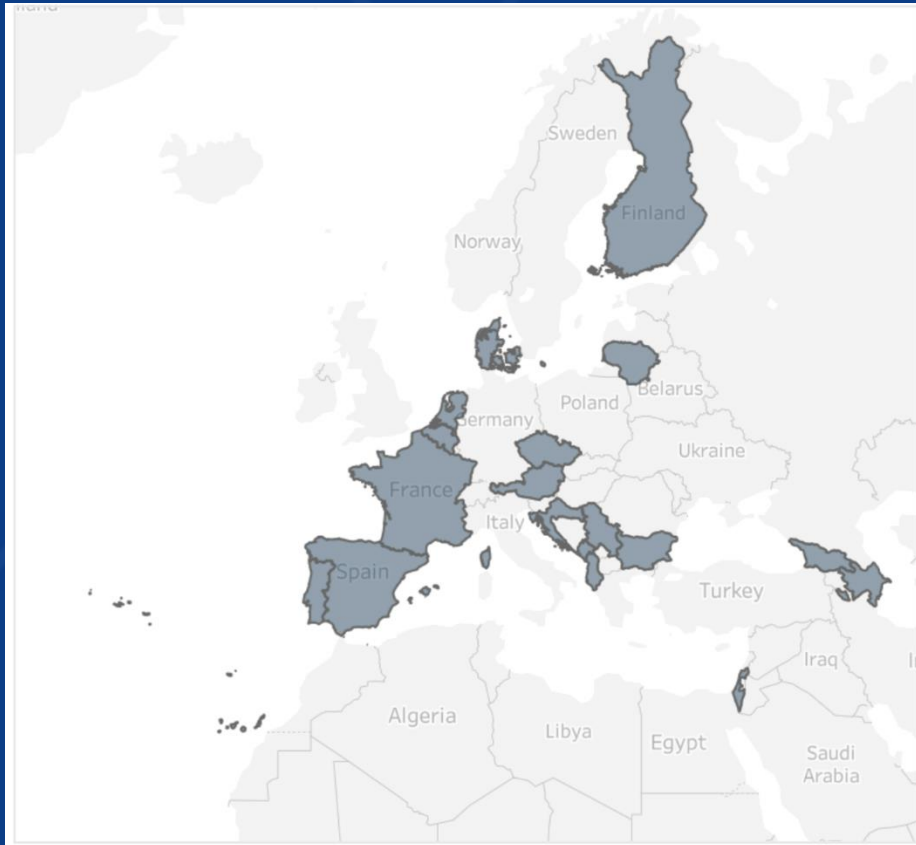
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# Participation



 18 Countries

 616 entities

 85%

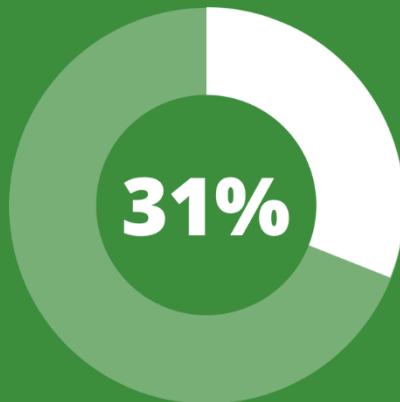


# Results

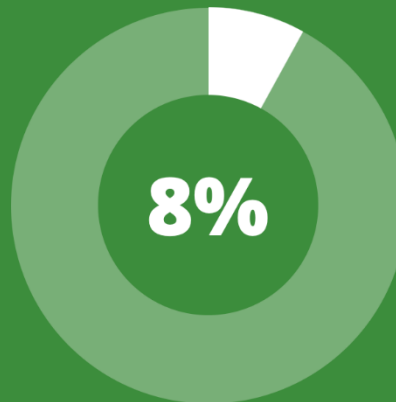
## SPORT REMAINS A MALE-DOMINATED

### ENVIRONMENT

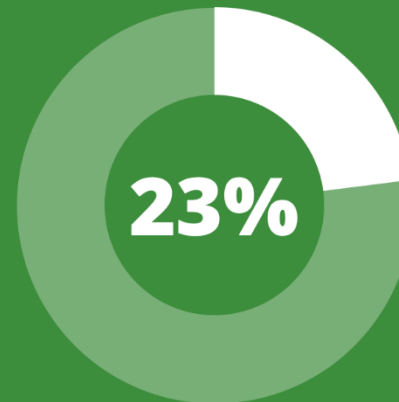
In Europe, women make up only:



**of the members**  
of a sports club or federation

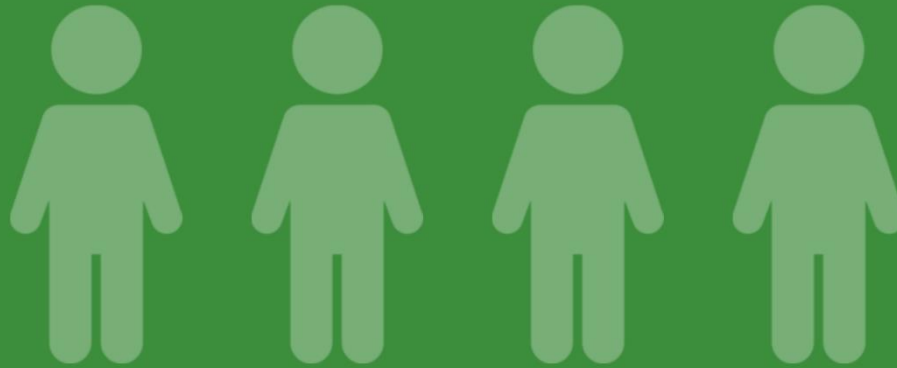


**of the presidents**  
of the national Olympic  
sports federations



**of the board members**  
of the national Olympic  
Committees

# Results




**1 in 5 employed elite coaches**  
in national Olympic sport federations



# Publications

**ALL IN!  
TOWARDS GENDER BALANCE  
IN EUROPEAN SPORT**

ANALYTICAL REPORT  
OF THE DATA COLLECTION CAMPAIGN



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**ALBANIA**  
GENDER EQUALITY  
IN SPORT

LEAFLET 2019<sup>1</sup>



 <b>TOTAL POPULATION</b> 2.888.514 MEDIAN AGE 36.2 YEARS	 <b>GDP PER CAPITA</b> 15.778 €	 <b>POPULATION</b> 50.1% MALE	 49.9% FEMALE	 <b>LIFE EXPECTANCY</b> 74.8 YEARS MALE	 80.3 YEARS FEMALE
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Sources: Countryprofiles 2019

**"ALL IN: TOWARDS GENDER BALANCE IN SPORT"**

The data in this factsheet is from the "ALL IN: Towards gender balance in sport", a European Union (EU) and Council of Europe joint project. Its aim is to provide support to public authorities and sport organisations when adopting gender mainstreaming strategies and in designing and implementing policies and programmes to address gender inequality in sport. The project covers and standardises data collection in 18 countries, based on a set of commonly agreed "basic" gender equality indicators in six strategic fields: leadership; coaching; participations; gender-based violence; media/communication; and policies and programmes addressing gender equality in sport.

► To find more results for Albania, and the other countries involved in the project, as well as examples of good practice and a toolkit on gender equality in sport, have a look at the project website: [www.con.int/sport/ALLIN](http://www.con.int/sport/ALLIN)

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- The results are based on 22 Olympic sport federations plus the Ministry of Education, Sport and Youth, and the Olympic Committee. All data was collected on 31 December 2018 except for the area of participation in sports, which was collected on 31 December 2017.
- Estimated for 2019.

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Enlarged Partial Agreement on Sport

**epas**

Accord Partiel Élargi sur le Sport

# Publications

https://public.tableau.com/profile/all.in.coe#/vizhome/AllInTableauPublic/Home

quick links e-mail voyages Finances CoE Shopping Blogs "mes sites" Langues News

All in All In Tableau Public - ALL IN: Towards gender bal... Stepping up the pace towards gender equality in... https://rm.coe.int/albania-gender-equality-in-spo...

+ableau:public GALERIE AUTEURS BLOG RESSOURCES ACTIVITÉ S'INSCRIRE SE CONNECTER

ALL IN: Towards gender balance in sport - Profile

Joint Programme  
ALL IN: Towards gender balance in sport

### How gender equality in sport is addressed in Europe – results of the extensive data collection campaign (2019)

Dashboard developed within the framework of the « ALL IN: Towards gender balance in sport » European Union and Council of Europe joint project

#### In brief

18 European countries involved in the data collection campaign:

Albania, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Finland, France, Georgia, Israel, Lithuania, Montenegro, Netherlands, Portugal, Serbia and Spain.

Six strategic fields explored:

- Leadership
- Coaching
- Participation (from grassroots to elite sport)
- Gender-based violence
- Communication/media
- Policies and programmes addressing gender equality in sport

Two types of data collected (1):

- Data separated by gender on the involvement of women and men in sport
- Data on policies, programmes and actions

That come from:

- Ministries/government departments responsible for sport
- National Olympic Committees
- National Olympic sport federations (2)

(1) Data was collated on 31 December 2018 except for the area of participation in sport, which was collated on 31 December 2017.  
(2) Except for Belgium where three Olympic sport federations are national. The rest are community-based.

#### What's ALL IN?

“ALL IN: Towards gender balance in sport” is a European Union (EU) and Council of Europe (COE) joint project, aimed at:

- extending and standardising data collection based on a set of commonly agreed “basic” gender equality indicators
- developing capacity-building and awareness-raising materials and activities

The results provided support to public authorities and sport organisations when designing and implementing policies and programmes addressing gender inequalities in sport, and when adopting a gender mainstreaming strategy.

If you want to know more about the ALL IN project, click on the image to the bottom.

#### How to find the data you want

The dashboard has seven active tabs, at the top of the screen:

- Leadership
- Coaching
- Participation / Grassroots sport
- Participation / Elite sport
- Gender-based violence
- Media / Communication
- Gender equality policies

In each tab, data is available from Ministries responsible for sport, national Olympic committees and national Olympic sport federations. Depending on the topic, you will find data separated by gender on the involvement of women and men in sport and/or data on policies, programmes and actions.

This data can then be broken down, and compared, by country or by sport.

- Select the type of entity you are interested in:
  - Ministry (ies) responsible for sport
  - National Olympic Committee(s)
  - National Olympic sport federation(s)

The dashboard applies a colour scale to the countries and sports, which differentiates the level of gender equality in a particular domain, e.g.:

- The bluer the country or sport, the more over-representation there is of men (gender imbalance)
- The more orange the country or sport, the more over-representation there is of women (gender imbalance)

Please note that the colour of the countries and sports adjusts automatically, according to the selection of filters.

#### Tooltips

- In most cases, when you move your cursor over a specific sport or country, a pie chart appears representing the percentage of women and men involved in a specific domain (leadership, coaching, participation, etc.).
- When you move your cursor over numbers/percentages, complementary information appears (details of the results per sport or per country, additional data on a specific domain, etc.).

#### Action icons

You will find at the bottom right of the screen, a set of icons:

- Reset: to reset filters
- Share: to share a page (e.g. by email or social media)
- Download: to download a PDF of your page. Select “PDF” and « this view » to download an overall view of your page, choose “landscape” and adapt the paper size and the scaling (if need be)

# A positive message

## GENDER EQUALITY HELPS SCORE POINTS



**Diverse organisations perform better**



**Economic growth**



**Increased human resources**



**Positive image**



**Public health and social development for all**



**Education, inclusion and empowerment for all**



**Fairness and justice**

# Take action !

**In Europe, only a few organisations have an action plan to address gender equality in sport**

**23%** of the **national Olympic sport federations**

Less than **2/3** of the **national Olympic Committees**

**35%** of the **Ministries responsible for sports**

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# Support

 Good Practices





 Interviews

 Toolkit

 Action page



# Good practices

-  Examples of Good Practices
-  99 good practices were collected
-  25 were edited and are published
-  3 are presented in a video

# Good practices



An initiative that teaches young boys about gender equality and diversity: "Locker room talk" (Sweden)



A training programme to encourage women to become sports leaders: "Leads like a woman" (Finland)



A gender equality sports programme: "Women in sport programme" (Ireland)



Top 25 best practices and resources



All practices and resources



# Leaders' testimonials



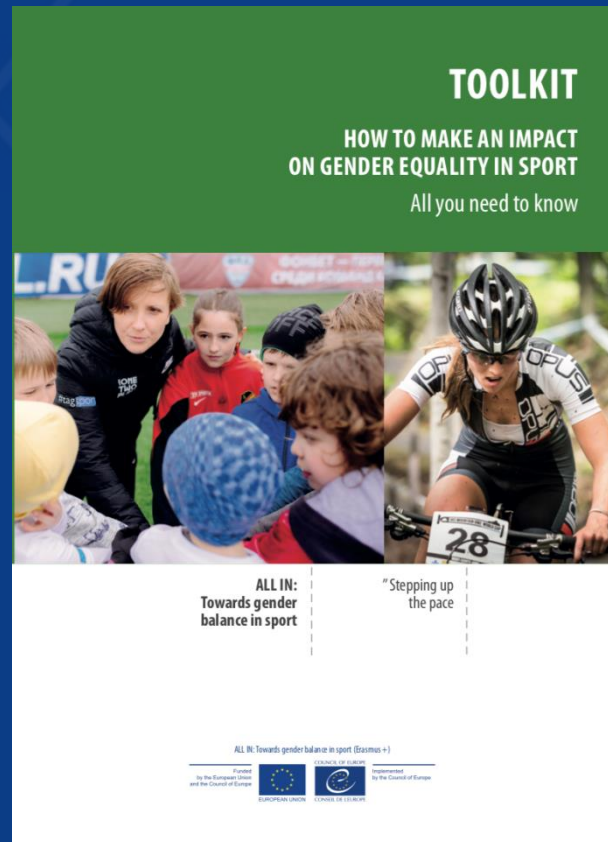
Pour les Jeux de 2024 à Paris, l'UCI a proposé d'avoir les mêmes quotas pour les hommes et pour les femmes.

**Mr David Lappartient**  
President, Union Cycliste Internationale



**Mr João Paulo Rebelo**  
Secretary of State for youth and sport, Portugal

# Toolkit



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**epas**  
Accord Partiel Élargi sur le Sport

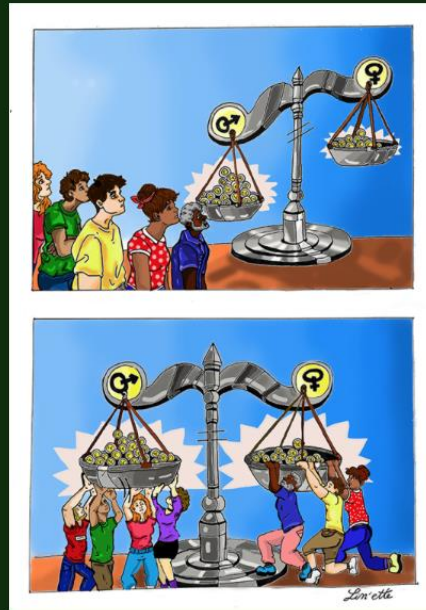
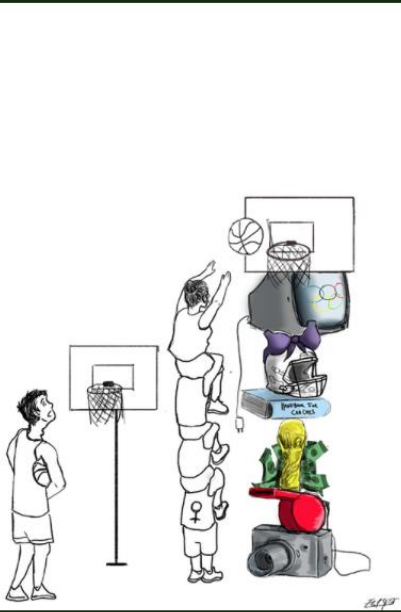
# Tools

1 Develop an action plan

2 Seek equal participation of men and women at all levels

3 Ensure a fair distribution of resources to all sports and all athletes

4 Engage in gender-sensitive communication



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# Tools

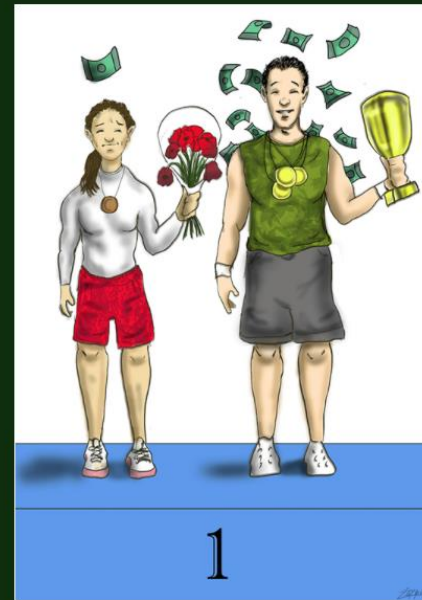
**5** Create sporting opportunities attractive to everyone



**6** Make training programmes and PE free from gender stereotypes



**7** Plan and organise gender-sensitive sports events and competitions



**8** Design and manage sports facilities tailored to everyone's needs



# Action page

The screenshot shows a Safari browser window displaying a slide from the Council of Europe's Human Rights Channel. The slide is titled "What about investing in women and girls?" and features two bullet points: "They are more than 400 million in Europe" and "The potential recruitment pool is huge...". Below the text are social media sharing buttons for Facebook and Twitter. To the right of the text is a photograph of a women's basketball team sitting on a bench, with one player holding a basketball. The browser's address bar shows the URL "www.coe.int/fr/web/human-rights-channel/all-in/". The browser's menu bar includes "Safari", "Fichier", "Édition", "Présentation", "Historique", "Signets", "Développement", "Fenêtre", and "Aide". The browser's status bar at the bottom shows "Diapositive 19 sur 20" and "Anglais (Royaume-Uni)".

CONSEIL DE L'EUROPE HUMAN RIGHTS CHANNEL LA CHAÎNE DES DROITS HUMAINS français

## What about investing in women and girls?

- They are more than 400 million in Europe
- The potential recruitment pool is huge...

Share on Facebook Share on Twitter

Cliquez pour ajouter des notes

Diapositive 19 sur 20 Anglais (Royaume-Uni) Notes Commentaires 100%

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# Feedback








- High satisfaction of our partners
  - Requests for translations
  - Commitment to develop strategies
- Interest from institutional partners to join the movement
- Requests for presentations

# Perspectives

-  Keep collecting data every 4 years
-  Enhance indicators on
  -  media/communication
  -  gender based violence
-  Support our partners (governments and sport organisations)
-  Go global !



# Co-operation with GEC

-  Please use the ALL IN data
-  If your country was involved : Congratulate
-  If your country was not involved : Encourage sports authorities and organisations to get involved next time
-  Encourage and support our current national partners
  -  to share information on the results
  -  to develop strategies
-  Help EPAS to strengthen its network of institutional partners



Thank you for your attention  
Questions ? Comments ?

For more information on EPAS:  
[www.coe.int/epas](http://www.coe.int/epas)

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