ALL IN
Towards gender balance in sport
EPAS and Gender Equality

- EPAS Conference
- Handbook on good practices regarding gender equality in sports
  - European Women and Sport joins the EPAS Consultative Com.
  - Working group on recommendation
  - Co-operation with GEC

Recommendation CM/Rec(2015)2 of the Committee of Ministers to member States on gender mainstreaming in sport

- JP "ALL-IN"

Council of Europe
Enlarged Partial Agreement on Sport
Accord Partiel Elargi sur le Sport
Aims

- Large scale data collection
- Activation of Gender Equality Strategies
On what?

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

Based on "BIS" experience
Ministry + NOC
+ all Olympic Sports
Using already existing data
Participation

- 18 Countries
- 616 entities
- 85%
Results

SPORT REMAINS A MALE-DOMINATED ENVIRONMENT

In Europe, women make up only:

- 31% of the members of a sports club or federation
- 8% of the presidents of the national Olympic sports federations
- 23% of the board members of the national Olympic Committees
Results

1 in 5 employed elite coaches in national Olympic sport federations
Publications
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, Ireland, Lithuania, Montenegro, Netherlands, Portugal, Serbia and Spain.

Six strategic fields explored:

- Leadership
- Coaching
- Participation in grassroot and elite sport
- Gender-based violence
- Communication/media
- Rule book 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

The data come from:

- Ministries/government departments responsible for sport
- National Olympic Committees
- National Olympic Sport Federations

(1) Data was collected on 31 December 2018 except for the area of participation in sport, which was collected on 31 December 2017.

Key national sources are for: Albania, Austria, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Finland, France, Georgia, Ireland, Lithuania, Montenegro, Netherlands, Portugal, Serbia and Spain.

What’s ALL IN?

"ALL IN: Towards gender balance in sport" is a European Union (EU) and Council of Europe (COE) joint project, which:

- builds and standardises a data collection based on a set of commonly agreed "basic" gender equality indicators
- develops capacity-building and awareness-raising materials and activities
- supports 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 at the bottom.
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
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

Mr David Lappartient
President, Union Cycliste Internationale

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

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

TOOLKIT

HOW TO MAKE AN IMPACT ON GENDER EQUALITY IN SPORT
All you need to know

ALL IN:
Towards gender balance in sport

Stepping up the pace

COUNCIL OF EUROPE

Enlarged Partial Agreement on Sport

Conseil de l'Europe
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
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
What about investing in women and girls?

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