



ALL IN

Towards gender balance
in sport

Gender Equality Commission, 15th meeting

Strasbourg, 22 May 2019

Funded
by the European Union
and the Council of Europe



EUROPEAN UNION

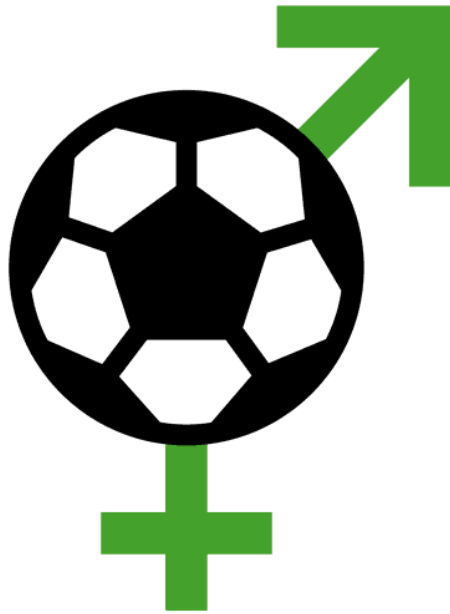
COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Implemented
by the Council of Europe

Gender equality is not yet a reality in sport



Gender inequalities in sport



- Access to and practice of sport, physical education and physical activity
- Access to responsibilities, participation in sports governing bodies and decision-making roles
- Access to resources, salaries, financial incentives and sports facilities
- Media coverage of women athletes and of women's sport
- Reintegration into the labour market after the end of an athletic career
- Gender-based violence including harassment and abuse

What's ALL IN?



ALL IN
Towards gender balance in sport

What is the ALL IN project?



- EU-COE joint project, implemented by the Council of Europe (COE) and co-funded by the European Commission
- 20-month project
- End: October 2019
- In line with the relevant normative framework of the EU and the COE
 - Recommendation of the Committee of Ministers of the COE on gender mainstreaming in sport (2015)

What are the ALL IN's objectives ?



- **Provide support to public authorities and sport organisations when:**
 - Designing and implementing policies and programmes aimed at tackling inequalities between women and men in the field of sport
 - Adopting a gender mainstreaming strategy

What are the ALL IN's objectives ?



1. **Running a data collection campaign on gender equality in sport**
 - ✓ Key step for adopting a gender mainstreaming approach and for supporting the development of evidence-based sport policies
 - ✓ Monitoring the progress and mapping persisting challenges
 - ✓ Allowing comparisons between countries and sports
 - ✓ Increasing awareness

The data collection campaign



What?



- **6 areas**: leadership, coaching, participation, gender-based violence, media/communication, policies on gender equality in sport
- **2 types of information collected**:
 - **Quantitative data** on the participation of girls/women and boys/men to the sports world
 - **Qualitative data** on policies and programmes addressing gender inequality in sport

Who?



- **18 countries involved:** Albania, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Finland, France, Georgia, Israel, Lithuania, Montenegro, The Netherlands, Portugal, Serbia and Spain
- **3 target groups:**
 - Ministry / Government department responsible for sport
 - National Olympic Committee
 - National Federations of Olympic Sports

ALL IN
TOWARDS GENDER
BALANCE IN SPORT

Side 7 / 21 (33%)

LIGESTILLING I IDRÆTSDELTAGELSE (FRA GRÆSRØDDER TIL ELITE NIVEAU)

Registrerede mandlige og kvindelige medlemmer under og over 18 år

Definition

Registrerede medlemmer: en person der har et betalt medlemskab af en klubforening, og dermed er registreret som udøver i forbundet.

19. Angiv venligst hvor mange piger og drenge under 18 år der er registreret i din organisation i 2017:

Antal piger under 18 år:

by the European
and the Council of Europe

EUROPEAN UNION

33. Tem financiamento alocada
ação?

Dataindsamling om
ligestilling i sport

Response rates

Country	Response rate (%)
Albania	100,0
Croatia	100,0
France	100,0
Georgia	100,0
Lithuania	100,0
Serbia	100,0
Belgium (FL)	97,1
Finland	96,8
Azerbaijan	96,4
Portugal	93,5
Netherlands	93,1
Belgium (W)	90,0

Israel	87,5
Spain	83,9
Austria	82,9
Czech Republic	81,0
Denmark	52,9
Bulgaria	26,3
Montenegro	5,6



Data analysis



- Country fact-sheets
- Analytical report (*overall analysis on gender equality in sport, comparisons between countries and between sports*)
- Dynamic databases

Regional training seminars



Aims



- ✓ Providing knowledge and skills on gender equality in sport, gender mainstreaming and evidence-based policies and strategies, as well as practical information and guidelines for the data collection campaign

→ 4 modules interrelated:

1. Exchange of good practices and experiences on gender equality in sport
2. Mainstreaming gender in all sport policies and programmes
3. Drawing up (improving) an action plan to reach gender equality in sport
4. Collecting data on gender equality in sport (preparation of the ALL IN data collection campaign)

→ Adapted to the needs, expectations and wishes of the partner countries

What are the ALL IN's objectives ?



2. Developing awareness-raising and capacity building materials and activities

→ Support for the policy-making process and when adopting a gender mainstreaming strategy.

Gender mainstreaming toolkit

“How to reach gender equality in sport”



Objectives



Making sports organisations, policies, programmes and actions (more) gender sensitive

- Understand the extent of gender inequalities in the sports, the prevalence of gender-based violence, as well as the added-value to move towards gender equality in this area
- Design, implement, monitor and evaluate an action plan to reach gender equality
- Understand what a gender mainstreaming strategy is
- Implement a gender mainstreaming approach in their organisation, policies, programmes and actions

Content



Facts, figures, definitions and normative frameworks on gender equality in sport

- Factsheet 1: *Facts and figures on gender (in)equalities in sport*
- Factsheet 2: *Why should we tackle gender inequalities in sport?*
- Factsheet 3: *Gender equality / gender mainstreaming in sport, what is it about?*

Building policies and programmes to reach gender equality in sport (main body of the toolkit)

- Factsheet 4: *Drawing up an action plan to reach gender equality in sport*
- Factsheet 5: *How to mainstream gender / Human resources and leadership*
- Factsheet 6: *How to mainstream gender / Funding*
- Factsheet 7: *How to mainstream gender / Communication*
- Factsheet 8: *How to mainstream gender / The sport offer*
- Factsheet 9: *How to mainstream gender / Training and education*
- Factsheet 10: *How to mainstream gender / Sports' events*
- Factsheet 11: *How to mainstream gender / Sport facilities*

Target groups



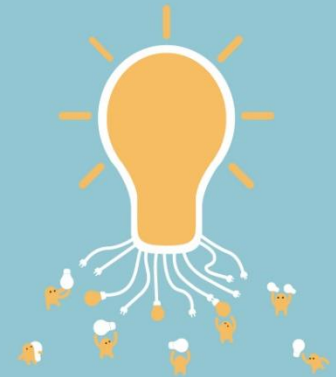
- *Primary*: decision makers from public authorities responsible for sport and from sport organisations
- *Secondary*: policy officers / operational managers

Online library of practices and resources on gender equality in sport



Objectives

- ✓ Sharing knowledge on gender equality in sport
- ✓ Getting inspiration from other initiatives to design policies and programmes



Content



- **105 practices and resources** on gender equality in leadership, coaching, participation, media / communication, on preventing gender-based violence and on gender mainstreaming
- **Coming from 24 COE / EPAS Member States** + some international practices and resources
- Educational tools, awareness-raising initiatives / materials, legislation, policies, standards and guidelines, and research / study

Launching of the project's results



- 10 September 2019, European Commission headquarters, Brussels
- Stay tuned!!
 - Take a look at the ALL IN Website: www.coe.int/sport/ALLIN
 - Follow us on Twitter: @ALL_IN_coe

Thank you for your attention!

