ALL IN
Towards gender balance in sport

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ALL IN: Towards gender balance in sport

The "ALL IN: towards gender balance in sport" European Union-Council of Europe joint project provides support to public authorities and sports organisations when designing and implementing policies and programmes aimed at tackling gender inequalities in sport and adopting a gender mainstreaming strategy.

- "All In" ▶ **Data collection on gender equality in sport in leadership, coaching, participation, media / communication and gender-based violence**, to monitor the progress, to allow comparisons between countries and sports, and to help design evidence-based policies.
- "All In" ▶ **Developing concrete materials and activities**, to support policy making and driving changes. In addition to this toolkit, the following have been developed:
  - an online library of practices and resources on gender equality and gender mainstreaming in sport;
  - face-to face-training seminars;
  - relevant awareness-raising tools (testimonies, video messages on gender equality in sport, etc.).

WE ENCOURAGE YOU TO USE THESE RESOURCES

STEPPING UP THE PACE
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ALL IN: Towards gender balance in sport (Erasmus +)

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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

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Contents

THE TOOLKIT CONTAINS 11 FACTSHEETS

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

- Factsheet 1 Facts and figures on gender (in)equalities and differences
- 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 achieve gender equality in sport

- Factsheet 4 Drawing up an action plan to achieve gender equality in sport
- Factsheet 5 Human resources and leadership
- Factsheet 6 Funding
- Factsheet 7 Communication
- Factsheet 8 Sporting opportunities
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This toolkit has been developed as part of the European Union (EU) and Council of Europe joint project "ALL IN: towards gender balance in sport" and complements the other resources developed by the project (an online library of practices and resources, data collection on gender equality in sport, etc.). It provides information, concrete tips, good-practice examples and strategies **to put into practice a gender mainstreaming approach to achieve equality between women and men in sport**.

Target groups

- Decision makers from public authorities responsible for sport and from sporting organisations (at national, regional and local level).
- Policy officers/operational managers from public authorities responsible for sport and from sporting organisations.
- Trainers in gender equality/gender mainstreaming in sport.

Objectives

- To understand the extent of gender inequalities and differences in the sports world (in the fields of leadership, coaching, participation and media/communication), the prevalence of gender-based violence and the added-value of moving towards gender equality in this area.
- To design, implement, monitor and evaluate an action plan to achieve gender equality.
- To understand what a gender mainstreaming strategy is.
- To implement a gender mainstreaming approach in sport policies, programmes, actions and in sporting organisations (when devising a human-resources policy, organising sports events, developing a communication strategy, allocating funds, renovating a sport facility, etc.).

The content of the toolkit is fully in line with **Recommendation CM/Rec(2015)2 of the Committee of Ministers to member States on gender mainstreaming in sport**[1].

Reference to gender-based violence in sport and to diversity issues, including people from disadvantaged groups exposed to multiple discrimination (when sex and gender overlap with other grounds of discrimination such as age, race, ethnic origin, sexual orientation and disability) is included in the different factsheets.

Please note that some boxes can be adapted to individual countries' particular contexts (national data on participation of women and men in sport, policies, programmes and guidelines on this topic, etc.).

Guidelines to facilitate reading

Factsheets 4 to 11 are structured to support the practical implementation of a gender mainstreaming strategy. They are presented in a common format:

- **A brief introduction highlighting the significance of the topic, containing:**
  - Focus of the factsheet
  - Specific aspects that are addressed
- **A two-step approach:**
  - "**On your marks**": elements to consider and/or questions that should be asked to understand the issue
  - "**Take action**": ideas and examples meant as pointers to facilitate change that can be adapted to each reader's context
- **Good practice examples**
- **Connections between factsheets**

1 https://search.coe.int/cm/Pages/result_details.aspx?ObjectId=09000016805c4721