



Towards More Gender Equality in Sport

The High-Level Group on Gender Equality in Sport, established by Commissioner Gabriel, has put forward an **action plan** and **recommendations** for the European Commission, EU Member States, national and international sports bodies and grassroots organisations achieve a more equitable gender balance in sport. To ensure a long-term impact, measures should have a strong focus on the local level.

TRANSVERSAL TOPICS

There are eight transversal topics to consider when developing actions.

- **Gender mainstreaming:** all stakeholders must integrate a gender perspective into their actions.
- **Intersectionality:** overlaps between causes of inequality make an intersectional approach essential.
- **Gender budgeting/funding:** sports organisations must dedicate budgets to gender equality.
- **Policy monitoring and evaluation, research:** to make sure that policy remains up to date and fit for purpose.
- **Education:** educational tools are vital to explain the importance of gender equality policies and should be addressed to all strategic stakeholders.
- **Communication:** crucial to ensure the report's use as a reference document for policy implementation.
- **Coordinators for gender equality:** will ensure that equality strategies are duly implemented and monitored.
- **Men as allies:** men in decision-making positions must be engaged to create change.

THEMATIC AREAS AND RELATED RECOMMENDATIONS

There are six key thematic areas of engagement.

Participation: women are less likely than men to take part in sport.

- Create gender equality action plans highlighting the wider benefits of sport.
- Set up mechanisms to encourage the practice of sport by all girls and women.
- Promote a balance between work/study, family life and sport.
- Secure equal access to resources including venues, equipment and clothing.
- Monitor and evaluate progress towards and barriers to gender equality.

Coaching and officiating: women are less likely than men to become coaches.

- Support development of coaching and officiating opportunities for women at all levels.
- Set gender-equal participation targets for educational programmes for coaches and officials, and develop initiatives to give women national and international experience.
- Develop mentoring initiatives at all levels.
- Launch campaigns to make coaching and officiating attractive to women, and incentivise their recruitment.
- Implement data collection tools and processes and promote exchange of information.

Leadership: women are underrepresented in leadership positions.

- Commit to measures to ensure gender equality in leadership.
- Raise awareness of the value of diverse gender representation on executive committees.
- Set a 50% representation quota for women in all decision-making bodies and fix term limits.
- Set up programmes to raise awareness of biases keeping women out of leadership roles.
- Work with groups specialising in evaluating and implementing leadership and gender policy.

Social and economic aspects of sport: labour market gender inequalities are more prominent in sport.

- Promote equal contract conditions and ensure that labour laws are applied.
- Secure equal opportunities for female athletes and transparent recruitment processes.
- Establish processes to reduce economic inequality, promote social dialogue and provide legal and administrative support.
- Publicise the issue of labour discrimination in sport and set up related monitoring systems.
- Support and protect whistleblowers.

Media coverage: women's sport is not widely covered by the media and what coverage there is often reinforces negative gender stereotypes.

- Encourage the development of initiatives to increase coverage of women's sport and ensure that female athletes are portrayed fairly.
- Encourage media organisations to hire gender editors and improve their gender balance.
- Raise sports journalists' awareness of biases in coverage of women's sport.
- Implement data collection and research tools and promote exchange of information.

Gender-based violence: can be physical, sexual or psychological. More females than males experience it.

- Implement educational and prevention programmes at all levels.
- Get sports leaders and organisations to commit to ending sexual harassment and violence.
- Collect data to measure the extent of the problem and the efficacy of prevention initiatives.
- Set up whistleblowing mechanisms and appoint safeguarding officers to handle complaints.
- Promote exchange of practice to prevent violence in sport and build partnerships across sectors.

