



State of the Art and Best Practices in Tackling Violence against Female Athletes

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Inforef



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Work Package 4

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Who is EWA¹

EWA is a collaborative partnership co-financed by the European Commission thanks to the ERASMUS+ programme. However, ...

"EWA is not just a project, is an ideal. An ideal for every girl and every woman who loves her sport, who wants to feel safe in the changing rooms of her club, respected as a human being, acknowledged as an athlete, supported by her team of professionals. EWA is the female athlete who struggles every single day to break records, win games, have fun."

Why we do it

Fighting women harassment and discrimination in sports

Discrimination and harassment towards women in sports is a problem that is pervasively perceived by female athletes in all sports. Discriminative attitudes or behaviour enacted by men are only the tip of an iceberg that constantly endangers and puts pressure on female athletes in all main sporting fields and pitches.

Each of these — **violence, abuse, harassment, and discrimination** — refers to a set of dynamics that overlaps with the others, and each of them find expression on a broad range of levels (verbal, physical, sexual, emotional, psychological, social, cultural, organizational, economic, media, etc.) and for different noxious purposes (personal self-esteem of the offender, sexual fulfilment, financial exploitation, cultural subjugation, status gain, etc.).

Who we'll do it with

Our target groups

- **Ambassadors of Equal Rights in Sports:** A group of female athletes selected and trained during the project, which will play the crucial role of directly impacting on the other target groups.
- **Female athletes in Europe:** The very core of our project: newcomers, amateurs, professionals.

¹ <https://ewa-project.eu/project.php>

- **Sports professionals:** Executives, coaches, health professionals, reporters, who want to counter the chauvinist culture that is imposed on them while working with female athletes.
- **Sports audience:** On the one side, they promote the development of feminine sports by participating in matches and games, while on the other side, they are statistically recognised as the main violent offenders of the athletes of whom they are fans.

What we'll do

We will develop a community of female athletes, professionals, sport managers and policy makers in Europe to actively prevent and counter violence, abuse, harassment, and discrimination against female athletes in key sports environments, providing them with knowledge, education, and practical tools specifically designed by the project.

Project Partners

Coordinator

Ente Nazionale Democratico di Azione Sociale – National Democratic Institution of Social Action (E.N.D.A.S.), Italy.

Partners

- BulSport/Bulgarian Sports Development Association, Bulgaria.
- Çatalca District Directorate of National Education (CDDNE), Turkey.
- European Institute for Local Development (EILD), Greece.
- GENÇ Girişim Young Initiative Education, Youth and Sports Club Association, Turkey.
- INFOREF, Belgium.
- Inovacijų akademija - Innovation Academy, Lithuania.
- Latvian Sports Federations Council (LSFP), Latvia.
- Cyprus University of Technology (CUT), Cyprus.

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Forms of Abuse and Harassment in Sport²

Definitions adopted in the IOC Consensus Statement (Mountjoy, 2016)

- ***Physical Abuse***: Non-accidental trauma or physical injury caused by punching, beating, kicking, biting, burning or otherwise harming an athlete. This could include forced or mandated inappropriate physical activity (e.g., age-inappropriate or physique-inappropriate training loads; when injured or in pain); forced alcohol consumption; or systematic doping practices.
- ***Psychological abuse***: A pattern of deliberate, prolonged, repeated non-contact behaviours within a power differentiated relationship. This form of abuse is at the core of all other forms. Some definitions refer to emotional or psychological abuse interchangeably. In this document, we refer to psychological abuse in recognition that the psyche consists of more than emotions. It also consists of cognitions, values and beliefs about oneself, and the world. The behaviours that constitute psychological abuse target a person's inner life in all its profound scope.
- ***Sexual abuse***: Any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.
- ***Sexual harassment***: Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal or physical.
- ***Safe sport***: An athletic environment that is respectful, equitable and free from all forms of non-accidental violence to athletes.

² Definitions adopted in the IOC Consensus Statement

https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/IOC/What-We-Do/Protecting-Clean-Athletes/Safeguarding/IOC-Consensus-Statement_Harassment-and-abuse-in-sport-2016.pdf

The approach

This publication results from the deliverables of a research process which was organised and implemented in four phases. At the initial phase, a thorough desk research was conducted aiming to map the organisations devoted to the elimination of inequalities and gender-based violence in sports in each participating country. At this stage, an appropriate number of workhours/project time was provided to create an - exhaustive as possible - list of the key organisations that can play a catalytic role in terms of intervention in each country.

At the next phase, emphasis was given on the process of interconnection and communication with stakeholders to create a single map of collaborating organisations of European scope. The goal of this process was to provide the "space" and the common methodology so that various stakeholders could reach their colleagues at a European level, exchange ideas and concerns, share good practices, even develop joint initiatives to tackle gender discrimination and violence in sports. Thus, at this stage, the list of stakeholders was finalised with those organisations who responded to EWA project's invitation to play an active role in the following phases of implementation: **mapping good practices and participating in civic debates.**

Considering that a fundamental precondition to achieving project objectives is the active involvement of those directly concerned in the third phase, a registration form was sent to all organisations asking them to record initiatives, practices, policies and projects that they have implemented in their countries and is worthwhile to be highlighted at a European level. This bottom-up approach had a dual purpose. On the one hand it took into account the views of the most relevant bodies and on the other hand it became "a bridge" for the implementation of the public debate, which was the last and perhaps most critical phase of this process.

During the final phase, civic debates were organised in all participating countries to discuss gender discrimination and violence in sport, current needs, policies that are already implemented or should be implemented, the need to highlight good practices and the opportunities that emerge through the contribution of each participant towards this direction. As a matter of fact, the main conclusions and findings of the civic debates have been incorporated in this handbook based on the rationale that they are updated recommendations of the organisations directly involved but also because they constitute essential suggestions for future research.

In conclusion, the publication of this handbook is complemented by the operation of EWA's Interactive Platform³, a webspace where the public debate that has already initialised as part of this project maybe continued at a European level. It is hoped that this initial step will be transformed into future initiatives and practices against gender-based discrimination and violence. In this direction we will try to make the Empowerment Women Athletes (EWA project) a point of beginning.

³ <https://ewa-project.eu/platform/>

1. Lessons learnt from the civic dialogue procedure

In 2021, EWA project partners took the initiative to start a public dialogue for effectively addressing the issue of gender discrimination in sports. The result was the organisation of round table discussions in all participating countries. These debates involved dozens of representatives of sports related associations, clubs, federations, movements, communities, public entities and other relevant stakeholders.

Recording, analysing and summarizing the views and experiences of this group of people across Europe is considered important in terms of implementing practices against gender discrimination and violence in sport. These people have seen first-hand and know from personal experience "what is working and what is not", i.e., how can policies against gender discrimination become effective and sustainable. To address this issue, all round table discussions were organised around two main axes:

- the core elements of a successful policy against gender discriminations in sports
- proposals for the operation of an effective European network against gender discrimination in sports and the ways in which each participating organization can contribute towards this end

The main findings and conclusions of this process are presented below in an effort to contribute to the more effective implementation of practices and policies aimed at eliminating the phenomenon.

1.1. Core elements of a successful policy against gender discriminations in sports

- The creation of a common ground in each country which would "put on the same page" all the relevant parties involved and the *institutionalisation* of bodies such as the institution of a Welfare Officer, at least one per each sports federation could support effectively the respective policies implemented. The institutionalisation of the "in house Welfare Officer" could work as a point of reference and coordination for all the actions implemented against gender discrimination in sports. Finally, a synergy between federations could multiply the positive effects of the policies implementation. During the debate the role of institutionalisation and the need for standardised procedures was highlighted more than once as a way of achieving permanent changes.
- Emphasis should be given on *interventions at an early stage*, i.e., in schools and during gymnastics lessons where gender stereotypes and gender violence are reproduced. At the same time, primary education is considered to be the context with the potential for the most effective teaching and changing opportunities. It all starts at school: having less "gendered" sports in PE, training teachers and coaches on equality issues giving visibility to female athletes and the aggressions they suffer.
- The adoption and application of a methodology where no policy is being implemented unless *it comes from and is co-formed by the people who work in sports environments* (athletes, sports professionals, coaches etc.) Cooperation between the latter and policy makers towards the production of a best practices study for example, describes a methodology which helps to fully engage those directly concerned and avoid mistakes, communication issues and dissemination problems which may lead to the opposite from the desired result. In the same direction, the implementation of an *impact study* and a study on how people perceive the changes and the messages which the policy wants to get across are required.
- To enhance further the probability of success, a policy should ensure that *gender related data are gathered* so that one can measure change both qualitatively and quantitatively in the long run. This provision could also help to the creation -and reshaping if needed - of the policy's plan and goal setting. It sounds "commonplace", but this provision is not always applied. Keeping quantitative and qualitative data allows stakeholders to monitor the incidents of violence, define the monitoring indicators and ensure that stereotypes are indeed eliminated.

- Especially after the outbreak of #MeToo movement, a policy *should address the risk of stakeholders implementing the bare minimum* provided by law (such as conducting a relevant seminar) without ensuring the *continuous implementation* of the applied policy.
- Any effort related to a policy in the form of manuals, contact codes, legislation, etc. must be associated with constant, well organised training actions. *Storytelling* in sports is an effective way to break gender stereotypes. It has already been successfully implemented widely against homophobic bullying. Moreover, "engaging male allies" for gender equality in sports following the paradigm of Gay-Straight alliances could work effectively and multiply the usefulness of the implemented policy.
- Each policy should *be carefully adapted to the specific needs and sociocultural context* of the country where it is going to be implemented. The indiscriminate adoption of a policy that was successful in one context has not proved to be effective in a different context. Moreover, the sole use of printed material such as a guide tends to become less effective. Emphasis should be given on interactive tools such as role-playing games or short films launched on the mass and /or social media. These ways of intervention have been proven more useful in challenging gender violence, sexual harassment and discrimination.
- A successful policy is crucial to *target coaches, sports teachers and sports professionals* due to their key role in addressing gender discrimination issues. The formation of training seminars with the goal of making them "agents of change" in the field is a way to achieve large-scale changes.
- Any type of political *reform cannot be successful if the voice of women is not heard and respected*. Their perspective and voice must come first to ensure that female sport gets the attention it deserves from grassroots to the highest level. In the sports sector there is a need for increasing the number of women in positions of responsibility in both public and private entities and strengthening the participation of women in coaching positions and decision-making centres.
- It is important to *distinguish between information and training*. Informing and sensitising women and men in the sports world on how to prevent and report any form of discrimination and harassment, although sometimes very hard and frustrating is very crucial. On the other hand, the training part needs to be focused on specific skills and competences that gender equality ambassadors need to acquire to become role models and points of reference for their community.

1.2. Suggestions for the operation of an effective European network against gender discrimination in sports and ways in which each participating organisation may contribute towards this end

- It is commonly accepted that after the completion of many relevant projects most collaborations are lost because cooperation and communication between project partners ends. The provision of procedures to *maintain the networks* created during the implementation of projects against gender discrimination is of great importance. To this end network members could take advantage of free, multiplatform messaging apps that let users make video and voice calls, send text messages etc., all with just a Wi-Fi connection.
- The continuity and the sustainability of a network after the end of a project could also be ensured if an operational fund for its maintenance is available. Another way is to *"build on" the project*. For example, a project implemented in secondary education could be adjusted to the needs of primary education by the same network members.
- The establishment of a *centre focusing on gender violence in sports* in each country and subsequently their interconnection at a European level could ensure that the data obtained are being processed and distributed effectively. Well-known and established entities should be included into this network and "ambassadors" whose activities could have a "multiplier effect" should be appointed.
- There is a strong *need for synergies* in the production of material/deliverables and the formation of training so that the network's efforts may have a positive impact. Sports context "is not an easy one" and negative reactions may occur during an effort to reshape it and combat gender discrimination. In terms of synergies, working groups like EWA's should be set up because participating organisations do not always have a clear picture of what each partner can offer. Thus, it is important for different organisations to get to know each other.

2. Best Practices

This handbook aims to highlight initiatives launched by various bodies (government agencies, sports organisations, federations, NGOs) in the countries participating in the EWA project. These initiatives could be useful as best practices and proposals for future action at both national and European level. For the collection of best practices, the coding used was based in the study of the European Commission entitled Gender-Based Violence in Sport⁴. These best practices recorded could be integrated in the following thematic areas:

- 1. Active state policy measures to prevent discrimination and violence against women in sports**
- 2. Public awareness campaigns**
- 3. Training initiatives to prevent and address gender-based discrimination and violence**
- 4. Initiatives of sports organizations and other bodies (e.g., NGOs, local government bodies)**
- 5. Relevant EU funded projects**

⁴ https://sport.ec.europa.eu/sites/default/files/gender-based-violence-sport-study-2016_en.pdf

2.1 Active state policy measures to prevent discrimination and violence against women in sports

2.1.1 Cyprus: The Cyprus Sport Organization Guidance (CSO) for the Implementation of Welfare and Protection Measures for All Participants in Sport, with a Focus on Children and Young Athletes

Abstract

The CSO guidance aims at: a) the provision of awareness and guidelines to national sport federations for the implementation of welfare and safeguarding measures, b) the encouragement and empowerment of national sport federations in order to adopt relevant measures and c) the adoption of a common welfare policy philosophy amongst the CSO and the national sport federations.

Description of the practice/ action

The program is targeted at national sport federations (Committees/ Board of Directors). It is an educational program designed by the Gender Equality in Sport Committee of the CSO in the form of a written document, primarily, and provides a step-by-step guidance to national sport federations to ensure the welfare and safety of all participants in sport, emphasising on children and young people in sport. The CSO guidance provides information and knowledge about abuse and harassment in sport (definitions, what, why and how abuse occurs in sport) and recommends the following eight (8) steps, that shall be adopted and implemented, for the protection and welfare of all participants, emphasising on child-athletes: Policy statement, handling procedures, support (establishment of welfare-officer roles), training and education, codes of ethics, staff recruitment procedures, collaborations with organisations specialised in child safeguarding and welfare and monitoring and evaluation mechanisms.

Outcomes & Strengths

The success of this guidance relies on the long-term implementation that is aimed to be characterising its establishment. To achieve this objective the CSO organises educational seminars targeted to the presidents and managers of the national sport federations in order to provide specific training on the implementation of the 8-step measures described in the guidance. During the seminars the participants are facilitated with supportive material, including policy statements, informative leaflets, useful contacts and other educational material to assist them with the implementation of their specific - the national federation's - welfare policy. Moreover, to ensure the continuation and proactive approach towards the implementation of the CSO guidance, when a national sport federation adopts concrete measures, it shall receive a certification along with a logo, by the CSO, in recognition of the organisation's

proactive work on safeguarding and welfare promotion, which can be utilised for promotion and marketing purposes of the national sport federation.

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Further Info:

<https://cyprussports.org/phocadownload/AsfaleiaKaiYgeia/ATHLETE-WELFARE.pdf>
(in Greek)

2.1.2. Belgium: "Empowering Women in Sports": An initiative of the Interfederal Belgian Olympic Committee (COIB)

Abstract

Gender equality is an important objective in our search for a better world through sport. There are still too many barriers for women in sport, regardless of their age. "Empowering Women in Sport" means to pull down barriers both in management and on the field. The mission of "Empowering Women in Sports" is simultaneously to identify the barriers to women's participation and visibility in sport, define a strategy focused on promoting gender equality based on set guidelines and implement targeted action plans. It concerns athletes as well as coaches, officials and administrators. This innovative project results from a collaboration with the three Belgian language communities, Adeps, Sport Vlaanderen, Ostbelgien, all sport federations and many other partners.

Description of the practice/action

In 2018, the board of directors of COIB (Interfederal Belgian Olympic Committee) decided to implement a "Women & Sports" task force on the initiative of three of its female members, Dominique Gavage (member of the COIB selection Commission), Gwenda Stevens (chairwoman of the COIB officials Commission) and Dominique Monami (former tennis player, bronze medal in the 2000 Sydney Olympics). The objective was to develop a strategy to foster female sport. A survey by this task force among a sample group of women including 214 athletes, coaches, administrators and Team Belgium officials showed that 68% of them consider that women are under-represented in sport structure. Meanwhile, only 23% consider that women have the same visibility as their male counterparts in the media. Moreover, still according to this survey, the media are the first to blame for this lack of visibility of women. Finally, 72% add that this difference between female and male athletes also manifests itself in the gender pay gap. In other words, it's time to act!

Strong links of this initiative, the "Game Changers", a group represented by nine elite athletes, Ann Wauters, Gella Vandecaveye, Tia Hellebaut, Evi Van Acker, Kim Gevaert, Gitte Haenen, Kimberly Buys, Elfje Willemssen and Nicky Degrendele, who consider it is time to promote female sport. This group remains open to all athletes – women and men – who wish to act and commit in this project. Together with the "Women & Sports" task force, the "Game Changers" will work on developing a voluntarist strategy to develop female sports and for equality of treatment between men and women in elite sport, as well to help everyone have access to a position of responsibility.

Mission

The mission of "Empowering Women in Sports" is simultaneously to identify the barriers to women's participation and visibility in sport, define a strategy focussed on promoting gender equality based on set guidelines and implement targeted action plans. It concerns athletes as well as coaches, officials and administrators. This innovative project results from a collaboration with the three Belgian language communities, Adeps, Sport Vlaanderen, Ostbelgien, all sport federations and many other partners.

Activities

To conduct awareness campaigns on gender equality with the support of all sports stakeholders. To take specific actions in schools and sports clubs to encourage sports among young girls. To organise training sessions and networking workshops on the topic of gender equality, increase information sharing through social media.

Outcomes & Strengths

"As part of the COIB mission – vision, it is crucial to inspire women to occupy a larger place in sports", claims Dominique Gavage. "We want to increase the percentage of women active in sports, whatever their role, athletes, coach, official or administrator." "As an athlete and a woman, I consider that it is very important to be able to access supervising roles, such as coach, official or administrator", says Ann Wauters, star of the Belgian Cats. We must absolutely increase the visibility of women, encourage them to play an active role giving them the necessary tools to reach their objectives avec pragmatism and success. The "Game Changers" are determined to involve themselves in this project and conduct concrete actions on the field in order to succeed in their mission. The "Game Changers" included in 2018 nine elite athletes. This group remains open to all athletes – women and men – who wish to act and commit in this project. It now includes 29 athletes who are committed to shake things up. The website "Empowering Women in Sports" proposes athlete testimonials in its "News" on a monthly basis. Since its creation in 2018, over 200 testimonials have been collected and published.

Limitations

This action should be made more visible in order to be stronger. Connection with other initiatives such as EWA project would be an excellent opportunity.

Lessons Learnt

Actions must be taken on every front (schools, sports clubs, general audience etc), all stakeholders must be involved, informed and trained, all media (press, social media etc) must be used, and we must always stay alert!

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<https://teambelgium.be/fr/page/olympisme-en-action>

<https://teambelgium.be/fr/nouvelle/empowering-women-in-sports-le-coib-lance-une-nouvelle-plateforme-dediee-a-l-egalite-des-genres-dans-le-sport>

2.1.3. Turkey: Enhancement of Participatory Democracy in Turkey: Gender Equality Monitoring Project, Gender Equality in Sports Mapping and Monitoring Study

Abstract

The report is the outcome of a series of thematic mapping work and efforts to develop gender equality (GE) monitoring indicators under the Enhancement of Participatory Democracy in Turkey: Gender Equality Monitoring Project. The project (2013-2017) involved meetings and exchange of opinion with various institutions and stakeholders. The common point emerging in this process was the necessity of developing independent mechanisms for monitoring and evaluation the GE policies implemented in Turkey.

Description of the practice/action

The objective of the report was to map gender equality in sports in Turkey and to develop indicators by identifying norms and standards necessary to ensure gender equality in this field. In this way, it aimed to eliminate obstacles to women's equal access to opportunities in sport, empower and improve the status of women and enable them to be actively present in sport. While delineating its field of work the Enhancement of Participatory Democracy in Turkey: Gender Equality Monitoring Project adopted a "gender sensitive rights-based" approach. The basic objectives of the project includes the following: Supporting the inclusion of international norms and standards developed for GE in legislation, practices and monitoring policies in Turkey; reporting of GE related problem areas through mapping; contributing to the institutionalization of an independent, scientific and mainstreamed strategy in Turkey by developing Gender Equality specific monitoring indicators; and enhancing government - civil society cooperation and monitoring capacity in the field of GE. The beneficiary of this project funded by the European Union, was the Ministry of Foreign Affairs Directorate for EU Affairs, Central Finance and Contracts Unit was the contracting authority and the Association for Monitoring Gender Equality was the implementing partner.

Outcomes & Strengths

As part of the project the following actions were carried out:

- Mapping Capacity of Civil Society Organizations (CSO) and other Public Actors (Structural Monitoring)
- Mapping Gender Inequality in Turkey
- Gender Equality in Sport Participation
- Gender Equality in Decision-Making in Sport Report
- Gender-Based Violence in Sports
- Gender Equality in Sports Media

Limitations

Claiming the right to gender equality in sports is almost non-existent, particularly in its organisational dimension. The present report, therefore, can be considered as a start in advocating for gender equality in the field of sport in Turkey. There is a need to point out an important gap: International policy documents concerning sport do not have their versions in Turkish and respective institutions lack the Turkish version of relevant international documents.

Lessons Learnt

Mapping reports and monitoring indicators were developed in ten thematic areas identified in line with the objective of the project (combating gender-based violence against women; gender equality in participation to political decision making, to education, employment, religious activities, sports, access to urban rights/services, media and combat against trafficking in women/human beings). Furthermore, a Gender Equality Monitoring Centre was set up and operated an e-library to ensure that project outputs as well as relevant data/sources are accessible to everyone. One important component of the project was the intensive, pilot work which was carried out in selected provinces for local level sharing of data from reports and indicators development. Training in gender-sensitive, rights-based monitoring and in mapping reports and monitoring indicators accompanied by preparatory workshops on local equality monitoring action plans were the pilot activities carried out in the previously mentioned selected provinces.

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[Gender Equality in Sports Mapping and Monitoring Study](#)

2.1.4. Cyprus: Sexual Abuse in Sport: Manual/Textbook for Recognising, Responding and Reporting Cases of Child Sexual Abuse and Exploitation (Cyprus Sport Organisation)

Abstract

The principal aim of this manual/textbook is to empower all professionals in sport (including volunteers) on the topic of sexual abuse and exploitation of children through the provision of knowledge and guidance for the prevention and combat of this phenomenon.

Description of the practice/ action

The principal aim of this manual/textbook is to empower all professionals in sport (including volunteers) on the topic of sexual abuse and exploitation of children through the provision of knowledge and guidance for the prevention and combat of this phenomenon. The objectives of this program include a) the understanding of the nature of sexual abuse of children, its signs and its consequences, b) the consideration of the particularities of the sport settings and why sexual child abuse may also occur in sport and c) the provision of concrete guidelines regarding the responding and reporting procedures of child sexual abuse and exploitation.

The preparation of this manual comprises a response to the CSO's *"National Strategy and Action Plan for the Fight Against Child Sexual Abuse and Sexual Exploitation and Child Pornography"* commitment. The National Strategy constitutes the basic national policy document directing the coordination and holistic implementation of actions and initiatives of the Cypriot governmental authorities between 2016-2019. According to the National Strategy the sport sector is responsible for the following provisions: a) the preparation of a manual offering knowledge for identifying incidences of sexual abuse and exploitation, recognizing the risk factors and reporting procedures, b) the designing and implementation of seminars and workshops for adults working with children in sport and c) the preparation of a circular document, with information and guidelines on the legal responsibilities of adults working with children in sport. The program targets sport stakeholders including committee/federations' presidents, managers and other staff, coaches, assistant coaches, supporting staff such as medics, physiotherapists, psychologists, volunteers and parents/carers. This program is firstly provided in a written form and is disseminated to all target groups. The manual's content covers all the above-mentioned objectives. The 2nd part of this program includes the delivery of educational workshops to assist the further comprehension and understanding of the 3Rs (Recognise, Respond, Report) regarding child sexual abuse in sport.

Outcomes & Strengths

While the program has not been implemented yet, therefore cannot evaluate its success, it can be suggested that the inclusion of workshops following the dissemination of the manual are expected to give the opportunity to participants (target group) to develop a more comprehensive understanding of sexual abuse in sport. This outcome can only encourage the promotion of welfare of all participants and the prevention and combat of child sexual abuse in sport and gender-based violence more broadly.

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Further Info

<https://cyprussports.org/en/>

2.1.5. Belgium: Gender Support Unit - Ministry of Wallonia-Brussels Federation

Abstract

Achieving gender mainstreaming in the Wallonia-Brussels Federation requires a real change of mentality, working methods and a real transversal work involving all the competences of the Federation. Conscious that such a policy requires administrative and scientific support, both within the administration and in ministerial cabinets, the Government of Wallonia-Brussels Federation has set up a Gender Support Unit. Created within the General Secretariat of the Ministry of the Wallonia-Brussels Federation, this unit provides support for the gender mainstreaming process in public policies, measures and actions as well as in the whole process. It concerns all competencies of the Wallonia-Brussels Federation such as sports. The Gender Support Unit coordinates various missions and mobilises all administrations, such as Sports services to be involved in the implementation of statistics disaggregated by sex, gender test and gender budgeting.

Description of the practice/action

In 2016, the government of the Wallonia-Brussels Federation adopted a decree to integrate a gender dimension in all its decisions that fall within its competence: education, culture, sport, childhood, media, youth, scientific research, assistance of youth, etc. To enhance gender mainstreaming in all policies and budgets, a gender support unit has been created.

Its missions are to:

- Support all persons who have to carry out a gender test (impact assessment on equality between men and women) for all new decrees.
- Ensure a gender analysis of all general administration budgets and expenditures.
- Promote gender equality in all general administrations (create a website, campaigns, etc.)
- Provide training courses for colleagues who have to analyse new texts or budgets.

Steps/activities:

- Gender test: it is a gender impact test, prior to the decision of the government and must be carried out for a large number of legislative texts (decrees, draft orders, etc.).
- Gender budgeting: the objective is to list all the credits that specifically target gender equality by a method of codifying all budgets, among others, sports related expenses.
- Establishment of structural training with public administration training services.

Resources required:

The success of this project depends mainly on:

- staff especially dedicated to the implementation of gender mainstreaming.
- support from the hierarchy and the political authorities. The unit is composed of two people (with masters' degree) who work full-time on the implementation of gender in politics.
- training for all top managers and ministries' staff members.

Outcomes & Strengths

Gender budgeting:

All budgets and expenditures have been classified and must be updated once a year by the administrations. So, for example, the budget allocated to "Sports summer" was being analysed. It concerns support given to sport clubs to organise courses during the summer holidays based on "Summer sports" conventions.

There are two main types of beneficiaries:

- **Municipalities:** they make extensive use of this type of subsidy to organise sports courses. However, to date, we do not have the necessary information to make a gender analysis of this part of the budget.
- **Sports federations.**

Gender tests:

All new decrees and various types of political decisions must be gender analysed. The Gender support unit assists all those who ask for help (members of ministerial offices or administrations). So, for example, a new decree dealing with sports practices in Federation Wallonia-Brussels has been analysed by the Gender Support Unit and by the Sports Administration to improve gender equality in sport. Also, the Gender Support unit has created statistical indicators. One of these indicators is about young people and sport. These indicators were published in March 2019.

Limitations

Training courses are key challenges: people who perform gender tests have to know concepts and issues related to gender. Therefore, 21 people from the General Administration of Sport attended the gender training. Knowledge of statistical data on target audiences, both direct and indirect, is needed to mainstream the gender dimension in policies. Also, better visibility of sex disaggregated data, for example through their centralisation at one point, and greater use of these by administrations and governments are necessary to ensure better alignment of equality objectives in the areas concerned. Gender tests and gender budgeting are tools and not an end in themselves. In this sense, the proposed remedial measures must be effectively integrated into political decision-making.

Lessons Learnt

The decree provides the establishment of a five-year plan. It will be necessary to set strategic objectives (based on different statements) in all areas, especially for sport. Improve Gender Statistics development concerning the targeted audiences.

Contact details

Gender support unit – Ministry of Wallonia-Brussels Federation

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2.2. Public awareness campaigns

2.2.1. Belgium: Awareness campaign 2016: women, athletes like any other? - Femmes Prévoyantes Socialistes

Abstract

The physical, psychological and even social benefits of sport are well established, making it a crucial issue, particularly in terms of health and well-being. But whether it is a hobby or a professional practice, sport remains a vector of inequalities between women and men, and reveals stereotypes deeply rooted in our society. Thanks to this information campaign about discrimination in the world of sport, the association Femmes Prévoyantes Socialistes on portraying sportswomen whose careers defeat the stereotypes reserving certain disciplines to men and highlighting the persistent inequalities and obstacles when it comes to regular physical activity for women. This campaign was supported by the Minister for Women's Rights of the Wallonia-Brussels Federation through the participatory assembly "alter égales" and was carried out through a variety of instruments. Testimonials and portrayals of female athletes were shared on social media and on the website, in a press campaign and in a photo exhibition entitled "Paroles de championnes", aimed at highlighting discrimination in the world of sport, especially raising awareness about both amateur and professional sportswomen. Two conferences were also held in the framework of the campaign, on 17/09/2016 and on 23/03/2017

Description of the practice/action

Starting with the observation that gender inequalities still exist in sport, this action unfolded over two axes: 1) deconstructing stereotypes related to women in sport, through events and a series of testimonials by female athletes (#parolesdechampionnes), and 2) calling out policymakers, sport operators and media. They wanted to remind to policymakers that promoting female sports also goes through policies, budget, awareness and health and to sport operators that sport is determined by a conjunction of social, educational and financial factors. A charter addressed to sport operators was drawn up. For media, they questioned the stereotypical ways male and female athletes are often addressed.

Outcomes & Strengths

As an adult education movement recognised by Fédération Wallonie-Bruxelles, gathering 9 regional and over 200 local groups, FPS organises numerous adult education activities all over the territory of Fédération Wallonie-Bruxelles. Every year regional teams carry out activities and training sessions for adults. Its information and awareness campaigns for the general public have the following themes: gender

equality, socio-economic reality, domestic violence, discriminations regarding employment, sexism in sport, etc

Limitations

It is difficult to measure the actual impact of those actions on the general public, policymakers, sport operators and the media.

Lessons Learnt

Through multiple conferences, analyses, research and awareness campaigns, this powerful feminist movement attempts to make conceptions and behaviours evolve about crucial societal issues. FPS was born in 1922, from the need of creating common mutual support banks for women workers, workers' wives and their children. It benefits from a solid experience on the field, an experience on which they base their strategy and action plan.

Contact details

Femmes Prévoyantes Socialistes

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Further info:

<http://www.femmesprevoyantes.be/campagnes/campagne-2016-les-femmes-des-sportifs-comme-les-autres/>

<https://parolesdechampionnes.tumblr.com/>

2.2.2. Turkey: Say "stop" to violence towards women

Abstract

With the collaboration of the Ministry of Family, Labour and Social Services and the Association of Clubs, football clubs and players from Super League, various clubs have been organizing awareness campaigns regarding violence towards women. The Ministry of Family, Labour and Social Services cooperate with Provincial Sport Directorates. Ceremonies before competitions start with opening banners and social media campaigns with the participation of super league players are organized.

Description of the practice/action

In this context, as a well-known method used to raise awareness before a match/competition, the teams unfolded "Stop Violence Against Women" banners. In the video shared simultaneously from the official social media accounts of the Club Union Foundation and 18 Super League clubs, the football players, wearing the uniforms of different teams, reacted to the violence against women campaign and sent the message "Stop violence against women"#kadınaşiddeteDURDE through social media campaigns.

Outcomes & Strengths

Atiba Hutchinson from Beşiktaş, Jose Sosa from Trabzonspor, Emre Belözoğlu from Fenerbahçe, Selçuk İnan from Galatasaray and many other football players took part in the "#kadınaşiddetedurde" project. The participation of football players-celebrities attracted great attention.

Lessons Learnt

Participation of famous people/athletes increases awareness. Social media campaigns should be broadened to reach wider public who do not use social media through tv broadcasts or published material.

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Further info

<https://www.fenerbahce.org/haberler/sosyal-sorumluluk/2020/7/kadina-siddete-%E2%80%98dur-de-projesi-nin-basin-toplantisi-yapildi>

<https://www.youtube.com/watch?v=zasPAFxst7E>

2.2.3. Belgium: Promotion of sport through female vloggers & radio DJ's - Flemish Ministry of Sport

Abstract

The action 'You experience more outside' aimed to (re)activate young people aged between 12 and 18 to practice sport. Through highlighting those sports that appeal to young people in this age group, it meant to motivate them to try something new and to experience the pleasure. The promotion of this action is adapted to young people. Through the involvement of female vloggers and radio DJ's, we especially want to raise awareness among girls between 12 and 18 years old.

Description of the practice/action

Previous activities have already shown that we can reach young people through social media and that vloggers play an important role in their lives. Because vloggers develop a friendly relationship over time with their followers, these young people see the vloggers as a reliable source of information. Once the concept and purpose of the action were defined, Flanders Sports agency started a study into those sports that attract young people between 12 and 18 years old. Subsequently, the federations involved were contacted to work out a sports programme together with them. This programme consisted of unique sport events and sport initiations during the month of May.

The next step was the search for suitable vloggers. This was done in collaboration with a communication agency. Sport Flanders Sports Agency finally decided to use a mix of popular female and male vloggers. The third step was the collaboration with the radio station MNM. Figures show that this radio station has a great share of young listeners. At the request of Flanders Sports Agency, the campaign was not only promoted during the broadcasts, but also female radio DJs participated in the events. For the promotion, a video was recorded in which a female DJ of MNM tries out a sport together with a female vlogger. This film was used on social media (see link to video).

Outcomes & Strengths

With this campaign and this kind of communication it is hoped that young people between 12 and 18 years old (with a focus on girls) will be stimulated to do sports again or to try something new. The campaigns on social media have reached about 750,000 people. The campaign on the radio reached 858,000 listeners.

Limitations

It is very difficult to measure the results. We don't know how many young people have effectively gone back to sports, or (re)joined a sports club.

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Further info

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Video: <https://www.youtube.com/watch?v=8NE67tjoqJQ>

2.2.4. EU (Council of Europe): Start to talk

Abstract

Start to talk" is a Council of Europe call for action to public authorities and the sport movement to stop child sexual abuse. By joining this call, governments, sports clubs, associations and federations, as well as athletes and coaches, pledge to take concrete measures to prevent and respond to abuse. Start to talk" is about adults breaking the silence and lending children a voice.

Description

The Council of Europe Convention on the protection of children against sexual exploitation and sexual abuse contains the measures that must be taken to prevent abuse, protect the victims and put an end to the perpetrators' impunity. These are obligations that currently bind 42 countries in Europe. The Start to Talk initiative launched by EPAS, promotes the implementation of this Convention in the sport's context. EPAS invites the Council of Europe member states to join this effort and undertake three kinds of actions. The three actions below each contain a set number of "supporting packages" which, when combined, offer states a dynamic set of tools to ensure the action develops.

- Action 1 (A1): Launch a Start to Talk campaign at national level
- Action 2 (A2): Develop or improve safeguarding and protection frameworks
- Action 3 (A3): Promote training of key stakeholders

Contact Details

<https://www.coe.int/en/web/sport/start-to-talk?fbclid=IwAR1XDHBeGGWTHLow8x-PeJfX34on8zrznsHQwhykRqavoR2oT7oHyEkPekw>

Further Info

<https://vimeo.com/261496328>

2.3. Training initiatives to prevent and address gender-based discrimination and violence

2.3.1. Greece: Athlete-Safeguarding policies

Abstract

The Greek Athletes' Committee in cooperation with the Genders' Equality Committee had organized several **webinar sessions** under the title "Athlete-Safeguarding Policies". During these sessions, a beneficial dialogue was developed about the forms of violence in the sports fields. In the context of them, except the relevant stakeholders from the sports field, there were also specialists who participated as they provided useful advice and solutions.

Description of the practice/action

This action was implemented to raise awareness regarding the incidents of violence which were recently revealed by Greek athletes. More specifically, the start point was an interview given by a Greek former Olympic medal winner, Ms Sofia Mpekatorou. Ms Mpekatorou revealed that the president of the Hellenic Sailing Federation used violence against her. Moreover, she accused him of rape when she was 23 years old. After her statement, there were many athletes (mainly women) who also broke their omerta. Therefore, the problem addressed in the context of this action is the incidents of violence against female athletes. The ways of dealing with them are by raising awareness and by providing any kind of support (psychological, consulting, etc) to the abused athletes. Finally, the target audiences of this action were athletes and trainers.

Outcomes & Strengths

Every female athlete who faces violence should not be afraid of her perpetrator. Besides sharing experiences and the accusations to the relevant authorities, policies should be also designed. The cooperation between the sports administration and the government can contribute to this direction.

Limitations

The limitation of this action is that it was implemented at the national level. Another limitation is related to the intentions of the abused female athletes to reveal their experiences due to the social stigma.

Lessons Learnt

The female victims usually do not reveal these incidents of violence because they are afraid of not being believed. The victims are facing physical and psychological

consequences. Every incident should be revealed as it should not be considered as a single case. Action and efforts are needed to protect female athletes.

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Further info:

www.hoc.gr

webinar available at:

https://www.youtube.com/watch?v=JowSkFLnr_M

2.3.2. Italy: "Countering violence against female athletes"

Description of the practice/action

"Countering violence against female athletes" is a communication seminar aimed at identifying attitudes identifiable as harassment:

- Sexually connoted jokes and gestures
- Sexually connoted allusions and observations about one's physical appearance
- Sexually connoted and unwanted physical contact
- Unwanted telephone contact (conversation or SMS) with sexual content.

Outcomes & Strengths

Direct dialogue with young athletes

Limitations

Time limitation to devote to the topic.

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2.4. Initiatives of sports organizations and other bodies (e.g., NGOs, local government bodies)

2.4.1. Belgium: Balance ton sport

Abstract

The #balancetonsport movement was launched on the 8th of March 2021, on the occasion of the International Women's Rights Day, on the initiative of judokas Charline Van Snick and Lola Mansour. The first action consists in a compilation of video testimonials of professional and amateur female athletes who denounce the violence they have been subjected to in sport. The videos are available on Charline Van Sinck and Lola Mansour's social media.

Description of the practice/action

On the 8th of March 2021, International Women's Rights Day, Belgian judokas Charline Van Snick and Lola Mansour published a video denouncing the violence and discriminations women are subjected to in sport. This video consists in a series of testimonials by female athletes telling their experience of sexism in sport, from mere comments to abuse and harassment. The objective of this action was to raise awareness among the public and to encourage authorities to implement concrete and efficient measures against those inequalities.

Extract from the RTL press release – 8 March 2021:

"As we approach the 8th of March, International Women's Rights Day, we wondered with Lola Mansour, about our rights as elite female athletes", explained Van Snick in the release. "In a very short time, we created a reflection group with several (professional and amateurs) sportswomen to discuss our experiences. Our tongues loosened; memories emerged. Everything we had to suffer, as witnesses, (direct or collateral) victims: humiliations, denigration, blackmail, insults, sexist violence... It came non-stop: Yes, I've been through that too!'. For these reasons we made those videos ourselves. We needed to vent!" "The conclusion is alarming and this is only the tip of the iceberg", continue Van Snick and Mansour.

The video denounces sexist behaviours in sport, from mere comments to extreme cases of abuse, as well as the lack of reaction of sports federation/bodies in case of (proven or denounced) cases of abuse. The objective was to give word to people who were affected, sportswomen, without fear of reprisal. "There are 1001 raisons that can stop one sportswoman from speaking", the judokas explain: "too much pressure, fear of being refused in competitions, no alternative, lack of perspective for realisation', coach's ascendancy, lack of support from official bodies etc." A 2015 survey showed

that one athlete out of seven had been the victim of sexual violence before 18. "How many lives ruined and careers destroyed have been kept quiet? We have surveyed, questioned, reviewed, explained enough: discriminations, invisibilisation, harassment, violence... We know how much and why! Enough with statistics, nothing really changes. We demand the end of omerta in sport, shame and fear must once and for all change sides!". Through this action, the sportswomen hope to "raise public awareness, but most of all encourage responsible authorities to implement direct and efficient measures". "Beyond the observation, we demand action!"

Outcomes & Strengths

On her blog, Lola Mansour emphasises that "for the first time, we've had the chance to gather athletes of many disciplines, united and solidary with each other, ready to defend their basic rights. For "loosing tongues" is not enough, we need to hear them, listen to them". The action was widely reported in the press and prompted other testimonials.

Lola Mansour: "Balance ton sport" is a very spontaneous movement we started early March with several (pro and amateur) sportswomen. Given how widespread the situation is and the number of testimonials (which are still coming), it couldn't be just a "one shot". For this reason, in May we published a signed open letter, addressed to the minister and the media for Act II. In the short term, we would like to structure it as a non-profit to keep fighting more efficiently. The status has just been submitted with the address: route du Pays de Liège 28 à 4671 Saive. Thanks to an established climate of trust and our network of personal relations (athletes, federations, coaches, psychologists, etc.), we are able to collect trustworthy testimonials at all sport levels and we try to be a bridge, as well as call out all levels of decision-making (sports and politics).

Limitations

Regarding limitations, so far, we've only made calls to order and distributed "red cards" to responsible authorities. As we are limited by our own schedules and a financial aspect, we are thinking about how to be more operational after this summer's Olympics. Currently, Charline Van Snick (co-founder of the movement), will focus all her attention on the Tokyo Olympics, therefore, she will only be available afterwards. But it goes without saying that we are ready to collaborate to eradicate all forms of, including sexist, discriminations in sport.

Contact details

Lola Mansour's contact details:

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Address of the future non-profit:

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Further info

Description of "Balance ton sport" on Lola Mansour's blog:

<https://lajudokatequiecrit.com/balancetonsport/>

Video:

https://www.youtube.com/watch?v=RS3pY2-aufM&feature=emb_title

<https://youtu.be/RS3pY2-aufM>

<https://www.balancetonsport.be/petition/>

In the media:

Article and video report by RTL:

<https://www.rtl.be/sport/tous-les-sports/autres-sports/charline-van-snick-devoile-une-video-poignante-qui-denonce-le-sexisme-dans-le-sport-video--1284795.aspx>

Aurélié Aromatarío on "Bx1":

<https://bx1.be/categories/news/les-athletes-feminines-se-mobilisent-avec-loperation-balancetonsport/>

Charline and Lorraine sur « Vivacité » (at 20'):

https://www.rtb.be/auvio/detail_on-n-a-pas-fini-d-en-parler-emission-16?id=2766775

RTBF (+ Matinale):

https://www.rtb.be/sport/dossier/actu-des-athletes-belges/detail_le-collectif-balancetonsport-s-interroge-le-sport-aurait-il-ete-cree-par-les-hommes-pour-les-hommes?id=10754080

https://www.rtb.be/auvio/detail_l-invitee-de-matin-premiere-lola-mansour-judokate?id=2765239

2.4.2. Greece: Inclusion through sports (projects RISE-Beyond Goals 1 &2 and EU funded project DIALECT)

Abstract

The programme started at regional level in January 2019 with the project RISE Beyond Goals 1, funded by UEFA Foundation for Children, creating from within the premises of the Community Centre of AAH in Kolonos area the core football team consisted of teenagers (girls and boys) from different cultural backgrounds. In January 2020 the programmatic pillar expanded with the introduction of the co-funded by the Rights, Equality and Citizenship (REC) Programme of the European Union - project DIALECT aiming at creating long-term collaborations, involve 500 adolescents and their parents across 4 countries, disseminate the message "football for all" and ultimately build resilient communities at local level.

March 2021 - "Beyond goals2": a 18-months programme that creates the linkages between RISE-Beyond Goals1 through two key intervention pillars: A. Development of empowered youth at local level based on a 3-way approach addressing youth disengagement, social exclusion and community building issues through continuation and built up of football activities in ActionAid Hellas Community Centre and the respective youth club; and B: Scaling up of the project at national level through targeted dissemination and capacity building to sports professionals, CSOs representatives and educators in schools across the country, with a focus on areas where disadvantaged youth reside, ensuring that the methodology is mainstreamed with wider impact.

Description of the practice/action

Two out of five youth and children in Greece live in low-income households at risk of poverty and social exclusion. The situation is even worse when we count the 50.000 refugee and migrant children in Greece. They face numerous challenges, including lack of basic resources, lack of education support, frequent school dropout, high stress and depression, domestic violence and a lack of creative and life-skills education, which leads to fewer opportunities and social exclusion. ActionAid Hellas aims through this programmatic pillar at creating poles of understanding, building a network of youth agents of change at local level and promoting community building through football to combat social exclusion as well as polarisation existing at local level. Gender mainstreaming, prevention of gender-based violence and inclusion of girls are themes that we work through during the implementation of the project.

Outcomes & Strengths

- **Mix-gender football team of adolescents**

- Friendly matches with sports professionals and CSOs
- Side events for parents
- Transferability of the methodology

Limitations

The only major limitation for the initiative is the indication of measuring the impact of the initiatives. The activities can have a short-term benefit and engage the participants but the long-term benefits in the behaviour of the individuals cannot be ensured.

Lessons Learnt

Football3 methodology, which is the methodology used by AAH and which has been created by Street football world (<https://www.youtube.com/watch?v=-qOmqlcMUfl&t=1s>) appears to be an effective tool, supporting the development of community building at local level. Based on the specific needs and objectives of different organisations it can certainly be tailored in order to support different scopes of work that have at their basis social and behavioural change, including gender norms. The role of the mediator and the dissemination of the methodology to schools and sports associations can play a key role in the maintenance and sustainability of such projects in the long run. The fact that the project requires limited resources makes it accessible also to grassroots organisations.

Involving civil servants for the purposes of the whole programmatic pillar and more specifically for the objectives of DIALECT project is aiming at creating protocols of cooperation and disseminating the methodology to actors that can jointly work towards embedment within educational curricula and sport clubs, a process which can influence future policies and field work. Making sure football ambassadors, educators, coaches as well as participants are mix-gender play an important role in the way participants engage in the process and gender stereotypes can be worked through

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<https://www.actionaid.gr/el/>

<https://dialectproject.eu/>

https://www.youtube.com/watch?v=mpWVpvl_w3k&t=18s

<https://www.youtube.com/watch?v=5rSlT8lzu84>

2.4.3. Belgium: Belgian Bright Football League (BBFL)

Abstract

The Belgian Bright Football League (BBFL) is an amateur female football championship created in 2013 under the name "Belgian Babe Football League" and renamed in 2020. Currently, 56 teams, divided in four divisions and about 1,000 women take part in the Brussels league. New league was meant to start in Liège and Charleroi in March 2021, but the situation is unclear as amateur sport competitions are currently (2021) suspended in Belgium.

Description of the practice/action

The objective of BBFL is to allow all girls and women who want to practice this sport, which is still often considered as a sport for men. BBFL means to be open to all women, at all levels, from beginners to professionals who want to have fun. All women and teams can enrol on the website. BBFL also supports "Play Beyond" Akhand Jyoti, an Indian organisation that integrates girls in a football team while training them in ophthalmology, thereby providing education and access to sport while preventing them from early forced marriage.

Outcomes & Strengths

Open to all women who want to practice sport, regardless of levels, skills or strength. Let women have fun without pressure, playing a game traditionally perceived as masculine.

Contact details

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<https://www.bbfl.be/>

<https://www.facebook.com/belgianbrightfootballleague>

2.5. EU funded projects

2.5.1. Bulgaria: "European Women in Sports: Adapting the Governance of Sports Activities for Women" - E-Wins

Abstract

E-WinS aims to make women's participation in sport more visible and to raise awareness of the place of women in sport as well as in the governance of sport. A main goal of this project is indeed to demonstrate how important it is to have women involved in club's governance, in coaching and training and as professional or amateur athletes, and how important it is to understand and adapt the decision making in sport to women's characteristics. The development and implementation of good practices responding to those aspects will be an important part of this project.

Description of the practice/action

The project covers various activities. A study will be carried out through the network of institutions and clubs of the partner organizations, which will identify good practices in this area that can be widely implemented in Europe. Video materials, questionnaires and other innovative tools will help sports participants to integrate these new practices into their sports structures. A series of interviews will be conducted in all partner countries. Finally, all the information gathered will be published on the platform of the Observatory on Women's Participation in Sport in Europe, in order to enable European athletes to collaborate and take joint initiatives.

Outcomes & Strengths

The E-WinS project will be led by a multidisciplinary team composed of partners from universities and other sports organizations. This pooling of knowledge is the main starting point in the project, deservedly emphasized in the evaluation of the project by the Executive Agency of the EC. The E-WinS consortium will initially focus on football and will later expand its field of research to other sports. Funded by the Sport action of the Erasmus+ programme, the project "European Women in Sport – For an adaptive governance of women's sports practices" (E-WinS) aims to promote and accelerate the feminization of Sport in European cultures through developing awareness and understanding on the specific problematics women encounter in their sport careers. It means to bring more visibility to women athletes in Europe and to help improve their role and impact in sport governance.

Lessons Learnt

To answer the objectives mentioned above, the project will focus on three working axes: the economic model and the daily organisation of women in sport; the development and management of women's sports performance; and the communication practices for a better visibility of women in sport, which will be developed during the project through relevant activities. Sharing of good practices is at the heart of this project and it will lead to the creation of a Women's Observatory of the feminization of Sport in European cultures and structure, thus in a sustainable way to share these good practices.

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Further info

<https://nsa-erasmus.com/en/>

2.5.2. Bulgaria: "ALL IN - Towards gender balance in sport"

Abstract

The aim of the project is to support state bodies and sports organizations for the development and implementation of policies and programs aimed at gender equality in sports, as well as for the strategic integration of this idea. Participants in the project are Albania, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Czech Republic, Denmark, Finland, France, Georgia, Greece, Israel, Lithuania, Montenegro, the Netherlands, Portugal, Serbia and Spain.

Description of the practice/action

The project aims to provide support to government agencies and sports organizations in the development and implementation of policies and programs aiming at balancing gender inequality in sport, as well as in adopting strategies for gender mainstreaming. Other goals of the project are:

- to present a comprehensive and final mapping of the ongoing challenges to gender equality
- to continue raising gender awareness and promoting gender mainstreaming in sports

Outcomes & Strengths

- increase in the number of women leaders in sports,
- increase the number of women athletes in 'traditional men's sports. For example, in recent years in Bulgaria we have more women champions in boxing and wrestling than men

Limitations

Despite the gradual increase in women's participation in sport, they remain under-represented in the governing bodies of sports institutions at local, national, European and global levels. Data from the report on the exercise of power and decision-making by women prepared by the European Institute for Gender Equality for the Luxembourg Presidency of the Council of the EU show that women account for an average of 14% of decision-making posts in the continental confederations.

Lessons Learnt

Bulgaria is relatively well represented in this ranking, ranking 6th among EU member states after Sweden, the Netherlands, Finland, France and the United Kingdom. The data show the representation in the 10 most popular national sports federations in the respective countries in 2015.

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2.5.3. Bulgaria: ONE GOAL Project

Abstract

The One Goal project aims to fully improve the skills of women's football coaches, thus helping them to strengthen their future employment and to promote the idea of increased participation of girls in sports. Project One Goal is co-financed by the European Union and is a pilot project in the field of sports, focused on educational exchange and mobility in sports.

Description of the practice/action

The project aims to improve the qualifications and competencies of women coaches, through the exchange of good practices, visits and learning new methods from coaches from partner countries; creating guidelines for more effective methods of training young women and training coaches on the topic of leadership skills and how to involve more girls in sports; increasing the self-confidence and technical skills of these young coaches by providing them with the necessary skills to create and implement innovative football practices; Spreading the basic idea of professionalizing the coaching profession in football for women, the importance of women being role models for young girls and how to make the world's biggest sport more accessible to all.

Outcomes & Strengths

- Exploring the challenges that women coaches face when trying to develop their careers and identifying the needs of these women to become more effective coaches
- Training courses for local women coaches in the partner countries, led by our trained coaches, to develop new knowledge about training methods, psychological stimuli and leadership skills
- During this project a methodology for a. training girls, b. the right ways to communicate with female players and c. basic skills for applying good practices will be developed
- Local football tournament, during which the coaches, after mastering the skills we provide, will organize a friendly tournament within their organizations to choose their team for the international football tournament in Kaunas

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2.5.4. Italy "EGPiS1 & EGPiS2 projects "Encouraging Girls Participation in Sport"

Abstract

The project Encouraging girls' participation in sports - 2, EGPiS2, was born in the wake of the success of the homonymous previous project EGPiS, financed by the European Commission in the framework of ERASMUS+ Programme. EGPiS2 aims to deal in-depth with some crucial aspects concerning the theme of girls' and young women's participation in sports, aspects that were brought to light from the first project.

Description of the practice/action

Based on the previous EGPiS project, co-financed by ERASMUS+ project, EGPiS2 aims to supporting a wider and better participation of young girls to the sport practice, this promoter gender equality and equal opportunities, social inclusion as well as a stronger awareness of importance of the sport practice. EGPiS2 aims at defending tools and strategies able to support girls participating in sports, for them not quitting sport practice in the delicate age of adolescence.

Outcomes & Strengths

The project developed a collaborative research phase in the 9 countries involved (Italy, UK, Portugal, Czech Republic, Sweden, Bulgaria, Latvia, Turkey and Cyprus), and produced the following intellectual outputs:

- Research on Social Factors Encouraging Girls' Participation in Sports:
- Encouraging Girls' Participation in Sports Guidelines N. 2: an update on EGPiS methodology and strategies and tools aimed at addressing social factors and gender policies
- EGPiS2 Tutorials: User-friendly video tutorials aimed to the various components of the intended recipients: girls, families, workers, decision makers and local administrators
- Encouraging Girls' Participation in Sports – Training Course: a formative teaching module for trainers and coaches, aimed at testing project findings and tools.
- The results of the project will become a shared and common knowledge available for further use and implementation at European level

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