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.

To read the HLG report and recommendations in full, go to: https://sport.ec.europa.eu/