



HANDBOOK ON WOMEN'S PARTICIPATION IN SPORT

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1. Introduction

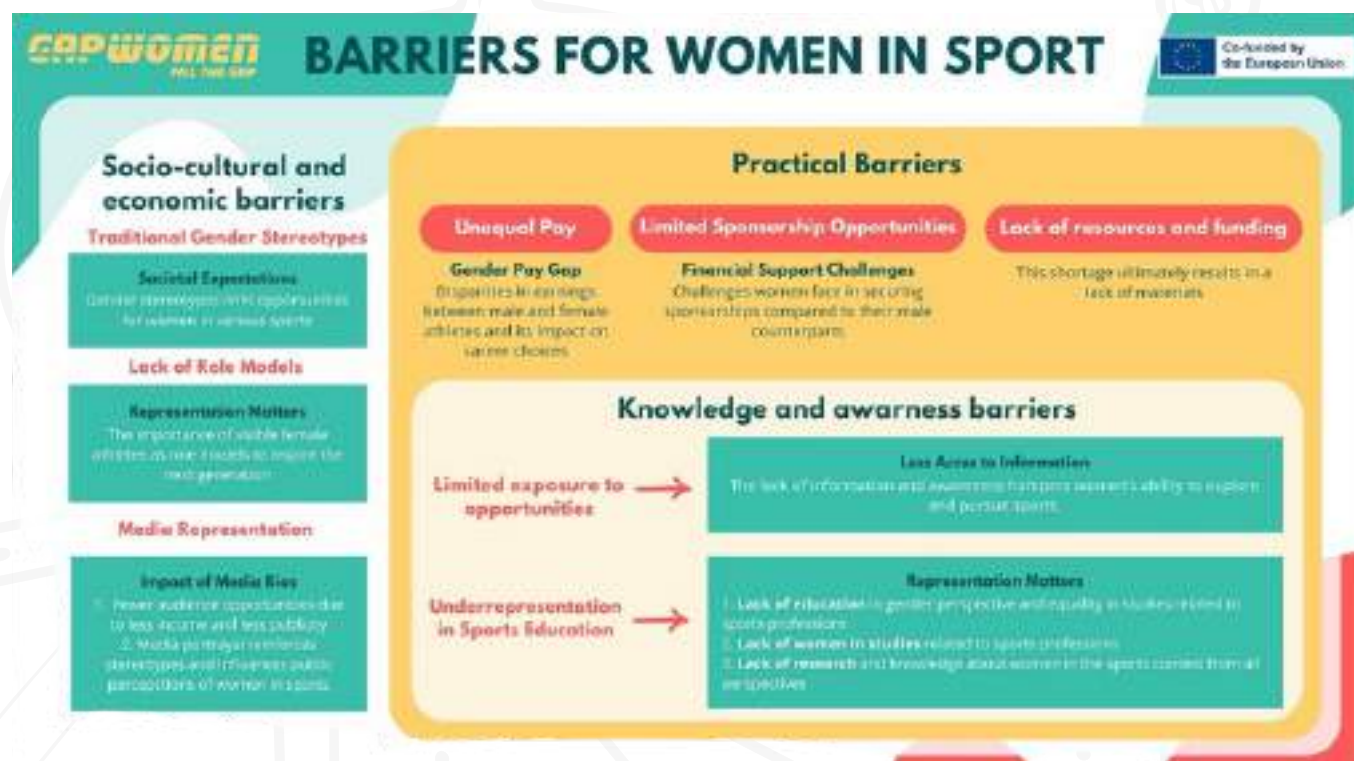
1.1 Women's Participation in Sport

The under representation of women in sport is observed in many areas. Everywhere across Europe, by every measure, fewer women than men play sports regularly. For example, women coaches in elite sports commonly report experiencing marginalisation and minoritisation. They are often excluded from predominantly male networks that provide educational and promotional opportunities, face unequal gender pay, and encounter exclusion from decision-making roles (Norman & Simpson, 2023).

Moreover, [in a research on women's participation in sport commissioned by the Equality Within Sport \(EWS\) Committee](#) of the European Non-Profit Sports Organisation (ENGSO) in 2023, a survey conducted with nearly 500 women across Europe revealed that women with disabilities, older women, transgender women, and migrant women tended to participate less in physical activity or sports. Additionally, approximately 1 out of 5 women faced situations of harassment or discrimination while engaging in sports over the past 12 months.

Based on extensive research on women's participation in the sports sector conducted by the partnership in 2023, there is a significant difference in the number of men and women licensed in organised sport. This is true in 90% of sports in most European countries. It is not easy to pinpoint the factors that influence this (financial issues, gender stereotypes, etc.).

Yet what is clear is the looming influence and pressure exerted by the patriarchal discourse on gender equality in sports, not to mention the influence of the media. And, while gender inequalities in participation rates are true for all sports, this is particularly true regarding certain sports traditionally associated with men.



Moreover, the [Analytical Report published by the All In Plus joint European Union-Council of Europe project](#) (Council of Europe, 2025) highlights a **significant gender gap in participation**.

Men dominate overall membership (35%), followed by boys (28%), girls (20%), and women (17%), indicating that gender imbalances persist across age groups. Girls have higher participation rates (55%) compared to women (45%), while the reverse is true for boys and men. This suggests that girls are more likely to drop out of sports participation as they transition into adulthood compared to boys. Adult women's participation is particularly low at 27% compared to 73% for men, underscoring a critical retention issue for women in sports.”

¹Albania, Austria, Belgium, Cyprus, Czechia, Finland, France, Georgia, Greece, Iceland, Israel, Kosovo, Lithuania, Montenegro, Malta, Netherlands, Portugal, Spain, Sweden, Switzerland, and Ukraine

Chart1: Membership in Sport Federations

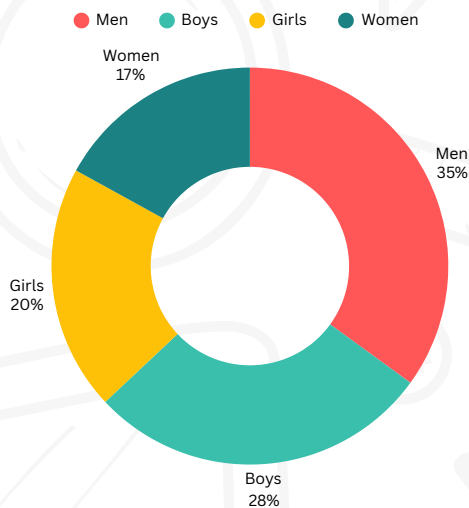
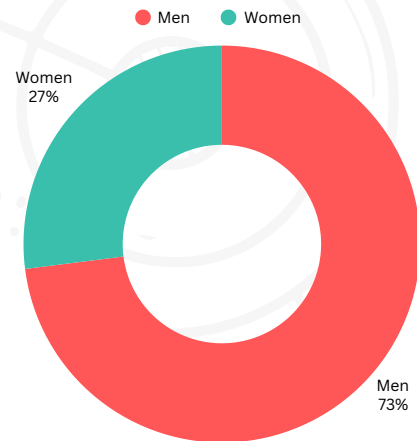


Chart2: Adult participation in sport and physical activity



Furthermore, if we look at the statistical data on women's participation in federations, whether in decision-making positions in the Olympic sports federations or the NOCs, we see that the percentages are quite low, as well as in the proportion of elite coaches, based on many of the factors mentioned above. With a slight improvement in recent years, the need to continue supporting women's sports to become more equal is still urgent.

- ➡ An overall 93.7% of women surveyed agree that family and network support structures for women are important for career advancement in competitive sport.
- ➡ 74.3% of women think it is important to provide women-only training and development programmes/courses to support young and aspiring women in different areas of the sport.
- ➡ 79.9% of women agreed that the availability of role models provides an opportunity for young women to acquire complementary skills that will serve as job attractors in the future.

- ➡ 72.3% of women require licences to compete in sport in countries and sports where they are required.
- ➡ 79.2% of women agree that the love for their sport is a strong motivation to stay in the sport and support its development.
- ➡ The average years of experience of women in sport is 16.5 years.
- ➡ This ranges from 1 to 65 years of experience in their respective sports.
- ➡ On average, individuals having a license believe that a successful sports career influenced people to include and accept them in their sport as a woman compared to those having no license.

Based on the findings and knowing that nearly three-quarters of Europeans agree that local sport clubs and other local providers offer many opportunities to be physically active ([Special Eurobarometer 525, 2022](#)) it seems clear to that the key to increasing women participation over the next four-five years will therefore be to adapt and reconnect European women with the opportunities around them to #BeActive.

More can be learned on the topic by taking the [GAP WOMEN online course](#).



WHY WOMEN IN SPORT IS A TOPIC TO BE ADDRESSED?

The gender gap in numbers

- 1. Number of federation licenses**
In 50% of sports in most European countries, women have less sport licenses than men.
- 2. Elite sport**
 - Significant payment inequality
 - Differences in competitions, training conditions and winning prizes
 - Many federations do not recognise professional women's sports
- 3. Underrepresentation of women coaches in most sports**
 - Women tending to coach traditionally female sports, women, youth or children
 - Between 20%-30% of all coaches in Europe are women¹
 - In most sports, female underrepresentation is more evident at the top coaching levels.
- 4. Gender unbalanced representation in decision-making positions in sport organizations: result of gender-blind or biased institutional norms**
Only 14% of decision-making positions in national sport federations are women and of this, only 5% are presidents²
- 5. Sports media representation**
Female athletes are less represented in sports media than male athletes and often face sexist stereotypes, with an undue focus on their looks and sexuality rather than their athletic prowess.

Sexist stereotypes

What does it mean to run like a girl?
In sport and physical activity, sexist stereotypes reflected in the negative meaning often associated with this sentence still persist.

These sexist stereotypes...

- Are often transmitted involuntarily
- Are learned unconsciously, through a multitude of channels, in the course of our socialisation process, as women and as men
- Both genders are limited for these stereotypes

Positive actions to address gender gap and these sexist ideas are needed

The video 'We're girls' is a 2014 advertising campaign by P&G that shows the effects of these sexist stereotypes in sport.



¹ European Commission (2018). Gender Equality in Sport. Protocol for Strategic Action 2014-2020
² European Institute of Gender Equality (EIGE). Gender Equality in Power and Decision-Making.

1.2 The GAP WOMEN Project



1.2.1 General Description

The [Gender Actions to increase Women's Participation in Sports \(GAP WOMEN\)_project](#) is a European program led by the Union of Sport Federations of Catalonia (UFEC), co-funded by the Erasmus+ Programme of the European Commission (ID: 101049967) with the aim of eliminating the gender gap in federated sport and promoting inclusive and sustainable sport. The project ran between June 2022 and June 2026.

The GAP WOMEN project is firmly committed to gender equality in sport and to the inclusion of women belonging to groups at risk of social exclusion (immigrants, refugees, physically/intellectually disabled, mentally ill, victims of gender violence, long-term unemployed, etc.), but also to organisations, federations, clubs and public authorities which need to take on board the commitment to promote sport for equality, social integration, sustainability and economic development.

The GAP WOMEN primary objective centred on promoting women's participation in sport in order to increase the number of women's federation licences while also promoting inclusive and sustainable sport. To this end, it took as its starting point a preliminary study on the current situation of the gender gap in sport and empowered federations and other organisations by offering training (online to drive digitalisation in the industry) and tools to further good practices.

1.2.2 Project Goals

BUILD TIES BETWEEN EUROPEAN STAKEHOLDERS, to:

- ➡ Raise awareness among the sports sector, public authorities and the public at large of the importance of gender equality and inclusion

- 
- Establish the necessary mechanisms to promote cooperation among stakeholders on the ground through the training and management of fair and more inclusive sporting events.
- 
- Raise awareness, sensitise and take action to ensure that vulnerable and/or minority groups have the same opportunities to take part in sports events.

DESIGN AND IMPLEMENT STRATEGIES THAT INCLUDE DIGITAL TRANSFORMATION:

- 
- Set up effective communication strategies and inclusive and sustainable gender-parity sport events to raise awareness, sensitise and stimulate women's involvement in sport, while encouraging the community to dismantle preconceived sexist mindsets and stereotypes.
- 
- Promote the use of digital training tools for sports federations to enhance gender equality in sports events and activities.
- 
- Promote the digitalisation of sports federations to foster the inclusion of vulnerable groups and the participation of women in sports events through streaming.

DEVELOP A METHODOLOGY FOR GREENER AND MORE INCLUSIVE SPORTS:

- 
- Design and distribute toolkits to help promote and implement sustainable sport events.
- 
- Contribute to the recognition of diversity in sport and its contribution to sustainability.

Throughout the GAP WOMEN project, partners focused and raised awareness on the benefits of increasing women's participation in sport.



1.3 Project Partners



- UFEC - UNIO DE FEDERACIONS ESPORTIVES DE CATALUNYA (ES)
- ICSSPE - INTERNATIONAL COUNCIL OF SPORT SCIENCE AND PHYSICAL EDUCATION EV (DE)
- 3S - SPORT ET CITOYENNETE 3S (FR)
- MAIÊUTICA, CRL - MAIEUTICA COOPERATIVA DE ENSINO SUPERIOR CRL (PT)
- MSV - APS ASD MARGHERITA SPORT E VITA (IT)
- ISCA ISAC - INTERNATIONAL SPORT AND CULTURE ASSOCIATION - ISCA (DK)
- ENGSO - EUROPEAN NON-GOVERNMENTAL SPORTS ORGANISATION (SE)
- FECDas - FEDERACIO CATALANA D ACTIVITATS SUBAQUATÍQUES (ES)
- ETTU - EUROPEAN TABLE TENNIS UNION ASBL (LU)
- LCET - LA CALLE ES TUYA, SOCIEDAD LIMITADA (ES)

1.4 Objectives of the HANDBOOK

The production of this “Handbook On Women’s Participation in Sport” was coordinated by the European Non-Governmental Sports Organisation (ENGSO) with the input and support of its equality experts (Equality Within Sport -EWS- Committee) and all project partners. As the final deliverable in GAP WOMEN, it intends to:

- ➡ Exhaustively present the material produced in the GAP WOMEN project
- ➡ Explore the existing European framework and latest recommendations to improve women’s participation in sport
- ➡ Draw conclusions from the partners’ experiences and replicable strategies
- ➡ Provide a list of recommendations to increase women’s participation in sport specifically applicable at grassroots level

2. GAP WOMEN project publications

In the framework of the GAP WOMEN project, four actions were undertaken to increase women's participation in sport:

- ➡ **Literature review and mapping:** review of published research on female participation in federated sports, gender stereotypes and variables that play an important role in the gender gap federative licenses. Surveys, discussion groups.
- ➡ **Campaign and event:** Activities and campaigns that allow testing the conclusions obtained in the studies of the previous phases of the project and apply specific communications and dissemination strategies aimed at reducing the gender gap in federative licenses.
- ➡ **Creation of an e-learning tool:** creation of online trainings that raise awareness, sensitize and educate federation and club members about gender equality. Those courses were tested during the project.
- ➡ **Communication and dissemination:** Dissemination through different communication channels to publicise the project. The information was spread among the social networks of the partners and collaborators.

This section focuses on the material published during the project, as well as insights and learnings from the project activities, which have all contributed to the drafting of concrete recommendations to increase women's participation in sport and physical activity at the grassroots level.

2.1 Online Course

The main aim of this training tool is to **encourage and equip organised sports clubs and federations to take action to reduce the gender gap in sport.**

While the partnership acknowledges that this is an issue that requires a systemic approach - including, for example, change within the education system - things can also be done within sports organisations.

By the end of the GAP online training for mentors, trainees will:

- ➡ Understand and recognise the challenges and benefits of attracting more women to sport club (gain knowledge)
- ➡ Discover and be exposed to new approaches that attract more women to sport (be inspired)
- ➡ Be able to create new offers and methods in an organisation which encourage women to participate (bridge the gap)

Key information to navigate the training tool:

- ➡ It takes up to 60 minutes to complete the training tool.
- ➡ To complete the training, topics can be open in the order shown on the roadmap. At the end of each topic, a short test will assess knowledge gained.
- ➡ Subtitles and automatic translation can be activated for each of the videos in this training.

One chapter of the Online Course focuses on understanding the barriers to participation, which is crucial to overcome them:

A fascinating global research that ran from June – September 2023 and was published on 27 Feb 2024 by [ASICS Corporation](#) has found a disparity between what women and men believe to be women's top barriers to exercise. Universal barriers are that women have too many other commitments (76%), the cost of gym membership (59%) and the lack of safe spaces and environments (43%). But when men were asked what they thought the barriers for women were, they answered body insecurities (58%) and not enough time (34%).



Later in this handbook, a list of questions are provided to self-assess one's sport organisations when it comes to women's participation.

2.2 Insights from GAP WOMEN Partners & their Members

The following recommendations were extracted from strategies developed and implemented by sport organisations related to the partnership:

- ➡ Catalan Chess Federation (Spain)
- ➡ Italian Foundation for Sports Inclusion (Italy)
- ➡ La Calle (Spain)
- ➡ Portuguese Olympic Committee (Portugal)

Their full experiences are presented in the GAP WOMEN online course.

They advise to:

- ➡ **Involve women in the development and delivery of the sport programme** to ensure their vision and needs are voiced
- ➡ Make sure there is a pathway for women to access **leadership positions**
- ➡ Organise promotional events designed by women and dedicated to women to present the sport activities and opportunities to be involved (refereeing, coaching, managing, volunteering). Be creative on the format (e.g. festival) and engage with other communities and institutions (e.g. schools)
- ➡ **Give visibility to women role models** in your community to inspire new generations of women in sport
- ➡ **Develop an equality action-plan** with a dedicated officer (e.g. sustainability coordinator, gender officer) to oversee its implementation in your club or federation.

The points above ultimately intend to change perceptions and stereotypes on women and sport and allow all women to embrace their own journey in and through sport.



2.2.1 Equality Action-Plan to Increase Women's Participation in Sport

Several of the organisations above have developed a specific action-plan to improve gender equality and become more accessible. They advise you to go through the following steps to set up your plan and ensure its successful implementation. You can find these steps in greater detail in the [EQUIP Action-Plan Design Guide](#) on ENGSO Education.

1 Understand (in)equalities in society

Before starting to create an action plan, it is important to gain knowledge on certain key concepts, policies and facts and figures related to inequality. You can use literary sources to research the situation in your country or get in touch with experts within your country to help understand the key concepts and facts and figures in a better way.

2 Understand (in)equalities in your organisation

It is important to understand the current situation in the organisation regarding women's participation. Here is a concrete list of questions you should ask to scan your organisation's environment and identify troublemaking barriers. It would even be more powerful to make this light audit together with other members of your organisation.

- ➡ Review your recent communication aimed at attracting more members. Have you unintentionally reinforced negative gender stereotypes to women and girls participating in sports? Have you in any way (use of language, choice of visuals) reinforced stereotypes and influenced public perceptions of women in sports?
- ➡ How often do you put the spotlight on women and girls' role models from your own organisation?

- ➡ How can you help them tell a different story about your organisation and inspire the next generation?
- ➡ Are you providing safe facilities and equipment for all girls and women in your organisation?
- ➡ When was the last time you asked your members what makes them feel safe/unsafe?
- ➡ Do you have gender equality and safeguarding policies for girls and women in all their diversity?
- ➡ If not, how hard and how long would it be to take the first step creating the first one?
- ➡ Are you actively monitoring gender diversity? Do you have an anti-harassment or gender-based violence policy/protocol in your sports organisation?
- ➡ Have you included disciplinary measures and procedures regarding gender-based violence/abuse/harassment in codes of ethics and established support services for those affected?
- ➡ Does your member know where and whom to report in case of a situation of harassment or violence?
- ➡ Can you appoint coordinators for gender equality?
- ➡ How are decisions being taken in your organisation? Do women have a say?
 - Are they represented on the board?
 - Are there a lot of unwritten decision making rules that are/might be unknown to newcomers?
 - Are decisions taken during board meetings or are most of them being shaped during informal time?



Tip: A more general self-assessment tool on diversity and equality can be found [here](#). Whilst it is not sport specific, some of the categories can be relevant for your sport organisation

3 Set goals for change

Aim to set SMART goals for your organisation to increase equality. SMART stands for Specific, Measurable, Achievable, Relevant and Time-Bound. The following questions might ask you setting up your SMART goals:

- ➡ What change would you like to see?
- ➡ What are all the actions you could take to achieve this change?
- ➡ Which one would you like to move forward with next and why?
- ➡ What form does the action take?
- ➡ What impact could this action have on your club? What are the KPIs (key performance indicators) for this action? How will you know if you are on the right track with achieving the change, or indeed if you have achieved the change?
- ➡ What are the potential risks/challenges and how will you deal with them?
- ➡ What are the assumptions you have about the impact on equality of the action you want to take forward? Why do you think it will work? Have you consulted the beneficiaries of the action you will be taking?
- ➡ When do you want to achieve it?

4 Map stakeholders and resources

An Equality Action Plan is all about positively impacting people, and wider society through your organisation, whether directly or indirectly. Identify who will benefit from your actions and who can help you stay on course. Consider the gaps you have in skills, expertise or resources and where you might find them, as well as engaging or consulting the target group. Try to consult with the potential beneficiaries as early as possible into the process.

Consider the human resources you will need to deliver on your action plan. Map the staff and/or volunteers in your organisation. What skills and expertise is required? How much time will it take? Who in your organisation will be involved in implementing the action plan? Remember that your goal must be achievable and therefore should match the resources available. In order to achieve change, a budget will be required. Think about all the activities you will be doing and what they will cost. Remember to consider the need for any one-off resources such as subcontractors, room hire, materials, etc. that will have a cost associated with them.

- ➡ Can you engage some role models within your organisation?
- ➡ Who do you need to involve at the governance level of your organisation?
- ➡ How will you keep everyone informed?

5 Design and implement action

See the [Action-Plan Design Guide](#) Template.

6 Monitor and evaluate

Ultimately the monitoring and evaluation of your action plan will lead to learnings and greater accountability. The following questions can help you to learn from the implementation of your equality action plan and to move forward with these learnings.

- ➡ To which degree do you believe your equality action plan contributes to solving the (in)equality challenge you identified? What is the evidence (quantitative or qualitative data collected via surveys, interviews, etc.) you have for this claim?

- ➡ How have the lives of your target group been affected because of your work?
- ➡ How will the action plan, or the solution your organisation has introduced, continue after this phase? What will the long term plan include?
- ➡ What are the most significant challenges faced in the development and delivery of your equality action plan?
- ➡ What are the most noteworthy successes of your equality action plan? What change did these successes lead to within your organisation of your beneficiaries?
- ➡ What are the greatest learnings for your organisation? What learnings could be relevant for other organisations working on the same inequality?

2.3 Literature Review and Mapping

The project reviewed the published research on female participation in federated sports, gender stereotypes and variables that play an important role in the gender gap federative licenses. It also used surveys and discussion groups to provide a mapping. Three reports were published, which results were used to develop the online course, activities and communication campaigns. This section presents the main conclusions.

2.3.1 Systematic Literature Review

The conclusions of the *Report of a Systematic Literature Review on (licensed) female participation in sport federations within the European Union* are presented below. The full report is [downloadable from the GAP WOMEN website](#).

This review has demonstrated that studies on women's participation in competitive sport have evolved over the years. That notwithstanding, there is still evidence of a high number of studies that employ qualitative paradigm and cross-sectional studies. Academia needs to encourage comparative studies between sports to enhance the transfer of knowledge and practices from sports which advances gender equality practices. In addition, longitudinal studies across social contexts need to be encouraged.

- The identified constraints and facilitators demonstrate the need to change from implicit thinking into explicit policy direction.
- It is paramount to shift the narrative of women's leadership in sport governance from gender equality to gender equity.
- National legislative reforms specific to the sporting context can aid in closing the gender pay gap.
- Legal structural changes to increase visibility should be encouraged and disciplinary measures should be established for failure to adhere to regulations.
- Incentives should be created for sport organisations that encourage changes in socio-cultural attitudes and the development of family-friendly policies.
- Hiring managers and selection committees should employ more objective selection criteria and first evaluate the climate of gender bias in an organisation.
- In addition, public selection policies for board members in sport organisations should be encouraged.

- Furthermore, sport organisations should develop policies aiming at achieving more egalitarian socio-economic conditions for all athletes irrespective of gender.
- Organisations in competitive sport should promote more “boom” narratives of women through testimonials and mentoring programmes for younger athletes, coaches, and referees to foster participation.

2.3.2 Focus Group Discussions

The conclusions of the Report of a Focus Group discussions on (licensed) female participation in sport federations within the European Union are presented below. The full report is [downloadable from the GAP WOMEN website](#).

The Focus group discussions demonstrate that among the sources of motivation that keep women in their respective sport is the desire to do something for their sport and help other women. This was also obvious as among the important icebreaker words that women used to describe the word “women” in their sport are “companionship”, “community”, and “friends” etc. This is also coupled with the love for their sport which creates an important level of emotional attachment to the sport and people around the sport.

Consequently, there is a clear difference between individual sport and team sport in terms of women's participation. Individual sport is generally more gender equal based on their nature and not by design. However, what remains a challenge is that equality in practice as athletes does not translate into other roles in the sport. It is important to consider this when developing gender equality policies and strategies.

Coaches play a significant role in the trajectory of female athletes. In the focus group discussions, coaches' roles included managing gender related conflicts and an immediate support system for the athletes. The coach's relationship with the female athletes also influences the decision of the athletes to assume coaching as a career, assuming other roles within the sport after retiring as an active athlete. However, the coach also influences the athlete's decision to drop out of the sport.

The more equal gender representation there is, the more women feel comfortable in their positions and sport. To maximise this effect, it is important to have role models within the structures of the sport organisation. In addition, other support structures such as networking opportunities also play a significant role in the retention of women in sport or transition from athletes to other roles in the sport. Furthermore, as male dominance is the main obstacle to increased participation of women in sport, it is important to include "Male Equity Champions" in initiatives that promote the participation of women at different levels of sport.

2.3.3 Survey on (licensed) female participation

The conclusion of the Report of a survey on (licensed) female participation in sport federations within the European Union are presented below. The full report is [downloadable from the GAP WOMEN website](#).

The findings demonstrate the need to equip women of all age groups with the skills to enhance their effective participation. Though it is evident that women in certain areas of sport are provided with some support on knowledge and skills development, this is still limited in many other areas of sport in the European Union.

There is a complex relationship between coaching and requirements for competent leadership in sport organisations. This, therefore, requires that there should be a specific focus on gender differences to address women-specific challenges.

There is a need to address the retention of women in different areas of their sport. The large pool of athletes in certain sports is not proportional to the percentage of women in other areas of that sport, like in leadership, coaching and refereeing. Structural support systems like mentoring role model support systems need to be provided for younger women in all sports. The need for policy frameworks that challenge sport organisations at all levels to promote cultures of innovation and inclusive practices. Reward-and-punishment strategies for sport organisations would accelerate the implementation of gender equal opportunities in the sport setting. EU and national level policies to increase the participation of women would also increase the level of awareness on the still evident gender gaps existent at all levels of sport.

2.4 Communication campaigns 2024: European Week of Sport and International Women's Day

Project partners developed and implemented activities and campaigns that allow testing the conclusions obtained in the studies of the previous phases of the project and apply specific communications and dissemination strategies aimed at reducing the gender gap in federative licenses.

Two series of events were organised in 2024 to encourage female participation in sport, on the occasions of:

1

International Women's Day (March 8th)

In celebration of International Women's Rights Day on March 8, the GAP WOMEN project partners rallied to enhance women's involvement in sports. A variety of events unfolded across numerous playing fields throughout Europe, engaging over 800 participants in total.

➡ Online:

- o Through publications online, the campaign aimed to sensitise stakeholders and followers about the topic. In this occasion videos capsules were published, created with the collaboration of female athletes or sport workers all around Europe.

- o UFEC and ENGSO also organised 2 more online activities: “Dissemination of the Manifesto for gender equality in sport” and “Online seminar: Every woman is welcome in sport - are they?”

➡ Onsite:

- o 9 events were organised onsite engaging more than 3390 people.

2

European Week of Sport (EWoS, September 23th-30th)

In conjunction with the European Week of Sport 2024, the GAP WOMEN project partners rallied to enhance women's involvement in sports by organising a variety of events unfolded across numerous playing fields throughout Europe, engaging over 770 participants in total.

 Online:

- o Through publications online, the campaign aimed to sensitise stakeholders and followers about the topic. In this occasion videos capsules were published, created with the collaboration of female athletes or sport workers all around Europe.

- o “Keeping Girls in Sport”: this online seminar aimed to promote girls’ participation in sport and reflect on such important subjects for the sporting community, such as: what are the barriers of girls’ participation in sport, what kind of strategies and actions sport community can take to keep girls in sport, and the importance of role models to prevent girls’ abandonment from sport in their teens.

 Onsite:

- o 4 events were organised engaging 550 people. These events also promoted environmentally friendly sport events.

3. European Framework on women's participation in Sport

The European Union has committed to achieving a “Union of Equality”. The [EU Strategy on Gender Equality \(2020-2025\)](#) presented policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe. With the adoption of the Roadmap for Women's Right in 2025 as its legacy, the European Union will continue to develop targeted legal and policy measures, as well as inspiring gender-sensitive policies across the European Commission's initiatives. The goal is a Union where women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our European society. The sport movement has its role to play in reaching this goal, which is displayed in the new [EU Work Plan for Sport \(2024-2027\)](#). Building on the successes and the lessons learnt from the previous one, the plan introduces new elements to adapt the evolving challenges in the sport sector, such as increasing commercialisation in sport, sustainability, and the link between physical and mental health. It focuses on three main priorities: the integrity and values in sport, the socio-economic and sustainable dimensions of sport, and the participation in sport and health-enhancing physical activity.

This section gathers recommendations published by European entities under this policy framework, which provide a basis for further actions at grassroots level to increase women's participation in sport. Three resources are presented based on research, data collection and consultations at the highest European level:

- ➡ All In Plus joint EU-Council of Europe project (2023-2025)
- ➡ Equality Within Sport (EWS) Committee of the European Non-Governmental Sports Organisation (ENGSO)
- ➡ EU High Level Group on Gender Equality in Sport (2022)

3.1 All In Plus joint EU-Council of Europe project (2023-2025)



The overarching goal of the project was to highlight the benefits of greater gender equality in sport. The key objectives were to ensure that the relative invisibility of women in sport and the ongoing lack of awareness about gender imbalance in sport and related issues are brought clearly to the forefront. The project covered and standardised data collection in 21 jurisdictions, based on a set of agreed gender equality indicators in six strategic fields: leadership; coaching and officiating; participation; gender-based violence; media/communication; and gender equality policies and programmes.

In the [All In Plus: Promoting Greater Gender Equality in Sport. Analytical Report of the Data Collected: Insights into Trends and Progress](#) published in 2025, the outcomes on participation are striking.

“Governments, public authorities, NOCs/NPCs and sports federations must address the issue of women and girls’ access to sport and introduce relevant and targeted measures. The disparity in action rates among different types of organisations suggests a lack of co-ordinated, unified strategies for increasing women and girls’ participation in sports. Furthermore, women and girls’ grassroots engagement plays a critical role in fostering elite-level athletes.

- ➡ **Develop comprehensive national strategies for gender equality in sports participation:** create gender equality action plans should highlight the wider benefits of sport encompassing all levels of participation and addressing barriers specific to women and girls.

- ➡ **Establish clear, measurable targets:** require all organisations to report annually on gender equality indicators for increasing the participation of women and girls in sports and, including participation rates, funding allocation at both grassroots and elite levels.
- ➡ **Provide funding and other incentives for organisations to meet specific targets:** tie public funding for sports federations, NOCs, and NPCs to demonstrated progress in increasing women and girls' participation.
- ➡ **Encourage and support partnerships:** cooperation between governments, sports federations, NOCs, and NPCs are crucial to developing and implementing coordinated strategies to promote gender equality in access to sport.
- ➡ **Set up mechanisms to encourage the practice of sport by all girls and women:** launch campaigns and programmes to attract girls and women to sports clubs, focusing on addressing drop-out rates during adolescence.
- ➡ **Increase accessibility to physical activity and sports participation:** support initiatives that make physical activity and sports participation more accessible to women, such as subsidised fees, childcare support, and culturally sensitive programmes.
- ➡ **Invest in gender-disaggregated data collection and research:** invest in research on barriers, trends, and best practices in increasing women and girls' participation and use findings to inform evidence-based policy and programme design.
- ➡ **Boost women's elite participation across all sports:** develop organisational and institutional initiatives that create and grow sustainable grassroots opportunities for girls and young female athletes to develop skills vital to compete at more elite levels.
- ➡ **Improve the quality and quantity of pathways for female athletes to compete at elite levels:** organisations should create developmental opportunities for female athletes to transition from athletes to all other professional roles including coaches and sports officials."

3.2 Equality Within Sport (EWS) Committee of the European Non Governmental Sports Organisation (ENGSO, 2023)

Since 2022, the Equality Within Sport (EWS) of the European Non-Governmental Sport Organisation (ENGSO) has conducted research to collect up-to-date data regarding LGBTQI+ people in grassroots sport. The following findings are extracted from the 2023 report, which focused on women and adopted an intersectional perspective, specifically taking into account six socio-demographic aspects: age, gender identity, sexual orientation, migrant background, disability and social status. This enabled a deeper look into the lived experiences of women, who belong to the LGBTQI+ community or not, who are marginalised by multiple structures of oppression.

The recommendations listed in the [Women's Participation in Sport Across Europe. 2023 Research](#) are the following:

- ➔ **Adopt an intersectional approach:** An intersectional perspective is vital. Women are not a homogenous group, and recognising the diverse experiences of transgender women, women with disabilities, heterosexual women, queer women, migrant women, lesbian women, intersex women, and everyone who identifies as a woman, is crucial in addressing systemic oppressions such as cis-heteronormativity, patriarchy, whiteness, ableism, ageism, and xenophobia.
- ➔ **Promote women role models as coaches or board members:** “I think it would be very beneficial to educate cis-men in sports teams about gender diversity, and together could create structures to help women feel welcomed and valued in leadership roles” (Lesbian woman, Austria)

- ➡ **Organise specific campaigns for women only:** “I believe it's intriguing to delve deeper into these issues and extend their reach to rural areas, where sports facilities are scarce and they do not have a gender-inclusive approach” (Heterosexual woman, France)
- ➡ **Promote LBTIQ+ women participation in all communication channels (for example, social media, digital, traditional):** “We need to talk about it, because they need to understand here are different femininities in our teams” (Migrant transgender woman, German)
- ➡ **Develop diversity, equality, and inclusion training for all:** “I coached until the major league for a few years. Very little is done by both the federation and club to raise awareness on inclusion and diversity” (Heterosexual woman, Italy)
- ➡ **Improve facilities (for example, changing rooms) in an inclusive way:** “My local area does not facilitate my sport in its venues well. We are struggling to find local locations for events and trainings and are pushed out for more preferable sports” (Disable bisexual woman, UK)
- ➡ **Promote more women participating in grassroots sport:** 86% of respondents indicated that promoting women’s participation in grassroots sport would be extremely or very helpful.
- ➡ **Provide development opportunities for women in elite sport:** 85% of respondents indicated that development opportunities for women in elite sport would be extremely or very helpful.
- ➡ **Sporting environment needs to be more considerate of the experiences of women with disabilities:** research findings reveal that across the board, women with disabilities face additional barriers.
- ➡ **Ensure safeguarding and reporting measures are in place:** and that adequate action is taken in case of incidents.

3.3 EU High Level Group on Gender Equality in Sport (2022)



The report [Toward more Gender Equality in Sport](#) published in 2022 is the result of the work of the European Commission High-Level Group (HLG) on Gender Equality in Sport. Their recommendations and action plan focuses on six key thematic areas of engagement, which are the most relevant for public authorities and sports federations:

- ➔ Participation
- ➔ Coaching and officiating
- ➔ Leadership
- ➔ Social and economic aspects of sport
- ➔ Media coverage
- ➔ Gender-based violence

With regards women's participation in sport, the High-Level Group particularly recommends:

- ➔ **Mainstream gender equality across all sport policies and strategies.** Factor gender equality into all sport, youth, health and education policies, allocation of resources and decision making. Starting from schools, set up mechanisms to support the practice of sport by girls and women of all ages, especially among more vulnerable and less active groups. Provide, from grassroots to elite level, opportunities for women to participate in sport in order to ensure convergence of health, empowerment, inclusion and integration objectives and impacts. Promote work/study-family balance and sport practice.
- ➔ **Create gender equality action plans and earmark funding to advance opportunities for participation in sport for all girls and women.** These action plans should cater for women in all their diversity and target participation in sport by women of all ages.

They should also highlight the opportunities that sport provides for girls and women in terms of volunteering, citizenship and community leadership.

- ➔ **Guarantee equal access to resources (including venues, equipment and clothing).** Eliminate barriers and discriminatory behaviour against girls and women. Secure equal access for all girls and women as regards practice and competition times, quality infrastructure and equipment. Develop safe public indoor and outdoor sport spaces.
- ➔ **Monitoring and evaluation on progress/implementation.** Encourage the European Commission, Member States and sport organisations to monitor and evaluate the current status of, progress towards and barriers to gender equality. Develop harmonised monitoring and evaluation methodologies.

Recommendations **for grassroots sport entities:**

- ➔ Create gender equality and safeguarding policies for girls and women in all their diversity.
- ➔ Provide and secure availability of safe facilities and equipment for all girls and women.
- ➔ Include disciplinary measures and procedures regarding gender-based violence/abuse/harassment in codes of ethics and establish support services for those affected.
Appoint coordinators for gender equality.

4. Recommendations to organise equal, inclusive and sustainable events

4.1 Events Accessible to All

Hosting inclusive events requires taking a holistic approach to event planning, making sure that all elements of the event are held to the same high standards. These elements are: communication, accessibility of venue & space, planning, animation, and evaluation.

It is important to note that while fulfilling all accessibility requirements is not set in stone, it is highly recommended. Creativity plays a key role in adapting the environment to be more accessible. The earlier in the planning stage you use these guidelines, the easier it is to meet accessibility standards.

The following checklist has been developed by the Equality Within Sport (EWS) Committee of the European Non-Governmental Sports Organisation (ENGSO). The recommendations do not address the sporting programme and the sport activities themselves, but all other organisational and promotional elements. The checklist and recommendations were tested and applied within the GAP WOMEN events and activities.



Communication

- Use inclusive language and avoid jargon or slang.
- Ensure promotional materials reflect diversity (images, videos).
- Add alt text to images and captions to videos.
- Write in plain language, avoid using caps, and follow accessibility guidelines for social media.
- Use accessible fonts and layouts (sans-serif fonts, minimum size 14pt).

- Ensure colour contrast is clear.
- Provide materials in multiple formats (accessible PDFs, large print, etc.).

Venue & Facilities

- Ensure the venue is fully accessible (ramps, elevators, wide passageways).
- Have accessible restrooms and gender-neutral facilities.
- Provide sensory-friendly spaces (quiet rooms).
- Arrange the layout to accommodate wheelchair users (accessible stage, tables, etc.).
- Ensure guide dog-friendly facilities.
- Provide breastfeeding and baby-changing facilities.

Planning & Registration

- Offer space for preferred names and pronouns on registration forms.
- Include options to list disabilities or accessibility needs (visual, hearing, wheelchair use).
- Provide details for accessible transport and accommodation options.
- Ensure ID processing respects participants' data privacy.
- Allow dietary restrictions to be submitted in advance.
- Provide information about venues and accessibility to the participants in advance

On-Site Management

- Ensure presenters are briefed to describe visual content.
- Share slides with participants in advance, if possible.
- Train staff and volunteers on inclusivity and accessibility.
- Ensure staff and volunteers are distinguishable for emergencies.
- Designate a safeguarding officer.



Event Animation

- Ensure diversity in speakers and panels.
- Moderators should manage speaking times and encourage respectful dialogue.
- Remind participants of safeguarding values and ensure a non-aggressive atmosphere.



Evaluation

- Collect feedback from participants (surveys, comment cards, online forms).
- Include inclusivity-related questions.
- Use feedback for post-event evaluation and improvement.

4.2 Sustainable Events



Choose an eco-friendly venue

- Think about the venue's proximity to public transportation.
- Use an existing sports infrastructure.
- If choosing to be outside, check if the place is environmentally protected or vulnerable.



Green and local food

- Offer local catering with reduced meat choices and local ingredients.
- Keep the amount lower so you avoid food waste.



Limit waste or go zero waste

- Use materials, like bottles, glasses, plates, etc... you can recycle and challenge yourself to organise a zero waste event.



Educate about sustainability

- While implementing the event, you can highlight the importance of sustainability and joint effort in addressing it, to the participants of the event.



Materials you can recycle

- Incorporate recycled and upcycled materials and elements where possible. Single-use items can produce a vast amount of waste and damage the planet.



Support green and active transport

- Motivate participants to travel to the event in a greener or active way, for example biking, walking or using public transport.



Eco-friendly event merchandise

- If you would like to give out the merchandise, make sure it is made of sustainable materials such as bamboo, recycled materials, or organic cotton.

5. Conclusions

5.1 Executive Summary

Based on extensive research on women's participation in the sports sector conducted by the GAP WOMEN partnership in 2023, there is a significant difference in the number of men and women licensed in organised sport. This is true in 90% of sports in most European countries. Moreover, the [Analytical Report published by the All In Plus joint European Union-Council of Europe project](#) (Council of Europe, 2025) highlights a significant gender gap in participation. Men dominate overall membership (35%), followed by boys (28%), girls (20%), and women (17%), indicating that gender imbalances persist across age groups. This report, which analysed data collected in 21 countries^[2] also underlines that adult women's participation is particularly low at 27% compared to 73% for men, underscoring a critical retention issue for women in sports.

Chart1: Membership in Sport Federations

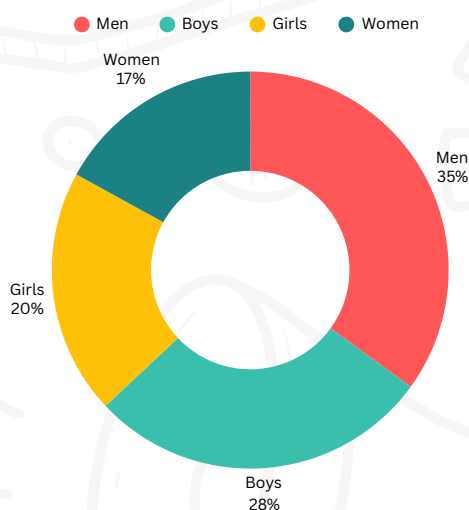
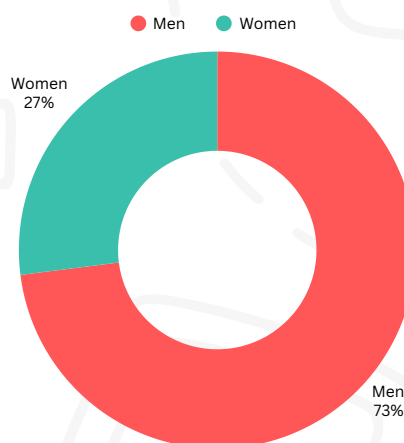


Chart2: Adult participation in sport and physical activity



²Albania, Austria, Belgium, Cyprus, Czechia, Finland, France, Georgia, Greece, Iceland, Israel, Kosovo, Lithuania, Montenegro, Malta, Netherlands, Portugal, Spain, Sweden, Switzerland, and Ukraine

It is not easy to pinpoint the factors that influence this (financial issues, gender stereotypes, etc.). Yet what is clear is the looming influence and pressure exerted by the patriarchal discourse on gender equality in sports, not to mention the influence of the media. Moreover, while gender inequalities in participation rates are true for all sports, this is particularly true regarding certain sports traditionally associated with men.

The [Gender Actions to increase Women's Participation in Sports \(GAP WOMEN\) project](#) is a European program led by the Union of Sport Federations of Catalonia (UFEC), co-funded by the European Commission with the aim of eliminating the gender gap in federated sport and promoting inclusive and sustainable sport.

The GAP WOMEN primary objective centred on promoting women's participation in sport in order to increase the number of women's federation licences while also promoting inclusive and sustainable sport. To this end, it took as its starting point a preliminary study on the current situation of the gender gap in sport and will empower federations and other organisations by offering training (online to drive digitalisation in the industry) and tools to further good practices.

Building on the GAP WOMEN findings from the Literature Review and Mapping, the Communication Campaigns, the Online Course, as well as insights from partners and their members, this handbook proposes recommendations to increase women's participation in sport. The following publications and tools are accessible on the GAP WOMEN website:

-  [Literature Review and Mapping](#)
-  [Online Course](#)

These suggestions are aligned with European policies and guidelines from the Council of Europe, the European Union, and the representative of the European grassroots sport movement. Namely, the following documents have guided the drafting of the GAP WOMEN recommendations to increase for women's participation in sport:

- ➡ **All In Plus: Promoting Greater Gender Equality in Sport.** Analytical Report of the Data Collected: Insights into Trends and Progress (Council of Europe, 2025), from the All In Plus joint EU-Council of Europe project (2023-2025). Downloadable from the [Council of Europe website](#).
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The publications above address their recommendations to a diversity of actors in the field of sport, including the European Commission, Member States, International and National Sport Federations, and grassroot entities. They tackle all aspects of gender equality in sport such as participation, coaching and officiating, leadership, social and economic aspects of sport, media coverage and gender-based violence. Although acknowledging that all areas are complementary and contribute to reaching a common goal, the GAP WOMEN partnership specifically looked at aspects related to women's participation in sports.

This handbook covers the actions undertaken at grassroots level by sport clubs and federations, under the initiative of their leaders, managers, and volunteers.

5.2 Recommendations to increase women's participation in sport

In all the recommendations above, the partnership advises to **adopt an intersectional approach**. Women are not a homogenous group, and recognising the diverse experiences of transgender women, women with disabilities, heterosexual women, queer women, migrant women, lesbian women, intersex women, and everyone who identifies as a woman, is crucial in addressing systemic oppressions such as cis-heteronormativity, patriarchal attitudes, whiteness, ableism, ageism, and xenophobia. Everyone should be welcome in sport.



Safe Activities and Facilities

- **Creation of gender equality and safeguarding policies** for girls and women in all their diversity
- **Securing availability of safe facilities** and equipment for all girls and women
- **Development of disciplinary measures and procedures** regarding gender-based violence/abuse/harassment and hate speech in codes of ethics and establishment of support services for those affected
- **Involvement of women in the development and delivery of the sport programmes** to ensure their vision and needs are voiced. This goes along with the promotion and empowerment of women in leadership positions.
- **Creation of support initiatives** that make physical activity and sports participation more accessible to women, such as subsidised fees, childcare support, and culturally sensitive programmes

● **Implementation of obligatory education training on equality, diversity and inclusion** for all people involved in sport and physical activity. In sport clubs, everyone would benefit from such training courses including coaches, volunteers, board members, staff, parents and guardians.

The GAP WOMEN partnership recommends using the two guidelines presented in the handbook to organise equal, inclusive and sustainable events. Practical checklists are available for sport organisers.



Promotion and Visibility

● **Launch of campaigns and programmes** to attract girls and women focusing on addressing drop-out rates during adolescence

● **Organisation of promotional events** designed by women and dedicated to women to present the sport activities and opportunities to be involved (referring, coaching, managing, volunteering). Creativity on the format is possible (e.g. festival) as well as partnerships to engage with other communities and institutions (e.g. schools)

● **Review of organisational media presence** and setting up an equality media guide to improve media coverage and representation of women in sport, leading to:

- Visibility of diverse women role models in the communities to inspire new generations of women in sport

- Clear communication in promoting (not preaching) physical activity to women

- Development of effective strategies to communicate inclusively and engage all women in physical activity



Equality Plan

- **Development and implementation of equality action plans**
- **Appointment of coordinators for gender equality** (e.g. sustainability coordinator, gender officer) to oversee the implementation of the in your club or federation
- **Monitoring and evaluation** of the achievements to extract main learnings and adjust future actions

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HANDBOOK ON WOMEN'S PARTICIPATION IN SPORT

Deliverable D3.5

Project Reference: 101049967

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SUMMARY

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Project partners



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Executive Summary

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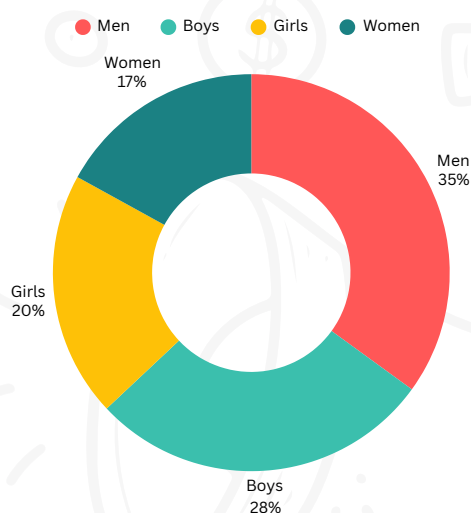
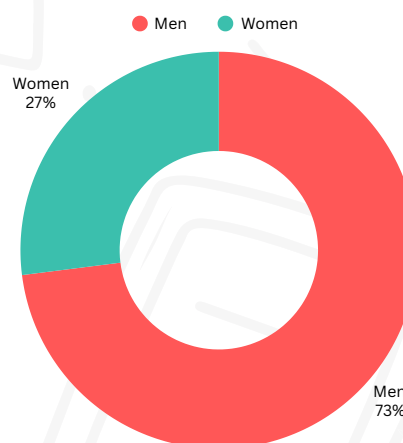


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Recommendations to increase women's participation in sport

In all the recommendations above, the partnership advises to **adopt an intersectional approach**. Women are not a homogenous group, and recognising the diverse experiences of transgender women, women with disabilities, heterosexual women, queer women, migrant women, lesbian women, intersex women, and everyone who identifies as a woman, is crucial in addressing

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- **Creation of gender equality and safeguarding policies** for girls and women in all their diversity
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- **Creation of support initiatives** that make physical activity and sports participation more accessible to women, such as subsidised fees, childcare support, and culturally sensitive programmes

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➡ **Promotion and Visibility**

- **Launch of campaigns and programmes** to attract girls and women focusing on addressing drop-out rates during adolescence
- **Organisation of promotional events** designed by women and dedicated to women to present the sport activities and opportunities to be involved (referring, coaching, managing, volunteering). Creativity on the format is possible (e.g. festival) as well as partnerships to engage with other communities and institutions (e.g. schools)

- **Review of organisational media presence** and setting up an equality media guide to improve media coverage and representation of women in sport, leading to:

- **Visibility of diverse women role models** in the communities to inspire new generations of women in sport
- **Clear communication** in promoting (not preaching) physical activity to women
- **Development of effective strategies to communicate inclusively** and engage all women in physical activity



Equality Plan

- **Development and implementation of equality action plans**
- **Appointment of coordinators for gender equality** (e.g. sustainability coordinator, gender officer) to oversee the implementation of the in your club or federation
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MANUAL SOBRE LA PARTICIPACIÓN DE LAS MUJERES EN EL DEPORTE

RESUMEN

Deliverable D3.5

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Resumen

Basado en una extensa investigación sobre la participación de las mujeres en el sector deportivo realizada por la asociación GAP WOMEN en 2023, se ha identificado una diferencia significativa en el número de hombres y mujeres con licencia en el deporte organizado. Esto se observa en el 90% de los deportes en la mayoría de los países europeos. Además, según el Informe Analítico publicado por el proyecto conjunto [All In Plus de la Unión Europea y el Consejo de Europa](#) (Consejo de Europa, 2025), las mujeres y niñas representan solo el 31% de los miembros de federaciones deportivas, evidenciando una importante brecha de género en la participación. Los hombres dominan la membresía total (35%), seguidos por los niños (28%), las niñas (20%) y las mujeres (17%), lo que indica que los desequilibrios de género persisten en todos los grupos de edad. Este informe, basado en datos recopilados en 21 países, también destaca que la participación de mujeres adultas es particularmente baja, con solo 27% frente al 73% de los hombres, lo que subraya un problema crítico de retención de mujeres en el deporte.

Gráfico 1: Afiliación a Federaciones Deportivas

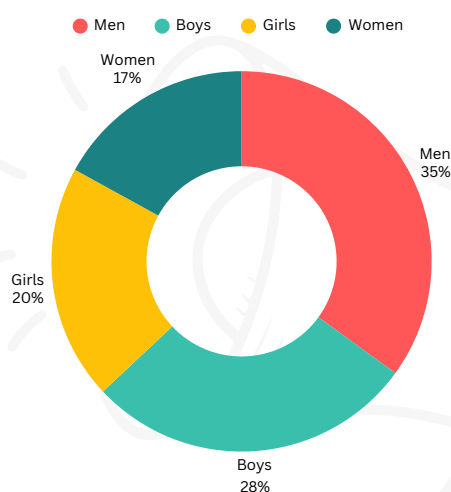
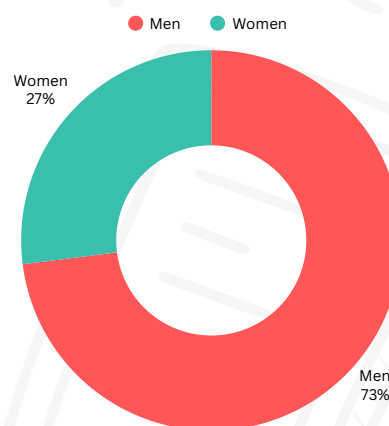


Gráfico 2: Participación de adultos en el deporte y la actividad física



No es fácil identificar con precisión los factores que influyen en esta brecha (problemas financieros, estereotipos de género, etc.). Sin embargo, lo que es claro es la influencia persistente del discurso patriarcal sobre la igualdad de género en el deporte, así como el impacto de los medios de comunicación. Además, aunque las desigualdades de género en los niveles de participación se observan en todos los deportes, la brecha es aún más evidente en aquellos tradicionalmente asociados con los hombres.

El proyecto Gender Actions to increase Women's Participation in Sports (GAP WOMEN) es un programa europeo liderado por la Unión de Federaciones Deportivas de Cataluña (UFEC) y cofinanciado por la Comisión Europea. Su objetivo es eliminar la brecha de género en el deporte federado y fomentar un deporte inclusivo y sostenible.

El principal objetivo del GAP WOMEN es promover la participación de las mujeres en el deporte, incrementando el número de licencias federativas femeninas y promoviendo un deporte inclusivo y sostenible. Para ello, se ha realizado un estudio preliminar sobre la situación actual de la brecha de género en el deporte y se han desarrollado herramientas de formación (incluidas opciones online para fomentar la digitalización en el sector) y buenas prácticas para capacitar a federaciones y otras organizaciones.

A partir de los hallazgos obtenidos en la Revisión Bibliográfica y Mapeo, las Campañas de Comunicación, el Curso Online y las aportaciones de socios y miembros, este manual propone recomendaciones para aumentar la participación de las mujeres en el deporte.

Las siguientes publicaciones y herramientas están disponibles en la web del proyecto GAP WOMEN:

- ➡ [Revisión Bibliográfica y Mapeo](#)
- ➡ [Curso online](#)

Estas recomendaciones están alineadas con las políticas europeas y las directrices del Consejo de Europa, la Unión Europea y representantes del movimiento deportivo de base europeo. En particular, los siguientes documentos han guiado la elaboración de las recomendaciones del GAP WOMEN para aumentar la participación femenina en el deporte:

- 1 All In Plus: Promoting Greater Gender Equality in Sport.** Analytical Report of the Data Collected: Insights into Trends and Progress (Council of Europe, 2025), from the All In Plus joint EU-Council of Europe project (2023-2025). Disponible en [Council of Europe website](#).
- 2 Women's Participation in Sport Across Europe. 2023 Research Summary:** Recommendations (EWS ENGSO, 2023) from the Equality Within Sport (EWS) Committee of the European Non-Governmental Sports Organisation (ENGSO). Disponible en [ENGSO Education website](#).
- 3 Toward more Gender Equality in Sport.** Recommendations and Action Plan from the High Level Group on Gender Equality in Sport (European Union, 2022). Disponible en [European Union's library of publications](#).

Las publicaciones anteriores presentan recomendaciones dirigidas a diversos actores en el ámbito deportivo, incluyendo la Comisión Europea, los Estados Miembros, las Federaciones Deportivas Internacionales y Nacionales, y las entidades deportivas de base. Se abordan diferentes aspectos de la igualdad de género en el deporte, como la participación, el arbitraje y la dirección técnica, el liderazgo, los aspectos sociales y económicos, la cobertura mediática y la violencia de género.

Si bien se reconoce que todas estas áreas son complementarias y contribuyen a alcanzar un objetivo común, la asociación GAP WOMEN se ha centrado específicamente en la participación de las mujeres en el deporte. Este manual cubre las acciones emprendidas a nivel de base por clubes y federaciones deportivas, bajo la iniciativa de sus líderes, gestores y voluntarios.

Recomendaciones para aumentar la participación de las mujeres en el deporte



Las recomendaciones enfatizan la necesidad de **adoptar un enfoque interseccional**, reconociendo que las mujeres no son un grupo homogéneo. Es fundamental considerar la diversidad de experiencias de mujeres trans, mujeres con discapacidad, mujeres heterosexuales, mujeres queer, mujeres migrantes, mujeres lesbianas, mujeres intersexuales y todas aquellas que se identifican como mujeres. Para abordar las opresiones sistémicas como la cis-heteronormatividad, el patriarcado, el racismo, el capacitismo, el edadismo y la xenofobia, el deporte debe ser un espacio inclusivo para todas.

➔ Actividades y Espacios Seguros

- **Creación de políticas de igualdad de género** y salvaguarda para niñas y mujeres en toda su diversidad
- **Garantía de instalaciones y equipamiento** seguros y accesibles para todas.
- **Desarrollo de medidas disciplinarias** para abordar la violencia de género, el acoso y el discurso de odio, además de la creación de servicios de apoyo.
- **Participación activa de mujeres** en el diseño y ejecución de programas deportivos.

- **Creación de iniciativas que faciliten el acceso al deporte**, como tarifas subvencionadas, apoyo en el cuidado infantil y programas culturalmente sensibles.
- **Implementación de formación obligatoria** en igualdad, diversidad e inclusión para entrenadores, voluntarios, directivos y familias en los clubes deportivos.

La asociación GAP WOMEN recomienda utilizar las dos directrices presentadas en el manual para organizar eventos igualitarios, inclusivos y sostenibles. Se encuentran disponibles listas de verificación prácticas para los organizadores deportivos.

Promoción y Visibilidad

- **Lanzamiento de campañas** para atraer a niñas y mujeres, con especial atención a la prevención del abandono en la adolescencia.
- **Organización de eventos diseñados y dedicados a mujeres** para dar a conocer oportunidades deportivas en arbitraje, entrenamiento, gestión y voluntariado.
- **Mejora de la presencia mediática** de las organizaciones deportivas mediante guías de comunicación con perspectiva de género para:

- **Aumentar la visibilidad de mujeres** referentes en el deporte
- **Promover la actividad física** para mujeres sin estereotipos ni imposiciones.
- **Desarrollar estrategias de comunicación inclusivas.**

➡ **Plan de Igualdad**

- **Desarrollo e implementación de planes de igualdad en federaciones y clubes**
- **Designación de coordinadores de igualdad de género** para supervisar su aplicación.
- **Monitoreo y evaluación** de los avances para ajustar estrategias futuras.



MANUAL SOBRE A PARTICIPAÇÃO DAS MULHERES NO DESPORTO

RESUMO

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Parceiros do projeto



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Resumo

Com base numa extensa investigação sobre a participação das mulheres no sector do desporto realizada pela parceria GAP WOMEN em 2023, existe uma diferença significativa no número de homens e mulheres licenciados no desporto organizado. Isto é verdade em 90% dos desportos, na maioria dos países europeus. Além disso, de acordo com o Relatório Analítico publicado pelo projeto conjunto [All In Plus da União Europeia e do Conselho da Europa](#) (2025), as mulheres e as raparigas representam apenas 31% de todos os membros das federações desportivas, o que evidencia uma diferença significativa de género na participação.

Os homens dominam o número total de membros (35%), seguidos pelos rapazes (28%), raparigas (20%) e mulheres (17%), o que indica que os desequilíbrios de género persistem em todos os grupos etários. Este relatório, que analisou dados recolhidos em 21 países, sublinha igualmente que a participação das mulheres adultas é particularmente baixa (27% contra 73% para os homens), o que evidencia um problema crítico de retenção das mulheres no desporto.

Gráfico 1: Afiliação a Federações Desportivas

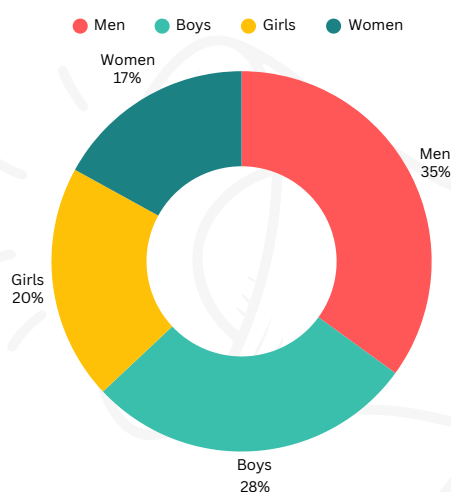
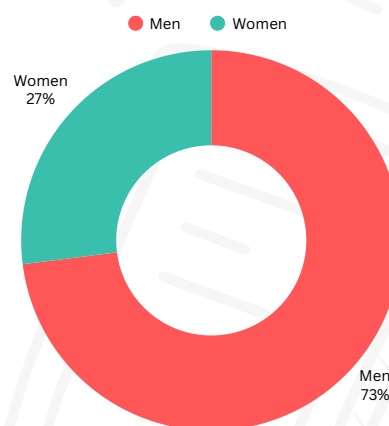


Gráfico 2: Participação de adultos no desporto e na atividade física



Não é fácil identificar os factores que influenciam esta situação (questões financeiras, estereótipos de género, etc.). No entanto, o que é evidente é a influência e a pressão exercidas pelo discurso patriarcal sobre a igualdade entre homens e mulheres no desporto, para não falar da influência dos meios de comunicação social. Além disso, se as desigualdades entre homens e mulheres nas taxas de participação se verificam em todos os desportos, isso é particularmente verdade em relação a certos desportos tradicionalmente associados aos homens.

O [Gender Actions to increase Women's Participation in Sports \(GAP WOMEN\) project](#) é um programa europeu liderado pela Union of Sport Federations of Catalonia (UFEC), cofinanciado pela Comissão Europeia, com o objetivo de eliminar a disparidade de género no desporto federado e promover o desporto inclusivo e sustentável. O objetivo principal do GAP WOMEN centra-se na promoção da participação das mulheres no desporto, com o objetivo de aumentar o número de inscrições femininas nas federações, promovendo simultaneamente o desporto inclusivo e sustentável.

Para o efeito, tomou como ponto de partida um estudo preliminar sobre a situação atual das disparidades entre homens e mulheres no desporto e capacitará as federações e outras organizações, oferecendo formação (em linha para impulsionar a digitalização no sector) e ferramentas para promover boas práticas.

Com base nas conclusões do GAP WOMEN resultantes da revisão da literatura e do mapeamento, das campanhas de comunicação, do curso em linha, bem como das ideias dos parceiros e dos seus

membros, este manual propõe recomendações para aumentar a participação das mulheres no desporto.

As seguintes publicações e ferramentas estão acessíveis na página Web do GAP WOMEN:

- ➡ [Revisão da Literatura e Mapeamento](#)
- ➡ [Curso online](#)

Estas sugestões estão em consonância com as políticas e orientações europeias do Conselho da Europa, da União Europeia e do representante do movimento europeu do desporto de base. Nomeadamente, os seguintes documentos orientaram a elaboração das recomendações do GAP WOMEN para aumentar a participação das mulheres no desporto:

1 **All In Plus: Promover uma maior igualdade de género no desporto.** Relatório analítico dos dados recolhidos: Insights sobre tendências e progressos (Conselho da Europa, 2025), do projeto conjunto All In Plus UE-Conselho da Europa (2023-2025). Pode ser descarregado do sítio Web [Council of Europe website](#).

2 **Participação das mulheres no desporto em toda a Europa.** Resumo da investigação de 2023: Recomendações (EWS ENGSO, 2023) do Comité para a Igualdade no Desporto (EWS) da Organização Desportiva Não Governamental Europeia (ENGSO). Descarregável a partir do sítio Web [ENGSO Education website](#).

3 Rumo a uma maior igualdade de género no desporto.

Recomendações e Plano de Ação do Grupo de Alto Nível para a Igualdade de Género no Desporto (União Europeia, 2022). Descarregável a partir de [European Union's library of publications](#).

As publicações acima referidas dirigem as suas recomendações a uma diversidade de intervenientes no domínio do desporto, incluindo a Comissão Europeia, os Estados-Membros, as federações desportivas internacionais e nacionais e as entidades de base.

Abordam todos os aspectos da igualdade entre homens e mulheres no desporto, como a participação, o treino e a arbitragem, a liderança, os aspetos sociais e económicos do desporto, a cobertura mediática e a violência baseada no género. Embora reconhecendo que todas as áreas são complementares e contribuem para alcançar um objetivo comum, a parceria GAP WOMEN debruçou-se especificamente sobre aspetos relacionados com a participação das mulheres no desporto. Este manual abrange as ações empreendidas ao nível da base por clubes e federações desportivas, sob a iniciativa dos seus dirigentes, gestores e voluntários.

Recomendações para aumentar a participação das mulheres no desporto

Em todas as recomendações acima, a parceria aconselha a **adoção de uma abordagem interseccional**. As mulheres não são um grupo homogéneo, e reconhecer as diversas experiências de mulheres transgénero, mulheres com deficiência, mulheres heterossexuais, mulheres queer, mulheres migrantes, mulheres lésbicas, mulheres intersexo e todas as pessoas que se identificam como mulheres é crucial para enfrentar opressões sistémicas como a cis-heteronormatividade, atitudes patriarcais, supremacia branca, capacitismo, idadeismo e xenofobia. Todos devem ser bem-vindos no desporto.

➡ Atividades e instalações seguras

- **Criação de políticas de igualdade de género** e de proteção das raparigas e das mulheres em toda a sua diversidade
- **Garantia da disponibilidade de instalações e equipamentos** seguros para todas as raparigas e mulheres
- **Desenvolvimento de medidas e procedimentos disciplinares** relativos à violência/abuso/assédio com base no género e discurso de ódio nos códigos de ética e criação de serviços de apoio para as pessoas afectadas
- **Envolvimento das mulheres no desenvolvimento e execução dos programas desportivos** para garantir que a sua visão e necessidades sejam expressas. Isto é acompanhado pela promoção e capacitação das mulheres em posições de liderança.

- **Criação de iniciativas de apoio que tornem a atividade física e a participação desportiva mais acessíveis** às mulheres, tais como taxas subsidiadas, apoio a cuidados infantis e programas culturalmente sensíveis
- **Implementação de formação obrigatória** sobre igualdade, diversidade e inclusão para todas as pessoas envolvidas no desporto e na atividade física. Nos clubes desportivos, todos beneficiariam desses cursos de formação, incluindo treinadores, voluntários, membros da direção, funcionários, pais e encarregados de educação.

A parceria GAP WOMEN recomenda a utilização das duas diretrizes apresentadas no manual para organizar eventos equitativos, inclusivos e sustentáveis. Estão disponíveis listas de verificação práticas para os organizadores desportivos.

➡ **Promoção e Visibilidade**

- **Lançamento de campanhas e programas** para atrair raparigas e mulheres, centrados no combate às taxas de abandono escolar durante a adolescência
- **Organização de eventos promocionais** concebidos por mulheres e dedicados às mulheres para apresentar as atividades desportivas e as oportunidades de envolvimento (referência, treino, gestão, voluntariado). É possível usar de criatividade no formato (por exemplo, festival), bem como estabelecer parcerias para envolver outras comunidades e instituições (por exemplo, escolas)

- **Revisão da presença da organização nos meios de comunicação social** e criação de um guia para a igualdade nos meios de comunicação social, a fim de melhorar a cobertura mediática e a representação das mulheres no desporto, conduzindo a:

- **Visibilidade de diversos modelos de mulheres** nas comunidades para inspirar novas gerações de mulheres no desporto
- **Comunicação clara** na promoção (não na pregação) da atividade física para as mulheres
- **Desenvolvimento de estratégias eficazes** para comunicar de forma inclusiva e envolver todas as mulheres na atividade física

➡ **Plano de Igualdade**

- **Desenvolvimento e implementação de planos de ação para a igualdade**
- **Nomeação de coordenadores para a igualdade de género** (por exemplo, coordenador de sustentabilidade, responsável pela igualdade de género) para supervisionar a implementação do plano de ação no seu clube ou federação
- **Monitorização e avaliação dos resultados** para extrair as principais aprendizagens e ajustar as acções futuras



MANUALE SULLA PARTECIPAZIONE DELLE DONNE ALLO SPORT

SINTESI

Deliverable D3.5

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Sulla base di un'ampia ricerca sulla partecipazione delle donne al settore sportivo condotta dalla partnership GAP WOMEN nel 2023, esiste una differenza significativa nel numero di uomini e donne tesserati nello sport organizzato. Questo è vero nel 90% degli sport nella maggior parte dei Paesi europei. Inoltre, secondo [la relazione analitica pubblicata dal progetto congiunto Unione Europea-Consiglio d'Europa All In Plus](#) (Consiglio d'Europa, 2025), le donne e le ragazze rappresentano solo il 31% di tutti i membri delle federazioni sportive, evidenziando un significativo divario di genere nella partecipazione. Gli uomini dominano l'affiliazione complessiva (35%), seguiti dai ragazzi (28%), dalle ragazze (20%) e dalle donne (17%), indicando che gli squilibri di genere persistono in tutte le fasce d'età. Il rapporto, che ha analizzato i dati raccolti in 21 Paesi, sottolinea anche che la partecipazione delle donne adulte è particolarmente bassa, pari al 27% rispetto al 73% degli uomini, evidenziando un problema critico di mantenimento delle donne nello sport.

Grafico1: Affiliazione alle Federazioni sportive

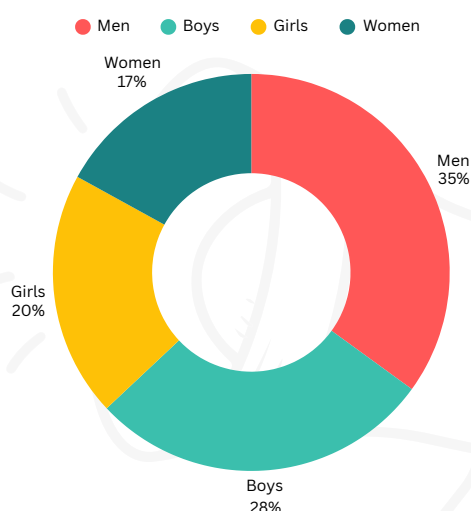
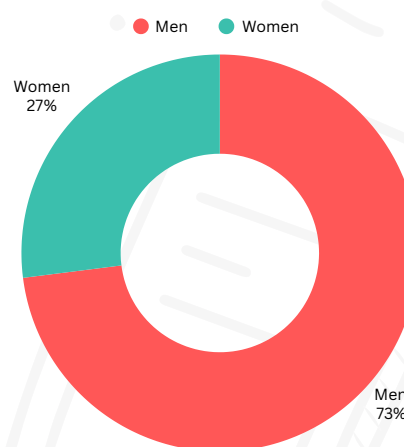


Grafico2: Partecipazione degli adulti allo sport e all'attività fisica



Non è facile individuare i fattori che influenzano questo fenomeno (questioni finanziarie, stereotipi di genere, ecc.). Tuttavia, ciò che è chiaro è l'influenza e la pressione incombenti esercitata dal discorso patriarcale sull'uguaglianza di genere nello sport, per non parlare dell'influenza dei media. Inoltre, mentre le disuguaglianze di genere nei tassi di partecipazione sono vere per tutti gli sport, ciò è particolarmente vero per alcuni sport tradizionalmente associati agli uomini.

Il progetto [Gender Actions to increase Women's Participation in Sports \(GAP WOMEN\)](#) è un programma europeo guidato dall'Unione delle Federazioni Sportive della Catalogna (UFEC), cofinanziato dalla Commissione Europea con l'obiettivo di eliminare il divario di genere nello sport federato e promuovere uno sport inclusivo e sostenibile.

L'obiettivo primario di GAP WOMEN era incentrato sulla promozione della partecipazione delle donne allo sport, al fine di aumentare il numero di licenze della federazione femminile promuovendo al contempo uno sport inclusivo e sostenibile. A tal fine, ha preso come punto di partenza uno studio preliminare sulla situazione attuale del divario di genere nello sport e rafforzerà le federazioni e altre organizzazioni offrendo formazione (online per favorire la digitalizzazione del settore) e strumenti per promuovere le buone pratiche.

Sulla base dei risultati ottenuti da GAP WOMEN con l'analisi e la mappatura della letteratura, le campagne di comunicazione e il corso online, nonché le intuizioni dei partner e dei loro membri, questo manuale propone raccomandazioni per aumentare la partecipazione delle donne allo sport.

Le seguenti pubblicazioni e strumenti sono accessibili sul sito web di GAP WOMEN:

- ➡ [Revisione e mappatura della letteratura](#)
- ➡ [Corso online](#)

Questi suggerimenti sono in linea con le politiche e le linee guida europee del Consiglio d'Europa, dell'Unione Europea e dei rappresentanti del movimento sportivo di base europeo. In particolare, i seguenti documenti hanno guidato la stesura delle raccomandazioni di GAP WOMEN per aumentare la partecipazione delle donne allo sport:

- 1 All in Plus: promuovere una maggiore uguaglianza di genere nello sport.** Rapporto analitico dei dati raccolti: approfondimenti sulle tendenze e sui progressi (Council of Europe, 2025), dal progetto congiunto UE-Consiglio d'Europa All In Plus (2023-2025). Scaricabile dal [Council of Europe website](#).
- 2 La partecipazione delle donne allo sport in Europa. Sintesi della ricerca 2023:** Raccomandazioni (EWS ENGSO, 2023) del Comitato per l'uguaglianza nello sport (EWS) dell'Organizzazione sportiva non governativa europea (ENGSO). Scaricabile dal [ENGSO Education website](#).
- 3 Verso una maggiore uguaglianza di genere nello sport. Raccomandazioni e piano d'azione del gruppo ad alto livello sull'uguaglianza di genere nello sport** (Unione europea, 2022). Scaricabile dal [European Union's library of publications](#).

Le pubblicazioni di cui sopra rivolgono le loro raccomandazioni a una varietà di attori nel campo dello sport, tra cui la Commissione europea, gli Stati membri, le federazioni sportive internazionali e nazionali e gli enti di base. Affrontano tutti gli aspetti dell'uguaglianza di genere nello sport, come la partecipazione, l'allenamento e l'arbitraggio, la leadership, gli aspetti sociali ed economici dello sport, la copertura mediatica e la violenza di genere. Pur riconoscendo che tutti i settori sono complementari e contribuiscono al raggiungimento di un obiettivo comune, il partenariato GAP WOMEN ha esaminato in modo specifico gli aspetti relativi alla partecipazione delle donne allo sport.

Questo manuale copre le azioni intraprese a livello di base dai club e dalle federazioni sportive, sotto l'iniziativa dei loro dirigenti, dirigenti e volontari.

Raccomandazioni per aumentare la partecipazione delle donne allo sport

In tutte le raccomandazioni di cui sopra, il partenariato consiglia di adottare un approccio intersezionale. Le donne non sono un gruppo omogeneo e riconoscere le diverse esperienze delle donne transgender, delle donne con disabilità, delle donne eterosessuali, delle donne queer, delle donne migranti, delle donne lesbiche, delle donne intersessuali e di tutti coloro che si identificano come donne, è fondamentale per affrontare le oppressioni

sistemiche come la cis-eteronormatività, gli atteggiamenti patriarcali, la bianchezza, l'abilismo, l'ageismo e la xenofobia. Tutti dovrebbero essere i benvenuti nello sport.

Attività e strutture sicure

- **Creazione di politiche per l'uguaglianza di genere e la salvaguardia** delle ragazze e delle donne in tutta la loro diversità
- **Garantire la disponibilità di strutture** e attrezzature sicure per tutte le ragazze e le donne
- **Sviluppo di misure e procedure disciplinari** in materia di violenza/abuso/molestie e incitamento all'odio di genere nei codici etici e istituzione di servizi di supporto per le persone colpite
- **Coinvolgimento delle donne nello sviluppo e nella realizzazione dei programmi sportivi** per garantire che la loro visione e le loro esigenze siano espresse. Ciò va di pari passo con la promozione e l'empowerment delle donne in posizioni di leadership.
- **Creazione di iniziative di sostegno** che rendano l'attività fisica e la partecipazione sportiva più accessibili alle donne, come rette agevolate, sostegno all'infanzia e programmi culturalmente sensibili.

- **Implementazione della formazione obbligatoria sull'uguaglianza, la diversità e l'inclusione** per tutte le persone coinvolte nello sport e nell'attività fisica. Nelle società sportive, tutti trarrebbero beneficio da tali corsi di formazione, compresi gli allenatori, i volontari, i membri del consiglio di amministrazione, il personale, i genitori e i tutori.

Il partenariato GAP WOMEN raccomanda di utilizzare le due linee guida presentate nel manuale per organizzare eventi paritari, inclusivi e sostenibili. Per gli organizzatori sportivi sono disponibili pratiche liste di controllo.

➡ **Promozione e Visibilità**

- **Lancio di campagne e programmi** per attirare ragazze e donne, concentrandosi sulla lotta ai tassi di abbandono scolastico durante l'adolescenza
- **Organizzazione di eventi promozionali** ideati da donne e dedicati alle donne per presentare le attività sportive e le opportunità di coinvolgimento (referente, coaching, management, volontariato). È possibile creare creatività sul formato (ad es. festival) e collaborare con altre comunità e istituzioni (ad es. scuole)

- **Revisione della presenza dei media organizzativi** e creazione di una guida per i media sull'uguaglianza per migliorare la copertura mediatica e la rappresentazione delle donne nello sport, che porti a:

- **Visibilità di diversi modelli di ruolo femminili** nelle comunità per ispirare le nuove generazioni di donne nello sport
- **Comunicazione chiara** nel promuovere (non predicare) l'attività fisica alle donne
- **Sviluppo di strategie efficaci per comunicare in modo inclusivo** e coinvolgere tutte le donne nell'attività fisica

➡ **Piano di uguaglianza**

- **Sviluppo e attuazione di piani d'azione per la parità**
- **Nomina di coordinatori per l'uguaglianza di genere** (ad es. coordinatore della sostenibilità, responsabile per le pari opportunità) per supervisionare l'attuazione dell' nel club o nella federazione
- **Monitoraggio e valutazione** dei risultati per estrarre i principali insegnamenti e adeguare le azioni future.



RECOMMANDATIONS POUR PROMOUVOIR L'INCLUSION DES FEMMES DANS LE SPORT

RÉSUMÉ

Deliverable D3.5

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Partenaires du projet



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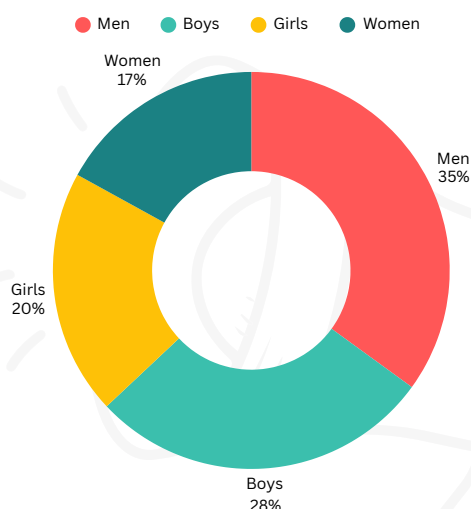
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Résumé

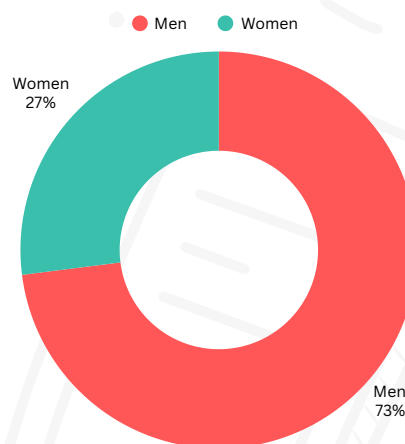


Les recherches menées par le partenariat GAP WOMEN en 2023 sur la participation des femmes dans le sport montrent un grand écart entre le nombre d'hommes et de femmes licenciés. Dans 90 % des sports en Europe, il y a beaucoup plus d'hommes que de femmes. D'après un [rapport publié en 2025](#) par le projet All In Plus, une initiative de l'Union européenne et du Conseil de l'Europe, les femmes et les filles ne représentent que 31 % des membres des fédérations sportives. En détail, les hommes forment 35 % des membres, suivis des garçons (28 %), des filles (20 %) et des femmes (17 %). Cela tant à montrer que les inégalités sont présentes à tous les âges. Ce rapport, analysant les données de 21 pays, indique aussi que la participation des femmes adultes dans le sport est particulièrement faible (27 % contre 73 % pour les hommes), ce qui souligne un problème important : la difficulté à maintenir les femmes actives et engagées dans le monde du sport.

Graphiq 1: Affiliations aux fédérations sportives



Graphiq 2: Participation des adultes au sport et à l'activité physique



Les raisons de cette situation (finances, stéréotypes de genre, etc.) sont multiples, mais il est évident que le patriarcat et l'influence des médias jouent un rôle important dans l'égalité des sexes dans le sport. De plus, les inégalités sont encore plus visibles dans certaines pratiques traditionnellement dominés par les hommes.

[Le projet GAP WOMEN](#) (Gender Actions to Increase Women's Participation in Sports) est un programme européen porté par l'Union des fédérations sportives de Catalogne (UFEC), cofinancé par la Commission européenne dont Sport et Citoyenneté est partenaire. Son objectif est de réduire l'écart entre les sexes dans le sport fédéré et de promouvoir un sport inclusif et durable.

Le but principal du projet GAP WOMEN est d'encourager la participation des femmes dans le sport, d'augmenter le nombre de licences féminines et de promouvoir un sport inclusif. Une étude préliminaire a été menée pour analyser la situation actuelle et identifier des solutions. Le projet met à disposition des fédérations sportives et d'autres organisations des formations en ligne et des outils pratiques pour mettre en place des bonnes pratiques et favoriser la numérisation du secteur.

Ce guide, basé sur les résultats de l'étude documentaire, de la cartographie et des campagnes de communication, propose des recommandations pour augmenter la participation des femmes dans le sport.

Les publications et outils suivants sont accessibles sur le site du projet GAP WOMEN:

- ➡ [Analyse documentaire et cartographie](#)
- ➡ [Formation en ligne](#)

Les recommandations s'alignent avec les politiques européennes, les lignes directrices du Conseil de l'Europe et de l'Union européenne, ainsi qu'avec les principes du mouvement sportif européen. Elles s'appuient sur des documents, qui ont guidé la rédaction des recommandations de GAP WOMEN pour accroître la participation des femmes dans le sport :

- 1 All In Plus** : Promouvoir l'égalité entre les hommes et les femmes dans le sport. Rapport analytique des données collectées : Insights into Trends and Progress (Conseil de l'Europe, 2025), du projet commun UE-Conseil de l'Europe (2023-2025). [Téléchargeable sur le site du Conseil de l'Europe](#)
- 2 La participation des femmes au sport en Europe. 2023** Research Summary : Recommandations (EWS ENGSO, 2023) du Comité pour l'égalité dans le sport (EWS) de l'Organisation européenne non gouvernementale pour le sport (ENGSO). [Téléchargeable sur le site de l'ENGSO Education.](#)
- 3 Vers plus d'égalité entre les femmes et les hommes dans le sport.** Recommandations et plan d'action du groupe de haut niveau sur l'égalité dans le sport (Union européenne, 2022). [Téléchargeable depuis la bibliothèque des publications de l'Union européenne.](#)

Ces documents donnent des recommandations pour différents acteurs du secteur sportif, comme la Commission européenne, les États membres, les fédérations sportives internationales et nationales, ainsi que les acteurs locaux. Ils abordent plusieurs sujets liés à l'égalité hommes-femmes dans le sport : participation, entraînement, arbitrage, leadership, couverture médiatique et lutte contre la violence fondée sur le genre. Bien que tous ces aspects soient importants pour atteindre l'égalité, le projet GAP WOMEN se concentre sur la participation des femmes dans le sport.

Ce manuel présente des actions locales mises en place par les clubs et fédérations sportives, avec le soutien de leurs dirigeants, gestionnaires et bénévoles.

Recommandations pour augmenter la participation des femmes au sport

Le partenariat GAP WOMEN recommande **d'adopter une approche qui reconnaît les différentes expériences des femmes**. Les femmes ne sont pas un groupe homogène. Il est essentiel de prendre en compte les réalités des femmes transgenres, des femmes handicapées, des femmes hétérosexuelles, queer, migrantes, lesbiennes, intersexuées, et de toutes les personnes qui s'identifient comme des femmes. Cela permet de lutter contre les

discriminations comme l'hétéronormativité, le patriarcat, le racisme, le capacitisme, l'âgisme et la xénophobie. Tout le monde devrait se sentir bienvenu dans le sport.



Créer des activités et des installations sûres

- **Mettre en place des politiques d'égalité des sexes et de protection des filles** et des femmes dans toute leur diversité.
- **Garantir l'accès à des installations sportives** sûres pour toutes les filles et les femmes
- **Ajouter des mesures contre la violence, le harcèlement et la haine fondée sur le sexe** dans les codes de conduite, et offrir des services de soutien aux victimes.
- **Faire participer les femmes à la création et à la mise en œuvre des programmes sportifs** pour que leurs besoins soient pris en compte. Cela va de pair avec la promotion des femmes dans les postes de direction
- **Créer des initiatives pour rendre le sport plus accessible** aux femmes, comme des réductions de prix, de l'aide pour la garde d'enfants ou des programmes adaptés aux besoins culturels.

- **Former tous les acteurs du sport à l'égalité, à la diversité et à l'inclusion**, y compris les entraîneurs, bénévoles, administrateurs, parents et tuteurs.

Le partenariat GAP WOMEN recommande d'utiliser les deux lignes directrices présentées dans le manuel pour organiser des événements égalitaires, inclusifs et durables. Des listes de contrôle pratiques sont disponibles pour les organisateurs d'événements sportifs.



Promouvoir la visibilité et la participation des femmes

- **Lancer des campagnes** pour encourager les jeunes filles et les femmes à pratiquer des sports, et lutter contre l'abandon scolaire durant l'adolescence.
- **Organiser des événements créés** par et pour les femmes, afin de promouvoir les activités sportives et les opportunités d'implication (formation, gestion, bénévolat). Ces événements peuvent prendre des formes variées, comme des festivals, et inclure des partenariats avec des écoles et des institutions.
- **Améliorer la représentation des femmes dans les médias**, pour avoir plus de modèles féminins visibles et inspirants pour les nouvelles générations.

- **Développer des stratégies de communication inclusives** pour encourager toutes les femmes à pratiquer une activité physique.



Plan d'égalité

- **Créer et mettre en œuvre des plans d'action pour l'égalité des sexes.**
- **Désigner des responsables de l'égalité des sexes** dans les clubs et les fédérations sportives pour superviser l'application du programme.
- **Suivre et évaluer** les progrès pour ajuster les actions et améliorer les initiatives futures.

En appliquant ces recommandations, nous pourrons rendre le sport plus inclusif et équitable pour toutes les femmes.



HANDBUCH ZUR BETEILIGUNG VON FRAUEN IM SPORT

ZUSAMMENFASSUNG
Deliverable D3.5

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Zusammenfassung

Eine umfassende Studie zur Beteiligung von Frauen im Sport, die 2023 von der GAP WOMEN-Partnerschaft durchgeführt wurde, zeigt, dass es einen signifikanten Unterschied in der Anzahl lizenzierter Männer und Frauen im organisierten Sport gibt. Dies trifft auf 90 % der Sportarten in den meisten europäischen Ländern zu. Laut dem Analysebericht des gemeinsamen Projekts [„All In Plus“ der Europäischen Union und des Europarats](#) (Europarat, 2025) machen Frauen und Mädchen lediglich 31 % aller Mitglieder von Sportverbänden aus.

Dies verdeutlicht eine erhebliche geschlechtsspezifische Kluft bei der Beteiligung. Männer dominieren die Gesamtmitgliedschaft (35 %), gefolgt von Jungen (28 %), Mädchen (20 %) und Frauen (17 %). Dies deutet darauf hin, dass das Geschlechterungleichgewicht über alle Altersgruppen hinweg fortbesteht. Dieser Bericht, der Daten aus 21 Ländern analysierte, unterstreicht zudem, dass die Beteiligung erwachsener Frauen mit 27 % im Vergleich zu 73 % bei Männern besonders niedrig ist. Dies verdeutlicht ein kritisches Problem der Bindung von Frauen an den Sport.

Diagramm 1: Mitgliedschaft in Sportverbänden

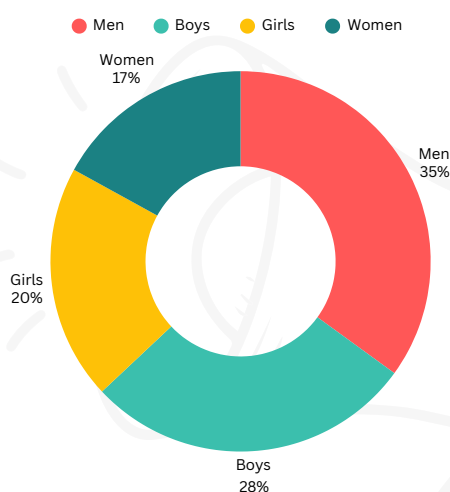
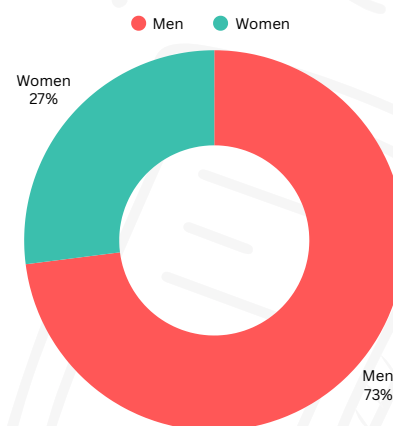


Diagramm 2: Teilnahme Erwachsener an Sport und körperlicher Aktivität



Die Identifikation der Einflussfaktoren – wie finanzielle Hürden, Geschlechterstereotype und weitere strukturelle Barrieren – gestaltet sich alles andere als einfach. Unübersehbar ist jedoch der anhaltende Druck und die Wirkmacht patriarchaler Diskurse im Hinblick auf die Gleichstellung der Geschlechter im Sport, verstärkt durch die mediale Berichterstattung. Obwohl geschlechtsspezifische Ungleichheiten bei den Teilhabequoten grundsätzlich in allen Sportarten bestehen, treten sie besonders deutlich in jenen Disziplinen zutage, die traditionell mit Männlichkeit assoziiert werden.

Das Projekt „[Gender Actions to increase Women's Participation in Sports](#)“ (GAP WOMEN) ist ein europäisches Programm unter der Leitung des katalanischen Sportverbandsverbands UFEC, das von der Europäischen Kommission kofinanziert wird. Ziel ist es, die Geschlechterkluft im Verbandssport zu schließen und inklusiven und nachhaltigen Sport zu fördern.

Das Hauptziel von GAP WOMEN war die Förderung der Beteiligung von Frauen am Sport, um die Anzahl der Verbandslizenzen für Frauen zu erhöhen und gleichzeitig inklusiven und nachhaltigen Sport zu fördern. Ausgangspunkt hierfür war eine Vorstudie zur aktuellen Situation der Geschlechterkluft im Sport. Verbände und andere Organisationen werden durch Schulungen (online, um die Digitalisierung in der Branche voranzutreiben) und Tools zur Förderung bewährter Verfahren gestärkt.

Basierend auf den Erkenntnissen aus der Literaturrecherche und -kartierung im Rahmen von GAP WOMEN, den durchgeführten Kommunikationskampagnen, dem Online-Kurs sowie dem

wertvollen Input der Projektpartner und ihrer Mitglieder, formuliert dieses Handbuch konkrete Empfehlungen zur Förderung der Beteiligung von Frauen im Sport.

Die nachfolgenden Publikationen und Werkzeuge stehen auf der Website von GAP WOMEN zur Verfügung:

- ➡ [Literaturübersicht und Mapping](#)
- ➡ [Online-Kurs](#)

Diese Vorschläge orientieren sich an den europäischen Richtlinien und Leitlinien des Europarats, der Europäischen Union und der Vertreter der europäischen Breitensportbewegung. Die folgenden Dokumente dienen als Grundlage für die Ausarbeitung der GAP WOMEN-Empfehlungen zur Steigerung der Frauenbeteiligung im Sport:

- 1 All In Plus: Promoting Greater Gender Equality in Sport.**
Analytical Report of the Data Collected: Insights into Trends and Progress (Council of Europe, 2025), from the All In Plus joint EU-Council of Europe project (2023-2025). Downloadable from the [Council of Europe website](#).
- 2 Women's Participation in Sport Across Europe.** 2023
Research Summary: Recommendations (EWS ENGSO, 2023) from the Equality Within Sport (EWS) Committee of the European Non-Governmental Sports Organisation (ENGSO). Downloadable from the [ENGSO Education website](#).

3 Toward more Gender Equality in Sport. Recommendations and Action Plan from the High-Level Group on Gender Equality in Sport (European Union, 2022). Downloadable from the [European Union's library of publications](#).

Die oben genannten Veröffentlichungen richten ihre Empfehlungen an eine Vielzahl von Akteuren im Sportbereich, darunter die Europäische Kommission, die Mitgliedstaaten, internationale und nationale Sportverbände sowie Basisorganisationen.

Sie behandeln alle Aspekte der Gleichstellung der Geschlechter im Sport, wie z. B. Teilnahme, Coaching und Schiedsrichterwesen, Führung, soziale und wirtschaftliche Aspekte des Sports, Medienberichterstattung und geschlechtsspezifische Gewalt. Obwohl alle Bereiche komplementär sind und zum Erreichen eines gemeinsamen Ziels beitragen, befasste sich die GAP WOMEN-Partnerschaft speziell mit Aspekten der Teilnahme von Frauen im Sport.

Dieses Handbuch behandelt die Maßnahmen, die Sportvereine und -verbände auf Basis der Initiative ihrer Führungskräfte, Manager und Freiwilligen an der Basis ergreifen.

Empfehlungen zur Steigerung der Frauenbeteiligung im Sport

In allen oben genannten Empfehlungen empfiehlt die **Partnerschaft einen intersektionalen Ansatz**. Frauen sind keine homogene Gruppe. Die Anerkennung der vielfältigen Erfahrungen von Transgender-Frauen, Frauen mit Behinderungen, heterosexuellen Frauen, queeren Frauen, Migrantinnen, lesbischen Frauen, intersexuellen Frauen und allen, die sich als Frau identifizieren, ist entscheidend, um systemische Unterdrückung wie Cis-Heteronormativität, patriarchale Einstellungen, Weißsein, Ableismus, Altersdiskriminierung und Fremdenfeindlichkeit zu bekämpfen. Alle sollten im Sport willkommen sein.



Sichere Aktivitäten und Einrichtungen

- **Schaffung von Gleichstellungs- und Schutzrichtlinien** für Mädchen und Frauen in all ihrer Vielfalt
- **Sicherstellung der Verfügbarkeit sicherer Einrichtungen** und Ausrüstung für alle Mädchen und Frauen
- **Entwicklung von Disziplinarmaßnahmen und -verfahren** in Bezug auf geschlechtsspezifische Gewalt/Missbrauch/Belästigung und Hassreden in Ethikkodizes und Einrichtung von Unterstützungsdiensten für Betroffene
- **Einbeziehung von Frauen in die Entwicklung und Durchführung der Sportprogramme**, um sicherzustellen, dass ihre Visionen und Bedürfnisse Gehör finden. Dies geht einher mit der Förderung und Stärkung von Frauen in Führungspositionen.

- **Schaffung von Förderinitiativen**, die Frauen den Zugang zu körperlicher Aktivität und Sport erleichtern, wie z. B. subventionierte Gebühren, Unterstützung bei der Kinderbetreuung und kultursensible Programme.
- **Durchführung obligatorischer Schulungen zu Gleichstellung, Vielfalt und Inklusion** für alle im Sport und in der körperlichen Aktivität Tätigen. In Sportvereinen profitieren alle von solchen Schulungen – Trainerinnen, Ehrenamtliche, Vorstandsmitglieder, Mitarbeiterinnen und Mitarbeiter, Eltern und Erziehungsberechtigte.

Die GAP WOMEN-Partnerschaft empfiehlt die Nutzung der beiden im Handbuch vorgestellten Leitlinien für die Organisation gleichberechtigter, inklusiver und nachhaltiger Veranstaltungen. Für Sportorganisatorinnen und -organisatoren stehen praktische Checklisten zur Verfügung.

➡ **Werbung und Sichtbarkeit**

- **Einführung von Kampagnen und Programmen** zur Gewinnung von Mädchen und Frauen mit Schwerpunkt auf der Bekämpfung der Schulabbrecherquote im Jugendalter.
- **Organisation von Werbeveranstaltungen**, die von Frauen konzipiert und speziell an Frauen gerichtet sind, um die sportlichen Aktivitäten und Beteiligungsmöglichkeiten (Empfehlung, Coaching, Management, Freiwilligenarbeit) vorzustellen.

Kreativität hinsichtlich des Formats (z. B. Festivals) sowie Partnerschaften zur Einbindung anderer Gemeinschaften und Institutionen (z. B. Schulen) sind möglich.

- **Überprüfung der Medienpräsenz** der Organisation und Erstellung eines Leitfadens zur Gleichstellungsförderung, um die Medienberichterstattung und Repräsentation von Frauen im Sport zu verbessern. Dies führt zu:

- **Sichtbarkeit vielfältiger weiblicher Vorbilder** in den Gemeinschaften, um neue Generationen von Frauen im Sport zu inspirieren.

- **Klare Kommunikation** zur Förderung (nicht Belehrung) körperlicher Aktivität bei Frauen.

- **Entwicklung effektiver Strategien zur inklusiven Kommunikation** und Einbindung aller Frauen in körperliche Aktivität.

➡ **Gleichstellungsplan**

- **Entwicklung und Umsetzung von Aktionsplänen zur Gleichstellung**

- **Ernennung von Koordinatorinnen und Koordinatoren für Geschlechtergleichstellung** (z. B. Nachhaltigkeitskoordinatorin oder Genderbeauftragte), um die Umsetzung des Plans in Ihrem Verein oder Verband zu überwachen.

- **Überwachung und Bewertung** der Erfolge, um wichtige Erkenntnisse zu gewinnen und zukünftige Maßnahmen anzupassen.,