

Good Practice Example: Gender Equality Plan of Swedish Sports Confederation

In 2011, the General Assembly of the Swedish Sports Confederation (umbrella of Swedish sports) approved objectives for gender equality in Swedish sports. The overall objective of the sport's equality work is that women and men have the same opportunities, rights and responsibilities at all levels and in all areas.

The following goals are supposed to be achieved in 2017:

- There should be equal opportunities for all, regardless of gender, to engage in sports. It requires that women's and men's sports are evaluated and prioritised on an equal basis and that resources are distributed fairly.
- Girls and boys, women and men, have equal opportunities to participate in sports. This means that the conditions for training and competition should be tailored to girls and boys, women and men's needs and opportunities. Both women and men and girls and boys should, for example, have access to competent coaches and leaders. Where possible, women and men, and girls and boys to a greater extent, are given the opportunity to train and compete together.
- Women and men, and girls and boys in sport, are equally valued and prioritised on an equal basis. This means, for example, that women and men in sport are allocated resources for the same principles when it comes to budgets, training facilities and the training schedule and the like, and that female and male athletes receive the same attention in research, information and the media.
- Women and men have equal influence in decision making and advisory bodies.
- Work and distribution of tasks are designed to ensure that women and men have equal opportunities to participate. This means that girls and boys, women and men have the same opportunities to develop as active leaders, coaches, employees and elected officials. Knowledge of gender equality must be given high priority.
- Gender mainstreaming should be incorporated into the daily operations and permeate all areas of activity.

Quantitative objectives for 2017:

- Women and men in all decision making and advisory bodies are represented by at least 40%.
- Women and men in senior positions including Secretary General, development managers and similar, within sport organisations, are represented by at least 40%.
- Nominating committees at all levels, in addition to the chairman, composed of an equal number of women and men.
- Women and men are represented by at least 40%:
 - in child and youth sports on the sport club level
 - in the upper secondary sports schools
 - among leaders of the national teams of Special Sports Confederations.

The strategy of gender equality work is gender mainstreaming. This means gender equality is considered in an organisation's regular decisions, on a regular basis, of the ordinary agencies and individuals.

Gender equality is created in everyday actions and decisions through which both women and men participate.

When evaluated at the beginning of 2016, it was obvious that the **objectives** of gender equality were not been achieved by every Special Sports Federation. Therefore the work on gender equality will be intensified. See description below.

Plan for intensified gender equality work

Since the objectives of gender equality will not be achieved by 2017, a plan of how to intensify the work has been devised. The activities in the plan are structured in accordance with what is important when working with gender mainstreaming: a) objectives and governing; b) education and knowledge; c) follow-up, evaluation and analysis.

Examples of activities:

- Analysing steering documents from a gender perspective
- Offering education on gender, gender equality and norm critical perspective. Not least to education on how to work with recruiting processes that promote gender equality
- Developing education materials on gender, gender equality, and intersectional and norm critical perspective.
- Mentoring programme
- Initiating research projects on gender equality in sports, with a focus on qualitative aspects of gender equality, such as conditions of women and men for practice sport
- Publishing a report describing the gender equality in Swedish sport, using statistics and indicators.

The work will be permeated by an intersectional and norm critical perspective.

Financial support to Special Sports Federation

Organisation/body

For a couple of years now, the Swedish Sports Confederation has given extra financial support to the Special Sports Federation (SSF), with the objective to work with gender equality in accordance to the gender equality plan.

For 2016, 14 SSFs were granted extra financial support (eg golf, skiing, handball, tennis and floorball).

Description of the activities

The project varies and emanates from the needs of each SSF. For some, education on the subject of gender equality and gender theory is most important; for others, recruitment of women and recruiting processes are in focus. For some, SSF women network in order to inspire women in leading positions to be the start.

The Swedish Sports Confederation supports by raising knowledge, best practices, networking and education material on the subject of gender equality and gender.

What did you want to achieve?

We want all the SSFs to reach the objectives of gender equality.

Why?

The financial support is a catalyst for SSF to reach the objectives of gender equality.

Who is involved?

Swedish Sports Confederation, the Swedish Sports Education and those SSFs who are granted financial support.