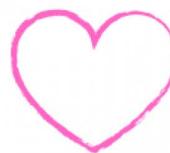




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Pink revolution: Her point of view about sport



**PINK
REVOLUTION**
HER POINT OF VIEW ABOUT SPORT



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ERASMUS PLUS – SPORT

SMALL COLLABORATIVE PARTERSHIPS

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WHAT IS GENDER EQUALITY?

With Gender Equality we mean equal treatment of men and women in all social spheres.

This fundamental right is enshrined in the United Nations Universal Declaration of Human Rights, and is one of the most important objectives for the European Union.

Achieving gender equality in all areas of a modern society is a far from linear path.

Unexpectedly, today in some sectors the gender gap is deeper than before.

We will analyze the average situation in Europe and then we will focus our attention on partner's Country of this projects: Italy, North Macedonia, Romania, Spain and Turkey.

WHAT ABOUT GENDER PAY GAP?



Women in the EU are less present in the labour market than men. The gender employment gap stood at 11.7% in 2019, with 67.3 % of women across the EU being employed compared to 79% of men (EU27 data).

The gender pay gap in the EU stands at 14.1% and has only changed minimally over the last decade. It means that women earn 14.1% on average less per hour than men.

Women in the EU even earned 39.6% less than men overall in 2014. One of the reasons is the fact that on average women spend fewer hours in paid work than men: Whereas only 8% of men in the EU in 2019 worked in part-time, almost a third of women across the EU (30.7 %) did so.

There are considerable differences between EU countries. The gender pay gap ranges from less than 3% in Luxembourg, and Romania to more than 20% in Austria, Czechia, Germany and Estonia. In most countries, the gender pay gap is decreasing, whereas it is even growing in a few.

THE SITUATION IN EUROPE



Gender equality in the EU is still to be achieved. It is a challenge, and it is hard to win.

This is confirmed by the latest gender equality index from **EIGE** (European Institute for Gender Equality), which shows how the score on equality between men and women has risen by only one point, to 67.4, from 2017 to today.

The index measures the degree of equal treatment for work, pay, education and training, leisure, power and health. The higher the index - which ranges from 0 to 100 - the more equality between men and women is, which in the EU is still far away.

Leading the ranking for the European Union is Sweden, with 83.6 points, followed by Denmark, with 77.5 points. The country that has shown the greatest progress is Portugal, whose index has risen by 3.9 points since 2017; Estonia is also not bad (+3.1 points).

Italy with 63 points on 100 is 14th;

North Macedonia with 62 is 16th;

Romania with 51 is 21th;

Spain with 69 is 7th;

The Global Gender Gap Report made by World Economic Forum in 2020 could help us to understand the situation.

This research involved **144** countries and compiled a ranking.

Countries that are in a higher position guarantee gender equality in different social spheres, while countries that occupy a lower position do not guarantee gender equality, or better do not do enough.



Italy is number 82 about this ranking;



North Macedonia is number 67;



Romania is number 58;



Spain is number 24;



Turkey is number 131.

Just Spain got a positive results and the applicant of project, ECA ONLUS, involved Spanish partner because she could really help other associations.

Moreover, among all the partner countries we noticed a lack of participation of women in the political sphere and more in detail in managerial figures and in the executive boards of companies

IS SPORT ONLY FOR MEN? OF COURSE NOT!

Prevailing gender stereotypes influence the participation of women not only in decision-making processes in sports organizations, but also in sports practice. In fact, sport is traditionally a sector dominated by men and the progress made in gender equality in this field is held back by the social conceptions of femininity and masculinity, which often associate sport with "masculine" characteristics such as physical strength and resistance, speed and a very combative, if not downright aggressive spirit. Women who engage in sport can be seen as "masculine", while men not interested in sports can be considered "unmanly". Therefore, despite the progress made over the years thanks also to the strategic actions implemented by the European Commission in the 2014-2020 period to promote gender equality in sport, there is still strong gender discrimination that contrasts equality between men and women. women at any level of society and in any sector.

However, based on social inclusion, meritocracy and non-discrimination, sport can be an effective tool to combat these stereotypes. We have seen that women, in any sector, are discriminated against especially with regard to access to top management and management, which therefore prevents their empowerment.

PINK REVOLUTION: HER POINT OF VIEW ABOUT SPORT

The project “PINK REVOLUTION: HER POINT OF VIEW ABOUT SPORT”, acronym PINK, focused on the gender discrimination into the field of sport, especially on the professional-life’s disadvantaged and the pro-athletic’s disadvantaged of women because of resistance and prejudice, resulting from the belief that sports are a “men’s scope”.

How long?

18 Months

Main objective:

To reduce the gap that exists between men and women within the sports sector

Specific objectives:

- Improve the awareness, information and involvement of stakeholders in the issue of gender discrimination;
- Promote the creation of an international network that promotes better conditions, better rights and a better working environment in the field of sport.

Which activities?

Throughout **5 transnational meetings**, including workshops and surveys with international partner coming from Turkey, Macedonia, Romania and Spain, the project has enhance awareness, information, technical discussion, stakeholders involvement, about gender discrimination and has promote the creation of an international network which promoting better conditions, better rights and better work environment into field of sport.

Results:

the creation of a group of analysts about equality and gender discrimination policies and new tools to prevent gender discrimination, after an authentic analysis and overview of the phenomenon.

Output:

The main output of the project consist in a report detailing technical aspects of the innovative rules of behavior concerned.

The document is a framework of “**Code of Conduct for the preservation of the dignity and wellness of women in the places and in the practice of sport**”, it is just an initial step to prevent gender discrimination and for a significant cultural shift.

The Code is knowable and usable for everybody.

Creation of **International Association of Women** into the sport, with the purpose of promoting equity opportunities and tackling gender discrimination.

IN CONCLUSION...

The associations are going to involve many European's associations to share the results and the output.

Moreover a lot of European's associations from all Europe are joining to the International Association of women.

The associations involved in this project are going to work together in other projects, so we can say that this project was very important to increase the cooperation between these associations.

Partners are going to present projects like this in other fields.



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