

# WOMEN'S PARTICIPATION IN SPORT ACROSS EUROPE



## 2023 research summary: recommendations

SPORT FOR EQUALITY



1

### 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.

2

### 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 women, Austria)

3

## 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)

4

## Promote LGBTQI+ 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, Germany)

5

## 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)

6

## **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)

7

## **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 to increase participation level.

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## **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.

9

## **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.

10

## **Ensure safeguarding and reporting measures are in place:**

Ensure that adequate action is taken in case of incidents.

### **Short background**

These findings are the results of a survey conducted in 2023 by the Equality Within Sport (EWS) committee of the European Non-Governmental Sport Organisation (ENGSO). The answers analysed came from 487 respondents above 18 years old who either fully or partially identified as women, from 30 countries in Europe. The study focused on women and adopted an intersectional<sup>1</sup> perspective, specifically taking into account six socio-demographic aspects: age, gender identity, sexual orientation, migrant background, disability and social status. [Read the full report here.](#)

<sup>1</sup> Intersectionality: first coined by Kimberlé Crenshaw, is known as a powerful theoretical framework for examining how diverse patterns of identity-based inequality, such as sexism, racism, ableism, and nationalism are mutually constituted (Crenshaw, 1989).