Guide for the integration of the gender perspective at the local level in

Culture, sport, youth and leisure

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Title
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My Municipality for Equality. Locally We Build a Better Life for Women and Men.
Culture, sport, youth and leisure
Why?

European Charter for Equality of Women and Men in Local Life
Article 20 – Culture, sport, youth and leisure

1. The Signatory recognizes the right of everyone to take part in cultural life and to enjoy the arts.

2. The Signatory furthermore recognizes the role that sport plays in contributing to the life of the community and to securing the rights to health as outlined in Article 14. It also recognises that women and men have the right to equal access to cultural, recreational and sporting activities and facilities.

3. The Signatory recognizes that women and men may have different experiences and interests in relation to culture, sport and recreation and that these may be the result of gender-stereotyped attitudes and actions, and therefore commits itself to carry out or promote measures including, as appropriate:

• Ensuring as far as is reasonable that women and men, boys and girls have equal provision and access to sporting, recreational and cultural facilities and activities

• Encouraging women and men, boys and girls to take part equally in sports and cultural activities, including those traditionally seen as predominantly “female” or “male”

• Encouraging artists and cultural and sporting associations to promote cultural and sporting activities which challenge stereotypical views of women and men

• Encouraging public library services to challenge gender stereotypes in their stock of books and other materials and in their promotional activities.

(CMRE, 2006: 25-26)

› Gender perspective is the only one that allows us to identify and make visible the inequality between women and men in the fields of culture, sport, youth and recreation at the local level.
The quality of cultural services and cultural, sport and recreational facilities at the local level is essential to enrich democratic governance and promote the social arrangements in public life, around activities of common interest.

In addition to the class differences that affect both genders, there is a strong inequality in access to cultural practices between women and men, according to the social environment and conditions of employment, factors that can limit the time devoted to recreation, culture and sport.

The lack of time associated with the sexual division of work, which keeps women in domestic and maternal roles, and the deep-rooted notion that they are not allowed to rest and recreation beyond the times and domestic contexts, tend to exclude women of significant activities to their quality of life and human development.
Although the distribution by sex of the population employed in the cultural and creative activities is balanced (INE, 2015), women benefit less of these activities as participants/consumers. In the cultural practices index of the Eurobarometer, Portuguese women are concentrated more than men in the “low/non-existent” profile of participation (CE, 2013). Furthermore, in the households whose reference individual is male, the expenses with distraction, recreation and culture are substantially higher (INE, 2014).

In the local authorities, the teams of the departments/centres of culture and of cultural facilities under their responsibility (municipal libraries, archives, museums, etc.) are mostly composed of women (about two thirds) – a trend similar to that observed for the central public administration, but different from the one verified in the private sector or in the third sector, where the apportionment by sex is more balanced (Gomes, Lourenço and Martinho, 2006).

The strong representation of women in the cultural and creative sector might suggest an egalitarian sector. However, within this sector the so-called “glass ceilings” and “glass walls” persist in blocking the prospects of women to fully accomplish their talents and potential and taking advantage of the creative and artistic opportunities of the cultural and creative economy (ERICarts, 2004; UNESCO, 2014).

From the cinema direction to cultural management, women are still virtually absent from the highest levels of professional hierarchies and face difficulties in entering some creative domains, due to stigma, stereotypes, exclusion of “male networks” and uneven sharing of domestic responsibilities (UNESCO, 2014).
Occupational segregation in the cultural economy is visible in **feminisation and masculinisation of cultural professions according to the sectors**: women are strongly represented in public cultural institutions (Gomes, Lourenço e Martinho, 2006) and the major industries – “intensive-knowledge service industries”, as books edition (ERICarts, 2004), whilst the musical, audiovisual production, the new media and digital industries tend to be dominated by men (Wolfe, 2012).

Glass ceilings in culture have very visible expression in the film industry. In the top 250 films with the highest box office in 2012, in the United States, only about one-sixth of the people responsible for the production were women, less than a tenth were directors, 2% were filmmakers and 15% were screenplay writers. In the same year, the average salary of women filmmakers, actresses and directors was lower by about 30% compared to their male counterparts. This disparity between the sexes in obtaining financing can act as a disincentive to stay in the sector or discourage the entry of new generations of women (UNESCO, 2014) (See Box on Gender Gap in Hollywood).

There are **“male cartel”** in the circles of literary and film reviews and in some professional organisations (film directors and producers, literary societies, etc.), which do not encourage women to become members (ERICarts, 2004).

The existence of fewer women in decision-making positions as gatekeepers of culture (in reviewing, editing, production, agency services, promotion of events, directing festivals, as juries, etc.) or in professional networks, has a domino effect on visibility and access to financial resources for women entrepreneurs, operators and professionals in the cultural field (ERICarts, 2003, 2004; UNESCO, 2014).

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**Gender gap in Hollywood**

Jennifer Lawrence touched a sore spot, claiming, in a text that she recently wrote, that her fellow men get more and better paid roles than her: “When the Sony hack happened and I found out how much less I was being paid than the lucky people with penises,” she realised she had “failed as a negotiator”. “I gave up early,” she writes. And she admits, on the eternal question of cultural expectations around the female gender: “there was an element of wanting to be liked that influenced my decision to close the deal without a real fight.”

Meryl Streep, one of the most successful actresses of today, stated a few days ago to the BBC, that she still feels the sexism in the skin. “It’s a men-only industry,” she described and answered “Yes,” she receives less than her male colleagues. She advocates transparency in payments and asks for men’s help to combat this differentiation, remembering how things work in the sector. “Women’s films don’t sell, they tell you.”

Gwyneth Paltrow summed up the problem: “Your salary is a way to quantify what you’re worth. If men are being paid a lot more for doing the same thing, it feels unfair.”

(Público, 13 of October 2015)
Culture plays a key role in promoting gender equality in municipalities. The promotion of equal opportunities in relation to cultural production, visibility and cultural participation at the local level constitutes a relevant contribution to the exercise of full citizenship and social development.

Creative expression is a strong foundation of social, civic and political empowerment of women, through the respect for their human rights, in particular the cultural rights and freedom of expression, economic empowerment through employment and entrepreneurial opportunities in cultural and creative industries (UNESCO, 2014).

Local policies are indispensable to strengthen cultural and recreational practices in general, especially those of women.

The design and implementation of local cultural and recreational policies should consider the specificities of the situation of women and men and the municipal plans of action should be integrated and multidimensional, promoting mainstream policies.

Beyond the transversal action for gender equality it is important to promote positive action measures for the creation and artistic and intellectual production of women, in order to promote the balanced presence of women and men in the public artistic and cultural offer.

For a proper integration of the gender perspective in local cultural policy it is essential to start by making a diagnosis of the situation of men and women within culture that encompasses the dimension of employment/cultural offer, and the dimension of consumerism/cultural demand.
Systematic access to information about the obstacles to cultural practice and the identification of opportunities for improvement requires the establishment of stable communication channels that allow the knowledge of the opinion and the needs of the population regarding the local cultural activity.

There must be an articulation and comprehensive engagement with all the stakeholders, including women, local governments, cultural and recreational organisations, women’s organisations, among many other entities, in order to promote an effective transformation.

A broad coverage of the strategy and actions for gender equality in local politics, in the media, must be promoted.

The diagnosis, implementation, monitoring and evaluation of the integration of the gender perspective at the local level should encompass the creation of gender indicators system in Culture by obtaining data needed to develop gender analysis.
## Instruments

### Which resources?

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<td>PORDATA, Number of municipalities and regions of Portugal</td>
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<td>Viewers of live performances</td>
<td>PORDATA, Number of municipalities and regions of Portugal</td>
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<td>No. of museums in the municipality</td>
<td>PORDATA, Number of municipalities and regions of Portugal</td>
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<td>PORDATA, Number of municipalities and regions of Portugal</td>
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<td>No. and % of M and W which attend cultural events in the municipality with registered entry</td>
<td>Disaggregated registration in events</td>
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<td>No. of visitors of museums and galleries in the municipality, according to sex and type of visitor (student, tourist, resident …)</td>
<td>Disaggregated registration in museums and galleries</td>
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<td>No. of cultural passes, by sex</td>
<td>Autarchy</td>
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<td>Autarchy</td>
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<tr>
<td>No. of awards existing in the municipality with a female personality evocation, depending on the type of award</td>
<td>Autarchy</td>
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<tr>
<td>Initiatives to promote visibility of the role of women in culture (exhibitions, radio programmes, awards, posters, celebratory days ...), by type of initiative</td>
<td>To be created by the autarchy</td>
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<tr>
<td>New books acquired and other resources on gender equality in municipal libraries, by type of resource</td>
<td>To request libraries</td>
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<tr>
<td>Sex of the authors of the new books acquired in public libraries in the municipality</td>
<td>To request libraries</td>
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<tr>
<td>No. of training actions in history of women for cultural agents of the municipality</td>
<td>To be created by the autarchy</td>
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<tr>
<td>No. of training actions in gender equality for employees of the libraries and toy libraries of the municipality</td>
<td>To be created by the autarchy</td>
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<tr>
<td>No. of employees of the libraries and toy libraries covered by the training actions in GE, according to sex</td>
<td>To be created by the autarchy</td>
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<tr>
<td>No. of artists and craftsmen/craftswomen in the municipality, according to sex</td>
<td>To be created by the autarchy</td>
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<tr>
<td>No. of initiatives of appreciation of artistic and crafted production of women in the municipality, according to the type of initiative</td>
<td>To be created by the autarchy</td>
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<td>No. of initiatives to promote knowledge of the historical-artistic heritage created by women, which reflects the life and the role of women in the municipality</td>
<td>To be created by the autarchy</td>
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<tr>
<td>Male and female names of streets or other public spaces in the municipality (total)</td>
<td>To be created by the autarchy</td>
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<tr>
<td>Male and female names of streets or other public spaces in the municipality throughout the previous year</td>
<td>To be created by the autarchy</td>
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### Table 1 – Gender indicators in culture

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<tr>
<th>Source</th>
<th>Initiatives to promote sightseeing and guided tours along the municipality with a gender perspective</th>
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<td>Initiatives to promote balanced presence of men and women in artistic and cultural offer of the municipality, by type of initiative</td>
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<td>Initiatives to promote the network of local women artists</td>
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<td>Sex of the artists with exhibitions in the municipality throughout the previous year</td>
<td>To request entities</td>
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<td>No. and % of GE-related news in local media, by organ of communication</td>
<td>To request local communication bodies</td>
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<td>Users of internet access spaces, according to sex and age, by parish council</td>
<td>To request the management of spaces</td>
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<td>Internet access spaces by parish council</td>
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<td>Proportion of households in the municipality with Internet access</td>
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<td>Personal computer users, according to sex and age</td>
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<td></td>
<td>Internet users, according to sex and age</td>
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With Who?

› City Council (division of culture);
› Parish councils;
› Ministry of Culture;
› Directorate-General for Arts;
› Cultural and artistic entities (of creation, production, broadcasting, training, etc.) for the sectors:
   › Public – central and local administration bodies, city councils/departments of culture and municipal companies;
   › Private – companies;
   › Third sector – associations, cooperatives,
   › foundations;
› Local communities/recreational associations;
› Women involved in cultural production;
› Local, regional and national media;
› Culture circuits programmers;
› Colleges/vocational schools;
› Researchers and scholars;
› NGO of women.
Best practices
What examples?

Gender equality in local practices and in the provision of services to the community

› To promote the access of women and men to occupations and hierarchical levels where they are under-represented in the cultural and local tourist sectors, particularly through the incorporation of the principle of gender equality in all normative regulations (ordinances, concessions, contracts, arrangements, grants and subsidies) in cultural and touristic domains.

› Inclusion of clauses that ensure equality between women and men in cultural practice within support programmes to local communities, associations and other cultural entities (for example, stating the goal of parity in governing bodies).

› To stimulate cultural consumerism that encourages the participation of women, namely by providing guard/children care while mothers and/or fathers attend cultural events.

Children’s space
Espaço Criança is a service that the Viriato Theater, in Viseu, places at the disposal of the public during their time of stay in the night shows. In Espaço Criança, it is intended to occupy in a playful and creative way the time of the children, while mothers and fathers watch the spectacles of the Viriato Theater, through activities related to the theme of the show.

(http://www.teatroviriato.com/pt/menu/informacoes-gerais/espacocrianca/)
To promote respect and the guarantee of balanced representation in advisory, scientific and decision-making bodies of the artistic and cultural organisational chart.

To integrate women in the committees of toponymy, promoting visibility of the role of women in naming the streets, squares, equipment, etc.

Information collection and data production

To retrieve the memory of women in the municipality, through empirical studies to promote the experience of women of different ages and their contribution to the development of the municipality, both in the public and private sphere.

In many French cities, associations of women established the statistic of the names of streets and places consecrated to men and women, and recommended to the City Council names of women which should be assigned to the new streets.

The center of the Municipality of Santiago do Cacém of the Democratic Movement of Women (MDM) held the event “Women: Itineraries of Life”, which was the culmination of a work of several months, gathering documents and women’s memories. It began with the reception of the participants in the Municipal Museum, followed by the inauguration of the exhibitions: “40 years of April: itineraries of women’s rights” and “stories that make History: singular testimonies of collective struggles”. At the Municipal Library, “conversations” were held about the achievements and the resulting changes in the lives of women.
(http://www.mdm.org.pt)

To disseminate the stories of life through media..
Empowerment of women and creation of strategic partnerships

› To promote the creation of networks of local women artists.

› To encourage associations, enterprises and other cultural and recreational entities to promote artistic, cultural and recreational activities which sponsor visibility of women’s production and/or that question a stereotypical view of women and men, in particular through the establishment of partnerships with cultural and recreational entities, local and national for the development of projects that address the problem of gender equality.

› To work together with local public libraries in order to eradicate gender stereotypes in their catalogue of books and other documents, as well as in other promotional activities, dissemination and animation of reading:

  - To provide public libraries in the municipality with books and other resources about gender equality.

  - To create sections in municipal libraries with biographies of women who fought throughout history and in different cultures to break down social barriers that prevent women’s personal and professional achievement. The disclosure of these sections through the development of reading manuals to be made available to the general public and schools.

In the Municipal Library of Belém (of the Municipal Network of Libraries of Lisbon) a specialized thematic center was created entitled Specialized Library Ana de Castro Osório. This “documentary collection consists of monographs, essays, biographies and works of fiction written by women and men who defend gender equality, contribute to forming a feminist mentality and promote a critical conscience in the field of gender equality.”

(http://blx.cm-lisboa.pt)
Advocacy, awareness and community mobilisation

The Associação Acceso Cultura - which is a municipal company of the Lisbon City Council - Management of Equipment and Cultural Animation Company - organized four simultaneous debates in the cities of Évora, Lisbon, Loulé and Porto, under the theme “Gender Equality: a (Not) subject in the cultural sector? “ In these debates, the place of women in culture was approached from various points of view, with the help of guests who also represent very diverse means.

“In what way does the cultural sector question (or not) gender equality? How do you promote it in the workplace, in its programming, in the way it communicates? And how does it contribute to inequality? “Were the starting points of the debate, and raised many more:

Have you ever wondered why there are no changing rooms in WC Men in the cultural facilities, even in the newly inaugurated? Why does the signage of the educational service at the Car Museum show a female figure accompanied by children? Why was a poster of the Lisbon Festivities this year considered, by some people, sexist? If arts courses are mostly frequented by women, why is success much more visible in male artists? Did you know that in Porto recently opened the first bookstore for women and that in the same city was this year held the first edition of the Feminist Festival? How the Existence is celebrated by the collective Rabbit Hole and how it is affirmed “Yes. To everything “?

(acessocultura.org/encontros/debates/)

- To promote initiatives which sponsor visibility of the role of women in culture: exhibitions, radio programmes, awards, posters, streets terminology, prizes and monuments, publications, etc.

- Terminology of streets, prizes and monuments

Some municipalities see the role of women who became famous in the municipality, giving their names’ to streets, monuments or prizes.

For example, the Madalena Barbosa Municipal Prize is instituted by the Lisbon Municipal Council and the Beatriz Ângelo Municipal Prize of the Odivelas Municipal Council.
Awards

The Women Culture-Creation Distinction emerges at the urge of the IV National Plan for Equality, Gender, Citizenship and Non-Discrimination (2011-2013) and aims to give visibility to women who excel in cultural production. This distinction, besides being a form of recognition for the work carried out, intends to highlight and highlight women who work in areas of culture, guaranteeing a balanced visibility between women and men, free of stereotypes or prejudices.

(https://www.cig.gov.pt/acoes-no-terreno/premios/distincaomulheres-criadoras-de-cultura/)

Exhibitions

Within the scope of its Municipal Plan for Equality and Citizenship 2015-2017, the Lagoa Municipal Council organized two exhibitions:

Collective exhibition of workers / artists “PubliArte” framed in the Commemorations of the Municipal Day for Equality.


Maria da Fonte – Traveling exhibition
(Town Hall of Póvoa de Lanhoso)
Several Portuguese municipalities have published books, catalogs or brochures highlighting the part of memory dedicated to women figures in the municipal space, namely by street names or monuments that evoke female characters that are part of the history of the country.


To organise municipal cultural contests of:

- historical accounts led by women of the municipalities that have highlighted themselves in all areas of knowledge;
- tales of gender equality;
- painting and photography contests of women of the municipal-
- to enhance the artistic and handicraft production of the women of the municipality.
“Art: a women’s issue” is the title of the exhibition that took place at the Galeria Trem, in Faro, between ten. 2015 and jan. Of 2016. Promoted by the degree in Visual Arts of the University of Algarve, this exhibition has works by six female artists, who, in the words of Mirian Tavares, director of the Faculty of Humanities and Social Sciences, have “a diversified work And in some cases nothing related to what is expected of the work of an artist: to speak of her condition, to claim the right over her body, to strive for equality and recognition.”


In Soverato, another city of Calabria, there was created in 1996, a women’s library, based on the initiative of a group of twenty women desirous of having a space of communication and interaction. This place encompasses simultaneously documentation and intellectual exchanges; its goal is, first of all, to constitute a documentary fund that contributes to the consolidation of memory about the place of women in history.

› To promote knowledge of the historical-artistic heritage created by women and the one reflecting life and the role of women in the municipality.
The “Elina Guimarães Documentation and Archive Center” is an initiative of UMAR (Women’s Alternative and Response Union) and is located in the space of this association in Lisbon (Alcântara) integrating the Center for Culture and Feminist Intervention. Objectives:

To contribute to a Knowledge Society for all, promoting the dissemination of historical documentation in the area of Equality and Feminism.

Promote the use of broadband internet and create a knowledge sharing network involving similar documentation and research centers abroad, as well as libraries in universities, schools, municipalities and bodies for Equality such as the Commission for Citizenship And Gender Equality.

Maintenance of a digital portal promoting access to multimedia contents: scanned documents, DVDs and other materials. Treat the collection of feminist associations that can contribute to the construction of the historical memory of feminisms.

Encourage exchanges with young researchers at home and abroad.

(http://www.cdocfeminista.org)
The interpretive centre Maria da Fonte [ICMF] is located in the municipality of Póvoa de Lanhoso, and aims to be an open space of artistic exploration. Leveraging partnerships with important institutions of expertise and knowledge, education and training, the centre was developed to include response to articulate music education as well as to promote the exploration of other forms of artistic expression, considering the multitude of literary, fine arts and musical works inspired by the figure and courage of this woman.

(http://www.mariadafonte.pt)

› To organise sightseeing and guided tours around the municipality with a gender perspective.

› To include in touristic and cultural itineraries social-historical routes through “domestic architecture”.

› To reward the cultural organisations that develop initiatives to promote equality between women and men in cultural structures at local level.

› To promote cinema forums/cultural cycles with gender perspective, sexual identity, etc.

The first Porto Feminist Festival (Feminist Caravan / World March of Women) took place in October 2015 and brought together several institutions in a program full of actions related to the theme. The festival included initiatives such as exhibitions of plastic arts, photography, installation, street performances, theater, theater of the oppressed, cinema, video art, dance, discussion sessions and discussion groups, book presentations, workshops and workshops, performances, Concerts, among others.

(https://festivalfeminista.wordpress.com)
To define platforms or spaces that make public the activities traditionally developed by women in the territory (for example, work in the field, in the olive harvest, etc.).

To promote innovative exhibitions that fit, for example, in the so-called “Gender Archaeology” or “History on the Gender Perspective”.

To promote cultural activities (exhibitions, concerts, theatre, cinema, etc.) that promote the deconstruction of gender stereotypes and promote equality between women and men.

At the Reina Sofia Museum in Madrid, “La visita Feminismo” is held, which the role and visibility of women in the history of art, with the aim of awakening the public to a new look.
(http://www.museoreinasofia.es/visita/tipos-visita/visita-autonoma/feminismo)

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Theatre | The earrings as Ronaldo’s
Several Portuguese local authorities (for example, Lagoa, Mértola and Felgueiras) promoted the play “The earrings as Ronaldo’s and other stories” to sensitise the population to gender equality.
With a specific dramaturgy to this theme, based on reference research as well as in reports of life experiences, the earrings as Ronaldo’s and other stories was scenically transposed into a cheerful, interactive, and accessible speech to all audiences. Therefore, it is intended to promote Gender Equality in Portugal making it more effectively reflected upon, and that our actions may have it more present in social, familiar and work life. These three interdependent vectors are worked on this show, and cause for great identification of behavioural practices on the audience’s side who, revising themselves, wonder.
(http://www.cm-felgueiras.pt/pt/agenda/espetaculos/teatro-os-brincos-a-ronaldo)
› To promote fairs on the creation in the world of cartoons, caricature, children’s literature, etc. and to ensure a balanced representation of female and male exponents, especially when it comes to artistic performances with the recent incorporation of the female sex.

› To consider the principle of equality in the local festivities. For example, discourage activities like “queen of the party”, activities whose “poster” is the women’s body, such as wet t-shirt fight.

› To develop campaigns that promote visibility of the unequal costs that the local parties may have for women and men (for example, increase in cases of sexual harassment of women, overload of domestic tasks and taking care of dependent persons, etc.).

› Not to reproduce in the tourism promotion campaigns stereotyped roles of men and women (for example, men working in the field and women cooking).

› To make known the important cultural production of feminism and “ecofeminist” movements and, more recently, “cyber-feminists”; the latter based on new aesthetic movements that help demystify the idea that feminist thinking is something “outdated”.
Despite the abolition of legal prohibitions to women’s access to sport practices, women engage in less sport activities than men, are unevenly distributed throughout the modalities, depending on the nature of the sport, and continue to be under-represented in positions of leadership and in decision-making in the field of sport. The values of women’s physical activity are more reduced when compared to those of men, particularly between 10 and 30 years of age and over 60 (Jacinto et al., 2015; FEMM, 2003).

The participation of girls and women in sport activities has been increasing and they have been present in a wide range of modalities; nevertheless, they still represent only about one-quarter of the total of sport practitioners (IPDJ, 2015; Jacinto et al., 2015). Volleyball and gymnastics are the only sports where girls and women account for the majority. Football is one of the sport activities where women are least represented (idem, ibidem).

Gender asymmetries in terms of sport are even more evident when we climb in the hierarchy: women are under-represented in sport leadership, representing just over one-tenth of managers and coaches and less than a quarter of the referees or judges (IPDJ, 2015).

Women make little use of the institutionalised places for the sport practice (clubs, associations), and devote themselves more to informal maintenance physical activities and recreation (FEMM, 2003).
Although under-represented among federated athletes and official competitions, women’s representation among the medal winners (olympic and non-olympic modalities) exceeds their representation in the practice of sport modalities, at more than a third (IPDJ, 2015), what attests to their enormous potential.

As sport is a sector that involves minors, it is an environment that can result in the risk of violence and sexual harassment due to, in particular, the trust created between people involved in sport (EC, 2014).

It is necessary that sport offers satisfy the needs of women at every stage of their lives, and it is particularly important for pregnant women and young mothers to receive advice on the practice of sports adapted to their situation and that elderly people (women and men) are offered sport activities proposals beneficial for their mental and physical health, (FEMM, 2003).

Female top athletes do not benefit from equal treatment when compared to their male counterparts, in terms of income and financial resources (scholarships, grants, sponsors), as well as with regard to their professional reintegration (FEMM, 2003).

Sexist stereotypes have been of fundamental importance in the sport keeping it as a practice of male orientation inhibiting women’s participation (Jacinto et al., 2015).

The language in sport still maintains gender stereotypes that are the result of the historical features of modern sport. Of the gender stereotypes applied to language one may highlight the androcentrism, that considers the male perspective as the only one possible or the most important one, and sexism, because it assigns social roles, values and capabilities on the basis of sex with a social appreciation of the masculine sex over the feminine (Jacinto et al., 2015).

Weak media coverage of women’s sport and discriminatory social treatment and sexually stereotyped by social media (FEMM, 2003). Whilst men are highlighted by what they do, women do not escape the aesthetic judgments in which women’s own devices or connections to the affective sphere are accentuated (Jacinto et al., 2015).
Principles and methodologies
How to proceed?

- Sport can be an important factor of social inclusion, of enrichment of life in community, of health and active citizenship promotion and consequently a vehicle for the promotion of gender equality (UNESCO, 2014).

- Sport is a space of freedom for girls and women of all ages, a path toward success and a means of emancipation, as well as a way to resist the social and cultural constraints (FEMM, 2003).

- Local policies are indispensable to strengthen sport practice in general, and especially that of women, as well as their incorporation within technical and sport management scope.

- The access of men and women to any type of sport must be facilitated, surpassing the masculinisation and feminisation of some of them.

- The effective opening of sport disciplines for women must be favoured, through the development of specific programmes at all stages and at all levels of life, including those of responsibility and decision.
Media also play a key role in the dissemination and consolidation of sport practiced by women.

The promotion of equality between boys and girls and men and women in sport must be based on a quality sports policy and not in separate measures, without continuity or sustainability.

For a municipal policy of quality sport one needs to start by making a diagnosis of characterisation of sport practice – a sport charter, always taking into account the data collection disaggregated by sex.

Beyond the transversal action for gender equality it is desirable the implementation of positive actions, favouring thereby the dual approach to the development of local sport policies in the domain of equality.

As a way of systematically ensuring the acquisition of information about obstacles to sport practice and opportunities for improvement, it is appropriate to establish stable communication channels that allow the knowledge on the population’s opinion and needs regarding local sport activity.

Examples of Communication Channels

To apply annual satisfaction questionnaires, to people of both sexes, on the sport activity offered by the local manager entity, including the opinion about the facilities and monitoring staff.

To create stable communication channels with people associated with the provision and management within local sport scope. Both monitoring staff as well as personnel associated with the provision and management within local sport scope know, first hand, the needs, problems and opinions of people to whom they provide their services.

To establish communication channels with citizens to inform them so that both the people who perform physical activity in a local structure or in a different one, as well as those who do not perform any physical activity, may emit their opinion and perceptions on the needs for improvement.
Examples of Communication Channels

To establish a stable communication channel with women who perform federated sport, for example, through the appointment of a representative, to meet their needs and their perceptions on the situation of women in sport clubs.

Source: FEMP (2011)
Instruments
Which resources?

Diagnosis and planning

- The diagnosis and planning within local sport requires the systematic knowledge of the situation, levels of participation, of the possible obstacles that hinder and restrict the participation of women at all levels and the needs of the population according to the different segments, in order to allow a design and management of the sport offer suitable for them.

- The design of local sport policies should be based on statistics disaggregated by sex, establishing gender indicators that allow the identification of existing inequalities within sport (see Chart 2 - Gender Indicators in Sport).

Table 2 - Gender Indicators in Sport

<table>
<thead>
<tr>
<th>Source</th>
<th>No. and % of people who practise sport within the total population of the municipality</th>
<th>No. and % of people who practise sport within the total population of the municipality, according to sex</th>
<th>No. of men and women enrolled in sport practice by age</th>
<th>No. of men and women enrolled for the practice of physical exercise in municipal facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistical information available at municipal level</td>
<td>Charter of Sport (autarchy)</td>
<td>Charter of Sport (autarchy)</td>
<td>Autarchy</td>
<td>Charter of Sport (autarchy)</td>
</tr>
</tbody>
</table>
### Table 2 - Gender Indicators in Sport

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of federated sport practitioners, by sex</td>
<td>Sports Statistics - INE</td>
</tr>
<tr>
<td>No. of federated practitioners by sex and rank (juniors, seniors)</td>
<td>Sports Statistics - INE</td>
</tr>
<tr>
<td>No. of federated sport practitioners, by sex and modality (federation)</td>
<td>Sports Statistics - INE</td>
</tr>
<tr>
<td>Proportion of mixed teams, by type of modality</td>
<td>To request entities</td>
</tr>
<tr>
<td>No. of enrolments in the school sport, according to sex</td>
<td>Ministry of Education, School Sports Coordinating Office</td>
</tr>
<tr>
<td>No. of enrolments in the school sport, according to sex and modality</td>
<td></td>
</tr>
<tr>
<td>No. of enrolments in the school sport, according to sex and level of education</td>
<td></td>
</tr>
<tr>
<td>No. and % of female coaches by modality</td>
<td>School groups of the municipality</td>
</tr>
<tr>
<td>Statistical information to be collected/produced by the local authority</td>
<td></td>
</tr>
<tr>
<td>No. of female teams, by modality (federation)</td>
<td>To request the sports federations</td>
</tr>
<tr>
<td>Proportion of female teams within the total of the municipality teams</td>
<td>To request the clubs</td>
</tr>
<tr>
<td>Proportion of entities with sport teams that have at least one female team</td>
<td>To request entities</td>
</tr>
<tr>
<td>No. and % of M and W in the social bodies of sport associations, by seniority and entity type</td>
<td>To request Sports Associations</td>
</tr>
<tr>
<td>No. of actions to promote the break of stereotypes in sport practice developed in the municipality, by type of action and promoter entity</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of GE training actions for male and female monitoring staff of sport activities</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of male and female monitoring staff who attended training actions in GE in sport, by sex and entity</td>
<td>To request promoters</td>
</tr>
<tr>
<td>No. of GE training actions for leaders of sport activities</td>
<td>To request promoters</td>
</tr>
<tr>
<td>No. of leaders who attended the training actions in GE in sport, by sex and entity</td>
<td>To request promoters</td>
</tr>
<tr>
<td>Source</td>
<td>Table 2 – Gender Indicators in Sport</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>No. of entities that promote simultaneous classes for adults and children (Proportion of simultaneous classes for adults and children within the total offer)</td>
<td>To request entities</td>
</tr>
<tr>
<td>No. and % of sport facilities in the municipality with appropriate conditions to be attended by Women and Men</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of campaigns to promote the practice of sport/physical activity developed in the municipality, by the beneficiaries of the campaigns and type of promoter entity</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Types of monitoring mechanisms of GE in the dissemination of sport activities (use of language and inclusive images)</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Proportion of actions in the dissemination of inclusive sports activities</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of actions promoting women coaches, by type of action</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of support initiatives that allow the frequency of sport/physical activities to people/families of lower income, by type of support initiative</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of people receiving support in the access to sport practice, according to age and sex</td>
<td>To request funding entities</td>
</tr>
<tr>
<td>No. of campaigns to promote the practice of sport/physical activity, according to the type of beneficiaries and the promoter entity</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Monetary aid granted by the municipality to male and female teams</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Proportion of aid (in EUR) granted to female teams</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Proportion of aid (in EUR) granted to female teams</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Proportion of programme contracts for the sport area celebrated with a gender perspective/gender clauses</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>Additional supports for entities that host female sport teams</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of public spaces in the municipality with equipment for sport practice, by council parishes</td>
<td>To be created by the autarchy</td>
</tr>
</tbody>
</table>
The descriptive analysis of the situation must be accompanied by qualitative information to collect the opinions of the people involved in this field (sport technical personnel, fathers and mothers, athletes, people who use the facilities, people who perform physical activity, etc.) on the existing offer, the needs for improvement and possible perceived obstacles to sport practice. The collection of primary information may be done through the use of techniques such as individual interview, focus group or survey by means of questionnaire.

Planning will make it possible to conduct a cross-sectional planning within sport, that is, a proposal of performances for each of the identified areas that integrate the needs and priorities of both women and men.

### Table 2 – Gender Indicators in Sport

<table>
<thead>
<tr>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sport skills promotion programmes at schools (for example, swimming in the primary education programme)</td>
</tr>
<tr>
<td>Students covered by sport skills promotion programmes at schools, according to the level of education and sex</td>
</tr>
<tr>
<td>Partnerships between schools and other entities promoting sport in the municipality, according to the type of partnership</td>
</tr>
</tbody>
</table>

The implementation of gender-sensitive public budgets implies the knowledge of the differentiated impact of budget initiatives on women and men, in order to prevent that its application generates inequalities. For example, the gender impact of the budget will be different when it comes to an investment in a rugby field - considering that it is not a widespread sport and whose practice is essentially masculine -, than when it comes to the suitability of a natural space for sport use, as a trail used by many women when they go for a walk.

### Implementation

The elaboration of gender-sensitive public budgets implies the knowledge of the differentiated impact of budget initiatives on women and men, in order to prevent that its application generates inequalities. For example, the gender impact of the budget will be different when it comes to an investment in a rugby field - considering that it is not a widespread sport and whose practice is essentially masculine -, than when it comes to the suitability of a natural space for sport use, as a trail used by many women when they go for a walk.
These data only provide information on the type of expenditure and the amounts allocated, hardly allowing prioritization of spending according to needs, or the establishment of a policy to promote sports activity in segments of the population that have a low level of participation.

**Budget examples: Scenario 1**

<table>
<thead>
<tr>
<th>Type of expense</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidy current activity of the clubs</td>
<td>27,000,00 €</td>
</tr>
<tr>
<td>School sports grant</td>
<td>25,000,00 €</td>
</tr>
<tr>
<td>Club agreements</td>
<td>50,000,00 €</td>
</tr>
<tr>
<td>Subsidy to Extraordinary sports activity</td>
<td>10,000,00 €</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>112,000,00 €</strong></td>
</tr>
</tbody>
</table>

An in-depth analysis is carried out of the type of intervention for which the grants are intended and the following information is obtained:

- In this municipality the number of federated male licenses is much higher than female.

- Football and rugby clubs have an agreement with the local authority for the management and use of their facilities.

- The extraordinary sports event that took place was a popular race in which 80% of the participants were men.
<table>
<thead>
<tr>
<th>Type of expenditure</th>
<th>Value</th>
<th>No. M</th>
<th>% Expenditure</th>
<th>No. W</th>
<th>% Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidy current activity of clubs</td>
<td>27,000 €</td>
<td>1,000</td>
<td>80%</td>
<td>250</td>
<td>20%</td>
</tr>
<tr>
<td>Grant for school sports</td>
<td>25,000 €</td>
<td>370</td>
<td>65%</td>
<td>200</td>
<td>35%</td>
</tr>
<tr>
<td>Agreements clubs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Football</td>
<td>35,000 €</td>
<td>150</td>
<td>83%</td>
<td>30</td>
<td>17%</td>
</tr>
<tr>
<td>Rugby</td>
<td>20,000 €</td>
<td>75</td>
<td>100%</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Subsidy for extraordinary sport activities</td>
<td>10,000 €</td>
<td>800</td>
<td>80%</td>
<td>200</td>
<td>20%</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>112,000 €</td>
<td>2,295</td>
<td>75%</td>
<td>780</td>
<td>25%</td>
</tr>
</tbody>
</table>

**Conclusion:** 75% of the budget spent on current transfers is attributed to sport by men.

Source: FEMP (2011)
All **normative regulations** (ordinances, concessions, contracts, arrangements and grants) in the sport domain, as well as other regulations concerning different local areas (urban planning, design of sport infrastructures), must incorporate the gender perspective and ensure respect for the principle of equality.

**Concessions and contracting**

To ask the entities to specify the criteria of equality which are applied in the selection of staff, the establishment of salaries and opportunities of accessing and training, on work/family conciliation, etc.

To demand that outsourced companies develop sport activities adequate to monitoring staff training, who guide both the activities mostly held by men as the activities mostly performed by women.

**Grants**

To ask the entities for information about the criteria of equality which are applied in the distribution of resources:

**Human:** Allocation of technical personnel, women and men; proper training of male and female coaches of men and women athletes; medical and physiological support to men and women, etc.

**Economic:** Expenditures on male and female coaches of men and women athletes; means of transport and travel conditions of men and women; investment in equipment and sport material for each of them; awards, etc.

**Materials:** Distribution of sport spaces (changing rooms, fields and practice and race tracks – state, lighting, etc.); and distribution of schedules – not being systematically assigned to women the most inconvenient schedules.

Source: FEMP (2011)

In addition to establishing a cross-cutting policy throughout the management within local sport through the planning and implementation of policies from a gender perspective, it is necessary to adopt temporary measures that boost and promote visibility of women’s participation within sport, especially in the areas in which their involvement is a minority due to obstacles or difficulties which have been noticed in
the diagnosis of the situation. **Positive actions** are strategies aimed at establishing equal opportunities by means of temporary measures that enable to correct discriminations.

› **Examples of positive actions**

Based on grants, to award a higher score to women’s teams or to female federated clubs, aiming to encourage clubs to adopt measures to promote the incorporation of women in their structures and to make visible the interest of the local entity sport management in boosting federated sport practice of women.

To reward sport entities to develop initiatives to promote equality between women and men in sport structures at local level.

To prioritise the information related to female sport over the male one, as well as the image of women athletes on posters and flyers for the dissemination of activities and sporting events.

Source: Adapted from FEMP (2011)

› For boosting the cross-cutting action of the gender perspective in the entire local sport field it is essential to endow people related to it with the necessary tools. In this sense, **training in equality** and co-education will provide greater knowledge and autonomy to the male and female agents of the local sport area to incorporate the gender perspective in the performance of their functions, and will promote the development of local sport policies that boost the respect for the principle of equality in a transversal way.
Officers to be covered by training

Personnel responsible for the design, implementation and evaluation of local sport policies.

Personnel responsible for the management of the local sport field – including the sport offer provided by the local authority –, and for the development of sport activity.

Personnel responsible for the design of the offer of local entities.

Personnel responsible for the conception of the offer of the local sport organisations, as well as for preparing the supporting reports for the board of directors.

Male and female coaches, and technical personnel who are responsible for women and men athletes - both federated or at school age.

Personnel responsible for school centres, and fathers and mothers of students of all ages.

Source: FEMP (2011)

Follow-up and monitoring

The effectiveness of gender mainstreaming within local sport claims a continuous follow-up and periodic monitoring process to assess its progression and, if required, to correct deviations and breaches.

The check-lists below systematise a set of good practices that conform activities and achievements associated to the integration of gender perspective in the five fields of operation within local sport. These fields of activity constitute areas of intervention of the local sport offer, and cover both the offer conducted by different agents as well as the organisation and management carried out by the competent body in matters of local sport correspondent (FEMP, 2011):
Managing entity (local authority) - Entity responsible for the local sport management, which assumes the responsibility of coordinating the local sport policy.

Sport offer led by the managing entity - Sport offer managed by local entity/public body. It involves several physical and sport activities meant for male and female citizens with the goal of promoting sport practice oriented to leisure, recreation and health.

Offer led by other entities - Sport offer linked both to traditional sport associations (federated sport) as to other entities offering alternative sport activities to federated sport. Here are the various tools within the reach of the managing entity, within the framework of their competences, to incorporate gender perspective in the management of the mentioned sport offer.

School age offer - Activities that, in an organised manner, take place out of the physical education programme at school centres, clubs, associations, etc., and in which people of school age participate.

Infrastructure and sport equipment - Urban planning and design and management of several existing sport equipment.
› Check-list for the self-assessment of the integration of gender perspective:

Entity responsible for managing local sport

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

To take into account, in a systematic manner, the situation and the needs of men and women when it comes to physical activity and sport, in the design of policies at local level.

To analyse the impact of gender resulting from the application of annual budget dedicated to sport by the managing body.

Expenditures established for the concession and contracting services in sport facilities include requirements to ensure compliance with the principle of equality by the entity that receives the concession.

There is a joint presence of men and women in the political structure and composition of the various sport committees of the local managing body.

There is a balanced representation of women and men in the labour force related to the sport area, both in-house and outsourced.

The working conditions of staff are known, whether they are internal or outsourced, related to the area of sport and there are no gender gaps at this level.

The programme contracts of sport development (and other grants in the domain of sport) incorporate aspects geared towards boosting the participation of women at various levels of the sport field.

Not to use sexist language and images in all the sport communication actions by the local entity.

The personnel responsible for the local sport management, both technical and political, have training in matters of gender equality.

Several broadcasting channels are used with the purpose to ensure that information reaches the different segments of population.
Check-list for the self-assessment of the integration of gender perspective:

Sport offer conducted by the local manager entity

Yes  No

There are tools to obtain information on sport demand behaviour, depending on the age and sex variables.

Data are obtained from the participation in each of the sport activities that make up the local sport offer.

Indicators that allow one to conduct a diagnosis of the local sport activity are created (sport participation ratios relative to population).

Channels were activated in order to obtain qualitative information about the satisfaction level of the different segments of population regarding the sport offer.

The offer of activity is designed with the goal of covering the expectations and needs of all the identified segments of population.

Variants are incorporated (schedule, location, etc.) in the programming of the activities offered in response to the needs detected in each of the segments of the population.

All the activities that compose the sport offer are performed in appropriate spaces.

The distribution of sport spaces does not produce situations of inequality between male and female users.

The establishment of schedules for the different activities does not produce situations of inequality between male and female users.
Check-list for the self-assessment of the integration of gender perspective:

Sport offer conducted by other entities

- A map of sport entities was drawn up, federated and non-federated, and there are data on the number of athletes attached to each entity (according to sex and age).
- The data record corresponding to the number of athletes attached to every sport entity is updated annually.
- Local sport entities have an offer of activities addressed to each of the defined segments of the population (men and women of all federated categories).
- Sport drop out index is known in each of the sport entities, segmented by sex and category.
- Causes that motivate sport drop out by women of the municipality are identified.
- The technical personnel of clubs and sport entities receive or have already received training in equality.
- An offer of activities was designed, promoted by the entity itself or in collaboration with other entities, for young people between 12 and 18 years of age, as an alternative to the offer of the federated sport.
- The number of women integrated in the direction of local sport entities is stated.
- The number of women integrated in the technical staff of local sport entities is stated.
- The working conditions (compensation and training) of female and male coaches of local sport entities are stated.
- The access to public sport resources is open, equitably, to both traditional sport entities as to other type of entities that have a sport offer open and alternative to federated sport.
- The criteria for the establishment of schedules of the facilities are defined according to criteria of equality. Women and men have the same opportunity to use sport equipment, both in training as in competitions.
- The sport equipment is distributed equitably between women and men of sport entities.
- The study of gender impact of the resources employed by sport entities is conducted.
- Sport entities disseminate information about events and sport results obtained by both male and female sections.
Check-list for the self-assessment of the integration of gender perspective:

<table>
<thead>
<tr>
<th>Sport offer at school age</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

There is a school sport programme coordinated between the different local agents with competences on it.

The offer of sport activities at school age is diverse and includes the participation of students with different motor skills and physical skills.

The programme of sport activities at school age is designed and unfolds with co-educational criteria.

In parallel to certain sport activities at school age, there are organised sport activities directed at adults, with the aim of reconciling family life with sport activity.

Data on the participation in sport activities at school age are recorded, according to the segmentation criteria established (age and sex).

There is consistency between sport offer at school age and federated sport offer, giving continuity to the activities initiated at school age.

Masculinised and feminised sport activities were not noticed.

There is an equitable distribution of resources among activities at school age in male and female practices.

Both school-age male and female activities rely on technical personnel with suitable qualifications.

The allocation of sport facilities and schedules to develop sport activities at school age is done in a balanced way between male and female activities.

The sport practice drop out indexes at school age is calculated annually, analysing the results in a segmented form (age and sex).

There are awareness-raising campaigns aimed at families in order to encourage the practice of sport of male and female minors.
### Check-list for the self-assessment of the integration of gender perspective:
#### Infrastructure and sport equipment

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

It is published, periodically, a local sport equipment catalogue, both in enclosed spaces as open ones, with information related to the activities being developed, target-audience, schedules, etc., in order to promote visibility of women's sport practice.

In addition to the traditional sport facilities (tennis courts, swimming pools, etc.), open spaces were created, urban or natural, for the practice of non-programmed sport activities.

The sport facilities of the municipality are located in busy and populated places.

One may access the local sport equipment by public transport. The transport schedule coincides with the opening of the facilities.

The local sport equipment, as well as the contiguous spaces, are properly illuminated.

There are tools that allow us to quantify the use of the local sport equipment and facilities by the various segments of the population.

There is a protocol of action to distribute and manage the use of the changing rooms, in response to different studies.

The nappy changing facilities are located in places of common access by men and women or, alternatively, in the male and female changing rooms.

There are spaces and complementary services of toy library to facilitate the conciliation of family life with the sport practice.

There are spaces to park prams and wheelchairs.

Sports furniture responds to physical and morphological needs of a diverse audience.

Source: Adapted from FEMP (2011)
With who?

» City Council (division of sport);
» Council parishes;
» Sport and Youth Portuguese Institute (SYPI);
» Sports agents: sport federations, clubs, associations and sporting local communities;
» School grouping;

» Regional/local coordination of School Sport
» Local, regional and national media;
» Organisations of women and of gender equality promotion;
» Researchers and scholars.
Best practices
What examples?

Gender equality in local practices and in the provision of services to the community

› To include, in the programme contracts of sport development with associations and sport clubs, clauses to ensure the equality between women and men in sport practice, in particular, to safeguard equal value in prizes awarded (as it happens, for example, in the municipality of Mangualde) and which set out the goal of parity in terms of registered athletes (as already happens in the cities of Lisbon and Viseu, among others).

› To integrate gender equality in the regulations of modalities and sporting competitions and to ensure that the regulation has to go through validation and inspection bodies.

› To increase support to clubs/associations that host female sport teams, in order to correct the existing imbalance.

› To develop sport programmes aimed at children and youngsters during school break periods (for example, sport/active holiday). These kind of programmes are promoted by several local authorities in Portugal (for example, Pombal, Mçngualde, Pôvoa de Lanhoso, Alcochete, Mafra, Lousã, Mortângua, Tavira, Alcanena, Sines, ...).
Active Holiday in Pombal
The municipality of Pombal promotes the Active Holiday programme with the primary goal to support families with leisure time occupation activities for their children during the Christmas, Easter and summer school breaks, providing a diverse set of activities aimed at children between 6 and 12 years of age. The programme includes cultural and sporting initiatives and templates pedagogical workshops and lectures in the fields of citizenship education, artistic education, environmental education and food education, among others, contributing to social development and to the integral training of all participants, instilling them with civic values, autonomy and responsibility, knowledge of the reality of the territory where they belong.
(http://educa.cm-pombal.pt/proj-edu/ferias-ativas.html)

Municipal Sport Holiday in Mangualde
It is directed to children and youngsters in the municipality, in particular the most deprived sectors of the youth population, Sport Holiday suggest the occupation of leisure time during the Easter and summer school holiday, with the main objective to encourage the conviviality and to alert to the benefits of a regular sport practice. Trips to river beaches, Live Beach, Exploratory Science Alive, Biopark, Tree Climbing games and activities are some of the proposals for this holiday devoted to younger people.

› To provide women and men (of all ages) equal access to facilities and sport activities.

› To stimulate the sport practice that encourages the participation of women, in particular adapting the schedules of municipal sport centres to work schedules or providing the guard/child care while mothers and/or fathers practise sport.
› To assist in the conception of sport parks containing tracks for the practice of all kinds of sport.

› To boost **economic and technical support** to boys and girls, promoting their joint participation in all sports so as to alleviate the gender gap.

› **To promote** visibility of male and female references in each sport (football, handball, gymnastics, etc.).

› To organise **workshops of sport exchange** between girls and boys.

› To eliminate the use of sexist **language** or images in sport communication in sport campaigns content.

› Mind the language – some examples:

<table>
<thead>
<tr>
<th>To use</th>
<th>... Instead of</th>
</tr>
</thead>
<tbody>
<tr>
<td>«sport is a human activity ...»</td>
<td>«sport is a Man’s activity ...»</td>
</tr>
<tr>
<td>«female and male students are the centre of ...»</td>
<td>«the student is the centre of attention ...»</td>
</tr>
<tr>
<td>«when sport was organised ...»</td>
<td>«when Man invented sport ...»</td>
</tr>
<tr>
<td>«self defence»</td>
<td>«man to man defence»</td>
</tr>
<tr>
<td>«who wants to be a female or male captain ...?»</td>
<td>«who wants to be the captain ...?»</td>
</tr>
<tr>
<td>«who is the female or male referee»</td>
<td>«who is the referee?»</td>
</tr>
<tr>
<td>«sport is a Human Right ...»</td>
<td>«sport is a right of the Man ...»</td>
</tr>
<tr>
<td>«female and male Physical Education teachers are responsible for ...»</td>
<td>«the Physical Education teacher is responsible for ...»</td>
</tr>
<tr>
<td>«the function of who arbitrates is to maintain discipline ...»</td>
<td>«It is for the referee to keep discipline ...»</td>
</tr>
<tr>
<td>«the function of female and male coaches is ...»</td>
<td>«the role of the coach is to ...»</td>
</tr>
<tr>
<td>«who is in the position of defence?»</td>
<td>«who is the defence?...»</td>
</tr>
<tr>
<td>«the goalkeeper’s position requires a lot of attention ...»</td>
<td>«a goalkeeper has to be very attentive ...»</td>
</tr>
</tbody>
</table>
Training of strategic agents

- To develop gender-perspective training directed at leaders, sport male and female monitoring staff.

Women empowerment and strategic partnerships

- To encourage the presence of women and men in sport modalities where they are under-represented.

The Lagoa Martial Arts Association, supported by CM de Lagoa, uses images of women in the dissemination of their activities, in order to attract the female audience to the practice of the various disciplines of the martial arts.

The association “Elan sportif” (France), with the support of foundations, private entities and local authority, has been highlighted by the use of women’s boxing in its activities for physically inactive girls from disadvantaged districts of Mulhouse. In order to respond to the girls’ need to be with their peers, the association reserved a time slot only for girls’ sessions, along with mixed sessions, during which girls and boys practice boxing side by side.

The management of the initiative also created a participatory council to allow the girls to participate in the life of the club (through the organization of events, participation in meetings, etc.). This council is a channel for the transmission of information, problem-solving and also a forum for discussion on how best to adapt activities to the needs of girls. In addition, under the guidance of an instructor, girls are invited to manage sports activities at neighbourhood events or to lead warm-up exercises during training.

Every year there is a process of evaluation involving girls, their parents and mothers in order to better understand how sport is helping these young women, and also to take stock of the year that ends and plan the next.

Intending to extend its activities to women between the ages of 25 and 50, the association is testing various strategies to reduce restrictions associated with domestic and family work (such as support in domestic activities and development of activities with the children while the mothers are training).

(www.elan-sportif.org)
To develop programmes that connect sport and health in all stages of women’s lives.

Activities of the Women and Sport Committee of the Slovak Olympic Committee:

- **Women in Sport - Women for Sport** Program - is intended for women who are not involved in sport (physically inactive or who are not members of any sports club) and involves, among other initiatives:

  - The “Change Your Lifestyle” project, which encourages women to take care of their bodies and find time to exercise.

  - Dissemination of educational and communication materials, including informational and advertising leaflets on the benefits of regular exercise and a book describing a series of exercises.

- **Competition “Mother, Let’s Do Sport!”** Based on the idea that children’s participation can lead parents to follow their example, the Committee has awarded prizes to schools that offer the greatest number of activities involving mothers and children.

  (www.olympic.sk)

To promote, in partnership with sport associations, sport initiatives with the purpose of preventing violence against women.

With the support of the CC of Lagoa, the Martial Arts Association of Lagoa promotes self-defence courses for prevention of domestic violence.
To establish agreements with sport associations to train the women athletes and facilitate their incorporation in the areas of sport activity in which they are under-represented: arbitration, practice, direction of sport entities.

To promote women’s leadership courses in sport which enable them to perform different roles and functions in the world of sport.

The course is addressed to unemployed women interested in becoming sport managers, athletes, coaches, physical education teachers, members of sport associations, etc.

Advocacy, awareness and community mobilisation

Promoting actions aimed at breaking stereotypes in sport practice.

The Municipality of Miranda do Douro, for the implementation of the Gender Equality Plan, promotes some measures and strategies, such as: “All for Equality” Football Game, with Municipal Employees, in order to integrate the principles of equality of Gender equality in organizational culture and foster a progressive internalization of concerns about gender equality.
To promote information and awareness campaigns on the benefits of outdoor exercise for physical and mental health.

To mark the International Women’s Day, the municipality of Póvoa de Lanhoso annually organises the Solidarity Walk. This initiative aims to promote, on the one hand, the practice of physical exercise in the open air and the contact with nature and, on the other hand, equal access of men and women to sport activities. The participation in this initiative requires the delivery of food items which shall revert to the Social Local Authority Shop, response that aims to support, with food and clothing items, vulnerable families and those at risk of social exclusion.

To promote the broadcasting of campaigns through all the municipal media available.

To involve sport clubs and associations of women in the support and media campaigns disclosure.

To foster the creation of mixed sport teams.

The City Council of Mangualde seeks to sensitize the population to healthy lifestyles and guarantee “Sport for All with Quality”, regardless of age or gender. Based on the idea that everyone has the right to practice sports, the town council organized a series of pedestrian walks - “Meet Mangualde”, challenging the community to practice outdoor sports, and providing a bus to transport participants from Mangualde to the route. (http://www.cmmangualde.pt/index.php/atividade-municipal/desporto/projectos.html)

To involve sport clubs and associations of women in the support and media campaigns disclosure.

Project “Corfebol Sem Fronteiras”. Project developed between the Municipality of Odívelas and Caneças Sporting Center with the objective of promoting social integration, civic participation and interaction between immigrant and indigenous citizens, while promoting equal opportunities and fighting behavior and Discriminatory attitudes through sport.

Corfebol is the only collective sport that requires the constitution of mixed teams, composed of equal numbers of men and women. In the case of “Corfebol sem Fronteiras”, the teams also include indigenous and foreign citizens / citizens, thus promoting the reinforcement of cultural diversity, as a way of expressing and appreciating their presence and diversity in Portuguese society. (https://www.facebook.com/Corfebol-Sem-Fronteiras-Chaves-271979866267800/)
Information collection and data production

› To monitor the number of girls and boys who solicit participation in activities organised by the municipal sport area.

› To develop an assessment of the uses and frequency in the use of sport facilities according to sex.

› To evaluate the perception that both girls and boys have on the safety of sport facilities in general, and of the changing rooms in particular, in certain schedules.

The Federation of Municipalities of Sweden implemented a method of analyzing municipal activities in 1997 which could form the basis of a local anti-discrimination policy. In the field of sport, the analysis focuses on the following questions: what is the gender breakdown of users of football fields and ice shelves? What is the municipal subsidy for sports equipment used mostly by men and women respectively? What are the training schedules for girls and boys at the ice skating rink? Etc.
The social roles associated with women and men are built during childhood and adolescence by the social environment in which girls and boys grow and develop, and may influence the wishes, interests, and aspirations of women and men in private and public life.

The situation of early abandonment of education and training is, in turn, more common among young males, as well as the situation of confinement in prison establishment (INE, 2014b).

Girls are more vulnerable than boys to the consequences of unprotected and premature sexual relations. They are also more vulnerable to all kinds of violence, particularly sexual violence: rape, sexual abuse, sexual exploitation, trafficking and forced labour (APF, 2010).

Girls face a higher risk than boys with regard to sexual and reproductive health: they are biologically more vulnerable than men to diseases related to the reproductive system; and the prevention of pregnancy is understood as a “problem of girls”. A disadvantageous situation when compared to boys. Girls also pay a higher price for teen pregnancy, in terms of health risks and opportunities for education and employment.

Boys, on the other hand, are subject to a higher psychological stress in relation to their sexual performance, are less predisposed to use contraceptive methods and are more vulnerable to HIV infection because they make up the majority of the population who use injecting drugs. (APF, 2010).

The weight of young women and men in Portuguese society is similar, however, young women predominate (as responsible) in single-parent families, receive lower wages (although the wage differential is smaller among young people), and are most affected by unemployment (though more educated) (INE, 2014b).
Greater involvement is expected of girls than of boys in the household chores, it is hoped that young women assume at the same time responsibilities regarding their education and domestic responsibilities, which may affect their academic achievement and retention in the education system.

Girls are physically less active than boys and this difference increases during adolescence (Silva et al., 2006).

The patterns of consumption of alcohol and drugs of boys and girls are different; also the consumption of psychoactive substances and dependence among young males is higher, although it is growing among young girls (Balsa, Vital and Urbano, 2012) (see box Prevention campaigns in the consumption of drugs and alcohol without gender perspective).

Formal groups (and also non-formal) of young people tend to reproduce the situation of under-representation of girls. Although the values of associative participation of male and female are approached, the leadership of the youth associations is strongly masculine. In addition, associations of young people tend to neglect the gender dimension in projects and activities that they develop (FNAJ, 2013; REDE, 2006, 2013).

Violence is, most often, practiced by men and boys against women and girls, in particular in the context of dating relationships.

Although volunteering (formal and informal) is more frequent between women and girls, these are concentrated in activities of personal services - that are an extension of the housework -, while men and boys have a greater dispersion in terms of the type of activity performed (INE, 2013).

Prevention campaigns in the consumption of drugs and alcohol without gender perspective
A study of advertising campaigns broadcasted between 2002 and 2011, led in Spain, concludes that the campaigns of prevention of drug use are not designed to approach boys and girls the same way, which may lead to a different effectiveness. The study even points out that one of the causes for the consumption increment among young girls, is exactly “the inadequacy of the prevention campaigns that are developed, both on the part of public administration, as we as social organisations”. 
(Gómez & Nieto, 2012)
People who stimulate activities aimed at youth (technical staff, volunteers, animators, etc.) frequently reinforce gender stereotypes through transmission (verbal or non-verbal, intentional or unintentional) of beliefs, values, current behavioural models in society that do not strengthen equality between boys and girls (REDE, 2006).
Principles and methodologies how to proceed?

› There should be the promotion of debate among the population on issues of gender equality, which questions the traditional division of male and female roles, alert to the rights and responsibilities held by the female and male citizens both in the public and in private spheres, highlighting the added value of participation at personal and social level.

The role of youth associations

Youth associations contain a powerful potential to multiply gender equality through the age range of the members that compose them and the target group which they work with; on the other hand, since they do not work in isolation and have privileged branches with the surrounding social environment (political, school, family), they constitute powerful mechanisms for dissemination of good practices. Being one of the first democratic learning laboratories and of active citizenship, these are privileged spaces of youth participation and representation. (REDE, 2006)

› Awareness and training actions must be promoted to all members of youth organisations, informal groups of young people (see box The role of youth associations), municipal youth councils, organisations that develop work among young people, and public entities with responsibilities in the area of youth for the importance of gender mainstreaming in their operation and their initiatives.

› Regional plans of youth should integrate gender perspective, creating visibility and taking into account the specificities of the situation and needs of boys and girls.

› Balanced participation of girls and boys, in all types of activities, must be stimulated, with particular emphasis on involvement in decision-making, promoting balanced representation of girls and boys in bodies of direction and in the system of representation of associations of any nature, as well as in committees or any other structures.
› It must be ensured that local initiatives in the context of sexual and reproductive health take into account the diversity of different groups and can be built specifically for each group, considering gender differences.

› Initiatives for the prevention of alcohol and drugs consumption must meet the differential consumption of boys and girls.

› Local actions in prevention and road safety should consider the differences between male and female youngsters in what concerns road fatalities.

› The promotion of equality between boys and girls and men and women should be based on an integrated and multidimensional policy in the youth field and not only on one-off measures.

› For a municipal youth policy of quality it is necessary to start by making a diagnosis of characterisation of the situation of female and male youngsters in the municipality.

› The articulation and the commitment of all stakeholders must be promoted, including female and male youngsters, youth organisations, and youth associations working in the field of gender equality and human rights, local governments, municipal youth councils, schools, health units, among many other entities, in order to promote an effective transformation.

› To analyse, monitor and evaluate aspects relating to gender equality in the field of youth at local level it is essential to create a system of gender indicators that allow the production of diagnosis that may serve as a basis for decision-making (see table 3 - Gender Indicators in the area of youth section “Instruments”).


## Instruments

### Which resources?

<table>
<thead>
<tr>
<th>Table 3-Gender Indicators in the area of youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>Statistical information available at municipal level</td>
</tr>
<tr>
<td>Proportion of young people ranging from 18-24 years of age who completed, at the most, the third cycle of the basic education (ninth grade) and are not studying, working or in training, according to sex</td>
</tr>
<tr>
<td>Statistical information to be collected/produced by the local authority</td>
</tr>
<tr>
<td>No. of young people enrolled in the employment agency, according to sex</td>
</tr>
<tr>
<td>No. of young people attending vocational training courses, according to course and sex</td>
</tr>
<tr>
<td>No. of youth associations of the municipality, by parish council</td>
</tr>
<tr>
<td>No. of members of youth associations, according to sex</td>
</tr>
<tr>
<td>No. of registered complaints to the authorities due to physical violence in dating relationships, according to the complainant’s sex</td>
</tr>
<tr>
<td>Consumption of psychoactive substances according to the age group, by sex</td>
</tr>
<tr>
<td>No. of areas dedicated to young people, by type of spaces and parish council</td>
</tr>
<tr>
<td>No. of events aimed at young people (youth weeks, etc.), according to the type of event and parish council</td>
</tr>
<tr>
<td>% of boys and girls participating in events targeted at young people</td>
</tr>
</tbody>
</table>
Table 3 - Gender Indicators in the area of youth

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of events intended for young people with a gender perspective, according to the type of event</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>% of boys and girls participating in events aimed at young people with a gender perspective</td>
<td>To be requested to the organizers</td>
</tr>
<tr>
<td>No. of structures/services aimed at supporting young people, according to the responsible entity</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of young people who require support services, by type of support and sex</td>
<td>To request promoters</td>
</tr>
<tr>
<td>Support granted to young people, according to the type of support and sex</td>
<td>To request promoters</td>
</tr>
<tr>
<td>No. of services performed to young people for issues related to sexuality, according to structure/answering service and sex</td>
<td>To request promoters</td>
</tr>
<tr>
<td>No. and type of municipality programmes aimed at young people</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of young people in voluntary programmes</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. of young people in voluntary programmes, according to sex</td>
<td>To request promoters</td>
</tr>
<tr>
<td>No. and type of actions to raise awareness about violence in dating by promoter entity of the actions (annual)</td>
<td>To be created by the autarchy</td>
</tr>
<tr>
<td>No. and type of training actions about violence in dating relationships by promoter entity of the actions</td>
<td>To be created by the autarchy</td>
</tr>
</tbody>
</table>
With who?

- City Council (division of youth);
- Parish councils;
- Sport and Youth Portuguese Institute (SYPI);
- National Youth Council (NYC);
- Youth and student associations;
- School groupings;
- Health services;
- Educators and youth animators;
- Associative and student leaders;
- Health centres;
- Young women;
- Young people in general;
- Organisations of women and promotion of gender equality;
- Health professionals;
- Security forces;
- Researchers and scholars.
Best practices
What examples?

Advocacy, awareness and community mobilisation

› Creation of awards for youth associations or other organisations that develop work among young people with good practices in the field of gender equality (see box Young People for Equality Award).

Youth Awards for Equality
It’s a biennial initiative, promoted by the Portuguese Institute of Sports and Youth, I.P. (IPDJ, I.P.) under the V National Plan for Gender Equality, Citizenship and Non-Discrimination, 2014-2017. This initiative consists of a competition for Youth Associations registered in the National Register of Youth Associations (RNAJ), to promote good practices in the integration of the Gender Equality, Citizenship and Non-Discrimination dimension, both in its organization or operation and in the activities developed by the associations.

(http://www.juventude.gov.pt/Eventos/ConcursosPassatempos/Paginas/atribuicao-Premio-Jovens-pela-Igualdade.aspx)

› Encouraging the development of plans for gender equality in youth organisations.¹

¹ To support the development of plans for gender equality in youth associations please consult: NFYA (2013).
› To promote within the *youth volunteering programmes* the performance of activities that contradict the roles traditionally assigned to girls and boys, with the purpose of eliminating gender segregation in voluntary activities.

› To promote the *involvement of experts in gender equality* and youth associations working in the field of gender equality and human rights, whether in the diagnosis phase or in the phase of implementation and monitoring/evaluation of the regional plans of youth.

› To promote awareness and prevention campaigns in the field of youth sexuality, with the involvement of local authorities, educational communities, education and health professionals, youth organisations, opinion leaders, parents and civil society organisations.

› To ensure that initiatives in the field of sexual and reproductive health should take into account the diversity of different groups and can be built specifically for each group, considering gender differences.

› To develop prevention campaigns on the consumption of alcohol and drugs according to the differential consumption of boys and girls.

› To promote awareness-raising actions of prevention and road safety, with gender perspective, in coordination with security forces.
› To boost workshops, recreational and pedagogical awareness actions and courses in schools and youth associations that promote the debate between young female and male people on the issues of gender equality, which question the traditional division of female and male roles (see box the Ideas Competition).

**Ideas contest**

As part of the implementation of the Municipal Plan for Equality, the Municipal Council of Penalva do Castelo has been developing a set of activities. In order to involve the student community in all this process, a contest of ideas was launched in the Grouping of Schools of Penalva do Castelo. The goal was to create the logo of the project. The contest aimed at students in the 2nd and 3rd cycles of studies and Secondary Education and had as a background the issues related to promotion of gender equality. The logo, in addition to reflecting this theme, should contain the motto “Equality makes my Gender”, chosen by the collaborators of the Autarchy. The candidate works were evaluated by a jury based on previously defined criteria.

([link to contest information](http://www.cm-penalvadocastelo.pt/index.php/consultas/noticias/item/936-dia-municipal-para-a-igualdade-assinalado-em-penalva-do-castelo))
To develop campaigns of sexual-emotional education aimed at young girls to prevent violence in dating (see boxes Campaigns/Actions to raise awareness about Violence in dating).

Campaign against dating violence - Who loves you, does not hate you (2015)!

The Government, through the Secretary of State for Parliamentary Affairs and Equality and the Secretary of State for Sport and Youth, has promoted a campaign to raise awareness of dating violence on the occasion of Valentine’s Day with sportsmen and women, actresses and television presenters.

National Campaign - Violent Dating Is Not Love (2008/09)

Among the actions carried out under this Campaign, the creation of a website (www.amorverdadeiro.com.pt) aimed at adolescents and young adults, which, apart from the informative component, allowed the placement, in an anonymous way, of questions and doubts, which were answered by a technical team.
**Actions to raise awareness of “dating violence”**

CENAS.LOVE Photographic Exhibition - Representations of Love, Dating and Dating Violence. Works focused on the primary prevention of violence and juvenile delinquency, carried out by students from 20 national schools, under the project “Artways - Educational Policies and Training against Violence and Juvenile Delinquency”, promoted by UMAR. (http://artways.umarfeminismo.org/)

Debate-Show «Violence Does not Make Our Gender». This initiative aimed to sensitize young people to the need to eradicate dating violence and has as a framework the project “Arts and Equality - a citizenship of the future!” Promoted by Chapitô. (http://chapitao.org/?s=events&view=e=122)
**Actions to raise awareness of “dating violence”**

In the framework of the celebrations of the World Day for the Elimination of Racial Discrimination, promoted by the CM of Póvoa de Lanhoso, short films were made by students of the Secondary School of Póvoa de Lanhoso on the theme of violence in dating and racial discrimination.

**Youth Volunteer Action “Flirt with Fair Play”, promoted by the IPDJ**

This is a long-term action, part of a project to prevent dating violence, which aims to create a Local Animators Scholarship composed of volunteers aged between 16 and 30 who develop and stimulate Projects with young people in schools and / or other partner entities.

Plenary Session of the Youth Forum of Setúbal: “Violence in Dating | Domestic Violence “promoted by the Youth Office of the Municipality of Setúbal in which entities such as PSP, APAV and IGC participated.

(https://juventude.gov.pt/Voluntariado/namorar-com-fair-play/Paginas/NamorarcomFairPlay.aspx)

**The League of Friends of the Health Center of Alfândega da Fé (in articulation with the City Council) is developing the project “Preventing Violence for Better Health”. This project intends to work at the level of prevention of gender violence in a public health perspective, with special focus on early sensitization to dating violence. The project involves, among other actions, the creation of awareness materials, sensitization sessions for students and primary and secondary education students, awareness-raising sessions for teachers and parents, edition of a newsletter for the dissemination of information on gender-based violence, the creation of days against gender-based violence in schools, with freedom for each school to develop their own initiatives.**

(http://www.lacsaf.pt/p/2493/prevenir-viol%C3%A1ncia-no-namoro/#.VrSHdh6bZ4w)

**The Diocesan Caritas of Guarda (in articulation with the City Council) developed an awareness campaign directed at NASCER users | Center for Life Support, dedicated to the debate about dating violence. The purpose of this session was to inform and educate participants about types of violence, their characteristics, causes, consequences and ways of prevention and to contribute to the promotion and / or strengthening of conflict resolution skills, to enable the recognition of abusive intimate situations and appropriate behavior to prevent or respond to aggression.**
Training of strategic agents

- Implementation of raising awareness actions, training and non-formal education2:

  _ To empower leaders and other members of youth associations and informal groups of young people towards issues of gender equality.

  _ Aimed at managerial, associated, technical and volunteer staff of any type of entity or informal group that conducts activities among young people, in order to counteract the reinforcement of gender stereotypes through the dissemination of the hidden curriculum, and maximising the transmission (verbal or non-verbal, intentional or unintentional) of beliefs, values and models of egalitarian behaviour.

Women empowerment and strategic partnerships

- Systems of qualification/empowerment of young girls through mentoring programmes (that enable contact with models of adaptive and alternative behaviour), the establishment of inter and intra-generational networks of contacts, which contribute to endow female youngsters with the ability to intervene socially on equal terms with the male youngsters (see box *The project “from Woman to Woman”*).

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2 Para apoiar a condução de ações pedagógicas de sensibilização/educação não formal dirigidos a jovens e membros de organizações formais e não formais de jovens consultar: REDE (2013).
Project “from Woman to Woman”

The project already has two editions (one launched in 2006 and the other in 2008) and aims to encourage the civic and political participation of young women, foster their involvement in public life, support young women wishing to access positions of responsibility and contribute to increase the proportion of active women in politics, youth associations and non-governmental organizations. The project had several components, namely: the Mentoring Program; The Intervention Skills Development Program; Participation in seminars and meetings to promote awareness of equality between women and men; Participation in online discussion forums; Participation in parallel activities - visits to political power bodies and institutions of organized civil society; and to experience intervention for change through the development and implementation of projects in the field of youth and gender equality.

(http://demulherparamulher.redejovensigualdade.org.pt/)

› To promote working and discussion groups among girls so that they can develop skills of argumentation and confidence in themselves, for example, to make public presentations, submit motions, petitions and proposals, to become assertive.

› Visits and national and international exchanges (for the development of autonomy, the ability to solve problems and multicultural learning).

› Gender equality in local practices and in the provision of services to the community.

› Creating centres which will provide help for teenagers and/or specialised consultations of teenage sexuality in health centres, in the decentralised structures of the State in the area of youth, or in the municipalities.
To improve the psycho-emotional, economic and social support to the pregnant teenager in order to complete the best schooling with maintenance programmes at school or in search of employment and housing.

To implement programmes to prevent anorexia and bulimia with gender perspective, creating a healthy female image, breaking stereotypes.

Program of Food Education and Healthy Life of the Municipality of Leiria

The Municipality of Leiria marked the World Food Day through the presentation of a set of actions to be developed during the academic year 2015/2016, within the scope of its Program of Food Education and Healthy Life.

The program covers a total of 6170 students, promoting ten projects throughout the academic year 2015/16. One of these projects - “Leiria Up” - Quality of Life and School Success - has as priority areas the eating disorders (obesity, anorexia and bulimia).


Eating disorders discussed at the Póvoa do Varzim Municipal Auditorium

An Association of Parents of Póvoa do Varzim organized, with the support of the City Council, a lecture to discuss the food problem in adolescence, to which they were invited to attend students of the 3rd cycle and secondary schools of the county. This action aimed to inform young people and thus prevent deviant behaviors linked to food, focusing on two fundamental themes: Anorexia and Bulimia Nervosa and Nutrition in Adolescence.

(http://www.cm-pvarzim.pt/noticias/disturbios-alimentares-discutidos-no-auditorio-municipal)
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