

# GAMES POOL OF ACTIONS

Governance

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GAMES: Pool of Actions - Gender Equality in Sport Governance

The GAMES Pool of Actions has the scope to be a manual of concrete actions to promote gender equality in leadership positions among sports stakeholders whilst considering the different states of readiness and the political and socio-cultural barriers existing across Europe.

Content theme:

The content of the GAMES Pool of Actions is fully aligned with Principle 6 “Leadership in Sport” of the Brighton + Helsinki Declaration. Furthermore, it indirectly addresses Principle 1 “Equity and Equality in Society and Sport” and Principle 7 “Education, Training and Development”

**Target audience:**

Sport organisations, sport leaders, sport practitioners, athletes, policymakers.

**Background:**

Gender equality is one of the founding democratic values of the European Union and a fundamental principle of Olympism. The International Olympic Committee, the European Olympic Committee, and many other European sport organisations have been working toward achieving gender equality in sports. Notwithstanding, despite the progress (e.g. athletes competing at the Olympic Games) and many policies, and strategies existing, gender equality in leadership and decision-making positions is lacking across European sports.

Accordingly, different trends have been identified to reinforce the gender gap (e.g. vertical segregation, policy, structural procedures, values, attitudes, language); yet these barriers should be better understood as being multi-layered dynamics that may favour/discourage gender-sensitive culture. Consequently, it is important to create changes within the organisations and their members that promote alterations to the structures, practices, and values of the organisation to concretely achieve the required changes to ensure gender equality in leadership and decision-making positions.

Hence, the GAMES Pool of Actions was developed in the framework of the Erasmus+ Project “Guidance to Achieve More Equal Leadership in Sport” coordinated by the EOC EU Office with the aim to serve as a practical guide outlining specific steps to advance gender equality in leadership roles within the sports community.

**Summary:**

The GAMES Pool of Actions is structured into 3 main pillars which cover 9 key topics to tackle gender equality in sport leadership, as well as a series of transversal topics.

The GAMES Pool of Actions also includes 35+ actions divided between “fundamental” and “additional” across the three pillars, 15+ recommendations of the IOC and/or the European institutions across the three pillars, 10 complementary advocacy strategies across the three pillars, 8 transversal topics complementary to the three pillars and related topics, 20+ Monitoring and Evaluation indicators, and 40+ examples regarding the “fundamental” actions and transversal topics from NOCs and/or sport federations.

**[Link: Access GAMES Pool of Actions](#)**

o for GAMES - Guidance to Achieve More  
Leadership in Sport, from the European  
ic Committee



Men and women working to develop GAM

## Related Links



<https://www.euoffice.eurolympic.org/pool-of-actions/>