



# WOMEN'S PARTICIPATION IN SPORT ACROSS EUROPE

November 2023 – Report

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# WELCOME

## Equality Within Sport (EWS) Committee

The Equality Within Sport (EWS) Committee was created as a hub of expertise on equality within ENGSO, the European Non-Governmental Sport Organisation. The mission of EWS is to activate and inspire European sport organisations to act on equality, through active advocacy work, education, awareness-raising, and strengthening cooperation with ENGSO member organisations and other sporting bodies. EWS advocates that everyone can (should!) practise sport safely and freely by promoting opportunities in all levels and sectors of sport. The full potential of sport can be harnessed only by reaching equality.

## Importance of this study

The EWS Committee of ENGSO conducted this study during June, July and August of this year in order to understand the situation of women in sport across Europe. The study gathered responses from anyone who self-defined as a woman<sup>1</sup>, was aged 18 years and above, and who lived in a Council of Europe member state. The aim was to provide insight into women's perceptions and experience of sport and activity and so help EWS, and our partners to achieve fairness, equality and inclusion in the sports' environment.

## Acknowledgements

EWS thanks all respondents of the survey and questionnaire. The data collection would not have been possible without ENGSO members and associated members, partners of the Equip for Equality in Practice (EQUIP) Erasmus+ co-funded project, as well as all Non-Governmental Organisations, National Olympic Committees, FLINTA<sup>2</sup> associations, LGBTBI+ sport clubs, event organisers of the European Youth & Sport Platform 2023,

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<sup>1</sup> **Women:** for the purposes of this report, all participants are women, regardless of whether they identify totally or partially as women.

<sup>2</sup> **FLINTA:** German acronym stands for Female, Lesbian, Intersex, Trans and Agender. It stands for anyone who is not a cisgender man.

EuroGames 2023, Discover Football International Symposium 2023 and IBSA World Games 2023, and all other organisations and individuals who disseminated the survey.

## INTRODUCTION

In 2022, EWS conducted research to collect up-to-date data that dealt with meaningful and recent topics regarding Lesbian, Bisexual, Transgender, Intersex people, Queer/Questioning, and everyone who identifies in the LGBTQI+ community. The research focused on 4 topics, published in the format of 4 factsheets on (1) LGBTQI+ women in sport, (2) LGBTQI+ and sport participation, (3) LGBTQI+ and safe sport and LGBTQI+ and (4) the legacy of covid-19. In 2023, the EWS committee has been focused on continuing research into the status of equality within sport with deepening the knowledge acquired on LGBTQI+<sup>3</sup> women's experiences.

This 2023 report has a greater aim to make sport a safer environment for women in the EU, focuses on presenting the results from an intersectional<sup>4</sup> perspective, specifically taking into account six socio-demographic aspects: age, gender identity, sexual orientation, migrant background, socio-economic and disability status. This data enabled us to look more deeply into the lived experiences of women (belonging to the LGBTQI+ community or not) who are marginalised by multiple structures of oppression.

In general, competition, strength, and virility have been values encouraged, transmitted, reproduced, and defended through participation in sports (Messner 2002). These traits continue to be connected to hegemonic heteronormative<sup>5</sup> masculinity in our society (Barber & Krane, 2005; Griffin, 1998; Messner & Solomon, 2007). The sexual nature of sport is supported by the physical differences between men and women as well as a potential disadvantage for women. This results in a binary-gendered separation of sports into "female" and "male" based on biological considerations granting a privileged position to men (Braumüller, Menzel, & Hartmann-Tews, 2022).

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<sup>3</sup> **LGBTQI+:** acronym for *Lesbian, Bisexual, Transgender, Queer/Questioning, Intersex*, and everyone who identifies fully or partially as woman in the LGBTQI+ community

<sup>4</sup> **Intersectionality:** first coined by Kimberlé Crenshaw, is known as a powerful theoretical framework for examining how diverse patterns of identity-based inequality, such as sexism, racism, ableism, and nationalism are mutually constituted (Crenshaw, 1989).

<sup>5</sup> **Heteronormativity:** term coined by Michael Warner to refer to the privileged position that heterosexual culture has in Western societies, it constitutes a tactic of social surveillance that produces discrimination and subalternity of those who distance themselves from heterocentrism, generating barriers, oppressions, and inequalities towards non-heterosexual people (Warner, 1991).

As a result, in some circumstances women prefer to refrain from engaging in sporting activities in order to avoid prejudice, discrimination, and stigma of the oppression from the patriarchal<sup>6</sup> system rooted in the sporting environment (Sartore & Cunningham, 2009). Even though women are fighting for greater recognition in terms of athletic performance and are attempting to eradicate sexist ideologies and misogynistic sports behaviour, they still have a long way to go in terms of representation and image, funding, and promoting women in leadership positions (IOC, 2018).

In addition to being excluded from and underrepresented in the majority of sports, LBTQI+ women also express their underrepresentation in LBTQI+ sports generally. A previous report about experiences of LBTQI+ women in sport indicated that they are exposed to more pressure in sports considered “feminine”, are paid less compared to men for comparative work, and are victims of harassment, bullying, isolation, physical violence, and blanket exclusion in sport (ILGA-Europe, EL\*C, TGEU, OIIE, & EGLSF, 2021). The European Gay & Lesbian Sport Federation has discovered that LBTQI+ women in particular express feelings like “a minority within a minority” at LBTQI community sporting events. In contrast to cisgender people, transgender women are more likely to experience discriminatory situations, such as verbal abuse (Hargie, Mitchell & Somerville, 2017; Menzel, Braumüller, & Hartmann-Tews, 2018).

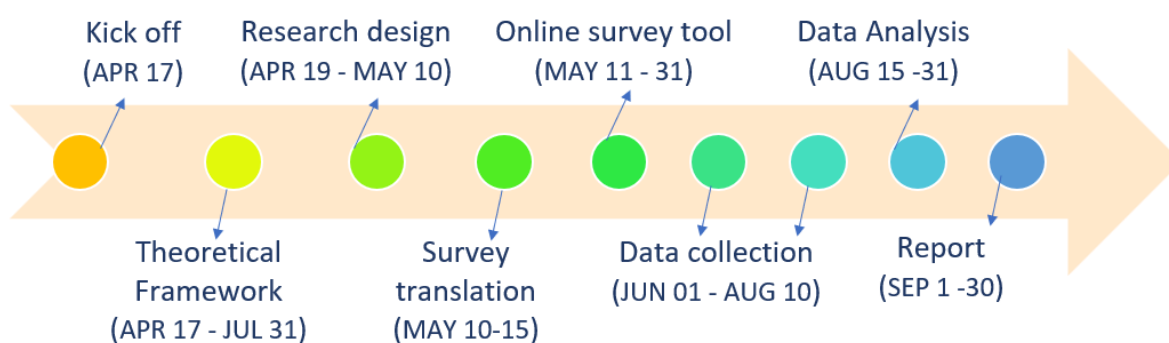
Finally, in the sports’ environment where whiteness and masculinity prevail (Ray, 2014), it is important that an intersectional analysis be conducted in quantitative research to improve the understanding of the disparities that exist in opportunities and participation in physical activity and sport among people with different social identities (Abichahine & Veenstra, 2017). The EWS committee recognises that intersectionality is necessary in advancing gender equity in sport because there is no one solution for all women and girls, and if this is not acknowledged, there is a risk of building more barriers to true equality.

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<sup>6</sup> Patriarchy: term defined by Gerda Lerner, as the manifestation and institutionalisation of male dominance over women and children in the family and the extension of male dominance over women in the society in general, and the patriarchy is socially constructed and seen as natural and invisible (Lerner, 1986).

## METHODOLOGY

This study spanned a duration of 6 months, starting in April 2023, with the development of a theoretical framework intended to inform the survey and interview designs. The survey was administered in six languages, with native speakers ensuring translations in English, French, Spanish, Portuguese, Italian, and German. Additionally, the online survey was meticulously prepared using the LimeSurvey software. Data collection began in June and was disseminated through various communication channels. Analysis commenced upon the conclusion of the survey distribution, occurring concurrently with the composition of this report.



### Online survey

487 women took part in an online survey between June and August 2023. This covered the summer period, where the researcher attended four different events to collect the data:

- European Youth & Sport Platform 2023 held between 1-4 June 2023, in Stockholm, Sweden.
- EuroGames 2023 held between 26 – 29 July 2023 in Bern, Switzerland.
- Discover Football International Symposium held between 12-13 August 2023 in Berlin, Germany.
- IBSA World Games 2023 held between 18-27 August 2023 in Birmingham, UK.



The online survey was also disseminated through different communication channels of ENGSO, social media, newsletters, and to sport organisations, sport federations, LGBTQI+ associations and amateur/professional sport clubs. The sample was representative of the women across key socio-demographics and the results are consistent with certain previous studies. Further information on the sample can be found in the section 'Participants profile'.

The survey comprised a total of 45 questions divided into 4 blocks:

Block 1: Sociodemographic characteristics

Block 2: Sports participation

Block 3: Experiences in sport

Block 4: Sports organisations

## **Interviews**

Six survey participants took part in a series of interviews, organised by the researcher. Efforts were made to select women from different demographic backgrounds and sport profiles. In this stage, participants shared their reactions to the findings and led discussions on what recommendations should be made. The experiences of disabled women, migrant women, transgender women, heterosexual women, and of those working in functions that offer support to women are fundamental to this research.

## PARTICIPANT PROFILE

To identify the target population for this study, the following inclusion criteria were considered:

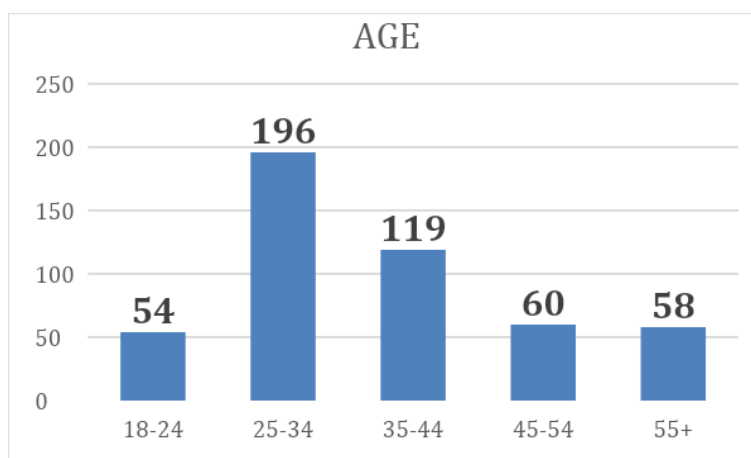
1. Completed the survey to 100%.
2. Aged over 18 years.
3. Self-identification as a woman.
4. Resident in a member state of the Council of Europe.

A total of 885 individuals accessed the survey link. In relation to criteria number 1, it was observed that 158 individuals did not respond to any questions, and 196 provided incomplete responses. Therefore, 531 individuals completed the survey completely. Applying criteria 2, 7 participants were excluded due to their status as minors, resulting in 524 remaining participants. Applying criteria 3, 36 participants were excluded as they identified as male, leaving 487 participants who either fully or partially identified as women. It's noteworthy that all participants have resided in a member state of the Council of Europe within the last 12 months.

As a result, the sample for this study consisted of 487 women, and their socio-demographic characteristics will be outlined below.

### Age

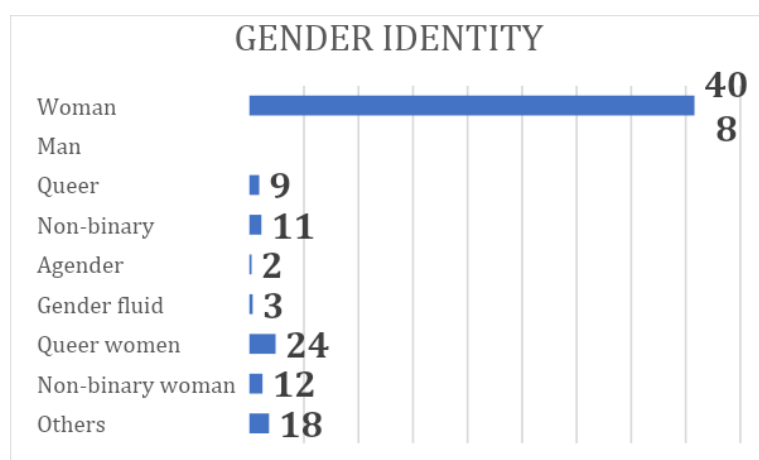
The largest number of women were within middle adulthood, specifically 40% aged 25-34 years (196 responses) and 24% aged 35-44 years. In the remaining age ranges, the percentage is fairly consistent, hovering around



12%. Consequently, it can be affirmed this sample exhibits diversity regarding age.

## Gender identity

As described above, all participants identified as women. However, gender identity<sup>7</sup> is not limited to a binary concept, as there are now over 40 recognized gender identities, which can be categorised as binary or non-binary. Additionally, new identities continue to emerge regularly across various cultures worldwide, therefore, this report considered describing gender identities beyond the binary framework. Among the women in the sample, 84% identified themselves as woman, while 16% identified themselves with a broader gender spectrum.



In the results obtained, women are not a homogenous group but a very diverse group, facing different experiences and perceiving realities in different ways.

Another aspect of the gender identity was whether the participants identified as transgender. The findings indicate that 11% identified as transgender, 3% were uncertain, 1% preferred to not disclose their identity, and 85% of women identified as cisgender<sup>8</sup>. Within the transgender spectrum, 56% identified as women, 22% as non-binary women, 6% as queer, 4% as queer women, 2% as gender fluid, 2% as agender, and 11% as other.

		Yes	No	Not Sure	Prefer not to say
Are/were you a trans person?	#	54	414	17	2
	%	11%	85%	3%	1%

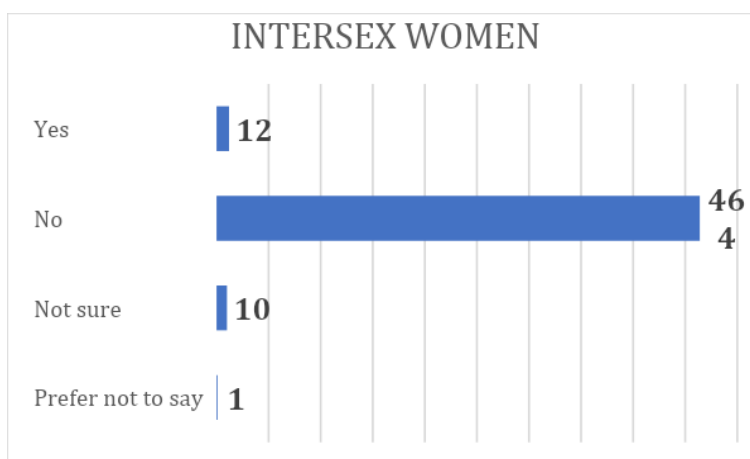
<sup>7</sup> **Gender identity:** is understood to refer to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms (Principles Y., 2007, p.6).

<sup>8</sup> **Cisgender:** a term denoting a person's continued identification with the gender identity they were assigned at birth and is the opposite of the term transgender (Aultman, 2014).

For the purposes of analysing gender identity, women who responded 'not sure' or 'prefer not to say' were not considered.

## Intersex women

The "I is for Intersex<sup>9</sup> not Invisible" has been a recent motto of the intersex support and activist movements, and for this reason the study considered it crucial to consider this socio-demographic characteristic. It is worth



noting that 3% of women identified as intersex (12 responses), while 95% did not identify as intersex, and 2% are either uncertain or preferred not to disclose their status.

For the purposes of analysing this socio-demographic characteristic in this report, women who responded not sure or prefer not to say were not considered.

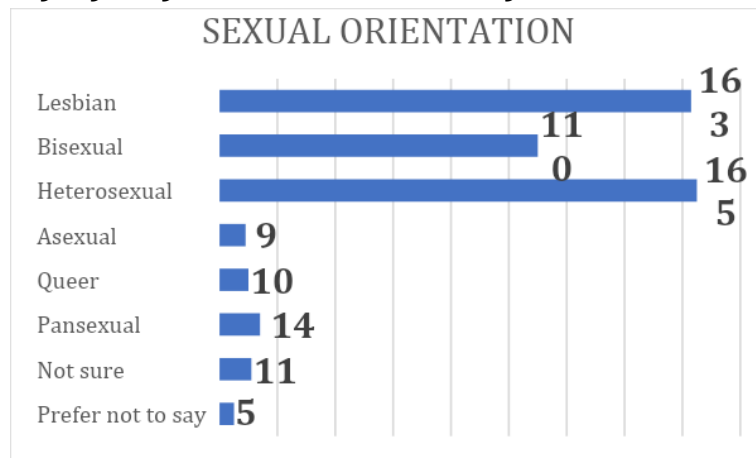
## Sexual orientation

Sexual orientation<sup>10</sup> was one of the key socio-demographic characteristics considered in this report to gain a deeper understanding of LBTQI+ women participation in sport, and it categorised women into two groups: heterosexual comprising 34% (165 responses), and non-heterosexual constituting 66%. Among the non-heterosexual group, the highest representation was women defining as lesbian (33%), followed by

<sup>9</sup> Intersex: The term intersex literally means between sexes. To be intersex means that a person has genitals, reproductive organs, secondary sex characteristics, hormones, and/or chromosomes that fall outside the commonly known binary definitions of either male or female sex (Khanna, 2021).

<sup>10</sup> Sexual orientation: is understood to refer to each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender (Principles Y., 2007, p.6).

those defining as bisexual (23%), with smaller percentages representing pansexual women (3%), asexual women (2%), and queer women (2%). It is worthwhile noting that highlighting other non-conforming sexual orientations in this report served to

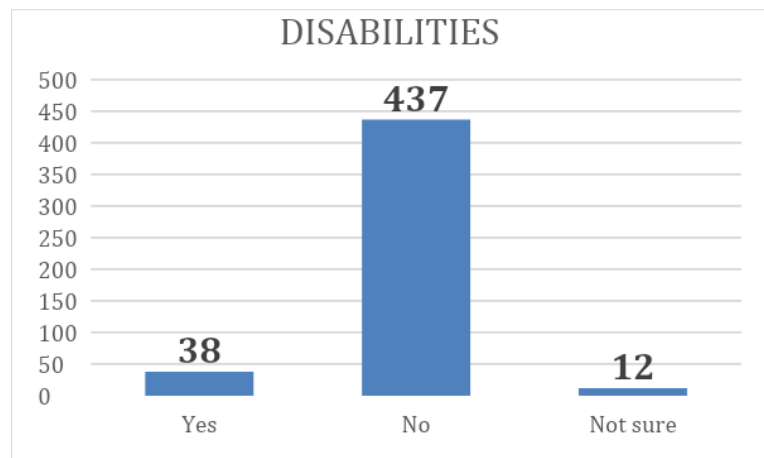


emphasise the importance of the "+" symbol, which extends beyond the initial five letters of the LGBTQI+ acronym. 3% of participants were not sure or preferred not to disclose their sexual orientation.

For the purposes of analysing this socio-demographic characteristic in this report, only women who identify with one of the sexual orientations were considered.

## Disability

Another socio-demographic characteristic considered was whether the women had any type of disability. The majority of the women in this study (90%) stated that they did not have a disability (437 responses), 8% identified



themselves as women with disabilities, and 2% were uncertain. The following table illustrates that women with a diverse range of impairment types participated in this study.

Type of disability	#	Physical or motor	Sensorial	Mental health or developmental	Socio-emotional	Other
		12	8	12	-	6
	%	32%	21%	32%		15%

When participants indicated having another type of disability, these included chronic illness and autism spectrum disorder (ASD).

## Country of residence

The following map illustrates the countries of residence over the past 12 months of the women who participated in the survey. The study represents the number of respondents with different colours: yellow represents countries with no responses (for example, Ukraine), light blue indicates 1-20 responses (for example, Italy), green indicates 21-40 responses (for example, Finland), pink indicates 41-60 responses (for example, Austria), white indicates 61-80 responses (for example, Germany), blue between 81-100 responses (no country), and purple between 100-120 responses (for example, Spain).

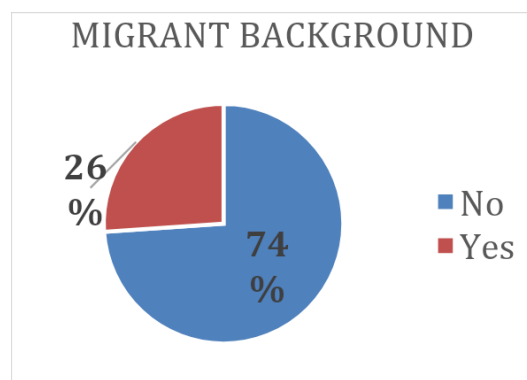


It can be observed that the highest participation in the survey occurred in Spain, accounting for 21% of the sample, followed by Germany with 15%, and the United Kingdom (including England, Wales, and Scotland) with 13%. These three countries

together represent nearly 50% of the total sample. Additionally, it was determined that 403 women resided in urban areas, constituting 83% of the total.

## Migrant background

Regarding the previous characteristic - country of residence -, 74% of participants indicated they were born in the same country in which they have resided in the last 12 months (360 responses). Therefore, 26% were identified as migrant women.



Additionally, an effort was made to identify ethnic backgrounds. 32% identified as European, 25% as Hispanic or Latin American, and 6% as Middle Eastern. 16% were uncertain, and 21% were categorised as "others" because they perceived themselves as combinations of several of these categories and/or related to racial characteristics (e.g. Caucasian European).

		European	Hispanic / Latino	Middle Eastern	Not sure	Other
Ethnic background	#	140	108	25	68	89
	%	32%	25%	6%	16%	21%

## Social status

The study identified that the majority of women work as employees (69%), followed by being university students (11%), and being self-employed (9%).

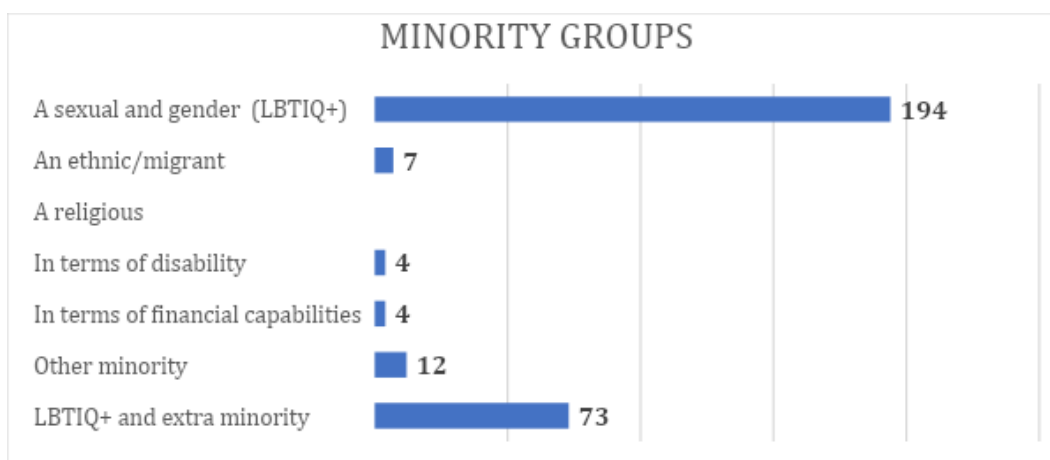
Another characteristic considered was religion, and the majority of the sample did not adhere to any religion (69%), as depicted in the tables below.

		In paid work	Self-employed	Unemployed	Student / pupil	Retired	Other
Social status	#	334	44	16	52	16	25
	%	69%	9%	3%	11%	3%	5%

		No religion	Christian – Catholic	Christian – Protestant	Christian – Ortodox	Other
Religion	#	336	72	45	9	25
	%	69%	15%	9%	2%	5%

## Minority groups

Finally, participants were asked whether they felt they belonged to any minority group, and the results showed that 193 women did not consider themselves to belong to any minority group (40%), while 60% did. In the graph below, it is evident that the largest proportion of women (66%) considered themselves a sexual and gender minority or LBTQI+ (194 responses), and others simultaneously identified as LBTQI+ women with an extra minority (25%). With this in mind, it is clear that, for most women, there were several intersectional axes of oppression<sup>11</sup> that contribute to their sense of belonging to various types of minority groups.



As described in the introduction, the results will be presented with an intersectional perspective, considering six socio-demographic characteristics:

- Age

<sup>11</sup> Oppression (definition Cambridge Dictionary): "a situation in which people are governed in an unfair and cruel way and prevented from having opportunities and freedom:  
 -Every human being has the right to freedom from oppression.  
 -War, famine and oppression have forced people in the region to flee from their homes.  
 -the oppression of women."



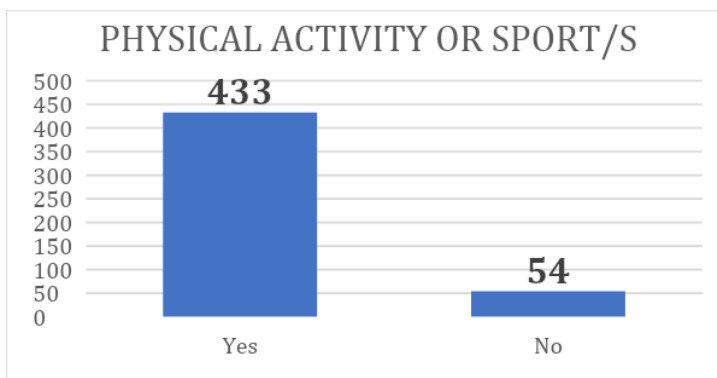
- Gender identity
- Intersex
- Sexual orientation
- Migrant background
- Disability

## SPORT PARTICIPATION

This section explores how women felt about engaging with physical activity and their participation in sport/s.

### Regular physical activity or sport/s

The survey asked respondents several questions pertaining to their participation in physical activity<sup>12</sup> and sport<sup>13</sup>. Of the total sample, 89% considered themselves to have been physically active during the last 12 months, while 11% were not physically active. Therefore, for this section, only 433 responses were analysed.



Regarding sports practice in relation to age, it was observed that the percentage of participants taking part in physical activity and sport decreases as age increases. The highest percentage (19%) of women who were not physically active is found among those over 55 years of age.

Participation in sport		18-24	25-34	35-44	45-54	55+
Yes	#	47	178	111	50	47
	%	87%	91%	93%	83%	81%
No	#	7	18	8	10	11
	%	13%	9%	7%	17%	19%

<sup>12</sup> **Physical activity:** The World Health Organisation defines physical activity refers to all movement including during leisure time. Physical activity refers to all movement. Popular ways to be active include walking, cycling, wheeling, active recreation and play, and can be done at any level of skill and for enjoyment by everybody. Both moderate- and vigorous-intensity physical activity improve health (Bull et al., 2020).

<sup>13</sup> **Sport:** The Council of Europe defines all forms of physical activity which, through casual or organised participation, are aimed at maintaining or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels (Council of Europe, 2021).

In relation to whether they identified themselves as intersex or transgender women, it was evident that all (100%) of intersex women participated in sports. Transgender women had a slightly lower participation rate in sports (85%) compared to cisgender women (90%).

Participation in sport		Intersex	No Intersex	Transgender	Cisgender
Yes	#	12	415	46	372
	%	100%	89%	85%	90%
No	#	-	49	8	42
	%	-	11%	15%	10%

Regarding women with disability, 24% did not participate in any sport, a significantly higher percentage compared to those without disabilities, which is only 10%. The following table illustrates how this participation is also influenced by the type of disability.

Participation in sport		No disability	Disability	Physical	Sensorial	Mental	Other
Yes	#	392	29	9	6	10	4
	%	90%	76%	75%	75%	83%	67%
No	#	45	9	3	2	2	2
	%	10%	24%	25%	25%	17%	33%

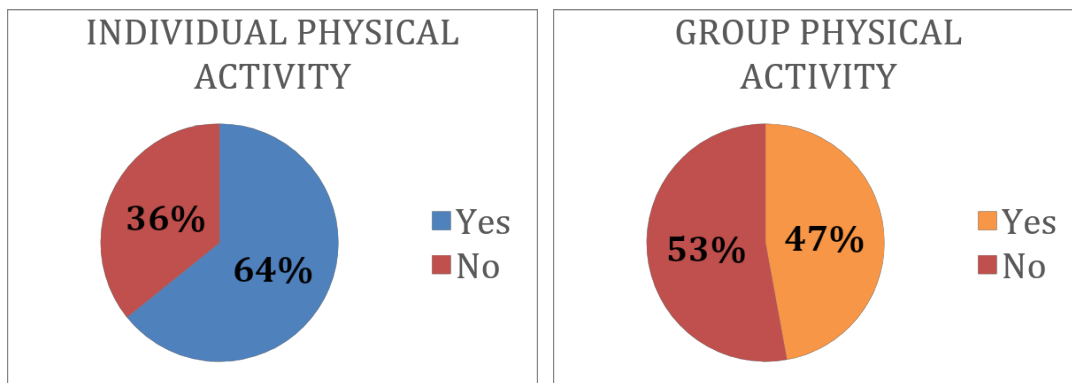
Another noteworthy analysis revealed that migrants exhibited a lower participation rate (15%) compared to non-migrants (10%).

Participation in sport		Migrant background	No migrant
Yes	#	108	325
	%	85%	90%
No	#	19	35
	%	15%	10%

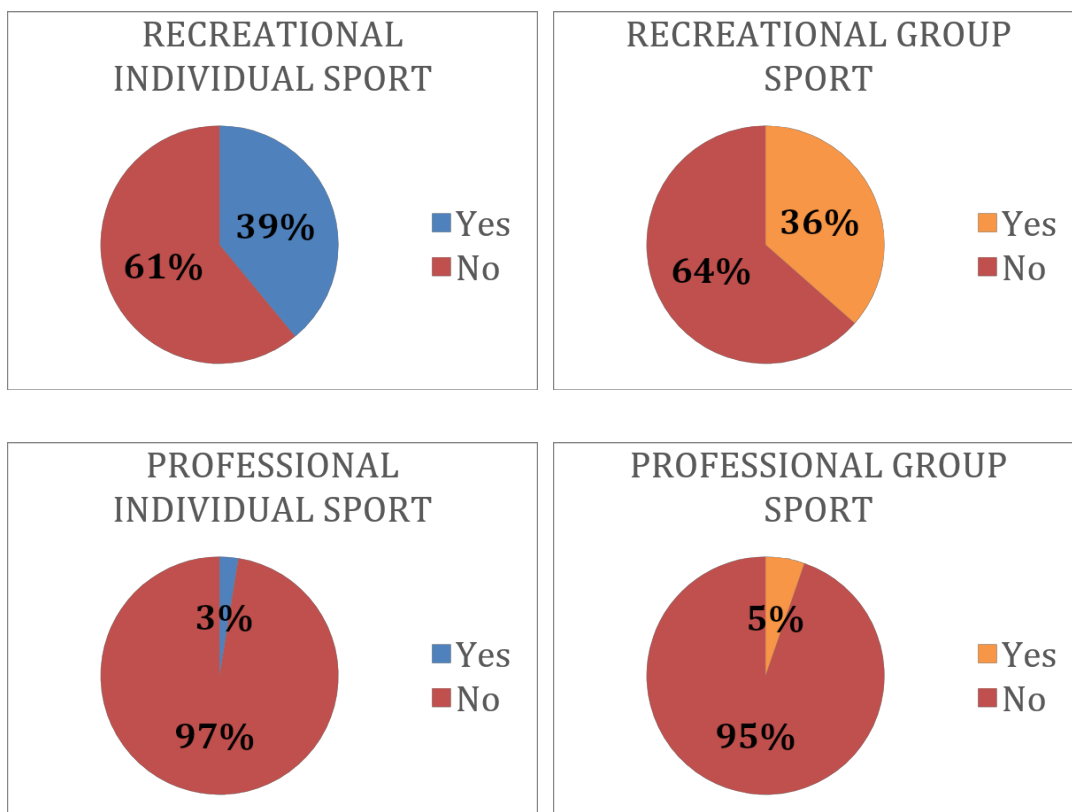
Similarly, when gender identity or sexual orientation is considered, no significant differences were observed.

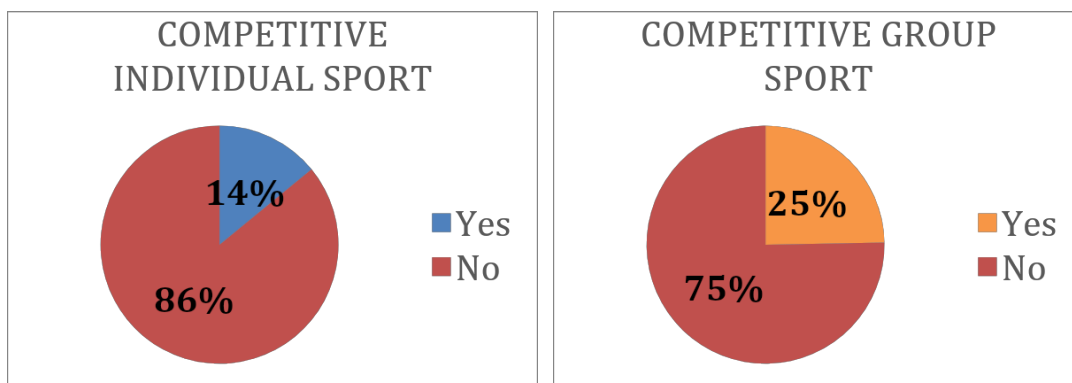
## Levels of physical activity or sport/s

To determine the level of sports' participation, the information was divided between women who engaged in individual activities and those who participated in group activities. The graphs are available below:



Regarding women who engaged in some form of exercise or physical activity, a higher percentage prefer to do so individually (64%) rather than in groups (47%). This trend was consistent independent of any socio demographic characteristic.

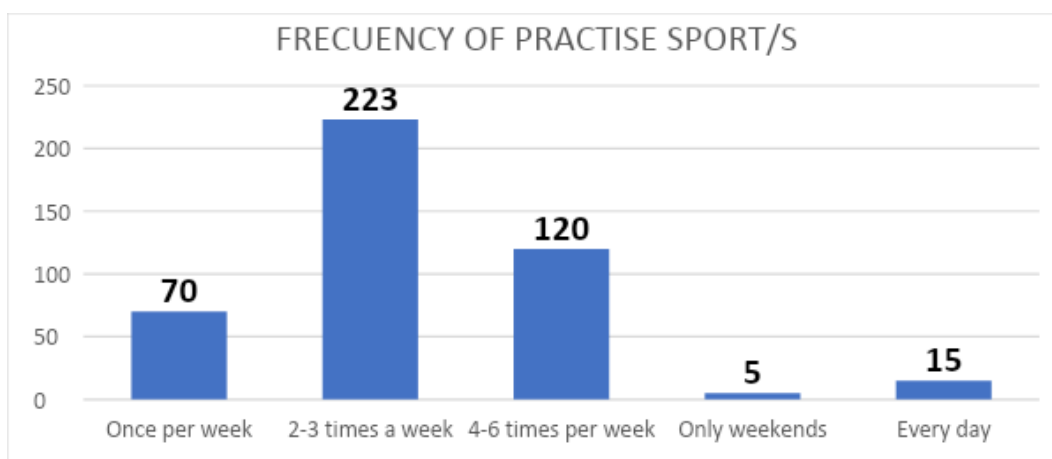




For the women who participate in sport, the percentage of participation decreased as the level of competition increased. Specifically, at the recreational level, the percentage of participation remained slightly higher in individual sports (39%) than in group sports (36%). Conversely, in competitive sport, there was a higher participation rate in group sports (25%) compared to individual sports (14%). Additionally, among elite sportswomen, participation in individual sports (3%) was lower than in group sports (5%). This trend was consistent independent of any sociodemographic characteristics.

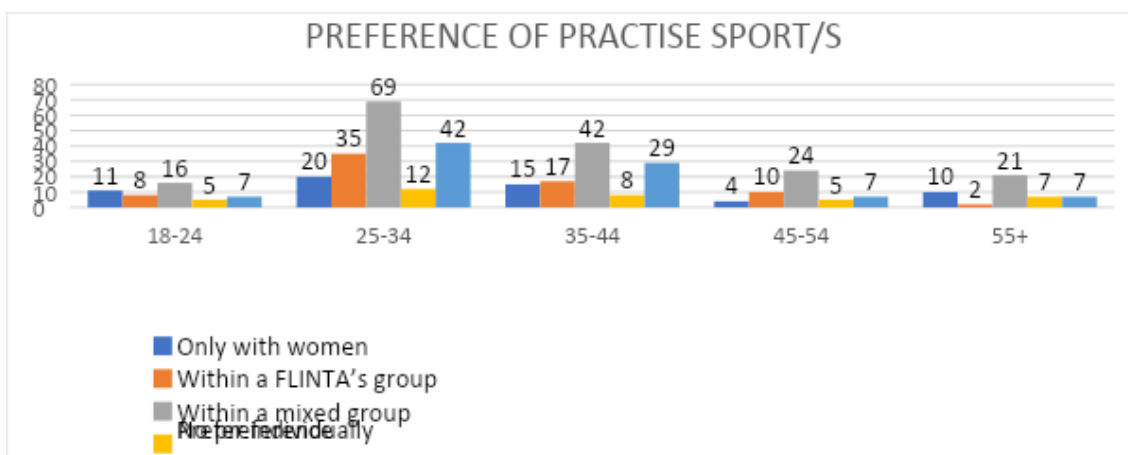
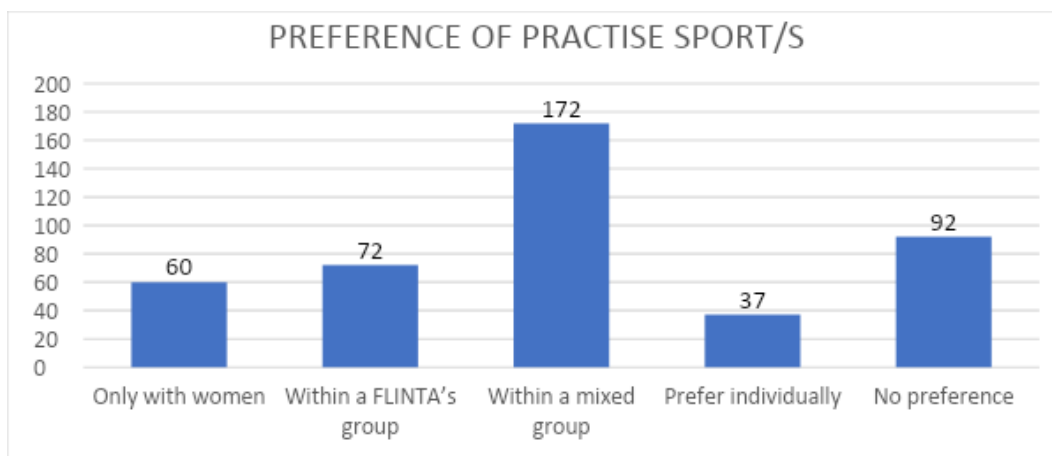
### Frequency of physical activity or sport/s

In response to the question regarding how often they engage in physical activity or sport, the majority of participants (46%) engaged in physical activity 2-3 times a week (223 responses), while 25% practised 4-6 times a week, and 3% did so every day. This demonstrated that the majority of the population (74%) achieved the WHO recommendation of engaging in at least 150 minutes of moderate-intensity aerobic physical activity per week, which provides significant health benefits. This trend was consistent independent of any socio demographic characteristics.



## Preference of physical activity or sport/s

Generally, in analysis of those preferring to engage in physical activity or sport with others, 40% preferred mixed spaces, with both men and women training or competing (172 responses), or they were not particular about their workout companions (21%). Nonetheless, it's worth noting that 17% preferred spaces exclusively for FLINTA<sup>14</sup> community (for example, spaces excluding individuals identifying as cisgender men), 14% preferred to exercise only with women, and 8% preferred to exercise individually.



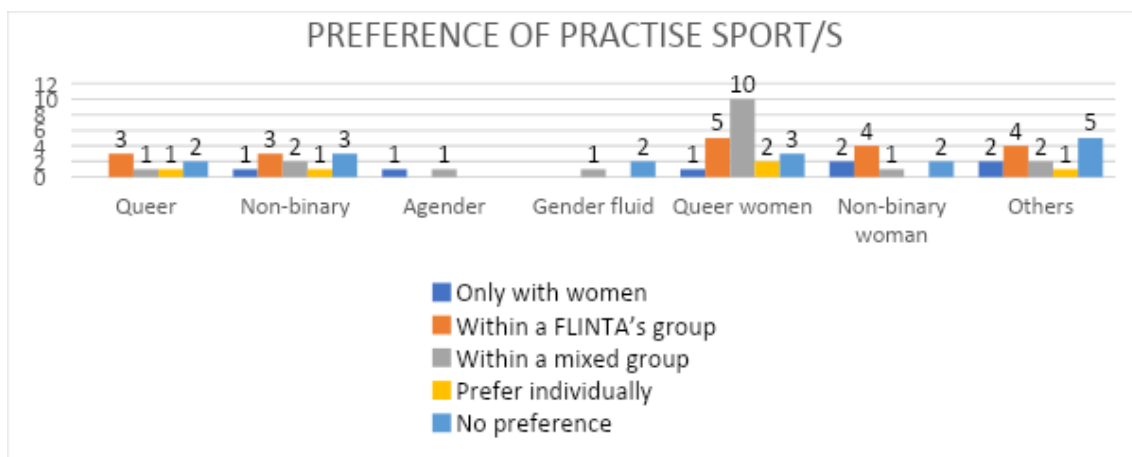
Analysing this information by age, it was evident that younger women had a preference for spaces exclusive to women (23%, 11 responses) and within the FLINTA community (17%, 8 responses), which can be summarised as 40% participants prefer participating sports without cisgender men. Within the 45-54 age group, there was a preference for physical activity within the FLINTA community (20%). In the older age bracket, the majority of older women favoured mixed groups (44%), followed by female-only groups

<sup>14</sup> **FLINTA**: German acronym stands for Female, Lesbian, Intersex, Trans and Agender. It stands for anyone who is not a cisgender man.

(21%). In the 25-34 and 35-44 age groups, there were no notable deviations from the overall trend.

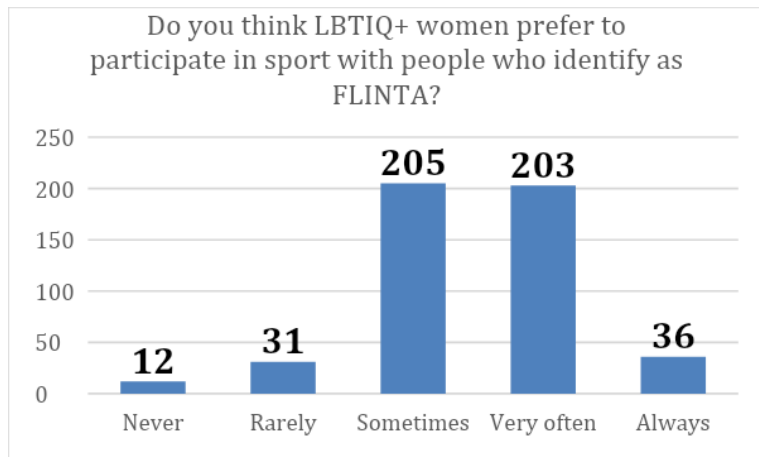
When considering the most diverse gender identities, transgender women did not exhibit a strong preference for any group (35%), although their preference rate reached 24% for FLINTA groups, higher than that of the general population. Similarly, there is a preference among people with disabilities (28%) and non-binary women (44%) for sports facilities within the FLINTA community.

Preference of participation		Only women	Within a FLINTA group	Within a mixed group	Prefer individually	No preference
Transgender	#	2	11	12	5	16
	%	4%	24%	26%	11%	35%
Disability	#	4	8	6	1	10
	%	14%	28%	21%	3%	34%



In terms of gender orientation or being a migrant woman, no significant differences were identified in their sporting preferences compared with the overall results.

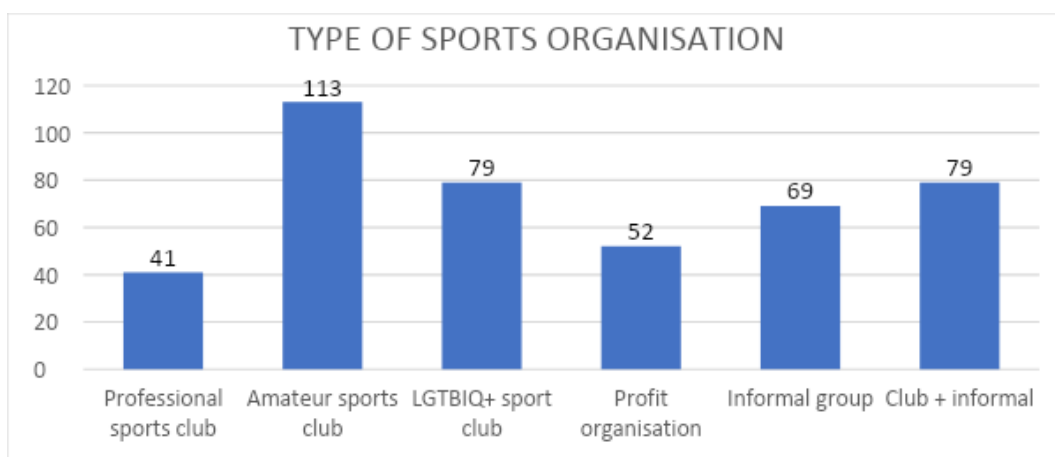
Another question that was asked is whether participants believed that LGBTQ+ women preferred to participate in sports venues exclusively with FLINTA groups. The responses indicated that 7% chose 'always' (36 responses), 42% selected 'very often' or



'sometimes', 6% said 'rarely,' and only 2% responded with 'never.' These findings remained consistent across all socio demographic characteristics.

### Type of sport organisation

Regarding the type of organisation where participants engaged in physical activity or sport, 27% participated in an amateur club (113 responses), 18% in an LGBTQ+ sport's club, and 18% participated in both (simultaneously a sports club and an informal group). Subsequently, it was found that 16% exclusively engage in an informal group, 12% in a gym, and finally, 9% in a professional club, which aligns with the limited participation of elite athletes in this study.





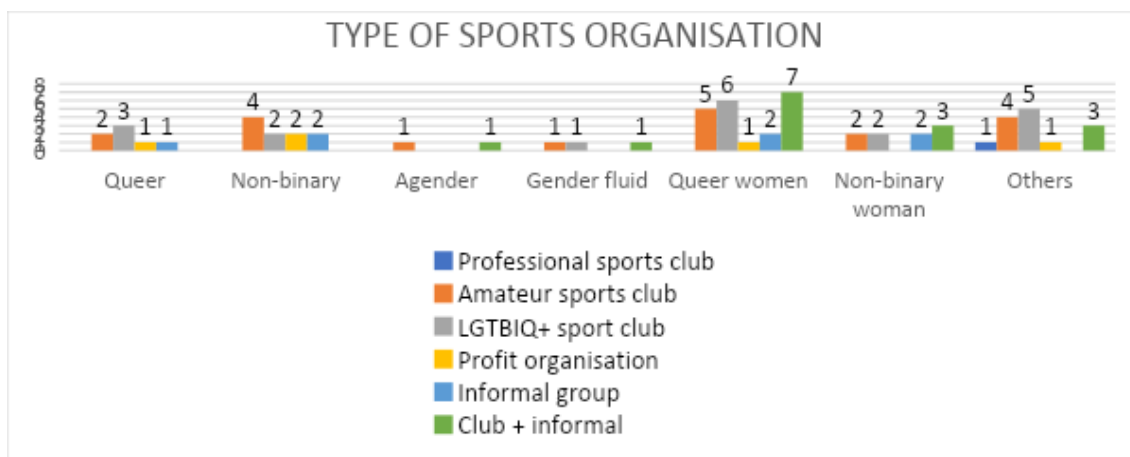
Using age as a reference point, it was evident that older women’s (55+) participation in informal groups increased to 25%. Conversely, among younger women, participation in elite clubs rose to 21%.

Sport organisation		Professional sports club	Amateur sports club	LGTBIQ+ sports club	Profit organisation	Informal group	Club + informal
18-24	#	10	12	6	4	8	7
	%	22%	25%	13%	8%	17%	15%
25-34	#	18	42	35	19	28	36
	%	10%	24%	20%	11%	16%	19%
35-44	#	6	27	26	19	12	21
	%	5%	24%	23%	17%	11%	20%
45-54	#	5	15	5	6	9	10
	%	10%	30%	10%	12%	18%	20%
55+	#	2	17	7	4	12	5
	%	4%	36%	15%	8%	26%	11%

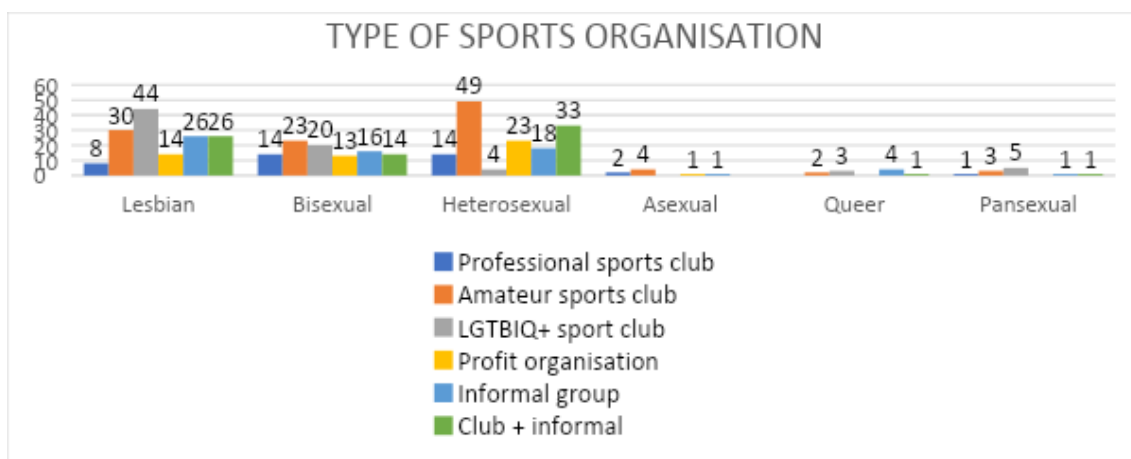
Among all the socio demographic characteristics, the smallest percentage of participation in elite sport clubs were transgender women (2%), whereas their participation in informal groups increased to 24%.

Sport organisation		Professional sports club	Amateur sports club	LGTBIQ+ sports club	Profit organisation	Informal group	Club + informal
Transgender	#	1	12	9	6	11	7
	%	2%	26%	20%	13%	24%	15%
Cisgender	#	39	99	66	45	57	66
	%	10%	27%	18%	12%	15%	18%

Analysing gender identities, there was clear evidence of no participation by diverse women (queer, non-binary, etc..) in professional sports’ clubs, but they had a significantly higher level of participation in LGTBIQ+ sports clubs and informal groups.



When considering sexual orientation as a reference point, it was evident that lesbian women primarily participate in LGTBQ+ sports clubs (30%,44 responses), followed by membership in amateur clubs (20%), informal groups (18%), and only 5% in elite sports clubs. On the other hand, heterosexual women mostly engaged in amateur clubs (35%), with 10% in professional sports clubs, 23% in informal clubs, and only 3% in LGTBQ+ sports clubs. Women with the highest percentage of participation in professional clubs are bisexual (14%), followed by amateur sports clubs (23%) and LGTBQ+ sports clubs (20%). Half of asexual individuals in this study belong to amateur sports clubs. The majority of women with a queer sexual orientation engaged through informal groups (40%), with no one participating in professional clubs. Additionally, 46% of pansexual women were mostly members of LGTBQ+ sports clubs.



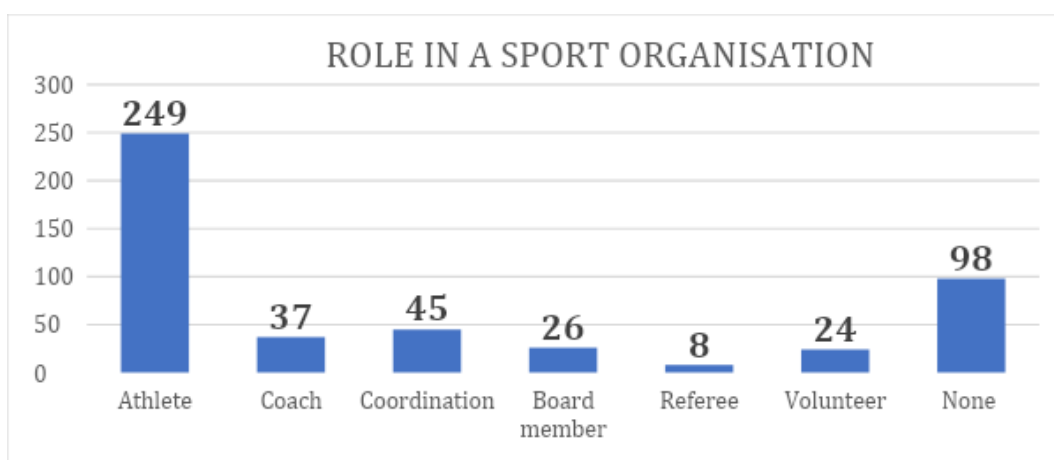
In relation to women with a disability, it is evident that the majority of them belonged to informal groups (34%); only one person was a member of a professional sports club and another of an LGTBQ+ sports club. Generally, individuals without disabilities were members of amateur sports clubs (27%) and LGTBQ+ sports clubs (20%).

Sport organisation		Professional sports club	Amateur sports club	LGBTQ+ sports club	Profit organisation	Informal group	Club + informal
Disability	#	1	5	1	5	10	7
	%	4%	17%	4%	17%	34%	24%
No disability	#	38	103	78	46	58	59
	%	10%	27%	20%	13%	15%	15%

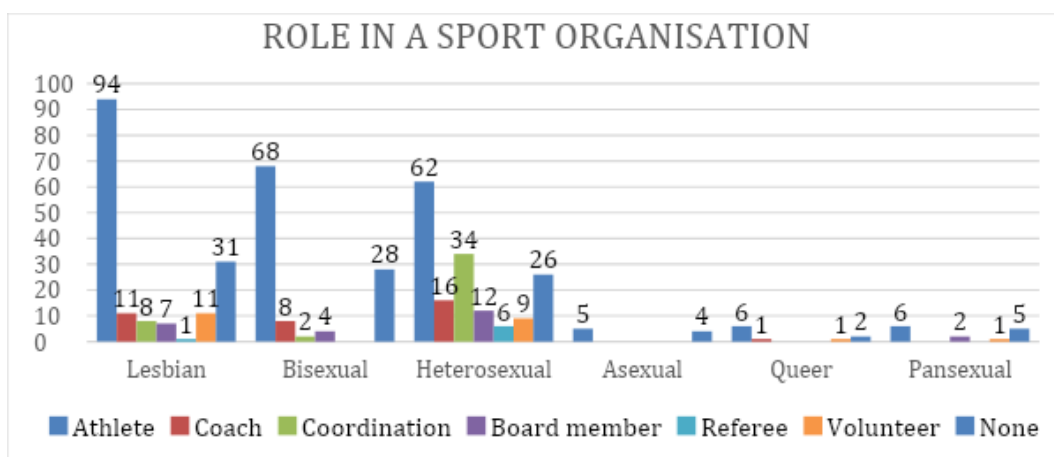
Considering migrant background, no significant differences were observed. Consequently, these socio demographic characteristics do not appear to exert influence on the type of sports organisation.

## Role in sport organisations

Among the women respondents, the majority (51%, 249 responses) were athletes, followed by those in coordination or management roles (9%), coaches (8%), board members (5%), volunteers (5%), and referees (2%). 20% of the women did not hold any role in a sports organisation in the previous 12 months.



These percentages remained quite similar when considering various socio demographic characteristics, except for sexual orientation. Most women are athletes, but there was no participation of asexual and queer women in roles such as coordinators, board members, or judges. Among heterosexual women, the second-highest percentage held coordinator or manager roles (20%, 34 responses), and board member positions (7%), which is above the overall average.

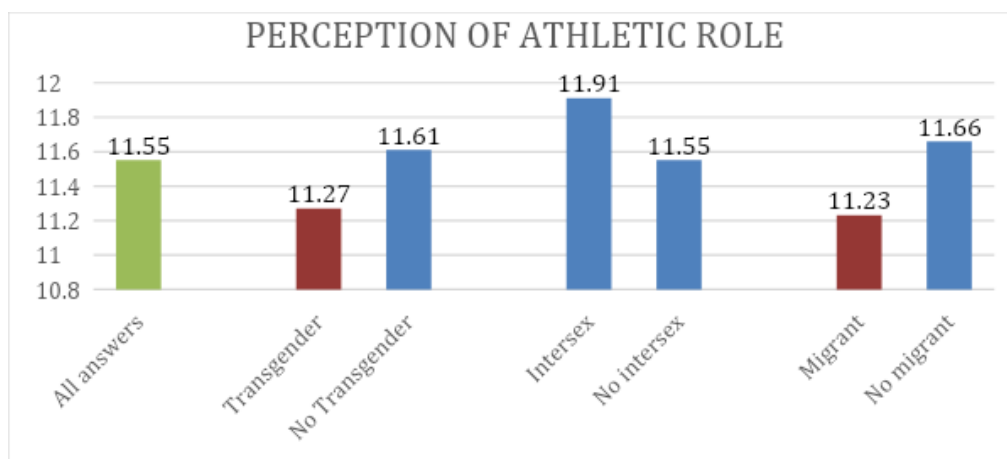


## Athletic identity

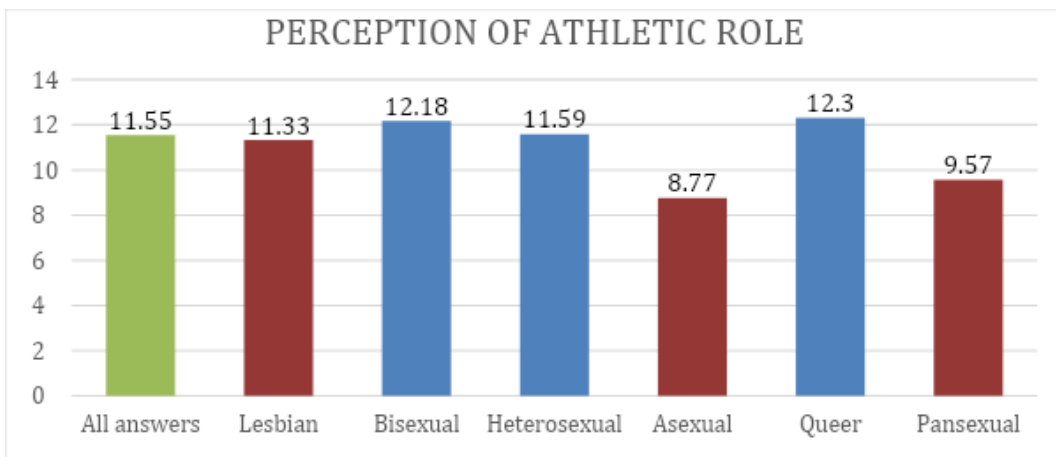
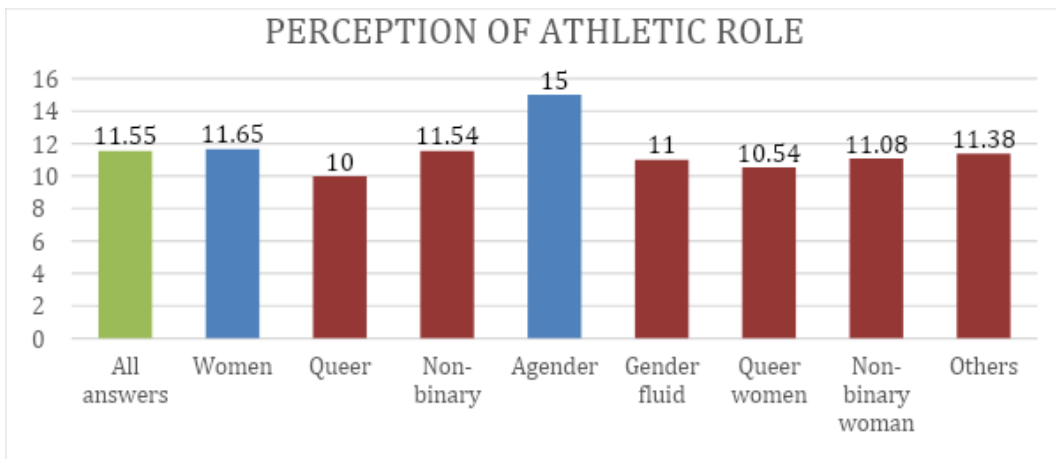
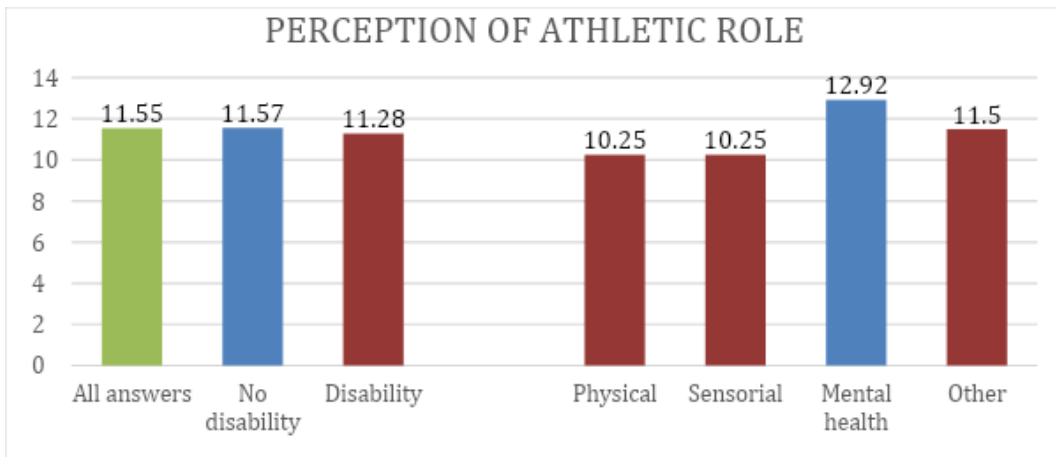
To analyse athletic identity<sup>15</sup>, certain items from The Athletic Identity Measurement Scale (AIMS) by Brewer and Cornelius (2001) were considered, as it is at the forefront of athletic identity measurement. Women participants were asked to rate their level of agreement or disagreement with respect to their sports participation on a scale of 1 to 5, where 1 represents 'Strongly Disagree' and 5 represents 'Strongly Agree'.

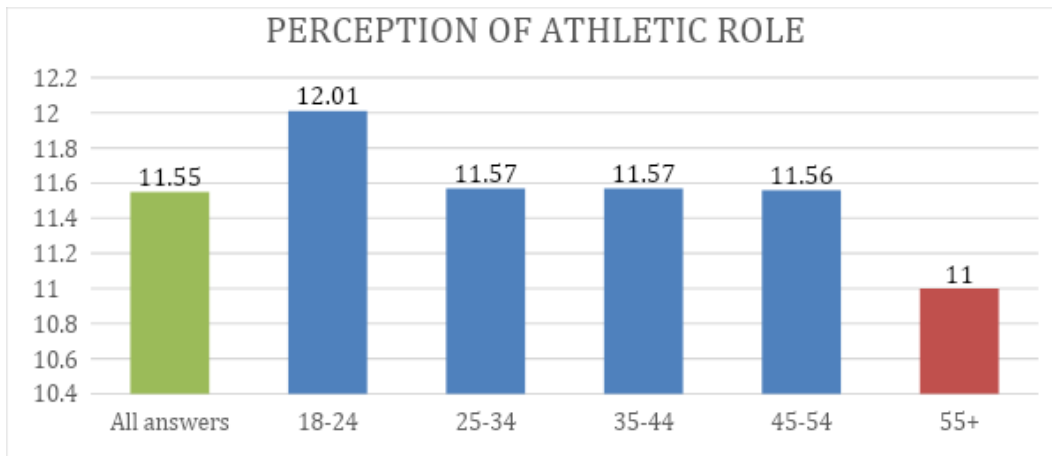
### Perception of an athlete role

The following items were considered: "I consider myself an athlete," "Most of my friends are athletes," "Sport is the most important part of my life," and "I spend more time thinking about sport than anything else," to measure the extent to which individuals perceive themselves in the role of an athlete. Since it was scored on a scale from 1 to 5, and there were 4 items, the maximum achievable score was 20 points. The overall average score was 11.55. The higher the value, the greater their perception of themselves in the role of an athlete. The graphs illustrating this variable related to different socio-demographic characteristics are presented below:



<sup>15</sup> Athletic identity: refers to the degree of strength and exclusivity to which a person identifies with the athlete role or the degree to which one devotes special attention to sport relative to other engagements or activities in life (Brewer and Cornelius, 2001).

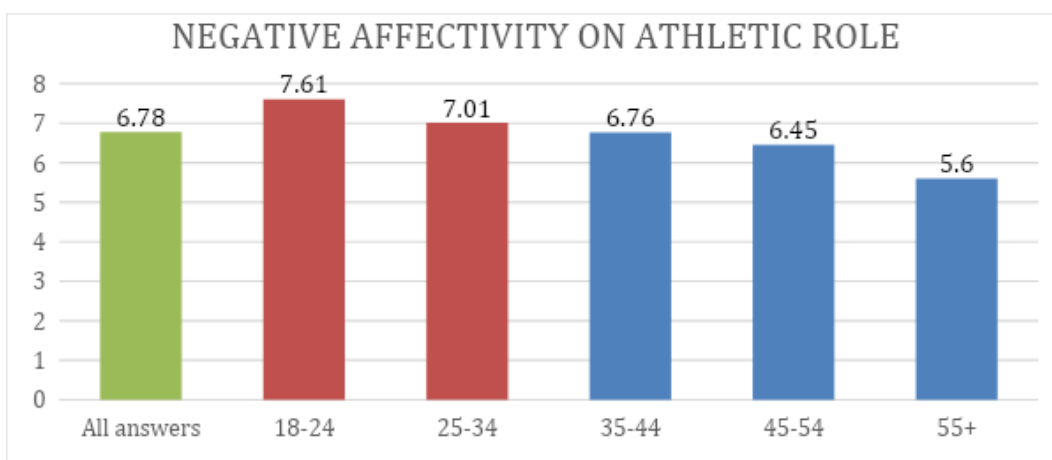
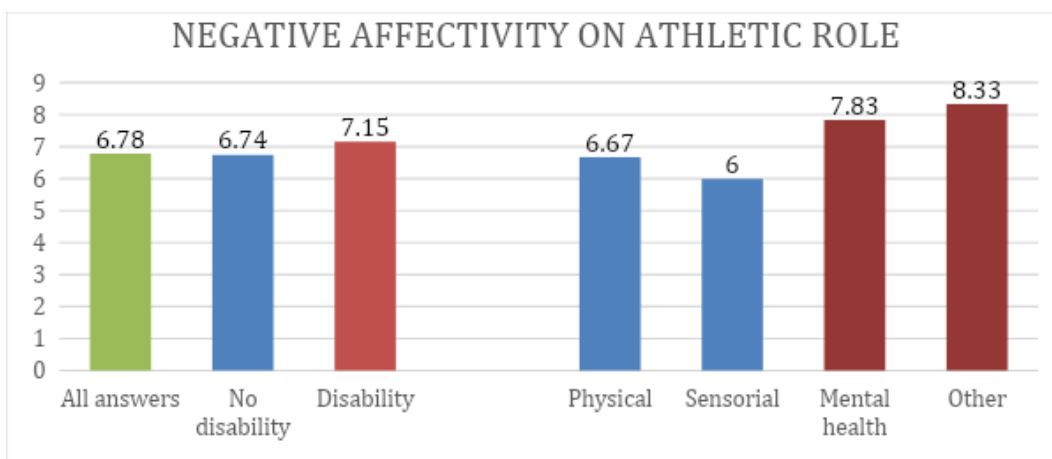
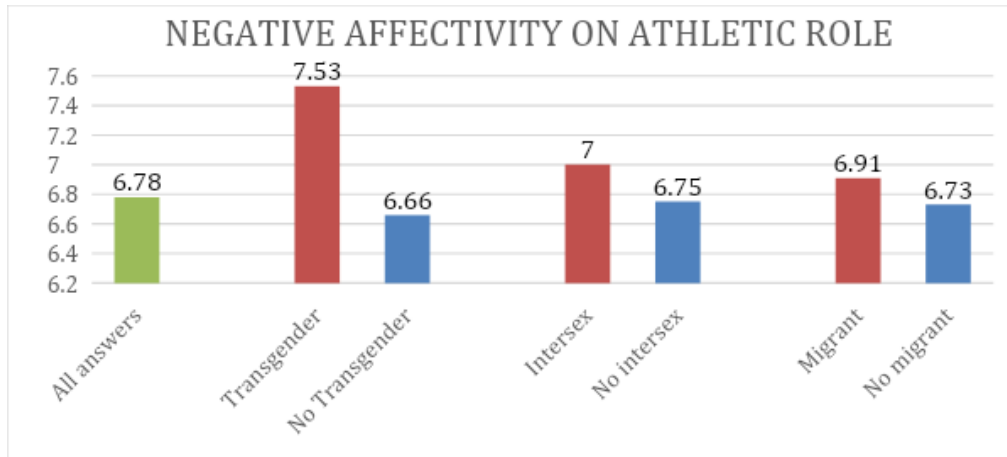


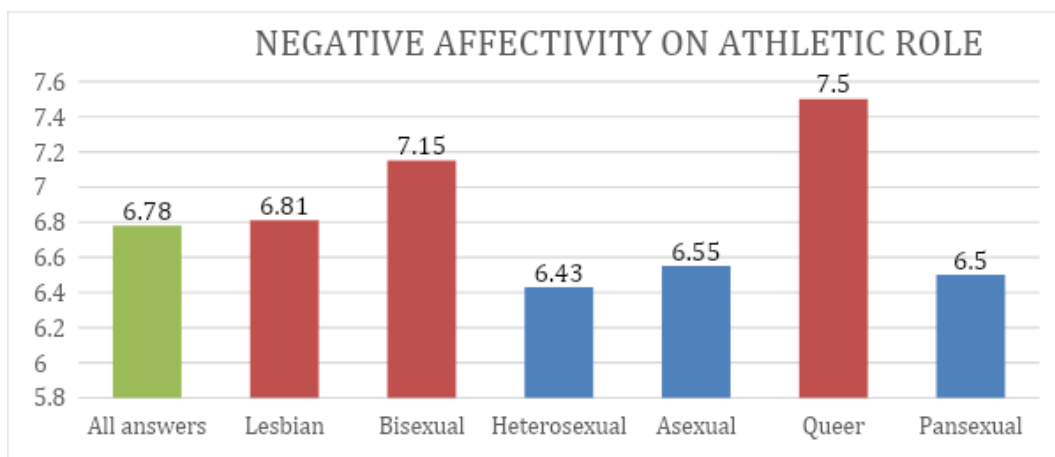
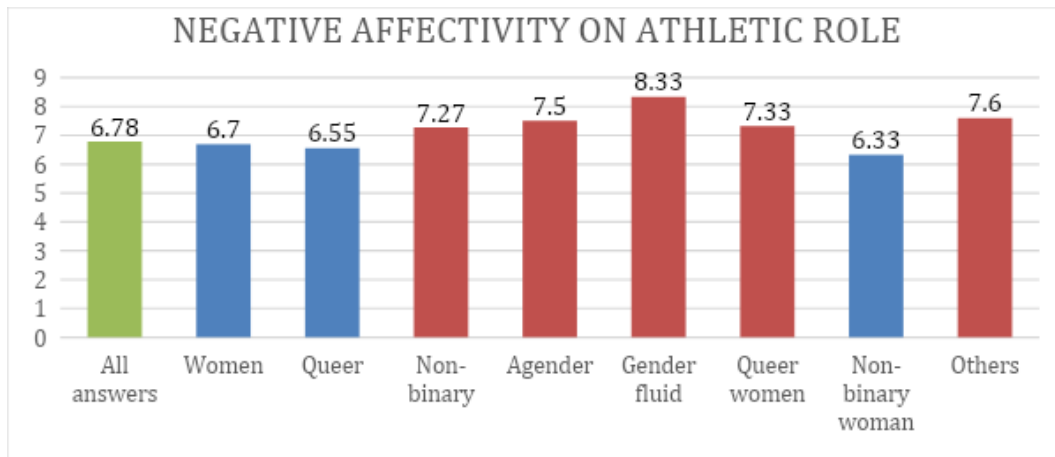


Regarding the participants' age, it has been observed that younger women tended to score higher, while women over 55 tended to score lower, indicating an inversely proportional relationship between age and athletic identity. In the previous graphs, it has been noted that transgender women, migrant women, and women with motor, sensory, or other disabilities scored below the general average, indicating a lower athletic identity. When considering sexual orientation, it was apparent that bisexual, heterosexual, and queer women have scores higher than the average, whereas asexual women have the lowest score within the entire group (8.77). Finally, women with the most diverse gender identities exhibit the lowest values for their athlete role.

### ***Negative affectivity on the athlete role***

The following items were considered: "I feel bad about myself when I do poorly in sport" "I would be very depressed if I were injured and could not compete in sport" to assess the extent to which individual experiences affect responses to undesirable outcomes within an athletic role and space. As it was scored on a scale from 1 to 5, the maximum possible score to achieve was 10 points. The higher the value, the greater the negative affectivity in the role of an athlete. The average score overall was found to be 6.78. The graphs considering different socio-demographic variables, are presented below:





Regarding the age of the participants, it has been observed that there is a higher score in the two younger groups of women, suggesting that they were more negatively affected, possibly feeling depressed if they fail to achieve their desired sports results. In the subsequent graphs, it has been noticed that transgender women, intersex women, migrant women, and women with mental or other disabilities had higher scores than the general average, indicating a greater degree of negative affectivity. Concerning sexual orientation, it can be inferred that lesbian, bisexual, and queer women exhibited a higher average than the overall mean. Finally, women with fluid gender identity had the highest score (8.33).



## MAIN FINDINGS OF THIS SECTION

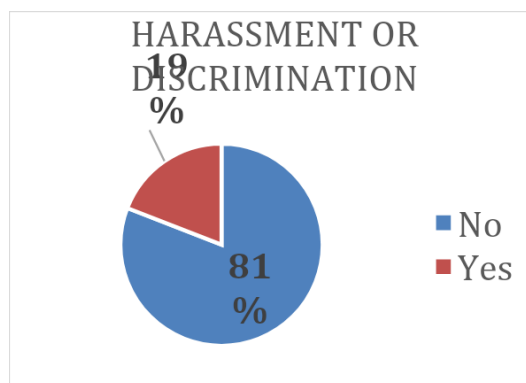
- Women with disabilities, older women, transgender women, and migrant women tended to participate less in physical activity or sports.
- As the competitive level of sport increases, the number of women participants decreases, with almost 80% of women in the study preferring to practise physical activity or recreational sport.
- 74% of women achieved the WHO requirement of at least 150 minutes of moderate-intensity aerobic physical activity throughout the week for substantial health benefits.
- 84% of the sample estimate that LBTQI+ women preferred to engage in physical activity or sport with FLINTA groups.
- In general, the participation of women was low in professional sports clubs, with cisgender women at 10% and transgender women at 2%.
- 51% of the sample considered themselves as athletes.
- Younger, heterosexual, bisexual, and queer women perceived themselves more strongly in the role of an athlete.
- LBTQI+ women experienced a higher negative effect in response to undesirable outcomes within an athletic role and space.

## SPORT EXPERIENCES

This section explores the experiences of women in relation to harassment or discrimination, the barriers they encountered in sports, and their perceptions regarding the safety of LBTQI+ women in the sporting environment.

### Harassment or discrimination

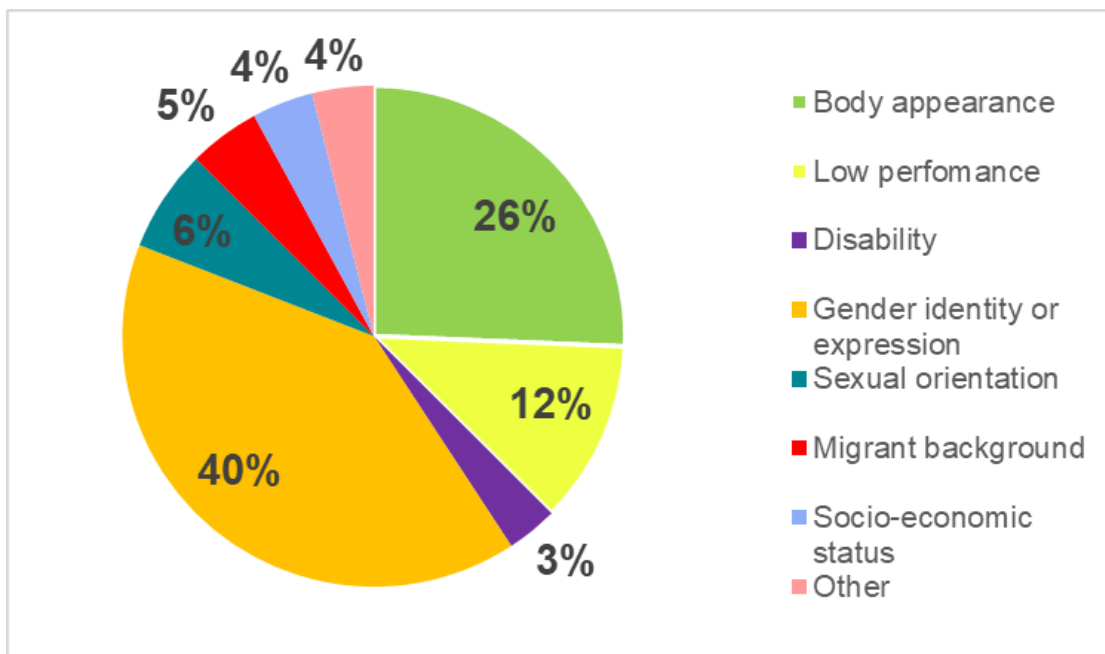
Participants were asked whether they had personally experienced harassment or discrimination while engaging in sport or physical activity over the past 12 months. 19% responded affirmatively (93 responses), indicating that approximately 1 out of 5 women faced a situation of harassment.



Experience Harassment		18-24	Transgender	Non-binary	Non-binary woman	Queer	Bisexual	Disability
Yes	#	16	25	4	6	3	27	14
	%	30%	46%	36%	50%	34%	25%	37%
No	#	38	29	11	6	9	83	24
	%	70%	54%	64%	50%	66%	75%	63%

It is noteworthy that with regard to socio demographic characteristics, the study identified that the highest percentage of women who reported experiencing harassment or discrimination were in the youngest age group, specifically those aged between 18 and 24 years (30%). Also, concerning gender identity, transgender women (46%), non-binary individuals (36%), and queer women (34%) were in the higher percentile for experiencing harassment or discrimination. In terms of sexual orientation, bisexual women (25%) also reported a relatively high rate. Finally, 37% of women with disabilities reported experiencing harassment or discrimination.

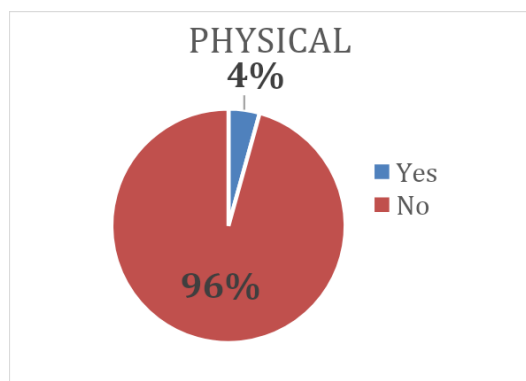
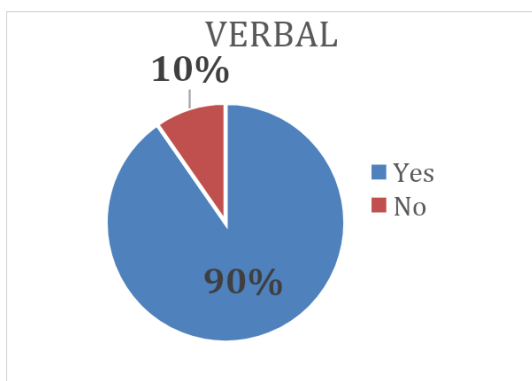
## Basis for harassment or discrimination

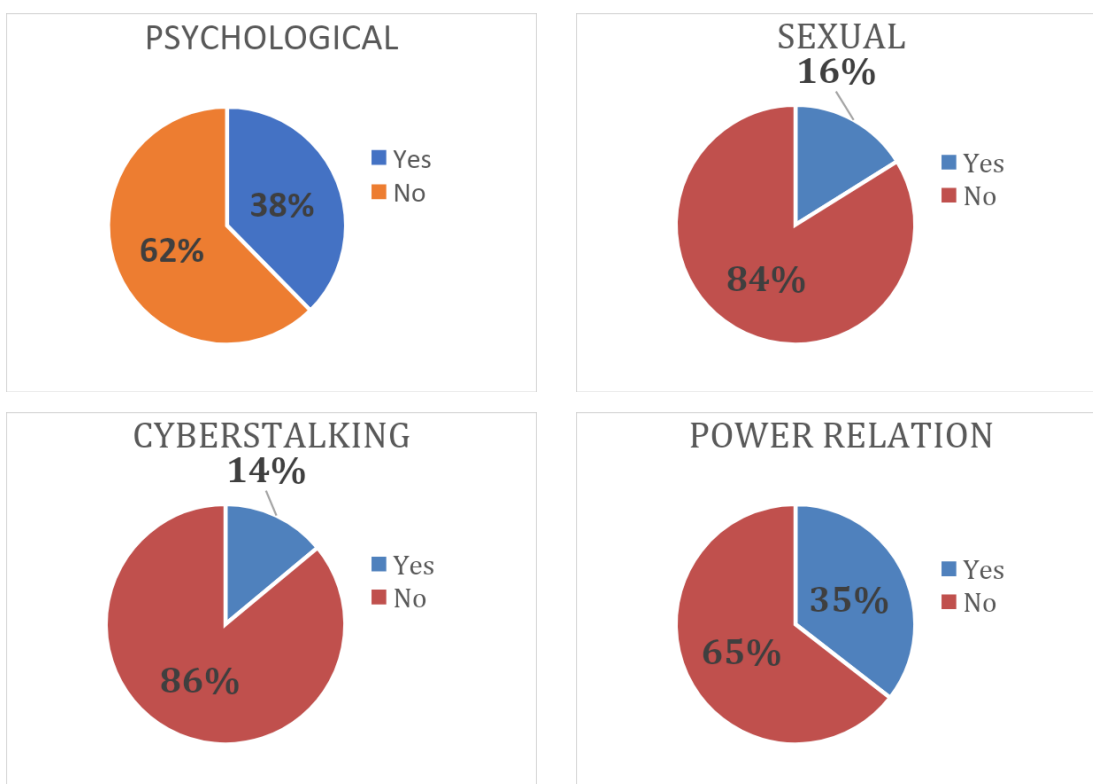


Overall, most participants reported experiencing harassment or discrimination related to gender identity or expression (40%), followed by concerns about body appearance (26%) and low performance (12%).

## Type of harassment or discrimination

Participants were asked about the types of harassment or discrimination they had experienced, allowing them to select one or several options, because harassment often occurs in multiple and simultaneous ways.

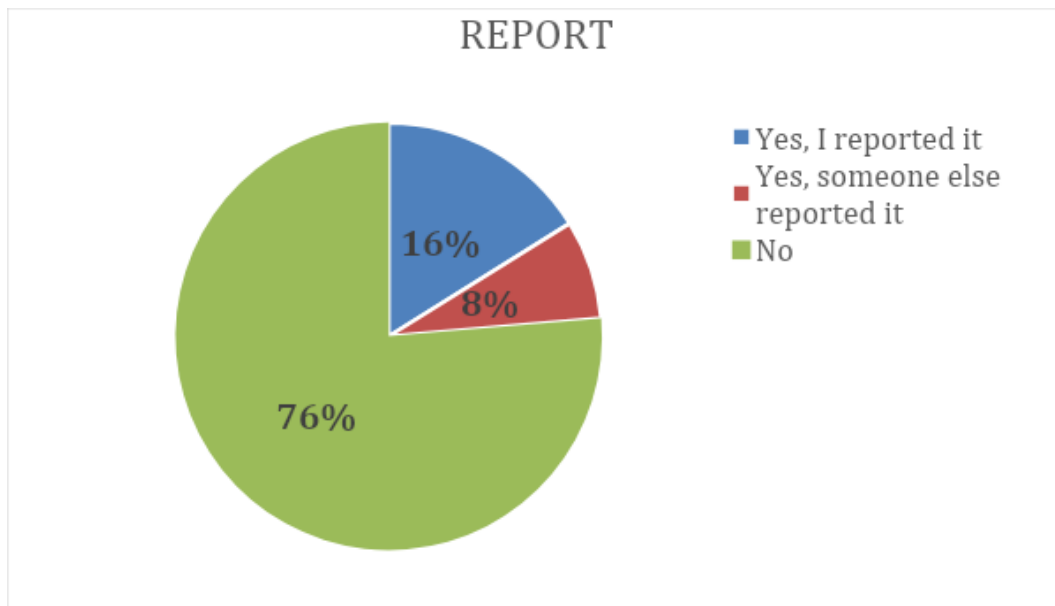




In the previous graphs and also taking into account socio demographic characteristics, it was indicated that almost all women (90%) experienced verbal harassment. Psychological harassment followed closely at 38%, with bisexual women and women with a disability reporting the highest levels of this. Additionally, 35% of participants felt they were subjected to abuse due to power imbalances, where they were clearly in a disadvantaged position, with migrant women being the most likely to experience this. Sexual harassment was reported at 16%, with bisexual women reporting the highest incidence. Finally, cyberstalking stood at 14%, and physical harassment at 4%.

## Reporting harassment or discrimination

Participants were asked if they had reported such incidents of harassment or discrimination. In 76% of cases, these incidents went unreported. Only 16% chose to self-report, while 8% of incidents were reported by another individual.

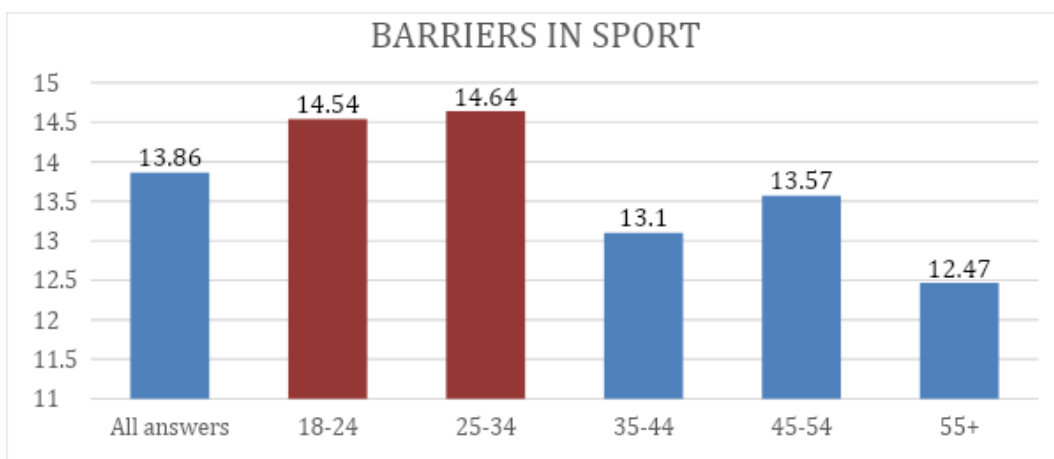
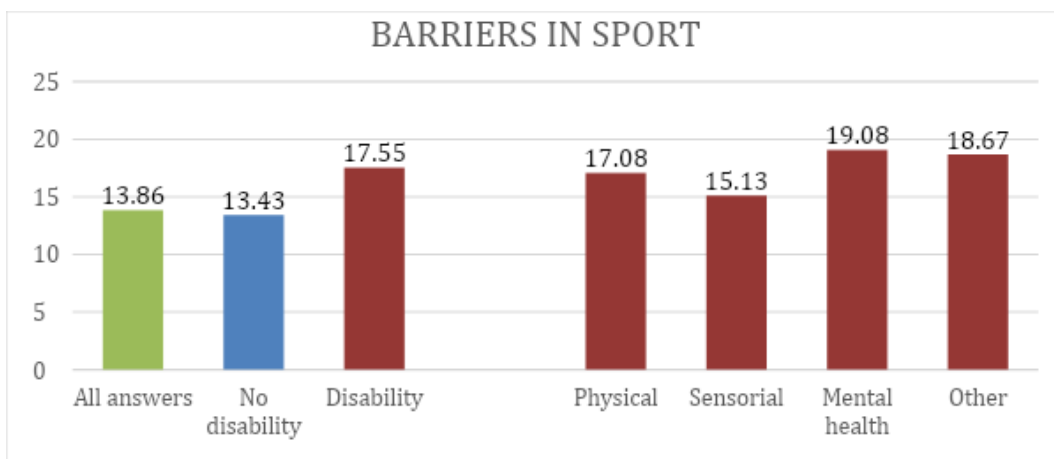
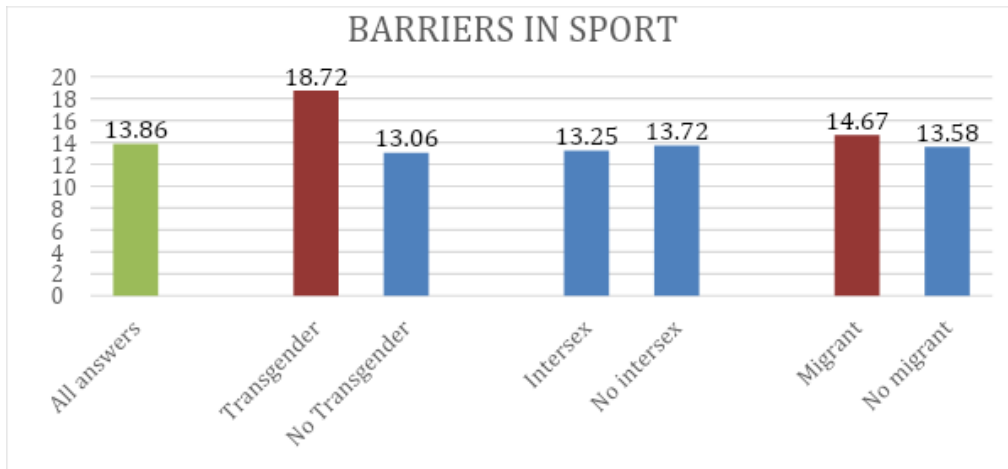


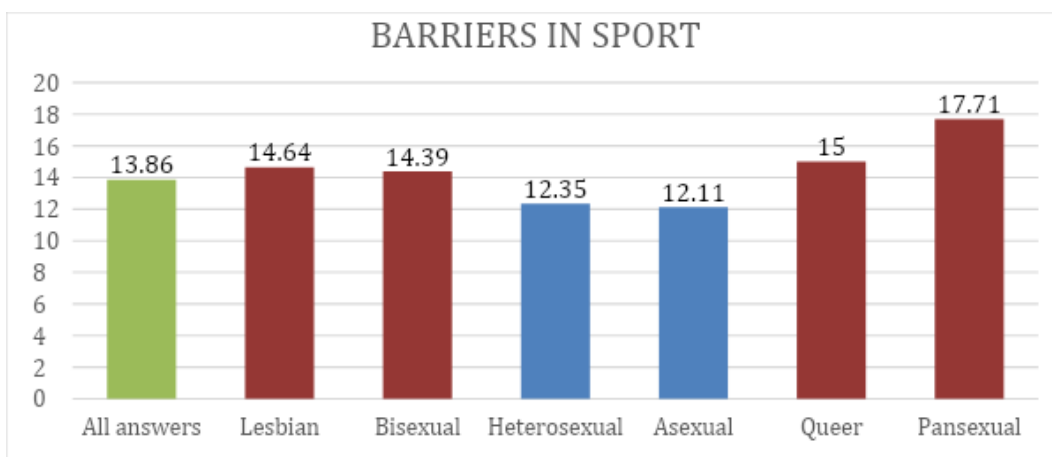
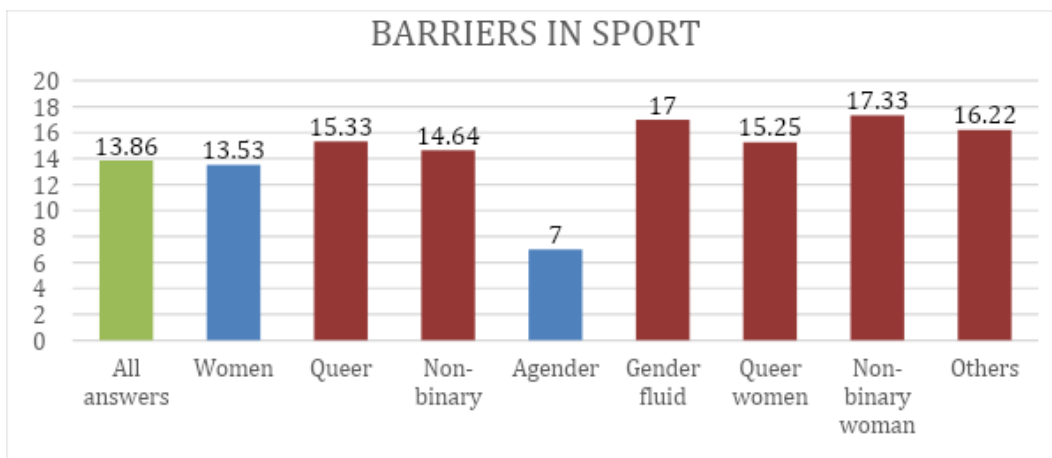
This trend is consistent across most socio demographic characteristics, except in the case of women with a disability, as none of them reported their incidents of harassment.

## Barriers in sport

To analyse barriers in sport, certain items were taken from The Barriers to Physical Activity and Sport Questionnaire for LGBTQ+ persons (BPASQ-LGBTQ) by Ubeda-Colomer, et al. (2020). Women participants were asked to rate the barriers which hindered or prevented their participation in physical activity or sport activities in the last 12 months on a scale of 1 to 5, where 1 represents 'It was not a barrier for me' and 5 represents 'It was a very strong barrier for me.'. The items were: "Lack of confidence in your ability", "Fear of rejection or harassment", "Your friends or family are not sports enthusiasts", "Fear of going alone", "Lack of adequate, inclusive, and accessible facilities (e.g., locker rooms) at sport centres", "The cost is too high", "Lack of LGBTQ+ sports associations' '. Since it was scored on a scale from 1 to 5, and there were 7 items, the maximum achievable score was 35 points. The higher the value, the greater the perception of barriers to practise sport. The overall average score was 13.86. The

graphs illustrating this variable related to different socio-demographic characteristics are presented below:

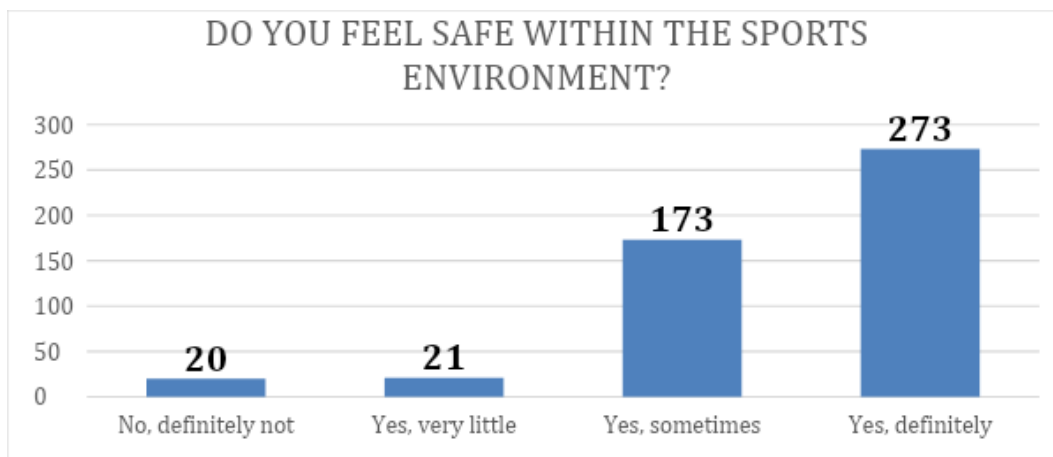




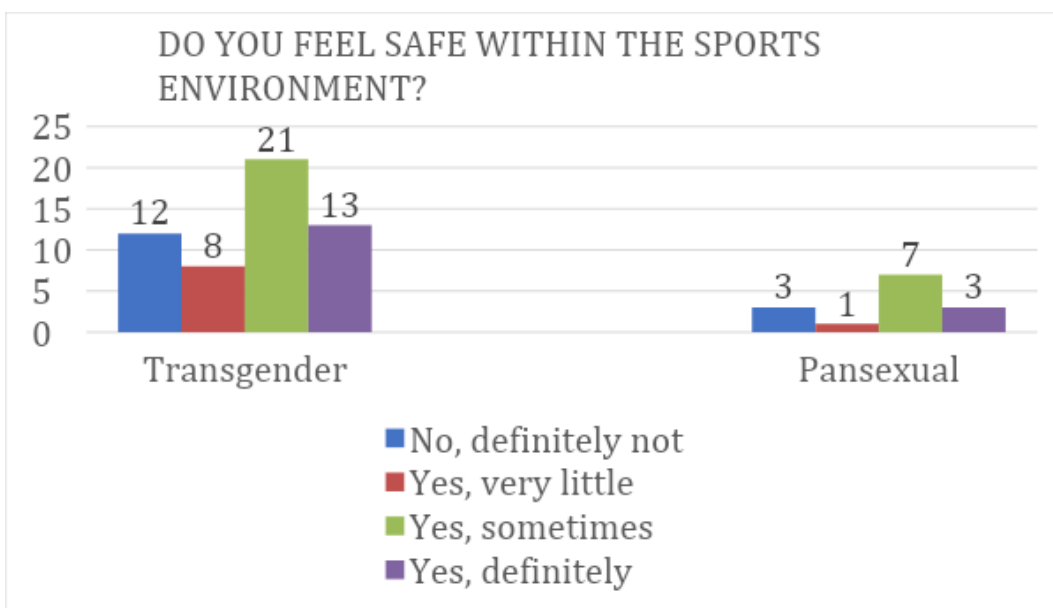
Regarding the participants' age, it was observed that younger women tended to score higher, while women over 55 tended to score lower, indicating an inversely proportional relationship between age and barriers in sport. In the graphs above, it was noted that transgender women, migrant women, and women with a disability scored higher than the general average, indicating significant barriers to sport participation. When considering sexual orientation, heterosexual and asexual women had scores lower than the average, suggesting fewer perceived barriers. Finally, women with diverse gender identities exhibited the highest scores compared to the average.

## Feeling safe in the sport environment

Participants were asked about their feelings of safety in sport, and the majority responded affirmatively with 'definitely' (56%, 273 responses) and 'sometimes' (36%, 173 responses). 4% stated that they feel safe 'very little' and 4% 'definitely not'.



However, 22% of transgender women did not feel safe in the sporting environment (12 responses), while 15% felt 'very little' safety. 39% feel 'sometimes' safe, and 24% feel 'definitely' safe. In comparison to cisgender individuals, their feeling of safety is notably lower, with only 62% feeling 'definitely' safe. Similar results were obtained from pansexual women.

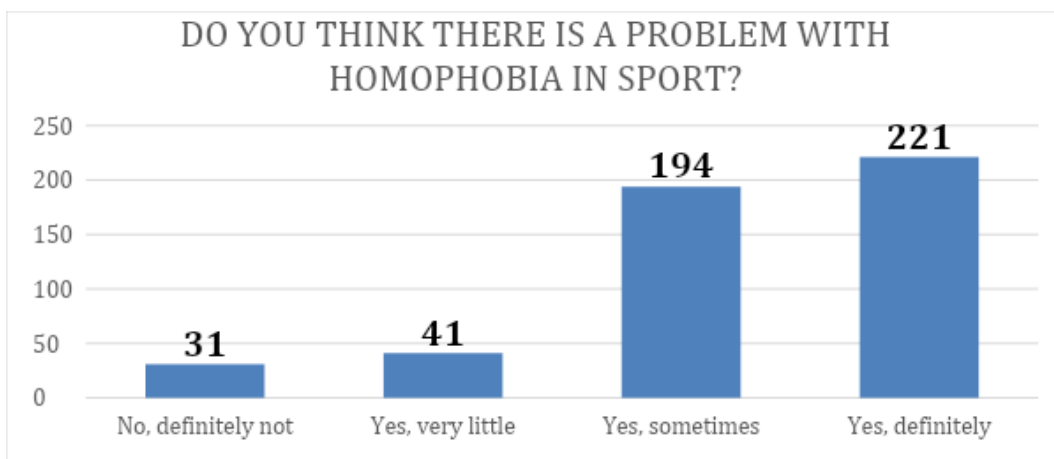




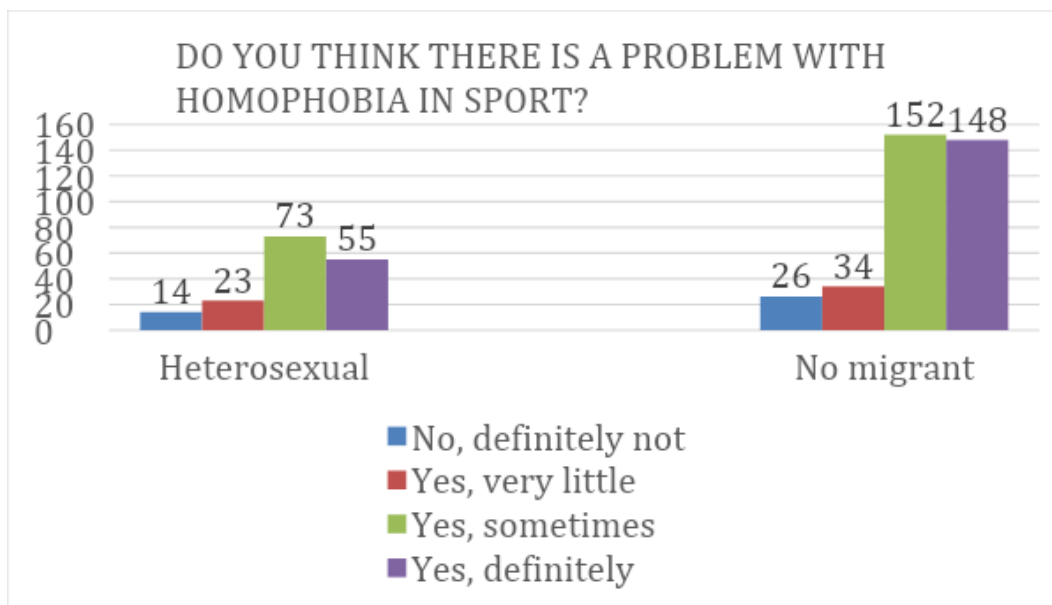
Regarding other socio demographic characteristics, there were no significant differences compared to the data obtained in the overall results.

## Homophobia in the sport environment

The women were asked whether they perceived homophobia as a problem in sport. The responses were as follows:



Evidence showed that 85% of participants felt that homophobia exists in the sporting environment, with 'definitely' scoring 45%(221 responses) and sometimes scoring 40%(194 responses). 8% of participants considered there was very little homophobia and 6% did not perceive the existence of homophobic situations.

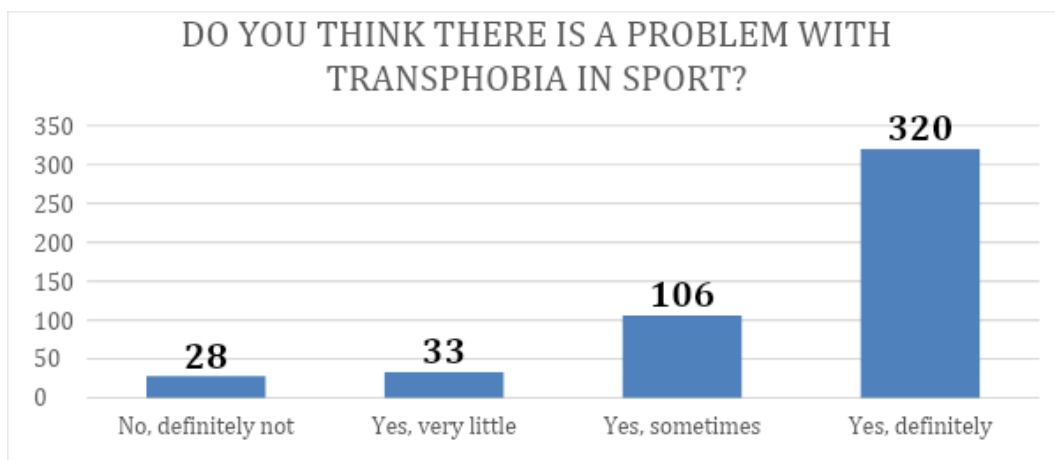


When segregating the information by socio demographic characteristics, it was found that heterosexual and non-migrant women were the highest percentile believing that homophobia sometimes exists, with 44% and 42%, respectively. In second place, 33% of heterosexual women and 41% of non-migrant women believed that homophobia definitely exists in sport. There was no perceived evidence of homophobia for 4% of migrant women and 9% of heterosexual women. These findings were noteworthy, as, for example, 98% of transgender women believe that homophobia is always or sometimes present.

Regarding other socio demographic characteristics, no significant differences were found compared to the overall results.

## Transphobia in the sport environment

The participants were asked whether they perceived transphobia in sport. The responses were as follows:

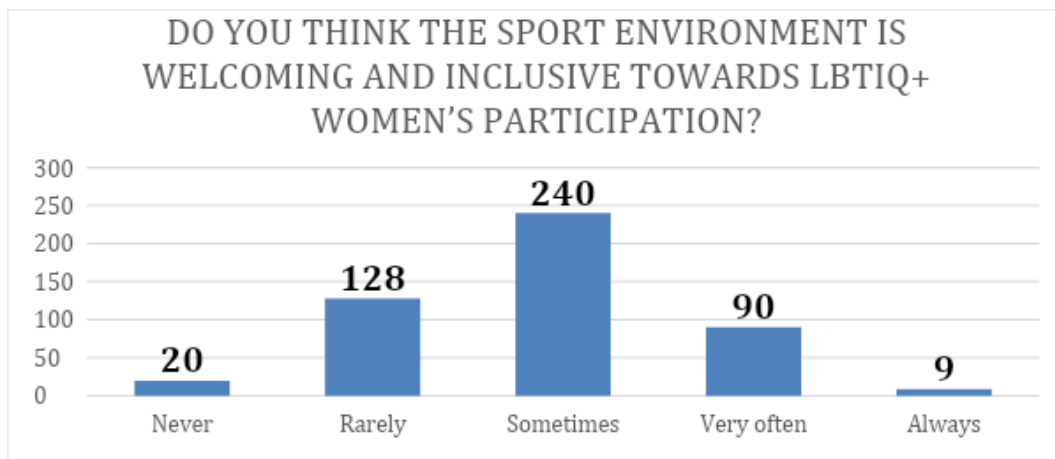


It was evidenced that 88% of participants perceived that transphobia exists in the sporting environment, with 'definitely' scoring 66%(320 responses) and sometimes 22%. 7% of participants considered that there was very little transphobia in sport and 6% did not perceive homophobic situations to exist at all. It can be noted that the perception of definite transphobia in sports is as follows: 78% for lesbian women, 85% for transgender women, 91% for queer and non-binary women, 78% for migrant women, and 84% for people with disabilities. However, regarding socio demographic

characteristics, no significant differences were evident in relation to the data obtained in the overall results.

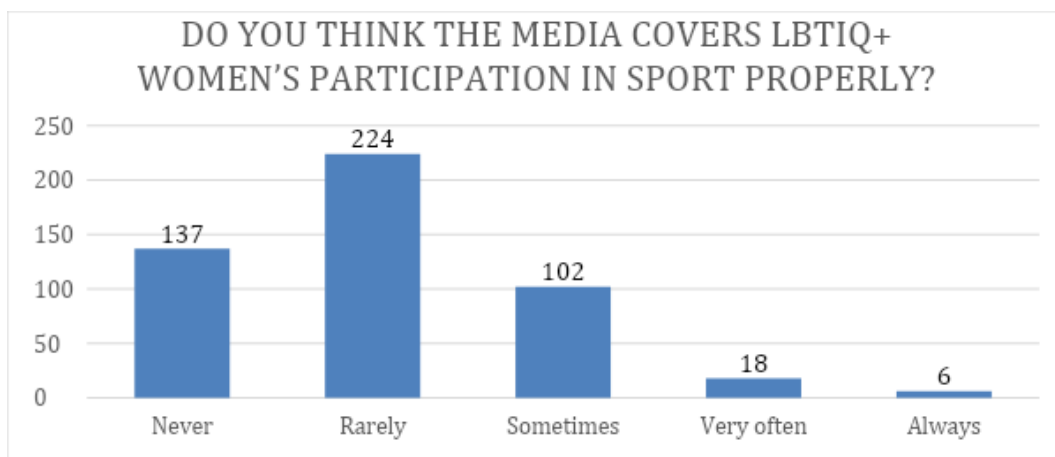
## LBTQI+ women in sport environment

The participants were asked whether they perceived the sporting environment to be inclusive and welcoming to LBTQI+ women. The responses were as follows:

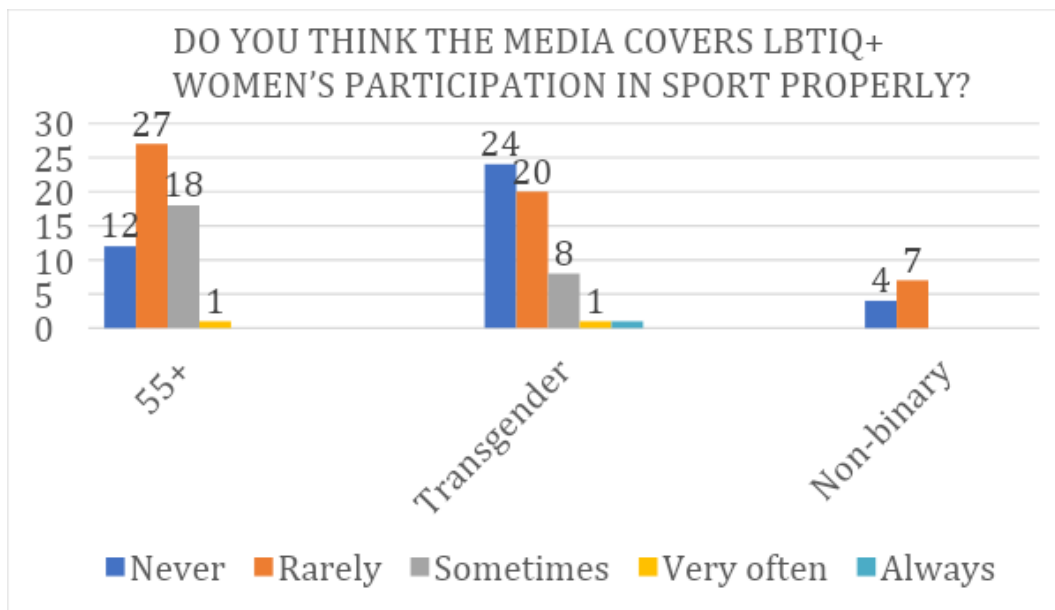


Responses were concentrated in the middle, with 18% stating 'very often' (90 responses), 49% saying 'sometimes,' 26% indicating 'rarely,' and lower percentages reporting 'always' (2%) and 'never' (4%). Similar percentages were observed across all socio-demographic characteristics.

The next question asked whether they believed that the media adequately covered the participation of LBTQI+ women in the sports environment. The responses were as follows:



It was evidenced that 46% of participants considered that the media rarely covers sports participation of LBTQI+ women adequately (224 responses), while 28% answered 'never,' 21% 'sometimes,' 4% 'very often,' and 1% 'always.'



Disaggregating the information by socio demographic characteristics revealed differences in the percentage distribution of responses among women aged over 55, transgender women, and non-binary women. In comparison to the overall results, women aged 55+ the percentage increased to 31% for 'sometimes'. For transgender women, 44% believed it is 'never' covered, and for non-binary women, the percentage increased to 64% believing that LBTQI+ women's sport is 'rarely' adequately covered by the media.

## MAIN FINDINGS OF THIS SECTION

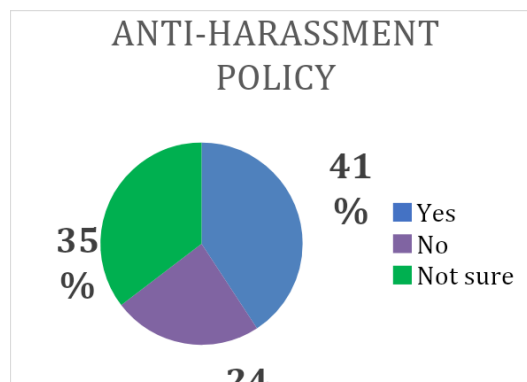
- Approximately 1 out of 5 women have faced harassment or discrimination in a sporting environment.
- Most harassment or discrimination is related to gender identity or expression.
- Nearly 90% of the participants have experienced verbal harassment associated with multiple forms of harassment.
- In 76% of cases, the incidents of harassment and discrimination went unreported.
- Younger women, transgender women, non-heterosexual women and disabled women perceive significant barriers to their sports participation.
- More than half of the women in the study feel safe in their sports environment.
- 85% of women feel that homophobia exists in the sports environment.
- 88% of women feel that transphobia exists in the sports environment.
- 46% of women considered that the media rarely covers their sports participation

## SPORTS ORGANISATIONS

This section explores how women perceived the multiple actions of sports organisations in favour of inclusion and equality.

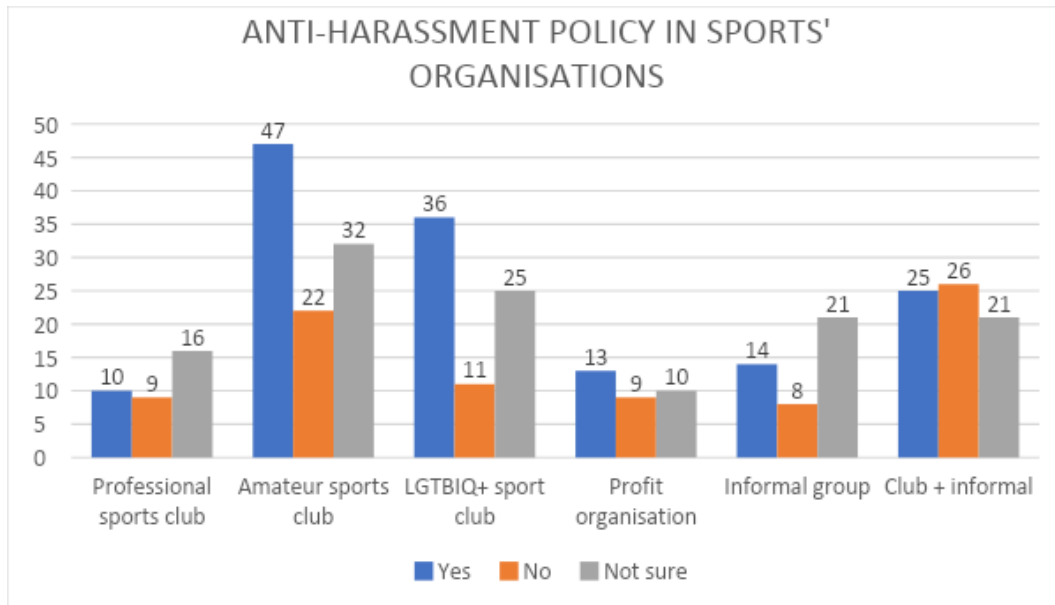
### Anti-harassment policy

The question was to determine whether the sports organisations had an anti-harassment or anti-discrimination policy. Therefore, only the responses of those women who had been involved in a sports organisation in the previous 12 months (373 women) were

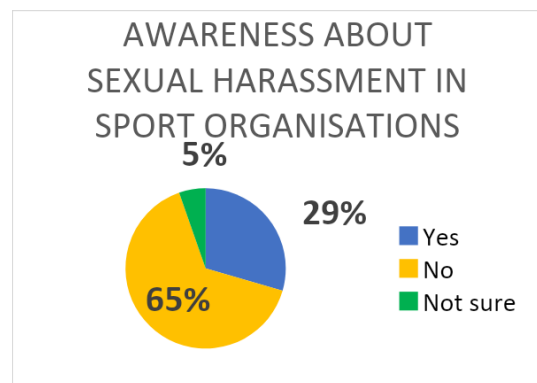


considered. The following graph illustrates that the highest percentage of women stated that their sport organisations had policies (41%), but 35% were uncertain, and 24% claimed not to have any. These findings remained consistent across all socio-demographic characteristics.

In addition, the results were compared with the types of sports organisations to which the women belonged. It was discovered that amateur sports clubs (47 responses) and LGTBIQ+ sports clubs (36 responses) were the organisations with the highest percentage having harassment policies, at 47% and 50% respectively, while professional clubs scored only 29%. For-profit organisations, such as gyms, had a rate of 28%, and 32% of informal groups had a policy in place.

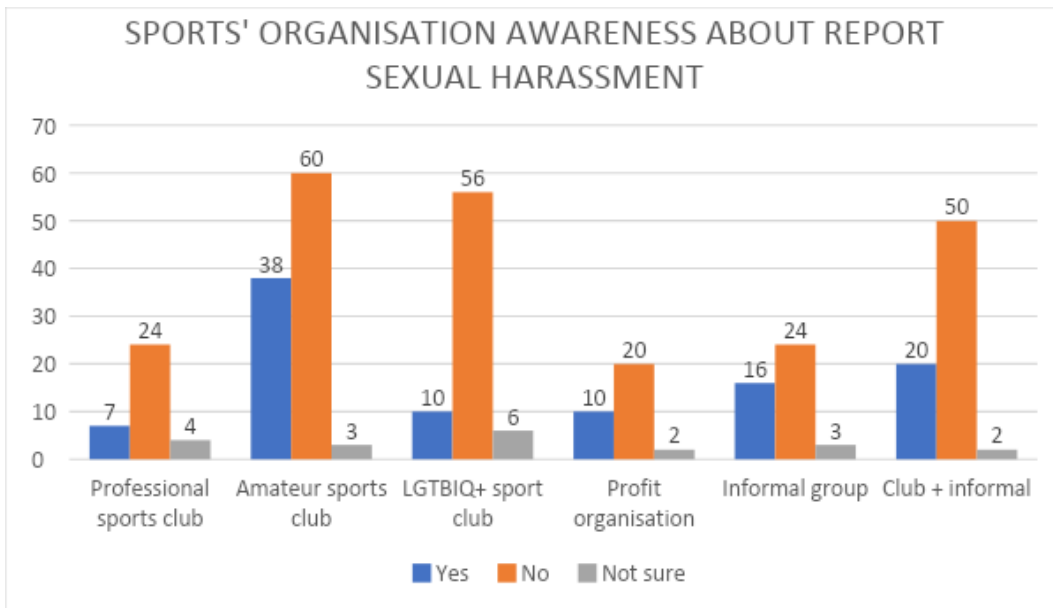


Participants were also asked whether the sports organisation provided any kind of training about sexual abuse or distributed materials on how to report it. It can be observed that the vast majority indicated that none had received any training about it (65%, 243 responses); only one-third stated that some form of training had been provided to enable them to report such situations. These findings remained consistent across various socio demographic characteristics.



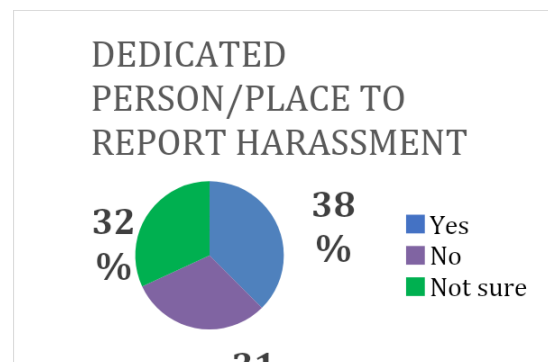
Regarding sexual orientation, it was found that 46% of heterosexual women and 60% of asexual women stated that they had received training or materials about sexual abuse in sport, in contrast to non-heterosexual women, whose percentage was lower, with lesbian women at 19%, bisexual women at 23%, and queer women at 25% and pansexual women at 13%.

Training about sexual abuse		Lesbian	Bisexual	Heterosexual	Asexual	Queer	Pansexual
Yes	#	25	19	59	3	2	1
	%	19%	23%	46%	60%	25%	13%
No	#	99	55	64	2	4	7
	%	78%	68%	50%	40%	50%	87%
Not sure	#	4	7	6	-	2	-
	%	3%	9%	4%	-	25%	-



For more details, the results were compared with various types of sports organisations. It was discovered that professional (69%, 24 responses) and LGTBIQ+ (78%) sports clubs were the organisations with the highest percentage that did not provide any training or distribute materials on how to report sexual harassment. Additionally, it was evidenced that amateur sports clubs, with 38%, have the highest percentage addressing this issue with their athletes.

Another question that was asked pertained to whether sports organisations had staff or a specific 'place' to report instances of harassment or discrimination. As depicted in the graph, 37% affirmed that they did (140



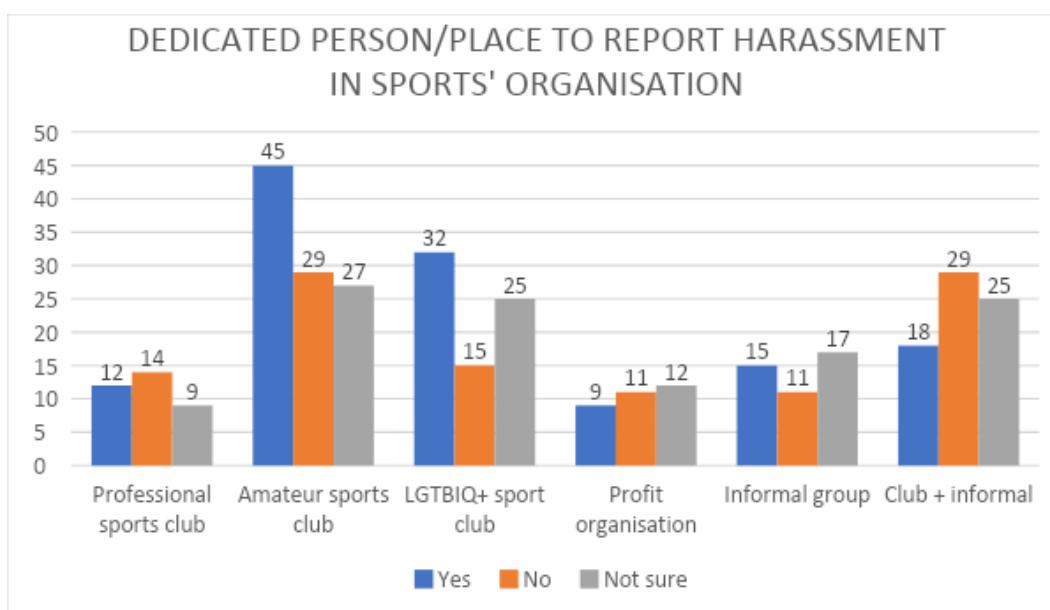


responses), 32% were unsure, and 31% unequivocally did not.

In terms of age, 50% of women aged 55+ indicated that there was a specific person or place to report to, but only 19% of younger women (18-24) did so. Results remained consistent for this question over all socio demographic characteristics., as it can be observed in the following table:

Someone dedicated to report		18-24	25-34	35-44	45-54	55+
Yes	#	13	63	29	16	19
	%	29%	41%	31%	38%	50%
No	#	14	42	32	14	12
	%	30%	28%	33%	33%	32%
Not sure	#	19	47	34	12	7
	%	41%	31%	36%	29%	18%

For more details, the results were compared with the various types of sports organisations to which the women belonged. It was discovered that amateur (45%, 45 responses) and LGTBIQ+ (44%) sports clubs were the organisations with the highest percentage of having a dedicated person/place to report harassment, which is consistent with previous findings about these sport organisations having anti-harassment policies. For-profit organisations scored the lowest percentage at 28% in this category.

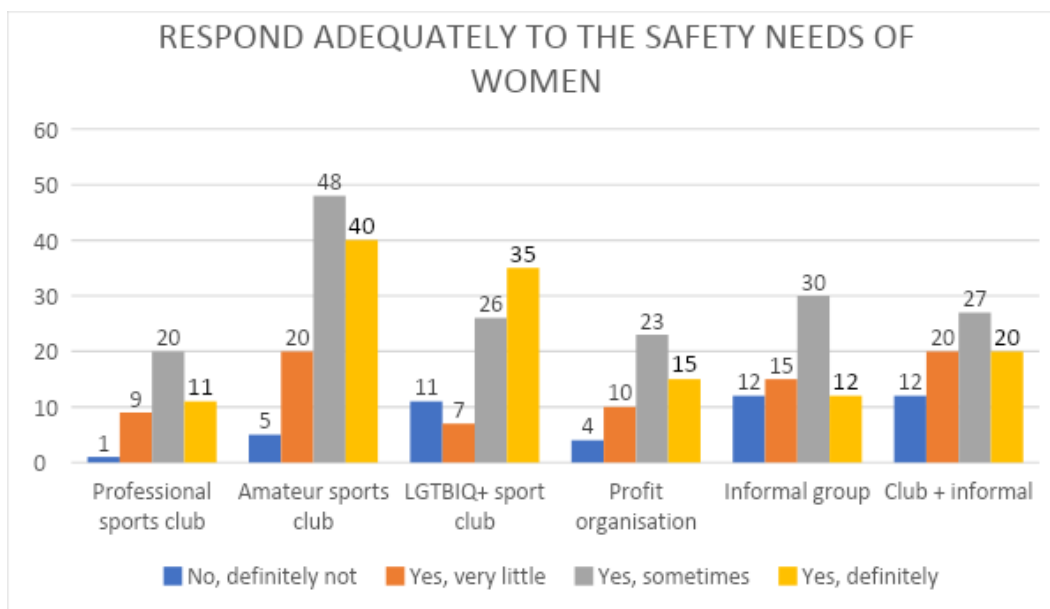
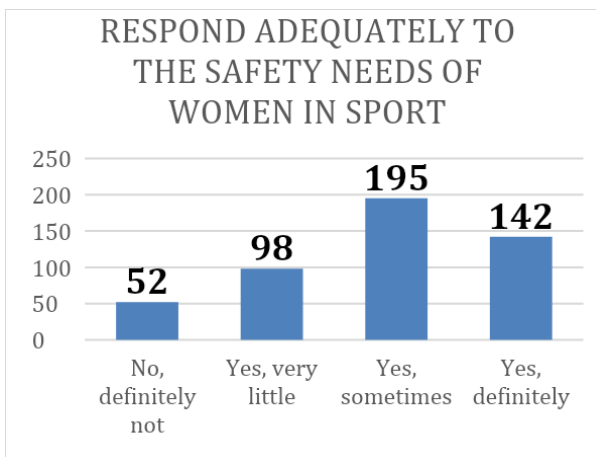


## Good practices of the sport organisation

This section analysed how sports organisations addressed situations of inclusion, safety, visibility, and equality for women. Therefore, only the responses of those women who had been involved in a sports organisation in the previous 12 months (373 women) were considered.

### Adequate safety needs

It can be observed that the majority of women perceived that sports organisations responded to the safety needs of women. Specifically, 29% of participants (142 responses) affirmed that they definitely do, while 40% responded 'sometimes'. In contrast, 11% stated that they do not respond adequately, and 20% responded with "very little".

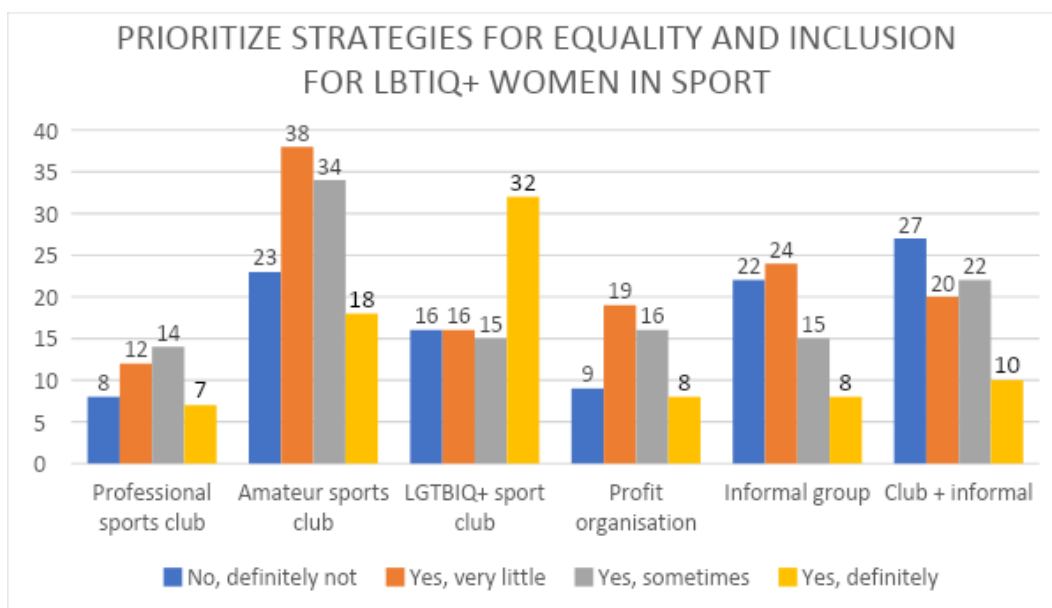
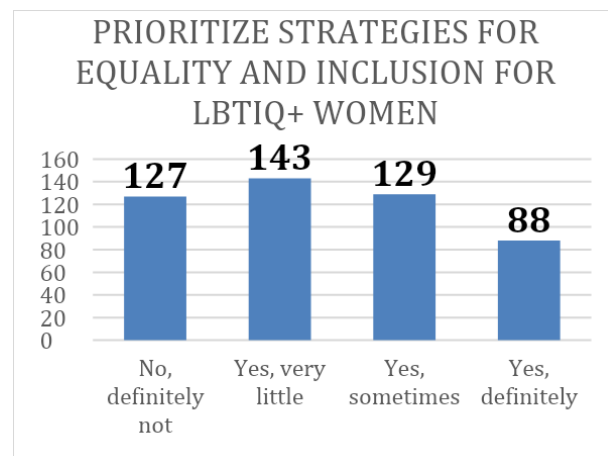


It was evidenced that 44% of women in LGBTIQ+ sports clubs claimed that these organisations do respond adequately (35 responses). The least responsive were the informal groups, with only 17%. Considering socio demographic characteristics, the

values varied significantly. For example, 19% of transgender women said that these organisations did not respond adequately, 28% responded "very little," and 22% were in definite agreement. These results demonstrate that the type of sports organisation is a decisive factor in responding effectively to the needs of safety for women.

### Strategies for equality and inclusion

It can be observed that the answers varied significantly, and there was no clear trend in this regard. 18% of participants responded "yes, totally" (88 responses) that strategies of inclusion and equality were prioritised, 26% answered "yes, sometimes," 29% said "yes, very little," and 26% definitively said "no".



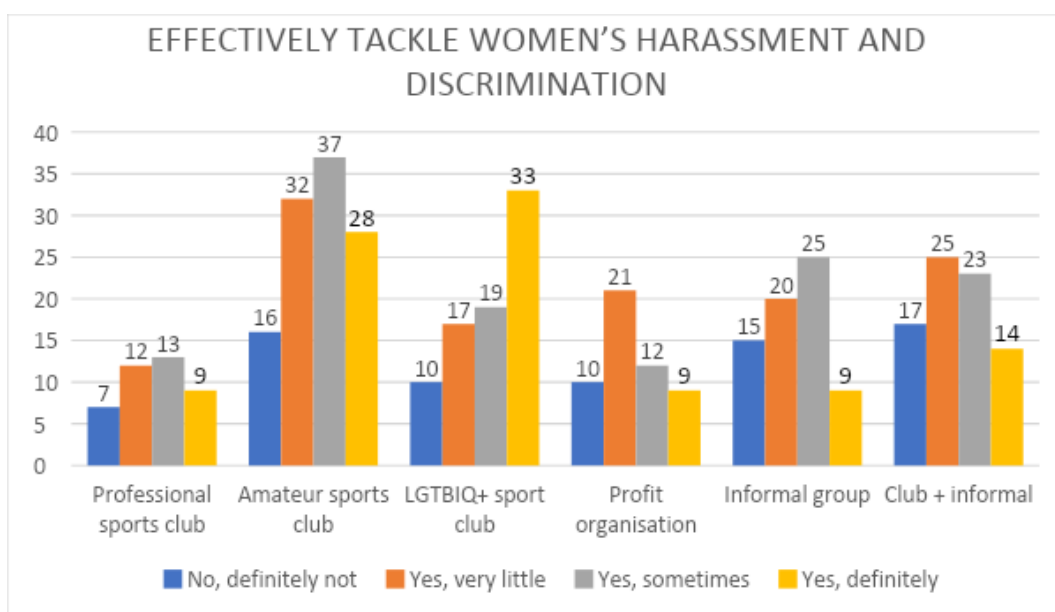
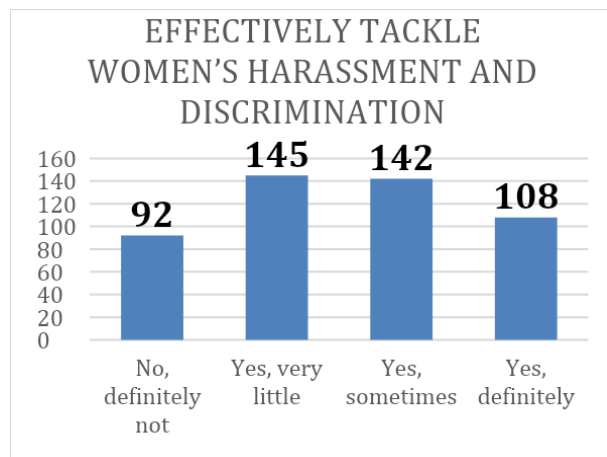
With regard to the type of sports organisation, it is worth highlighting that 41% of women participants in LGTBIQ+ sports clubs affirmed that the club prioritises such strategies for inclusion and equality (32 responses). However, when considering transgender women (65%) and pansexual women (86%), they indicated that sports

organisations did not prioritise these strategies or did so very minimally. The results remained consistent regarding other socio-demographic characteristics.

Prioritise strategies for equality and inclusion		Transgender	Pansexual
No, definitely not	#	23	8
	%	43%	57%
Yes, very little	#	12	4
	%	22%	29%
Yes, sometimes	#	9	2
	%	17%	14%
Yes, definitely	#	10	-
	%	18%	-

### Effectively tackling women's harassment and discrimination

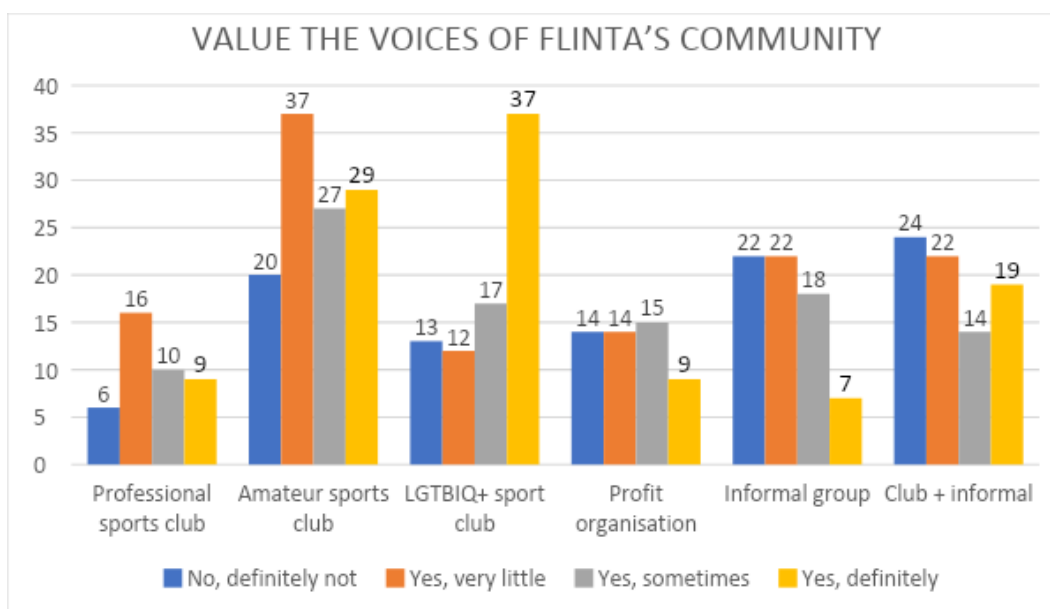
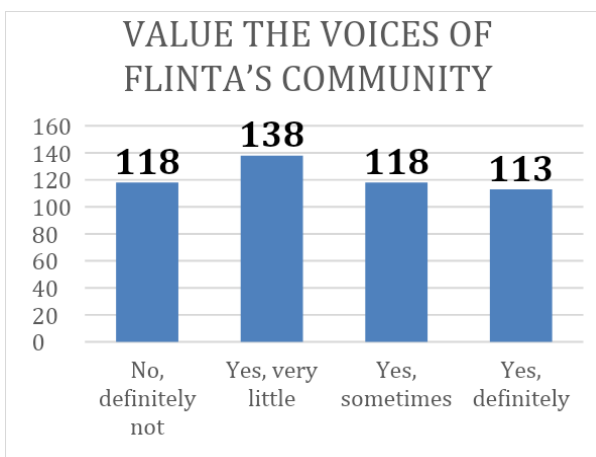
For this question, it can be observed that the responses were quite varied, and there was no clear trend. 32% of participants responded with "yes, definitely" (108 responses), 29% answered "yes, sometimes," 30% responded "yes, very little," and 19% firmly said "no".



Notably, 42% of women participating in LGBTIQ+ sports clubs stated that harassment and discrimination were effectively addressed (33 responses), with an additional 24% saying it happened "sometimes." However, when considering pansexual women, 86% indicated that it was not effectively tackled or only minimally addressed. The results remained consistent with other socio-demographic characteristics.

### Value the voices of the FLINTA community

Concerning this question, it can be seen that the responses were quite varied, and there was no clear trend in this regard. 32% responded with "yes, definitely" (108 responses), 24% answered "yes, sometimes," 28% said "yes, very little," and 24% firmly said "no."



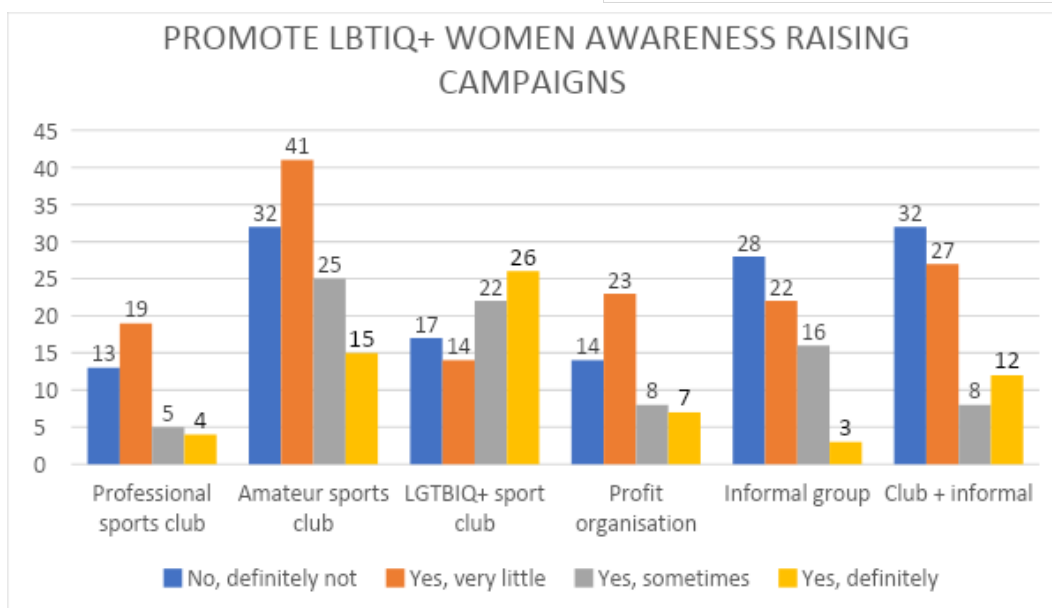
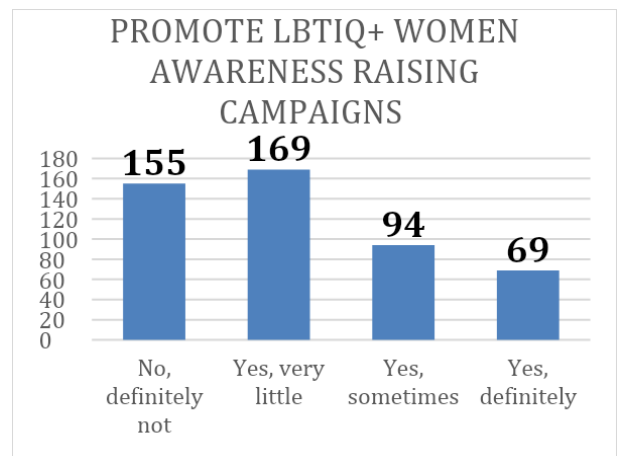
It is worth noting that the majority of women participants in LGBTIQ+ sports clubs claimed to value the voices of the FLINTA community, with 47% responding "definitely"

(37 responses) and an additional 22% saying "sometimes." However, 65% of women aged 45-50, 67% of transgender women, and 71% of pansexual women stated that the voices of the FLINTA community were not valued. The results remained consistent with other socio-demographic characteristics.

Value the voices of FLINTA community		45-50	Transgender	Pansexual
No, definitely not	#	24	24	8
	%	40%	45%	57%
Yes, very little	#	15	12	2
	%	25%	22%	14%
Yes, sometimes	#	7	5	3
	%	12%	9%	22%
Yes, definitely	#	14	13	1
	%	23%	24%	7%

### Promote LBTQI+ women awareness-raising campaigns

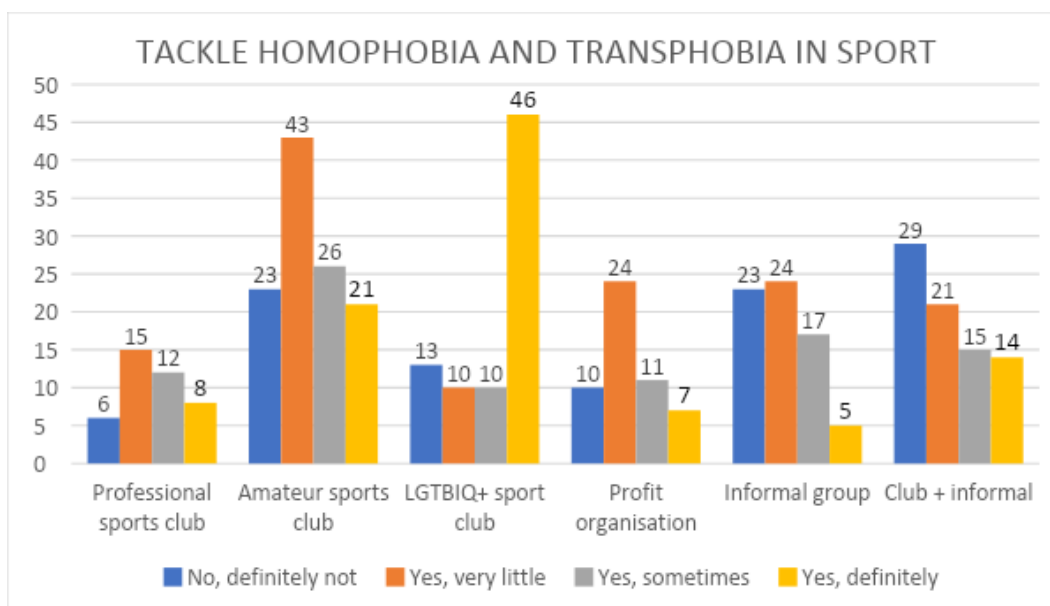
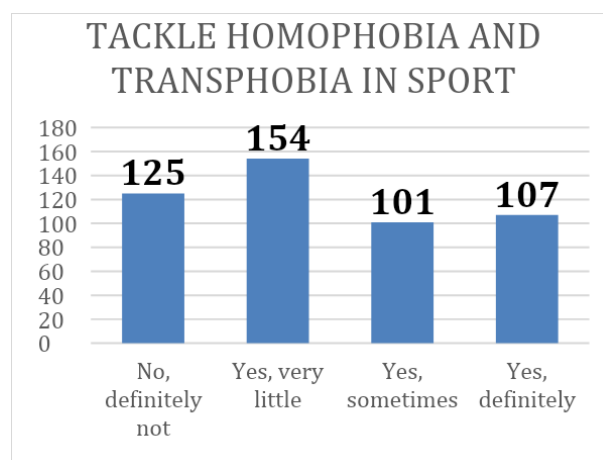
Regarding this question, it can be seen that the majority of women perceived that sports organisations did not promote awareness-raising campaigns, with 32% responding "null" (155 responses) and an additional 35% responding "very little." 40% said "yes, definitely," and 19% said "sometimes."



It is worth noting that the majority of women participants in LGTBIQ+ sports clubs claimed that they promoted awareness raising campaigns for LBTQI+ women, with 33% responding "definitely" (26 responses) and 28% saying "sometimes." The results remained consistent with other socio-demographic characteristics, indicating that the most influential factor is the type of sports organisation.

### Tackling homophobia and transphobia in sport

Concerning this question, it can be seen from the graph that the responses were quite varied, and there was no clear trend with regard to this. 36% of participants responded "no" (125 responses), and an additional 32% responded "very little." 32% said "yes, definitely," and 21% said "sometimes" when asked if homophobia and transphobia in sport were tackled.



Notably, the majority of women participants in LGTBIQ+ sports clubs claimed to tackle homophobia and transphobia in sport, with 59% responding "definitely" (46 responses)

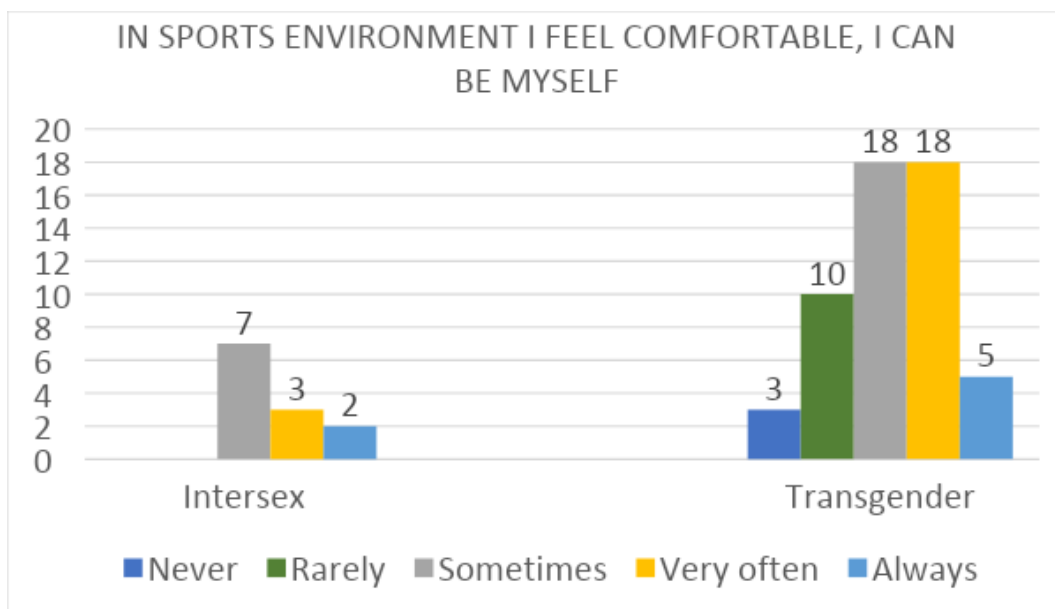
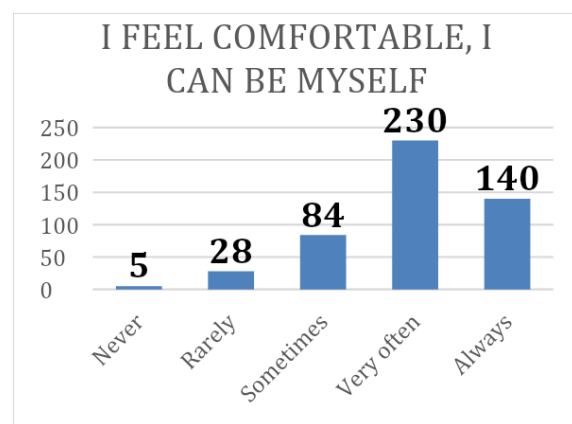
and 13% saying "sometimes". The results remained consistent with other socio demographic characteristics, highlighting that the determining factor is the type of sports organisation.

## Sports organisation environment

This part analyses how often women felt comfortable, ashamed, downhearted, proud, or hyper-sexualized in the sports environment. The responses of all participants (487 women) were considered.

### Feeling comfortable

Regarding this question, the majority of women felt comfortable because they could be themselves 'very often' (47%, 230 responses) or 'always' (29%). Only 1% said 'never', 6% 'rarely', and 17% 'sometimes'.



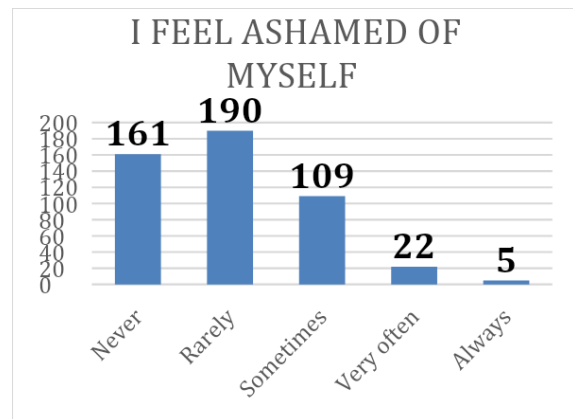
It was worth noting that the majority of intersex women felt comfortable sometimes (59%, 7 responses), frequently 25%, and always 17%. Transgender women had the



highest percentages of not feeling comfortable in the sports environment, with 6% never (3 responses), 19% rarely, 33% sometimes, 33% frequently, and only 10% always. No significant differences were observed when considering other socio-demographic characteristics.

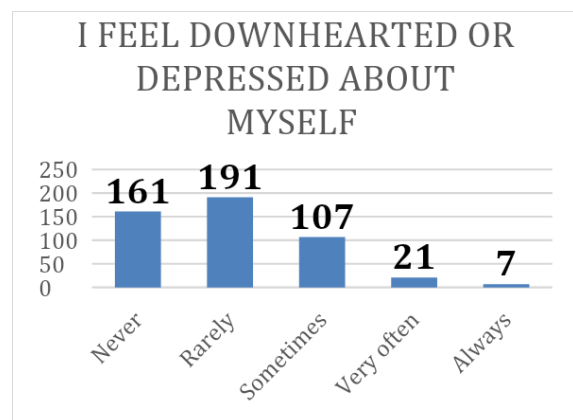
### **Feeling ashamed**

With regards to this question, the majority of women did not feel ashamed of themselves, with 33% feeling 'never' (161 responses) or 'rarely' 39%. Only 1% say they 'always' feel ashamed, 5% 'very often', and 22% 'sometimes'. No significant differences were observed when considering various socio demographic characteristics.



### **Feeling downhearted or depressed**

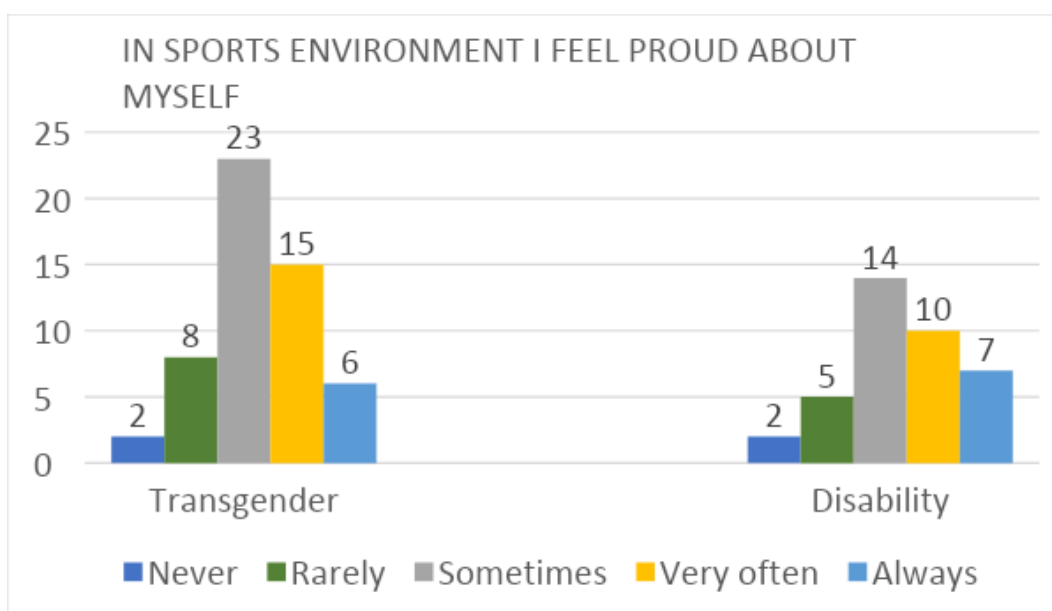
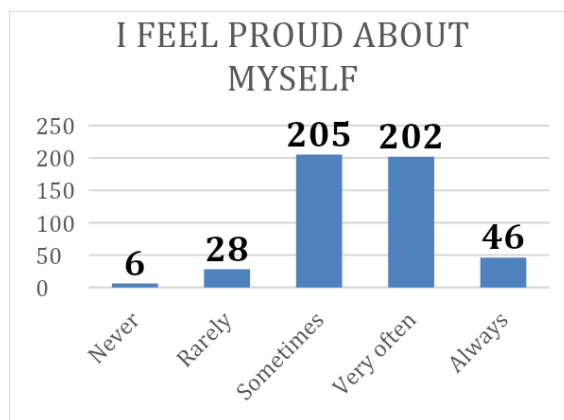
Regarding this question, similar percentages to the previous responses were received. The majority of women did not feel downhearted or depressed about themselves, with 33% feeling 'never' (161 responses) or 'rarely' (39%). Only 1% reported 'always' feeling downhearted or depressed, 5% "very often", and 22% 'sometimes'.



Consistent results were observed when considering various socio-demographic characteristics.

### Feeling proud

With regards to this question, the graph illustrates that 10% of women 'always' felt proud of themselves (46 responses), 41% felt 'very often', 42% 'sometimes', 6% 'rarely', and only 1% 'never' feel proud.

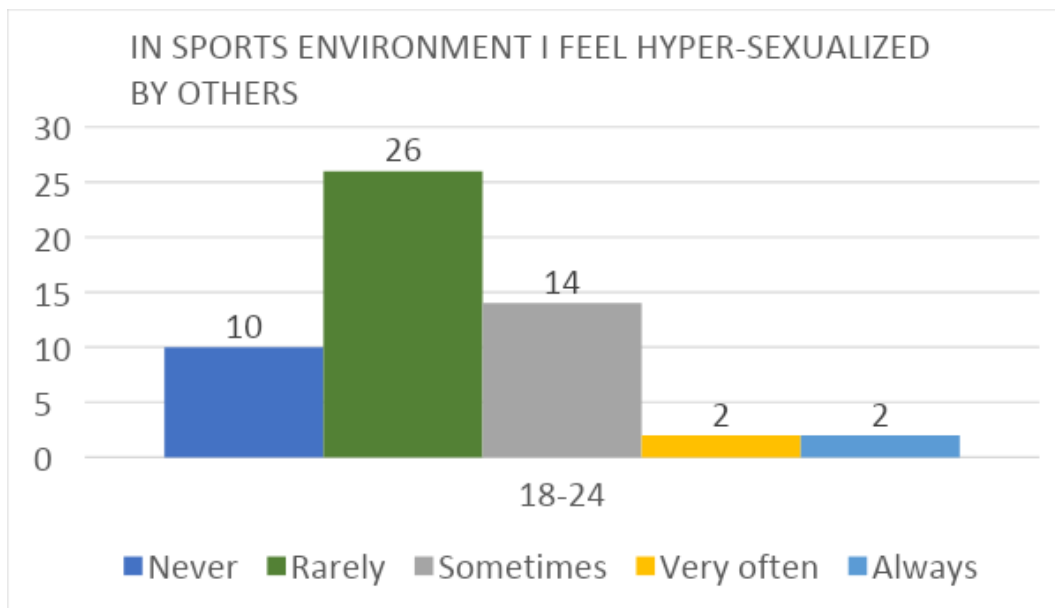
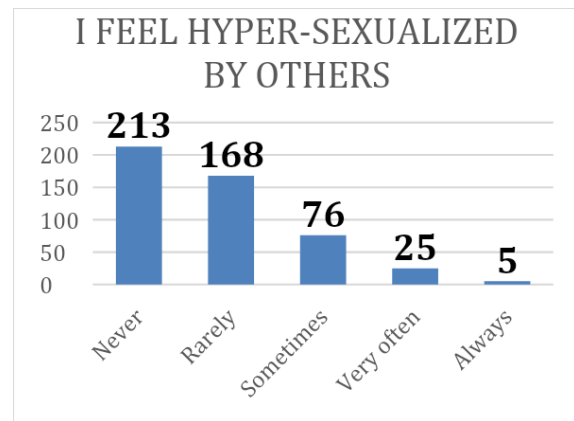


Notably, in relation to the general average, the percentage of transgender women who never felt proud of themselves increased to 4% (2 responses), and rarely to 15%. Similarly, 5% of women with disabilities never felt proud of themselves, and rarely at 13%.

Consistent results were observed when considering other socio-demographic characteristics.

### Feeling hyper-sexualized

With this question, the graph indicates that 44% of respondents 'never' felt hyper-sexualized (213 responses), 34% 'rarely' do, while 1% said they 'always' felt hyper-sexualized, 5% 'very often', and 16% 'sometimes'.



It's worth noting that in relation to the general average, younger women had a higher percentage of those who always (4%), frequently (4%), or sometimes (26%) felt hyper-sexualized, and the percentage of those who never felt this way was 18%.

Consistent results were observed when considering various socio demographic characteristics.

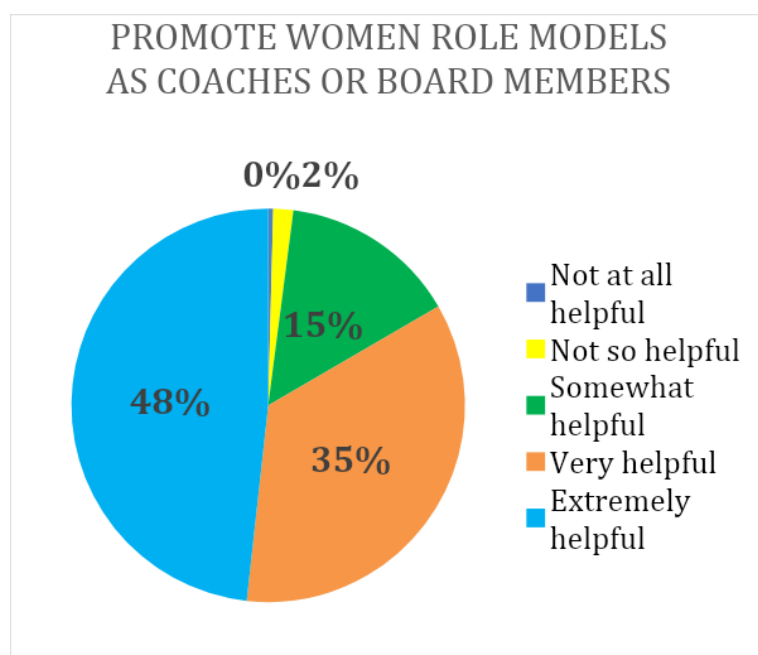
## MAIN FINDINGS OF THIS SECTION

- Approximately 1 out of 3 sports organisations has an anti-harassment policy in place.
- 65% of women indicated that they did not receive any training on sexual abuse by their sport organisation.
- LGTBIQ+ sports clubs respond most adequately to the needs of women prioritising strategies for inclusion and equality, effectively addressing harassment and discrimination and tackling homophobia and transphobia, valuing the voices of the FLINTA community, and promoting awareness-raising campaigns for LBTQI+ women.
- 47% of women frequently felt comfortable in the sports environment. However, 19% of transgender women indicated that they rarely felt comfortable, and 6% never did.
- 33% of women did not feel ashamed or depressed in the sports environment.
- Women aged 18-24 years felt more hyper-sexualized in the sports environment than other women.

## RECOMMENDATIONS

The last section explores how sports organisations could improve the visibility of women within the sports sector. Additionally, specific comments extracted from interviews and open-ended questions in the survey, where women could express themselves freely about their thoughts, were included.

### 1. Promote women role models as coaches or board members



**83%** of women indicated that this would be extremely or very helpful.

*"I think it would be very beneficial to educate cis-men in sports teams about gender diversity, and together could create structures to help women feel welcomed and valued in leadership roles"*  
(Lesbian woman, Austria)

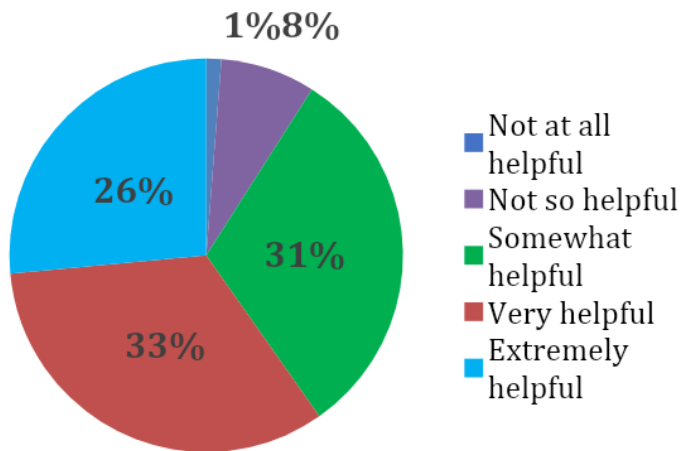
### 2. Organise specific campaigns for women only

**60%** of women indicated it would be extremely or very helpful.

*"I believe it's intriguing to delve deeper into these issues and extend their reach to rural areas, where sports facilities are scarce and they do not have a gender-inclusive approach"*

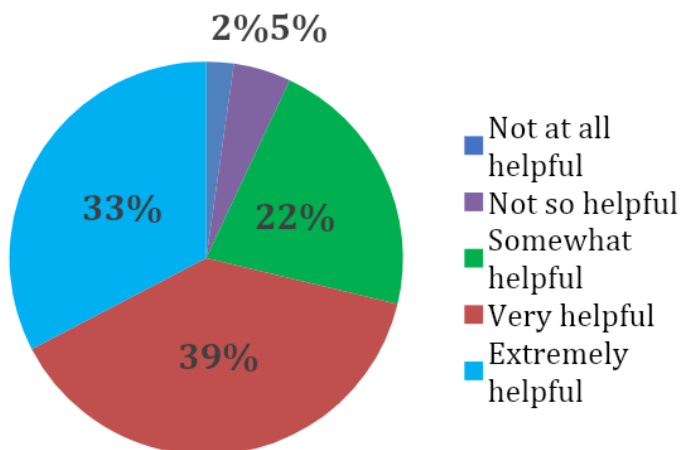
(Heterosexual woman, France)

ORGANISE SPECIFIC CAMPAIGNS  
FOR WOMEN ONLY



3. Promote LBTQI+ women’s participation in all communication channels (for example., social media, digital, traditional)

PROMOTE LBTIQ+ WOMEN  
PARTICIPATION IN ALL  
COMMUNICATION CHANNELS

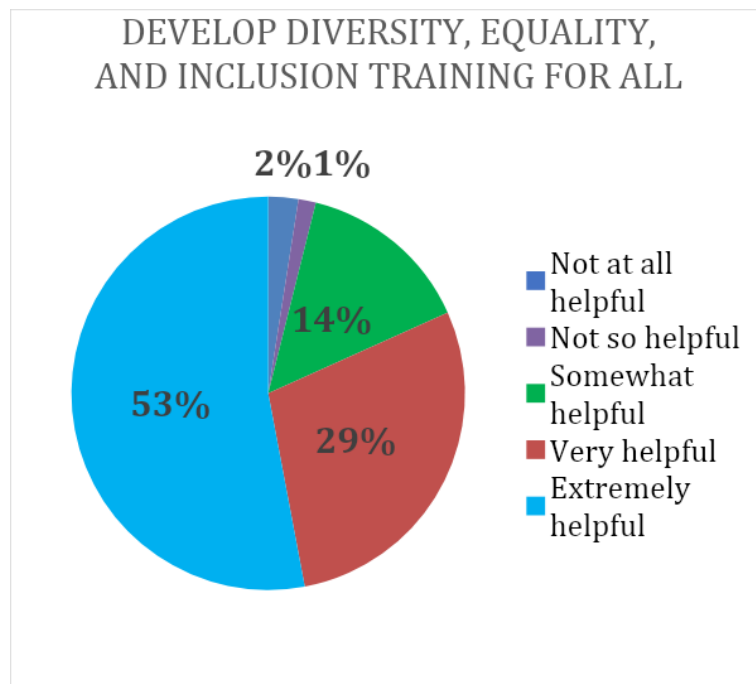


**71%** of women indicated it would be extremely or very helpful.

*“We need to talk about it, because they need to understand [t]here are different femininities in our teams”*

(Migrant transgender woman, German)

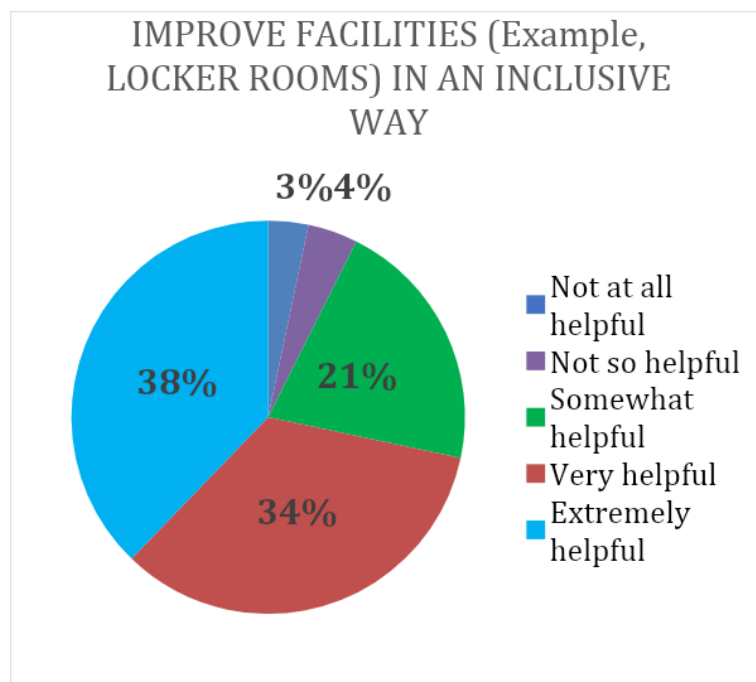
#### 4. Develop diversity, equality, and inclusion training for all



**82%** of women indicated it would be extremely or very helpful.

*"I coached till the major league for a few years. Very little is done by both the federation and clubs to raise awareness on inclusion and diversity"*  
(Heterosexual woman, Italy)

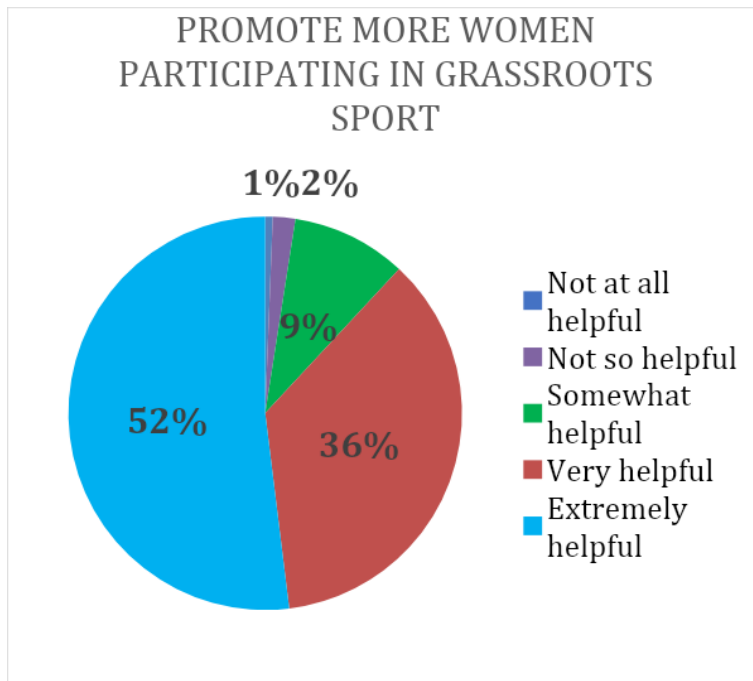
#### 5. Improve facilities (for example, locker rooms) in an inclusive way



**72%** of women indicated it would be extremely or very helpful.

*"My local area does not facilitate my sport in its venues well. We are struggled to find local locations for events and training and are pushed out for more preferable sports"*  
(Disabled bisexual woman, UK)

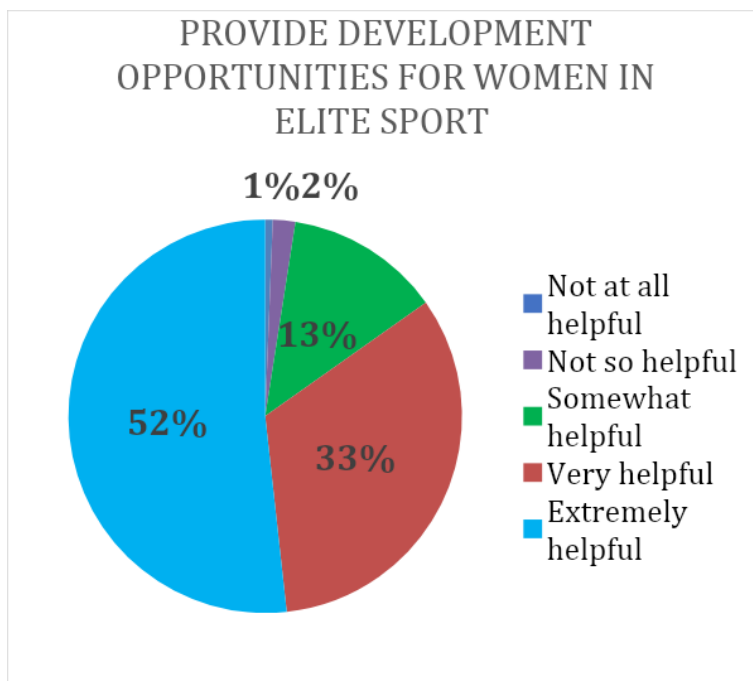
## 6. Promote more women participating in grassroots sport



**86%** of women indicated it would be extremely or very helpful

*"I think trans woman and non binary people need access to sport, especially grass roots sport. We also have to help make stadiums safe areas".*  
(Lesbian woman, Spain)

## 7. Provide development opportunities for women in elite sport



**85%** of women indicated it would be extremely or very helpful.

*"I am intersex, I am woman, and I did not want to take any kind of drugs to compete"*  
(Migrant intersex woman, Germany)



## SCOPE AND LIMITATION OF THE FINDINGS

- Undoubtedly, the data collected in this report on women's participation in sport is essential in shedding light on the barriers and challenges they face in this environment. However, it is important to remember that this report does not aim to be the absolute truth but rather a starting point for broader discussions and a call to action.
- The data provided here serves as a reminder that, despite advancements in gender equity in sports, significant inequalities still exist and need to be addressed. The identified barriers are real and acknowledging these hurdles is crucial for women's advancement.
- An intersectional perspective is vital. Women are not a homogenous group, and recognizing the diverse experiences of transgender women, disabled women, heterosexual women, queer women, migrant women, lesbian women, intersex women, and everyone who identifies as a woman, is crucial in addressing systemic oppression such as cis-heteronormativity, patriarchy, whiteness, ableism, ageism, and xenophobia.
- This report humbly acknowledges that data collection is only the beginning. To achieve meaningful change, it is essential that we continue to research and gather updated data to better understand the evolving status of women in sport. Ongoing research will enable us to identify emerging trends, assess the impact of existing policies and programmes, and adapt strategies to achieve greater inclusivity and equity.
- Ultimately, this report offers a valuable snapshot of women in sport across Europe, therefore, it is a call to action for all stakeholders, from sports organisations to governments and civil society. It urges collaboration to create an inclusive and equitable sports environment, considering factors like gender

identity, sexual orientation, ethnicity, and disability. The data serves as a reminder that the work is far from finished, and it should fuel informed dialogue and strategic planning for real and sustainable change in the sports industry.

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