

# 5<sup>th</sup> European Women and Sport Conference in Berlin, April 18-21, 2002

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## Berlin Memorandum

### 1. Introduction

Since its establishment in 1991, the EWS has launched notable initiatives to promote women in sport, as clearly shown by the Brighton Declaration in 1994, the recommendations made by the EWS conferences in Stockholm in 1996, Athens in 1998, Helsinki in 2000 and not least the call for world-wide action made in Windhoek in 1998.

These initiatives have contributed to improving women's opportunities to participate in sport and creating better conditions for women in sport, in general. A functioning network of European contact persons has been set up. Further development work is still necessary at national and international leadership levels in sport.

A predominant principle in a modern society in which sport is gaining increasing importance is equal participation of women and men in decision-making processes in national and international fields - and thus also in sport organisations.

At the 5<sup>th</sup> European Women and Sport Conference in Berlin, delegates from 36 mainly European but also non-European countries, representing governmental and non-governmental organisations, national and international sport federations and educational and research institutions, discussed, in particular, topics related to leadership in sport. All delegates agreed with this present Memorandum. It defines the target of future EWS work and is based on the principle of Gender Mainstreaming.

### 2. Target

The target of the work of the EWS is the promotion of women in sport at all levels and in all functions and spheres. Focusing on functions in decision-making in sport is aimed at developing the necessary prerequisites for the integration of women. Innovative approaches to the equality issue emphasise that initiatives and action for the integration of women and men need to be prepared jointly. In this way, social requirements and relations between the two genders can be considered from the "gender aspect".

What has to be developed is an innovative approach in sport which aims at abolishing the imbalance in decision-making in sport at all levels. The target is to build up a modern sport culture with consideration of female and male sporting interests. This comprises proper representation of women at all levels of sport leadership and equal allocation of government funds for sport.

### 3. Characteristics of "Gender Mainstreaming"

Gender Mainstreaming is the systematic integration of gender equality into all systems, structures and organisations, into all programmes, policies and actions and into "ways of seeing and doing".

The gender aspect is taken into consideration as a main feature throughout all decision processes at all levels (mainstreaming). All decisions are considered with a view to their effects on women and men in sport.

Gender Mainstreaming is a top-down strategy with an integrating function for both gender.

Work for women as a cross-sectional assignment in sport is no longer solely dependent on initiatives of implementation instigated by women themselves. Both women and men will be experts on gender topics.

Gender mainstreaming requires the equal opportunities and positive action approaches used hitherto and all these approaches can be seen as parallel strategies.

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### 4. Implementation

The delegates at the 5<sup>th</sup> European Women and Sport Conference in Berlin agree to introduce the gender mainstreaming principle as an item on the agenda of sports organisations in their countries and to act in support of it, to ensure that a future-oriented European sport culture can be established.

This means that both men and women have the responsibility to implement the gender approach at all levels of sport leadership.

This will require that:

- Sport leadership bodies at the highest level work according to the principle of gender mainstreaming and are models for leadership at middle and lower levels;
- organisations that fund and deliver sports policies ensure that sex-disaggregated statistics are kept, for example, on the use made of sports facilities, and used as a management tool;
- equality indicators are developed to assess the performance in gender mainstreaming of bodies responsible for sports policies;
- gender impact assessments of proposed policies are conducted to anticipate their consequences on the two genders, making adjustments if necessary;
- a “visioning” approach to policy review and development is taken in order to seek to identify hidden gender biases and to address them;
- a gender dimension is built into monitoring, evaluation and review procedures;
- a gender balance on important sporting committees, especially those that have responsibility for making decisions about the allocation of funding for sports, is ensured;
- budgets ensure that differences in the allocation between women and men and boys and girls can be justified.

The bodies of European sport adopt the example of EU policies to apply gender mainstreaming (Treaty of Amsterdam 1997).

Berlin, April 2002