



COLLECTION OF PRACTICES AND RESOURCES ON GENDER
EQUALITY AND GENDER MAINSTREAMING IN SPORT



Croatian Olympic Committee

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Content

COLLECTION OF PRACTICES AND RESOURCES ON GENDER EQUALITY AND GENDER MAINSTREAMING IN SPORT	1
Educational Tools and Resources	5
Guidelines for Organising the Sport Management and Leadership Training Programme	5
Gender Equality Toolkit for Youth in Sport	7
Legislation, Policy, Standards and Guidelines	9
Recommendations for the improvement of the status of women in sport in the National Policy on Gender Equality 2011-2015.....	9
Instructions to National Federations on the Implementation of Measures of the National Policy on Gender Equality.....	10
Booklet entitled “Procedure in Case of Sexual Violence”	11
Publications	12
Proceedings of the international seminar entitled “From Sport Result to Sport Career”	12
Proceedings from the seminar entitled “Towards the London 2012 Olympic Games”	13
Book entitled “Croatian Female Athletes in the Olympic Games”	14
Special issue of the NOC magazine Olimp entitled “Women in Sport”	15
Article on women in sport published in the NOC magazine Olimp entitled “Morana’s underground objective”	16
Article on women in sport published in the NOC magazine Olimp entitled “How Avon connected business and sport”	17
Article on women in sport published in the NOC magazine Olimp entitled “Let’s put the stereotypes on women in sport to a museum”	18
Other.....	19
Conclusions from the international seminar entitled “A Female Athlete: From the Sport Result to the Sport Career”	19
Conclusions from the seminar entitled “Women in Sport”	20
Conclusions from the round table entitled “The Status and Perspectives of Women’s Team Sports in Croatia”	21
Conclusions from the seminar for members of the NOC Gender Equality Sport Network that was held during the 9 th Alpe Adria Sport Conference	22
Conclusions from the seminar entitled “Towards the London 2012 Olympic Games”	23
Conclusions from the seminar entitled “Opportunities and Limitations for Women in Sport”	24
Conclusions from the seminar entitled “Sport Environment as a Safe Place for Women and Girls”	25
Conclusions from the international seminar on gender equality	26
Report from the national seminar entitled “Improvement of Gender Equality in Coaching”	27

Report from the seminar entitled “Men and Gender Equality in Sport: Support or Obstacle?” 28
Awareness-raising initiative 29
Media campaign entitled “Improving the Visibility of Women’s Sports in Electronic Media” 29

Guidelines for Organising the Sport Management and Leadership Training Programme

Title of the practice / resource	Guidelines for Organising the Sport Management and Leadership Training Programme
Created in the year	2017
Organisation(s) responsible	Croatian Olympic Committee in cooperation with 5 other NOCs
Main topic addressed	<input checked="" type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input checked="" type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<p><i>The main objective of the training programme was to improve the competencies of women, thus enhancing the likeliness of their involvement in top management and leadership positions in sport organisations. The training programme has two modules that covers six basic areas of management of an organisation in sport, and a specific training programme in leadership for women in sport. The content and the methodology of the training programme is presented in detail in the Guidelines for Organisers of the Sport Management and Leadership Training Programme.</i></p> <p><i>The Croatian Olympic Committee has implemented the SUCCESS project in collaborative partnership with National Olympic Committees from the Czech Republic, France, Italy, Lithuania and Slovakia. Partner organisations worked towards the European overall aim of achieving a full gender balance in the representation in decision-making positions in sport governing bodies by 2020. The collaborative partnership was focused on developing a network of National Olympic Committees that should serve as a platform for sustainable national sport management training programmes and mentoring systems for future female leaders in sport, on educating and improving their competencies in order to prepare them for more demanding positions in sport, and on promoting gender balance and raising gender awareness and commitment to gender mainstreaming for board members and personnel in leading positions in sport.</i></p> <p><i>The Sport Management and Leadership Training Programme was organised within the SUCCESS project. It was focused on key areas of sport management – organising a sport association, strategic management, managing human resources, managing finance, managing marketing, organising sport events – and on leadership skills. Participants had to complete the self-assessment test in order for the organiser to gain insight into the level of their competencies and to be able to create a tailor-made content.</i></p>

	<p><i>The Sport Management and Leadership Training Programme is implemented over a period of minimum 7 months in two sessions of 7 days each. In total, 14 days are devoted to in-class work, involving a general presentation and discussion of each topic and presentation of case studies, and the remaining time is devoted to distance-learning, which involves reading the handbook and completing the presentations on all 6 topics and writing two case studies on 2 topics of participant's choice.</i></p> <p><i>During the first face-to-face session, discussion with other learners in working groups while completing tasks and exercises allow participants to learn how the principles could be applied to their own sport organisations.</i></p> <p><i>The learning stage out-of-class gives participants the opportunity to reflect upon what they have learned in the first session and to apply it to their personal situations. During that time, participants continue learning by reading the teaching material that may help them understand the key principles of managing their organisations. Before the next session, participants transfer, apply and adapt those principles to their own organisation by creating a presentation on sport management topics covered by the programme, and prepare two case studies on topics of their choice in relation to the topics of the programme. Also, participants prepare a report on the learning process to evaluate the impact of the course on their organisation and themselves.</i></p> <p><i>During the second face-to-face session, participants give their presentations, and course deliverers and other participants are involved in the development and discussion of that work.</i></p> <p><i>The Guidelines for Organising the Sport Management and Leadership Training Programme were developed to assist any organisation wishing to organise a similar training programme for (future) female leaders in sport organisations. It was developed to help leaders of National Olympic Committees and National Federations to bring more women into management and leadership roles.</i></p> <p><i>The idea behind training programmes is twofold: on one side, women will be better skilled and prepared for more demanding positions, and on the other side, sport organisations – both organisers and sending organisations – will raise their commitment to gender mainstreaming. If the training methodology is applied properly, it will help women create networks that can support them in the future.</i></p>
More information available at:	www.success-leadership.eu/brochure/
Contact person	Name: Alma Papic Organisation: Croatian Olympic Committee Email: alma.papic@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Gender Equality Toolkit for Youth in Sport

Title of the practice / resource	Gender Equality Toolkit for Youth in Sport
Created in the year	2019
Organisation(s) responsible	Croatian Olympic Committee University of Worcester Amsterdam University of Applied Sciences Molde University College Vrije University Brussel Swedish Sports Confederation European University Sport Association
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input checked="" type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Educators working with youth (teachers, professors, coaches, etc.), all stakeholders in sport
The practice / resource in a few sentences	<p><i>The main objective of the toolkit is to offer an easy to use online tool for students and lecturers which has the potential to increase their knowledge and understanding of gender issues, thus preventing unwanted behaviours at the workplace in their future careers in sport.</i></p> <p><i>The toolkit will be developed as the main product of the project entitled "Gender Equality Toolkit for generation Z" (GETZ). The GETZ project is to develop, deliver and evaluate an innovative educational resource specifically designed to educate Generation Z on the issues relating to gender equality and equal opportunities in sport.</i></p> <p><i>The GETZ toolkit will be designed to bring to life the issue of gender inequality in sport in a practical, theoretical and applied way. This is possible due to the unique combination of educators and practitioners involved in the GETZ project.</i></p> <p><i>The GETZ toolkit will consist of a unique set of lesson plans and individual resources specifically designed by the GETZ consortium to bring to life the issue of gender equality in sport in a practical, theoretical and applied way. The amount of resources available in the GETZ toolkit will be the equivalent of 1 ECTS (European Credit Transfer System) which equates to more than 28 hours of directed study plus 28 hours of independent study.</i></p> <p><i>For the purpose of this study we refer to Generation Z as individuals born in the mid-1990s to early 2000s. A significant aspect of Generation Z is the widespread usage of the Internet from a young age. Members of Generation Z are typically thought of as being comfortable with technology, and interacting on social media websites for a significant portion of their socialising. With this in mind GETZ will be delivered via a Massive Open Online Course (MOOC) to facilitate broad dissemination of the project's intellectual outputs and results.</i></p>

	<i>Representatives of Generation Z, whether they are university students or sport club members, will be able to access GETZ resources through the GETZ MOOC. The GETZ toolkit consists of six units which will combine both theoretical and applied / practical resources. Participants can access one off units or complete the entire programme.</i>
More information available at:	<i>N/A until the end of 2019</i>
Contact person	Name: Alma Papic Organisation: Croatian Olympic Committee Email: alma.papic@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Recommendations for the improvement of the status of women in sport in the National Policy on Gender Equality 2011-2015

Title of the practice / resource	Recommendations for the improvement of the status of women in sport in the National Policy on Gender Equality 2011-2015
Created in the year	2011
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input checked="" type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	National Parliament, decision-makers in state bodies and sport organisations
The practice / resource in a few sentences	<i>The main objective of the recommendations was to advocate for women's issues before the Parliament of the Republic of Croatia which has the power to improve the legal framework for women in sport. They were adopted by the Parliament which led to the improvement of the status of women in sport on all levels in regard to their access to leadership positions in sport organisations, improvements in national legislation, data collection, equal rights in the use of sport infrastructure, opportunity for education, training and employment in the sport sector, and ensuring that sport is a safe place for women and girls where they are protected from all forms of violence, including sexual harassment.</i>
More information available at:	https://www.hoo.hr/downloads/Nacionalna%20politika%20za%20ravnopravnost%20spolova-preporuka.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Instructions to National Federations on the Implementation of Measures of the National Policy on Gender Equality

Title of the practice / resource	Instructions for National Federations on the Implementation of Measures of the National Policy on Gender Equality
Created in the year	2011
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective of the document was to inform the decision-makers and promote the implementation of measures related to the national policy on gender equality.</i>
More information available at:	https://www.hoo.hr/downloads/Nacionalna%20politika%20za%20ravnopravnost%20spolova%20-%20uputa.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Booklet entitled “Procedure in Case of Sexual Violence”

Title of the practice / resource	Booklet entitled “Procedure in Case of Sexual Violence”
Published in the year	2014
Organisation(s) responsible	Office for Gender Equality of the Government of Croatia
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input checked="" type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input checked="" type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	General public, relevant stakeholders including women in sport organisations, leaders/decision-makers in sport organisations, and all other stakeholders in the sport sector
The practice / resource in a few sentences	<p><i>The main objective of the publication (booklet) was to inform the stakeholders about the procedure in case of sexual violence.</i></p> <p><i>The booklet contains the information about the formal procedures of relevant bodies and institutions in cases of sexual violence, i.e. police bodies, health institutions, judicial bodies and others working in the field of fighting against sexual violence and providing support to the persons subjected to sexual violence.</i></p> <p><i>The booklet provides the information on the means of cooperation between relevant institutions and bodies that are involved in the disclosure and prevention of sexual violence, as well as the assistance and the protection from sexual violence. It contains the information related to mental health of victims of sexual violence i.e. the institutionalised and non-institutionalised help and support, and the requirements for providing protection of mental health of the victims of sexual violence.</i></p>
More information available at:	https://www.hoo.hr/images/dokumenti/ostali-dokumenti/protokol-o-postupanju-u-slucaju-seksualnog-nasilja-rujan-2014.pdf
Contact person	Name: Alma Papic Organisation: Croatian Olympic Committee Email: alma.papic@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Publications

Proceedings of the international seminar entitled “From Sport Result to Sport Career”

Title of the practice / resource	Proceedings of the international seminar entitled “From Sport Result to Sport Career”
Published in the year	2007
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Female athletes, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<p><i>The publication was issued in 2007.</i></p> <p><i>The main objective of the publication was to promote the access of female athletes to employment in sport.</i></p>
More information available at:	https://www.hoo.hr/downloads/zene%20i%20sport%20-%20zbornik%20radova.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Proceedings from the seminar entitled “Towards the London 2012 Olympic Games”

Title of the practice / resource	Proceedings from the seminar entitled “Towards the London 2012 Olympic Games”
Implemented in the year	2012
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<p><i>The publication was issued in 2012.</i></p> <p><i>The main objective was to exchange good practices and raise awareness of gender equality issues in sport.</i></p>
More information available at:	https://www.hoo.hr/downloads/Zbornik%20radova%20-%20V.seminar%20za%20koordinatorice%20za%20zene%20u%20sportu%20-%202012.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Book entitled “Croatian Female Athletes in the Olympic Games”

Title of the practice / resource	Book entitled “Croatian Female Athletes in the Olympic Games”
Published in the year	2015
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input checked="" type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	All stakeholders in and out of sport
The practice / resource in a few sentences	<i>The main objective of the publication was to develop a book with all the information about the achievements of female athletes in the Olympic Games in order to raise the visibility of women’s accomplishments in elite sports.</i>
More information available at:	https://issuu.com/hrvatskiolimpijski odbor/docs/hrvatska_i_sportasice_na_olimpijski
Contact person	Name: Radica Jurkin Organisation: Croatian Olympic Committee Email: radica.jurkin@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Special issue of the NOC magazine Olimp entitled “Women in Sport”

Title of the practice / resource	Special issue of the NOC magazine Olimp entitled “Women in Sport”
Published in the year	2017
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	All stakeholders in the sport sector, as well as in other sectors, general public
The practice / resource in a few sentences	<p><i>The main objective was to raise awareness of the importance of women in sport.</i></p> <p><i>The target groups were all stakeholders in and out of the sport sector.</i></p> <p><i>The content of the publication were articles and interviews with the most successful and/or influential women in sport in Croatia:</i></p> <ul style="list-style-type: none"> - <i>Interview with the (female) State Secretary for Sport in the Republic of Croatia</i> - <i>Article about the (female) Vice Presidents of the NOC of Croatia</i> - <i>Articles about women in sport throughout history</i> - <i>Articles about successful female athletes</i> - <i>Articles about gender discrimination in sport</i> - <i>Article about the education of future female leaders in sport i.e. the SUCCESS project and the Sport Management and Leadership Training Programme</i>
More information available at:	https://issuu.com/hrvatskiolimpijski odbor/docs/olimp-62-2017
Contact person	Name: Radica Jurkin Organisation: Croatian Olympic Committee Email: radica.jurkin@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Article on women in sport published in the NOC magazine Olimp entitled “Morana’s underground objective”

Title of the practice / resource	Article on women in sport published in the NOC magazine Olimp entitled “Morana’s underground objective”
Published in the year	2017
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	All stakeholders in the sport sector, as well as in other sectors, general public
The practice / resource in a few sentences	<p><i>The main objective was to raise awareness of the importance of women in sport.</i></p> <p><i>The target groups were all stakeholders in and out of the sport sector.</i></p> <p><i>The content of the publication was an article on women in sport in Croatia.</i></p>
More information available at:	https://issuu.com/hrvatskiolimpijski odbor/docs/olimp-65-2017/54
Contact person	Name: Radica Jurkin Organisation: Croatian Olympic Committee Email: radica.jurkin@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Article on women in sport published in the NOC magazine Olimp entitled “How Avon connected business and sport”

Title of the practice / resource	Article on women in sport published in the NOC magazine Olimp entitled “How Avon connected business and sport”
Published in the year	2017
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	All stakeholders in the sport sector, as well as in other sectors, general public
The practice / resource in a few sentences	<p><i>The main objective was to raise awareness of the importance of women in sport.</i></p> <p><i>The target groups were all stakeholders in and out of the sport sector.</i></p> <p><i>The content of the publication was an article on women in sport in Croatia.</i></p>
More information available at:	https://issuu.com/hrvatskiolimpijski odbor/docs/olimp-64-2017/56
Contact person	Name: Radica Jurkin Organisation: Croatian Olympic Committee Email: radica.jurkin@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Article on women in sport published in the NOC magazine Olimp entitled “Let’s put the stereotypes on women in sport to a museum”

Title of the practice / resource	Article on women in sport published in the NOC magazine Olimp entitled “Let’s put the stereotypes on women in sport to a museum”
Published in the year	2018
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	All stakeholders in the sport sector, as well as in other sectors, general public
The practice / resource in a few sentences	<p><i>The main objective was to raise awareness of the importance of women in sport.</i></p> <p><i>The target groups were all stakeholders in and out of the sport sector.</i></p> <p><i>The content of the publication was an article on women in sport in Croatia.</i></p>
More information available at:	https://issuu.com/hrvatskiolimpijski odbor/docs/olimp-67-2018/42
Contact person	Name: Radica Jurkin Organisation: Croatian Olympic Committee Email: radica.jurkin@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the international seminar entitled “A Female Athlete: From the Sport Result to the Sport Career”

Title of the practice / resource	Conclusions from the international seminar entitled “A Female Athlete: From the Sport Result to the Sport Career”
Implemented in the year	2007
Organisation(s) responsible	Croatian Olympic Committee in cooperation with the Ministry of Science, Education and Sport
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport, sport-relevant state bodies, decision-makers
The practice / resource in a few sentences	<i>The main objective of the seminar was to promote the access of women, especially former athletes, to employment in sport organisations.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-ii-seminar-2007-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the seminar entitled “Women in Sport”

Title of the practice / resource	Conclusions from the seminar entitled “Women in Sport”
Implemented in the year	2009
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input checked="" type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<p><i>The main objective of the seminar was to discuss and improve on the following topics:</i></p> <ul style="list-style-type: none"> - <i>Further improvements, expansion and activities of the Women in Sport Network</i> - <i>Analysis of the results of the Recommendations for Collaborative Actions in Gender Equality at all Levels of Participation in Sport</i> - <i>Strategy for the development and promotion of women in sport</i> <p><i>The seminar was a part of the programme of the 8th Alpe Adria Conference.</i></p>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-iii-seminar-2009-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the round table entitled “The Status and Perspectives of Women’s Team Sports in Croatia”

Title of the practice / resource	Conclusions from the round table entitled “The Status and Perspectives of Women’s Team Sports in Croatia”
Implemented in the year	2010
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input checked="" type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Female athletes, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<p><i>The main objective of the round table was to discuss and improve on the following topics:</i></p> <ul style="list-style-type: none"> - <i>Recession and perspectives of the women’s team sports until 2012</i> - <i>Representation of women in team sports and women’s team sports (number of sport clubs, female athletes, officials and leaders)</i> - <i>Media coverage of women’s team sports</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-okrugli-stol-2010-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the seminar for members of the NOC Gender Equality Sport Network that was held during the 9th Alpe Adria Sport Conference

Title of the practice / resource	Conclusions from the seminar for members of the Gender Equality Sport Network that was held during the 9 th Alpe Adria Sport Conference
Created in the year	2011
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input checked="" type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<p><i>The main objective of the seminar was to discuss and improve on the following topics:</i></p> <ul style="list-style-type: none"> - <i>Activities and work programme of the Gender Equality Commission</i> - <i>Measures for improving the status of women in sport</i> - <i>Activities of the network</i> - <i>Exchange of good practice examples</i> - <i>Work programme of the network for 2012</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/Mreza-koordinatorska-zakljucci-IV-seminara-Opatija-listopad-2011.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the seminar entitled “Towards the London 2012 Olympic Games”

Title of the practice / resource	Conclusions from the seminar entitled “Towards the London 2012 Olympic Games”
Created in the year	2012
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input checked="" type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective was to start the initiative to determine availability of sport infrastructure to female athletes, opportunity to participate in education, initiate the training programme for women in sport, exchange good practice, and share ideas.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-v-seminar-2012-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the seminar entitled “Opportunities and Limitations for Women in Sport”

Title of the practice / resource	Conclusions from the seminar entitled “Opportunities and Limitations for Women in Sport”
Created in the year	2013
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective of the event was to discuss the recommendations for the national policy in the period 2011-2015.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-vi-seminar-2013-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the seminar entitled “Sport Environment as a Safe Place for Women and Girls”

Title of the practice / resource	Conclusions from the seminar entitled “Sport Environment as a Safe Place for Women and Girls”
Created in the year	2015
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective of the event was to discuss violence against women in sport and preventive measures.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-vii-seminar-2015-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Conclusions from the international seminar on gender equality

Title of the practice / resource	Conclusions from the international seminar on gender equality
Created in the year	2015
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective of the event was to promote gender equality issues in sport.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-me%C4%91unarodni-seminar-momi-2015-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Report from the national seminar entitled “Improvement of Gender Equality in Coaching”

Title of the practice / resource	Report from the national seminar entitled “Improvement of Gender Equality in Coaching”
Implemented in the year	2016
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input checked="" type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective of the event was to promote the use of tools for gender equality in coaching.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ranopravnost-score-seminar-2016.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Report from the seminar entitled “Men and Gender Equality in Sport: Support or Obstacle?”

Title of the practice / resource	Report from the seminar entitled “Men and Gender Equality in Sport: Support or Obstacle?”
Created in the year	2017
Organisation(s) responsible	Croatian Olympic Committee
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input checked="" type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations
The practice / resource in a few sentences	<i>The main objective of the event was to raise-awareness about the necessity that men get involved in resolving the issues of gender inequality in sport.</i>
More information available at:	https://www.hoo.hr/images/dokumenti/zene-u-sportu/komisija-ravnopravnost-viii-seminar-2017-zakljucak.pdf
Contact person	Name: Gordana Borko Organisation: Croatian Olympic Committee Email: gordana.borko@hoo.hr
An expert who has suggested the practice / resource	Morana Palikovic Gruden

Media campaign entitled “Improving the Visibility of Women’s Sports in Electronic Media”

Title of the practice / resource	Media campaign entitled “Improving the Visibility of Women’s Sports in Electronic Media”
Implemented in the year	2018
Organisation(s) responsible	Croatian Olympic Committee Agency for Electronic Media Office for Gender Equality of the Government of the Republic of Croatia
Main topic addressed	<input type="checkbox"/> Gender equality in leadership <input type="checkbox"/> Gender equality in coaching <input type="checkbox"/> Gender equality in participation (grassroots or elite sport) <input checked="" type="checkbox"/> Gender equality in media / communication <input type="checkbox"/> Combating gender-based violence <input type="checkbox"/> Gender mainstreaming
Type of resource / practice	<input type="checkbox"/> Educational tools (training activities, curricula, educational materials, etc.) <input checked="" type="checkbox"/> Awareness-raising initiatives / materials <input type="checkbox"/> Legislation, policies, standards and guidelines <input type="checkbox"/> Research / study reports <input type="checkbox"/> Other, please specify:
Target group(s)	Women in sport organisations, leaders/decision-makers in sport organisations, all stakeholders in sport, media
The practice / resource in a few sentences	<p><i>The main objective of the campaign was to raise awareness of the public about the issues of low visibility of women’s sport in media.</i></p> <p><i>The project entitled “Improving the Visibility of Women’s Sport in Electronic Media” was implemented in co-operation of three key stakeholders in Croatia: Croatian Olympic Committee, Agency for Electronic Media, and Office for Gender Equality of the Government of the Republic of Croatia.</i></p> <p><i>The project was developed as a result of the study on the presence of women’s sports in media entitled „Equality between men and women in the sport programmes through audio-visual media services”. The study focused on two main areas: presence of women’s sports on the news and in the broadcasts, and presence of women in speaking roles on the news, as well as the role that women have on the news.</i></p> <p><i>The main objective was to present the reality of visibility of different genders in sport news by conducting a study on the most significant public and private television channels in the Mediterranean countries in order to promote the dialogue and reflexion on the role that media plays in gender discrimination.</i></p> <p><i>The Agency for Electronic Media in Croatia signed the co-operation agreement with the Croatian Olympic Committee, and the Office for Gender Equality of the Government of the Republic of Croatia. Together, they implemented the project with the aim to increase the visibility of women’s sports in media. The main objective of the project was to improve the visibility of women’s sports in media by implementing a two-week long media campaign.</i></p>

	<p><i>Two video clips and two radio jingles were created. They were broadcasted on a wide number of television and radio stations in Croatia. A 100 radio stations and 23 TV channels broadcasted the video clips/radio jingles for free, which was for the first time in the history of sport in Croatia that such a significant media coverage was devoted to women's sports.</i></p> <p><i>A number of special TV and radio shows were created in the period from March to June 2018.</i></p> <p><i>Ambassadors of the campaign were male and female athletes who were invited as guests on different TV and radio shows to speak about the visibility of women's sports in electronic media.</i></p>
More information available at:	<p>https://www.e-mediji.hr/hr/novosti/zapocela-kampanja-za-vecu-vidljivost-zenskih-sportova-u-elektronickim-medijima/</p> <p>https://www.youtube.com/watch?v=dMGlu9o39D0</p> <p>https://www.youtube.com/watch?v=olbaM5EUzJI</p>
Contact person	<p>Name: Alma Papic</p> <p>Organisation: Croatian Olympic Committee</p> <p>Email: alma.papic@hoo.hr</p>
An expert who has suggested the practice / resource	Morana Palikovic Gruden